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Women's Bureau 1950

HANDBOOK OF FACTS ON

Women Workers

BULLETIN NO. 237

UNITED STATES DEPARTMENT OF LABOR

AN ACT TO ESTABLISH IN THE DEPARTMENT OF LABOR A
BUREAU TO BE KNOWN AS

THE WOMEN'S BUREAU

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That there shall be established in the Department of Labor a bureau to be known as the Women's Bureau.

SEC. 2. That the said bureau shall be in charge of a director, a woman, to be appointed by the President, by and with the advice and consent of the Senate, who shall receive an annual compensation of \$5,000.¹ It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

SEC. 3. That there shall be in said bureau an assistant director, to be appointed by the Secretary of Labor, who shall receive an annual compensation of \$3,500¹ and shall perform such duties as shall be prescribed by the director and approved by the Secretary of Labor.

SEC. 4. That there is hereby authorized to be employed by said bureau a chief clerk and such special agents, assistants, clerks, and other employees at such rates of compensation and in such numbers as Congress may from time to time provide by appropriations.

SEC. 5. That the Secretary of Labor is hereby directed to furnish sufficient quarters, office furniture, and equipment for the work of this bureau.

SEC. 6. That this act shall take effect and be in force from and after its passage.

Approved, June 5, 1920.

Public No. 259, 66th Congress (H. R. 13229).

¹ Amount increased by Reclassification Act of March 4, 1923, as amended and supplemented.

1950

HANDBOOK OF FACTS ON

**Women
Workers**

BULLETIN NO. 237

UNITED STATES DEPARTMENT OF LABOR

Maurice J. Tobin, Secretary

WOMEN'S BUREAU, Frieda S. Miller, Director

1950

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UNITED STATES DEPARTMENT OF LABOR

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 29, 1950.

SIR: I have the honor of transmitting a handbook of facts relating to women workers. It brings up to date the Handbook issued 2 years ago, which has been in great demand as a source book, and which has permitted the Women's Bureau to reply, promptly and without the need for individual handling, to many recurring requests for information of a general nature. Present demand and plans call for issuing the handbook biennially. All divisions of the Bureau contributed to this year's revision; new material is primarily the work of Mary E. Pidgeon of the Economic Studies Branch.

Respectfully submitted.

FRIEDA S. MILLER, *Director.*

HON. MAURICE J. TOBIN,
Secretary of Labor.

LETTER OF TRANSMITTAL

Very truly yours,
The Federal Reserve Bank of St. Louis

Enclosed for the Board of Governors of the Federal Reserve System are two copies of the report of the Committee on the Administration of the Federal Reserve System, which was organized by the Board of Governors in 1934 to study the various phases of the Federal Reserve System and to make recommendations for its improvement. The report is the result of the work of the Committee during the past several years and is being submitted to you for your information and guidance.

The report is divided into two parts. The first part, which is the more important, contains the Committee's findings and recommendations. The second part contains the Committee's report on the work of the various departments of the Federal Reserve System during the past several years.

The Committee believes that the report will be of great value to the Board of Governors and to the public. It is hoped that the report will lead to a more efficient and economical administration of the Federal Reserve System.

Very truly yours,
The Federal Reserve Bank of St. Louis

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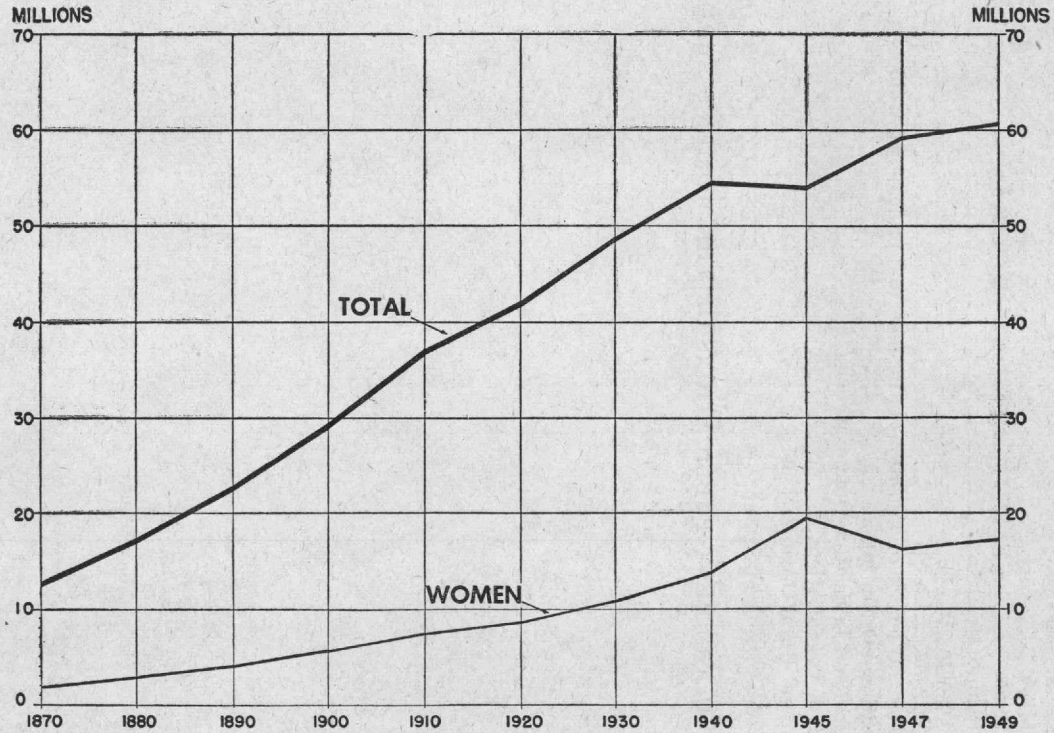
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X

WOMEN WORKERS AND ALL WORKERS 1870 - 1949



Source: U.S. Bureau of the Census.

I

EMPLOYMENT OF WOMEN¹

INCREASES IN NUMBER OF WOMEN WORKERS, 1870 TO 1949

THE FIRST full census of women workers in this country was taken in 1870. At that time less than 2 million women were in gainful employment. Every decade thereafter, however, the census showed a rise in their numbers. In 1949 the labor force contained over 17 million women—a figure a third or more above the entire number of all workers, men and women, in 1870.

The proportion women constituted of all workers increased from decade to decade. In 1870 women were less than 15 percent of this country's workers, and in 1949 they were more than 28 percent of all the workers. (See chart, p. 20.)

Increasing proportions of all the women of working age have entered the labor force. In 1870 less than 14 percent of them were gainful workers; in 1949 more than 30 percent were members of the labor force.

¹ *Notes on figures used:* Figures are based chiefly on census data, in a few cases including unpublished census material. Figures adjusted by the Census to make those of different periods comparable are used where necessary and available. Figures refer to women 14 years of age and over, except in the section of table 1 that reports on women 10 years of age and over. For the most part, census data are for the spring of the year. (The exceptions occur (1) in table 1: decennial censuses for 1870-1900 and 1920 were taken in January or June, and data for October 1949 are included; and (2) in table 4, which uses data for October, the month the Census of Manufactures was taken.) Figures on factory employment are from a Bureau of Labor Statistics report (for September 1949) and from the Census of Manufactures. For a more detailed discussion of occupations, see Women's Bureau Bull. 218, Women's Occupations Through Seven Decades.

Table 1.—Women workers, 1870–1949

Year	Women workers		
	Number	Percent of all workers	Percent of all women
Aged 10 years and over:			
1870.....	1,917,446	14.8	13.3
1880.....	2,647,157	15.2	14.7
1890.....	4,005,532	17.2	17.4
1900.....	5,319,397	18.3	18.8
1910.....	7,444,787	19.9	21.5
1920.....	8,636,512	20.4	21.4
1930.....	10,752,116	22.0	22.0
Aged 14 years and over:			
1900.....	5,114,461	18.1	20.4
1910.....	7,788,826	20.9	25.2
1920.....	8,429,707	20.4	23.3
1930.....	10,679,048	22.0	24.3
1930 ¹	10,396,000	21.9	23.6
1940 ¹	13,015,000	24.4	25.7
1940 ²	13,840,000	25.4	27.4
1945.....	19,570,000	36.1	36.8
1947.....	16,320,000	27.6	29.8
1949:			
April.....	17,167,000	28.2	30.9
October.....	18,588,000	29.7	33.2

¹ Labor force figures for 1930 estimated and for 1940 adjusted by the Census Bureau to make them comparable.

² Civilian labor force figures for 1940 adjusted by the Census Bureau to make them comparable with those for later years.

Source: U. S. Bureau of the Census reports. Figures 1870 through 1940 are shown in Women's Bureau Bull. 218, Women's Occupations Through Seven Decades.

CHIEF OCCUPATION GROUPS EMPLOYING WOMEN

CHANGES IN NUMBERS EMPLOYED, 1940 TO 1949

In most occupation groups the number of women increased from 1940 to 1949. The greatest increases were those of more than 2 million among clerical and kindred workers and of over 1 million among operatives and kindred workers. The number of sales workers and of service workers (except domestic) increased each by more than $\frac{1}{2}$ million, farm workers by about $\frac{1}{3}$ million. Two relatively small occupation groups also showed increases—proprietors, managers, and officials (except farm), and craftsmen and foremen.

The number of women decreased from 1940 to 1949 in three occupation groups. The greatest decline, approaching $\frac{1}{2}$ million, occurred among the domestic service workers. The professional and semiprofessional group also showed some decline, and the small group of laborers declined.

Table 2.—Changes in number of women in each occupation group, 1940 to 1949

Occupation group	Number of women		Change, 1940 to 1949	
	1940 ¹	1949	Number	Percent
All groups.....	11,920,000	16,356,000	+4,436,000	+37
Clerical, kindred workers.....	2,530,000	4,542,000	+2,012,000	+80
Operatives, kindred workers.....	2,190,000	3,199,000	+1,009,000	+46
Domestic service workers.....	2,100,000	1,666,000	-434,000	-21
Professional, semiprofessional workers.....	1,570,000	1,477,000	-93,000	-6
Service workers (except domestic).....	1,350,000	1,911,000	+561,000	+42
Sales workers.....	830,000	1,386,000	+556,000	+67
Farmers, farm workers.....	690,000	1,057,000	+367,000	+53
Proprietors, managers, officials (except farm).....	450,000	867,000	+417,000	+93
Craftsmen, foremen, kindred workers.....	110,000	165,000	+55,000	+50
Laborers (except farm).....	100,000	85,000	-15,000	-15

¹ Employed women whose occupations were not reported, a small proportion of all employed women, were apportioned according to the distribution of those whose occupations were reported.

Source: U. S. Bureau of the Census reports.

DISTRIBUTION IN OCCUPATION GROUPS

In 1949 nearly half the women workers were in the clerical and operative groups, nearly a fourth were in service groups, and almost a tenth were in the professional and semiprofessional group. Smaller fractions were in each of the other groups.

The proportion who were in the clerical and in the operative groups combined increased from 39 percent of all women workers in 1940 to 48 percent in 1949. The proportion in the combined service groups declined from 29 percent of the total in 1940 to 22 percent in 1949. A

OCCUPATIONS OF WOMEN WORKERS, OCTOBER 1949

**CLERICAL AND
KINDRED WORKERS**



**OPERATIVES AND
KINDRED WORKERS**



**SERVICE WORKERS
EXCEPT DOMESTIC**



**PROFESSIONAL AND
SEMI-PROFESSIONAL
WORKERS**



**DOMESTIC SERVICE
WORKERS**



SALESWOMEN



**FARMERS AND
FARM WORKERS**



**MANAGERS,
PROPRIETORS,
OFFICIALS**



OTHER OCCUPATIONS



EACH SYMBOL REPRESENTS 350,000 WOMEN

SOURCE: BUREAU OF THE CENSUS

smaller proportion than in 1940 was in the professional group in 1949, and a slightly larger proportion than in 1940 was in the group of saleswomen, as well as in that of proprietors and managers. Farm workers were in the same proportion both years, as was the craftsmen group.

PROPORTION OF WORKERS IN EACH OCCUPATION GROUP WHO ARE WOMEN

Women constituted over 90 percent of the domestic service workers in 1949, over 60 percent of the clerical workers, about 40 percent each of the professional, of the sales, and of the service (other than domestic) workers, and nearly 30 percent of the operatives. In other groups smaller proportions of the workers were women.

During World War II the proportion of workers who were women increased in all occupation groups save that of domestic service workers, and in some groups increased quite markedly. After the war, the proportion of workers who were women declined in every occupation group, but in most groups still remained larger than in the prewar period. The excepted groups were the domestic service, the professional, and the small group of craftsmen, foremen, and laborers; each of these had a smaller proportion of women among its workers after than before the war.

Table 3.—Status of women in each occupation group before, during, and after World War II

Occupation group	Women employed							
	Percent of all persons in the occupation group				Percent distribution			
	1940	1945	1947	1949	1940	1945	1947	1949
All groups.....	26	36	28	28	100	100	100	100
Clerical, kindred workers.....	53	70	59	61	21	25	26	28
Operatives, kindred workers.....	26	38	28	28	18	24	22	20
Domestic service workers.....	94	94	92	92	18	9	11	10
Professional, semiprofessional workers.....	45	46	40	37	13	8	10	9
Service workers (except domestic).....	40	48	44	44	11	10	11	12
Sales workers.....	28	54	40	38	7	8	8	8
Farmers, farm workers.....	8	22	12	14	6	10	6	6
Proprietors, managers, officials (except farm).....	12	17	14	14	4	4	5	5
Craftsmen, foremen, kindred; laborers (except farm).....	3	5	2	2	2	2	1	2

Source: U. S. Bureau of the Census reports.

IMPORTANT INDIVIDUAL OCCUPATIONS

Of course the 451 individual occupations reported in the Census of 1940 could be considered in an almost endless variety of ways. Various types of groupings or rearrangements of these occupations continually are made for one use or another, or special kinds of occupations are selected for some particular use. The present discussion is limited to pointing out those individual occupations that employ the largest numbers of women, and those in which women constitute the larger proportion of the workers (in 1940, the latest date for which a detailed occupation list is available).

Occupations employing 100,000 or more women, 1940

Rank	Occupation	Women employed	
		Number	Percent of all persons in the occupation
1	Servants, ¹ private family	1, 420, 469	91
2	Stenographers, typists, secretaries	988, 081	94
3	Teachers (not elsewhere classified)	772, 044	76
4	Clerical, kindred workers (not elsewhere classified)	630, 471	36
5	Saleswomen (not elsewhere classified)	515, 539	41
6	Bookkeepers, accountants, cashiers	446, 205	52
7	Operatives, apparel, accessories	425, 534	78
8	Housekeepers, private family	362, 431	99
9	Waitresses (except private family)	356, 036	68
10	Trained nurses, student nurses	348, 277	99
11	Farm laborers (unpaid family workers)	223, 279	19
12	Barbers, beauticians, manicurists	206, 592	50
13	"Clerks" in stores	201, 281	43
14	Telephone operators	189, 002	95
15	Laundresses, private family	186, 183	98
16	Servants (except private family) ¹	174, 724	55
17	Laundry operatives, laundresses (except private family)	167, 967	78
18	Operatives, cotton manufactures	167, 155	47
19	Farmers (owners and tenants)	151, 087	3
20	Dressmakers, seamstresses (not in factory)	133, 627	98
21	Cooks (except private family)	116, 310	42
22	Operatives, knit goods	115, 106	67
23	Boarding house, lodginghouse keepers	100, 355	91

¹ The Census classification term necessarily is used here. The Women's Bureau has been working with the Census to develop a classification term to supplant "servants." Accordingly, in the 1950 Census, "household workers" will be used.

Source: U. S. Bureau of the Census. Census of 1940. Population. Vol. III. The Labor Force. Part 1, United States Summary, table 58.

In each of 23 occupations reported in 1940, more than 100,000 women were employed. Taken together, these 23 occupations included three-fourths of all the employed women (exclusive of women workers

in the labor force who were not employed at the time the census was taken).

Among the five occupations that employ the largest numbers of women, that of "servants, private family," with almost 1½ million women, ranks first. Nearly 1 million women were stenographers, typists, or secretaries, and almost two-thirds million were in other clerical work. Over three-fourths million were teachers, and one-half million were saleswomen.

In eight of the occupations that employed 100,000 or more women, women constituted over nine-tenths of all the workers; in three they constituted about three-fourths of the workers; and in five others, about a half.

There also were a number of occupations in which considerably fewer than 100,000 women worked but in which women were practically half or over half of the employees. In two of these, women were nine-tenths or more of the workers, in six others they were three-fourths but less than nine-tenths of the workers.

Occupations in which women are a large proportion of the workers, 1940

I. OCCUPATIONS EMPLOYING 100,000 OR MORE WOMEN ¹

	Percent of all persons in the occupation
<i>Women are more than nine-tenths of these workers:</i>	
Housekeepers, private family	99
Dressmakers, seamstresses (not in factory)	98
Laundresses, private family	98
Trained nurses, student nurses	98
Telephone operators	95
Stenographers, typists, secretaries	94
Servants, private family	91
Boardinghouse, lodginghouse keepers	91
<i>Women are about three-fourths of these workers:</i>	
Laundry operatives, laundresses (except private family)	78
Operatives, apparel, accessories	78
Teachers (not elsewhere classified)	76
<i>Women are about two-thirds of these workers:</i>	
Waitresses (except private family)	68
Operatives, knit goods	67
<i>Women are about half of these workers:</i>	
Servants (except private family)	55
Bookkeepers, accountants, cashiers	52
Barbers, beauticians, manicurists	50
Operatives, cotton manufactures	47

¹ Excludes two occupations in which women are a small proportion of the workers: farmers (3 percent) and farm laborers (19 percent).

	Percent of all persons in the occupation
<i>Women are about two-fifths of these workers:</i>	
"Clerks" in stores.....	43
Cooks (except private family).....	42
Saleswomen (not elsewhere classified).....	41
Clerical, kindred workers (not elsewhere classified).....	36

II. SELECTED² OCCUPATIONS EMPLOYING LESS THAN 100,000 WOMEN

Practical nurses, midwives (87,200).....	96
Attendants, physicians' and dentists' offices (27,900).....	95
Milliners (not in factory) (10,500).....	94
Librarians (32,500).....	90
Office machine operators (51,500).....	86
Demonstrators (7,400).....	83
Dancers, dancing teachers, chorus girls (9,000).....	81
Housekeepers, stewards, hostesses (except private family) (62,400).....	79
Attendants, assistants, library (7,000).....	78
Religious workers (25,900).....	75
Social, welfare workers (44,800).....	64
Fruit and vegetable graders, packers (except cannery) (12,800).....	58
Attendants, professional and personal service (not elsewhere classified) (13,800).....	57
Charwomen, cleaners (36,900).....	54
Musicians, music teachers (59,500).....	46

² Excludes all occupations in which women were less than half the workers. Excludes also occupations under "operatives and kindred workers in manufacturing," in some of which over 50,000 women were employed, and/or in some of which women were over half the workers. Included is the occupation "musicians and music teachers," because it is one professional occupation that employs a sizable number of women who are also a large percentage of all the workers.

Source: U. S. Bureau of the Census. Census of 1940. Population, Vol. III, The Labor Force, Part 1, United States Summary, table 58.

CHIEF INDUSTRY GROUPS EMPLOYING WOMEN

Of the 10 chief woman-employing industry groups, the one that employed the largest number of women was domestic and personal service, with nearly 3 million women (in 1940, the latest date for which data on chief industry groups are available). Each of two other groups—manufacturing and trade (wholesale and retail together)—employed over 2 million, and the professional group employed not far from 2 million. Each of these four groups employed about four to six times as many women as any other. The domestic and personal services, manufacturing, and trade taken together accounted for almost two-thirds of all employed women.

Next in size were two industry groups each of which employed about one-half million women—agriculture; and finance, insurance,

and real estate. Two other groups each employed over one-third million—transportation, communication, and other public utilities; and government. All other groups taken together employed only a very small proportion of the women workers.

Of course the workers in each of the various industry groups are engaged in a wide range of occupations, as for example those of salespersons, laborers of various types, clerical office forces, manufacturing operatives, and so forth. (For occupational data see tables 2 and 3 and also summaries pp. 6-8.)

Women in each industry group, 1940

Industry group	Women employed		
	Number	Percent of all persons in the industry group	Percent distribution
All groups.....	11, 138, 178	25	100
Domestic, personal services.....	2, 875, 762	72	26
Manufacturing.....	2, 322, 252	22	21
Trade (wholesale, retail).....	2, 029, 540	27	18
Professional, related services.....	1, 845, 128	56	17
Agriculture.....	485, 373	6	4
Finance, insurance, real estate.....	454, 300	31	4
Transportation, communication, other public utilities.....	345, 086	11	3
Government.....	339, 418	19	3
Other services:			
Amusement, recreation, related services..	79, 279	20	1
Business, repair.....	76, 877	9	1
All other ¹	46, 897	2	(²)
Industry not reported.....	238, 266	35	2

¹ Includes construction, mining, forestry, and fishing.

² Less than one-half of 1 percent.

Source: U. S. Bureau of the Census. Census of 1940. Population, Vol. III. The Labor Force. Part 1, United States Summary, table 74.

IMPORTANT INDIVIDUAL INDUSTRIES

In only 3 of 23 individual industries, each of which employed over 100,000 women in 1940, did the proportion women constituted of the work force approach two-thirds. In domestic service nearly nine-tenths of the workers were women, and in educational services and in the manufacture of apparel and clothing accessories about two-thirds of the workers were women. In 8 other individual industries from about half to three-fifths of the workers were women.

Individual industries employing 100,000 or more women, 1940

Industry	Women employed	
	Number	Percent of all persons in the industry
Domestic service.....	2, 059, 936	89
Educational services.....	1, 020, 891	65
Medical, other health services.....	593, 244	58
Apparel, accessories manufacturing.....	488, 807	67
Eating, drinking places.....	478, 640	43
General merchandise stores.....	422, 213	59
Miscellaneous personal services.....	313, 056	46
Hotels, lodging places.....	285, 900	52
Food stores (except dairy products).....	266, 217	20
Laundering, cleaning, dyeing services.....	216, 870	49
Apparel, accessories stores (except shoes).....	208, 582	50
State, local government (not elsewhere classified).....	199, 625	24
Telephone (wire and radio).....	189, 919	60
Insurance.....	186, 137	36
Cotton manufactures.....	183, 571	38
Wholesale trade.....	181, 847	15
Banking, other finance.....	145, 996	31
Charitable, religious, membership organizations.....	135, 241	35
Printing, publishing, allied industries.....	129, 094	21
Knit goods manufacturing.....	127, 263	59
Real estate.....	122, 167	26
Footwear manufacturing (except rubber).....	107, 436	43
Electrical machinery, equipment manufacturing.....	101, 201	27

Source: U. S. Bureau of the Census. Census of 1940. Population. Vol. III. The Labor Force. Part 1, United States Summary, table 74.

EMPLOYMENT IN FACTORIES

Figures later than those of the 1940 Census are available for one major industry group, manufacturing, and for various individual industries that compose this group. Factories employed over a fifth of all women workers in 1940, more than are in any other industry except domestic and personal service.

Nearly 4 million women in the United States were employed in factories in 1949, according to current reports of the Bureau of Labor Statistics. About half of the 4 million were at work on apparel, textile-mill products, or foods; together with women workers in the electrical machinery industry, in printing and publishing, and in leather plants, they account for nearly two-thirds of all women in factories. The number of women in each of the various industry groups, and the proportion women constitute of all employees in each group, are shown in the following list. Figures include all women employed in the factories, office as well as production workers.

Women wage and salaried workers in chief manufacturing industries, September 1949

Industry	Women in factories	
	Number	Percent of all persons in the industry
All groups.....	3, 810, 200	27
Nondurable goods.....	2, 614, 900	38
Apparel, other finished textile products.....	891, 800	75
Textile-mill products.....	523, 100	43
Food, kindred products.....	466, 200	27
Printing, publishing, allied industries.....	192, 100	27
Leather, leather products.....	182, 700	46
Chemicals, allied products.....	121, 400	19
Paper, allied products.....	108, 000	24
Tobacco manufactures.....	61, 400	61
Rubber products.....	56, 700	27
Products of petroleum, coal.....	11, 500	5
Durable goods.....	1, 195, 300	16
Electrical machinery.....	251, 400	34
Machinery (except electrical).....	162, 800	13
Fabricated metal products (except ordnance, machinery, transportation equipment).....	154, 800	18
Transportation equipment.....	128, 100	10
Instruments, related products.....	78, 500	34
Stone, clay, glass products.....	77, 100	16
Primary metal industries.....	57, 100	5
Lumber, wood products (except furniture).....	51, 900	7
Furniture, fixtures.....	51, 900	16
Ordnance, accessories.....	4, 100	18
Miscellaneous manufacturing industries.....	177, 600	41

Source: U. S. Department of Labor, Bureau of Labor Statistics reports.

Of all factory employees in 1949, women were well over a fourth. In each of the following 10 manufacturing industries they made up from nearly one-fourth to three-fourths of the employees:

	Percent women were of all workers		Percent women were of all workers
Apparel.....	75	Instruments.....	34
Tobacco.....	61	Food.....	27
Leather.....	46	Rubber.....	27
Textile mill products.....	43	Printing and publishing.....	27
Electrical machinery.....	34	Paper.....	24

Earlier data from the Census of Manufactures of 1947 (released in August 1949) indicates that four-fifths of all women in factories are production workers. The remainder are probably in factory offices for the most part, and in administrative, supervisory, technical, and sales occupations in small numbers. The proportion of employees who are production workers differs markedly from industry to industry. For example, over nine-tenths of the women employees in 1947 in tobacco, apparel, textile, and leather factories were production workers. On the other hand, only about half or fewer of the women employees in printing and publishing, primary metals, and machinery (except electrical) plants were engaged on production processes. Data on women production and nonproduction workers in factories in 1947 are shown in table 4.

Table 4.—Women in manufacturing industries, 1947

Industry	Total number of women in factories	Women production workers		Other ¹ women workers in factories	
		Number	Percent of all production workers in the industry	Number	Percent of all women in the industry
All groups.....	3, 835, 200	3, 094, 800	26	740, 400	19
Apparel, related products.....	810, 800	760, 500	75	50, 300	6
Textile-mill products.....	549, 900	518, 700	45	31, 200	6
Food, kindred products.....	402, 500	325, 500	28	77, 000	19
Electrical machinery.....	311, 000	255, 500	40	55, 500	18
Printing, publishing industries.....	200, 700	88, 900	22	111, 800	56
Machinery (except electrical).....	200, 600	106, 400	9	94, 200	47
Leather, leather products.....	182, 900	167, 800	46	15, 100	8
Fabricated metal products.....	178, 600	131, 500	16	47, 100	26
Chemicals, allied products.....	120, 100	71, 300	15	48, 800	41
Paper, allied products.....	115, 100	95, 500	24	19, 600	17
Transportation equipment.....	114, 400	66, 200	7	48, 200	42
Instruments, related products.....	81, 400	63, 500	36	17, 900	22
Stone, clay, glass products.....	80, 700	65, 400	16	15, 300	19
Tobacco manufactures.....	74, 500	72, 700	63	2, 000	3
Rubber products.....	66, 200	51, 700	25	14, 500	22
Primary metal industries.....	59, 000	26, 900	3	32, 100	54
Furniture and fixtures.....	54, 200	40, 200	14	14, 000	26
Lumber and products (except furniture).....	36, 200	25, 800	5	10, 400	29
All other.....	196, 400	161, 100	28	35, 300	18

¹ Includes administrative, supervisory, sales, technical, office, and all other personnel.

Source: U. S. Bureau of the Census. Census of Manufactures: 1947. Preliminary report: Employment by Type, by Sex, and by Month. Series MC 100-7. Aug. 12, 1949.

AGES OF WOMEN WORKERS

The striking development in the age distribution of women workers is the marked increase in the number of those 35 years of age and older. It is well known that the number of women workers in this age group grew greatly in wartime, but less well known that it continued to grow in the postwar years. This continuing increase results partly from the fact that the number of women of 35 and over in the population as a whole has increased, but also from the fact that larger proportions of the women of these ages have entered the labor force than formerly.

The 1949 labor force included nearly 2½ million more women 35 to 54 years old than did the 1940 labor force, nearly one-third million more girls under 20, and about one-third million fewer women 20 to 34 years old. Women aged 35 to 54 were almost three-fourths of all the women workers added to the labor force from 1940 to 1949.

In terms of the proportion of their number in the labor force, the greatest increase from 1940 to 1949 occurred in the group of women 45 to 64 years of age. When the war demand for workers arose, these women were less likely than those 20 to 34 years old to be workers already, or to have household and family cares requiring their full attention, and consequently they were in a position to enter the labor force to a larger extent than were the 20- to 34-year olds.

Table 5.—Changes in number of women workers in each age group, 1940 to 1949

Age group	Number of women workers		Change, 1940 to 1949	
	1940	1949	Number	Percent
All groups.....	13,840,000	17,167,000	+3,327,000	+24
14-19.....	1,460,000	1,767,000	+307,000	+21
20-24.....	2,820,000	2,484,000	-336,000	-12
25-34.....	¹ 3,840,000	3,880,000	+40,000	+1
35-44.....	¹ 2,660,000	3,898,000	+1,238,000	+47
45-54.....	1,830,000	3,027,000	+1,197,000	+65
55-64.....	920,000	1,605,000	+685,000	+75
65 and over.....	310,000	509,000	+199,000	+64

¹ Census adjusted figures did not break down the 25-44 age group into 25-34 and 35-44 age groups; figures here are a distribution based on the breakdown reported in earlier Census unadjusted figures.

Source: U. S. Bureau of the Census reports.

Women 20 to 34 years old were nearly half the female labor force in 1940 but were less than two-fifths of it in 1949. On the other hand, the proportion who were 35 to 54 years old increased from less than a

third in 1940 to over two-fifths in 1949. Both in 1940 and 1949 about a tenth of the women workers were under 20, and in 1949 a somewhat larger proportion than this were 55 or older.

Women of all ages except those 20 to 34 were participating in the labor force to a greater extent in 1949 than in 1950; particularly great increases in labor force participation are found among those 35 to 54, and among girls under 20. In most age groups, the proportions of the women who were at work in 1949 were smaller than they had been at the war peak but larger than before the war. In the 20- to 34-age groups, however, the proportion at work in 1949 was smaller than in the prewar period; and in the small group 65 and over, the proportion at work was as great as during the war. Many of the women of 20 to 34 had delayed marriage or had remained at work until husbands returned from the services, and in the postwar period they desired to give their full time to household and family affairs rather than to paid employment.

Table 6.—Age groupings of women workers before, during, and after World War II

Age group	Percent of all women in each age group who were workers				Percent distribution of women workers			
	1940	1945	1947	1949	1940	1945	1947	1949
All groups.....	27	37	30	31	100	100	100	100
14-19.....	20	40	28	28	11	14	11	10
20-24.....	48	56	44	42	20	17	17	14
25-34.....	35	41	31	33	28	23	22	23
35-44.....	29	41	36	37	19	20	22	23
45-54.....	24	37	33	35	13	15	16	18
55-64.....	18	27	23	24	7	8	9	9
65 and over.....	7	9	8	9	2	3	3	3

Source: U. S. Bureau of the Census reports.

MARITAL STATUS OF WOMEN WORKERS

WOMEN OF EACH MARITAL STATUS GROUP WHO ARE WORKERS

In 1949 over half the single women in this country were in the labor force, as were more than a third of the widowed and divorced women, and nearly a fourth of the married women.

MARITAL STATUS OF ALL WOMEN AND OF WOMEN WORKERS

Single women constituted 20 percent of the woman population in 1949 but were 33 percent of the women in the labor force. Married women were 66 percent of the adult female population and 51 percent of the women in the labor force. Widows and divorced women were 14 percent of the woman population, 16 percent of the female labor force.

Table 7.—Changes in number and distribution of women in each marital status group, in population and in labor force, 1940 to 1949

Marital status	Number of women		Percent change, 1940 to 1949	Percent distribution	
	1940	1949		1940	1949
POPULATION					
All groups.....	50,140,000	56,001,000	+12	100	100
Single.....	13,733,000	11,174,000	-19	27	20
Married.....	29,973,000	37,013,000	+23	60	66
Widowed and divorced.....	6,434,000	7,815,000	+21	13	14
LABOR FORCE					
All groups.....	13,840,000	17,167,000	+24	100	100
Single.....	6,710,000	5,682,000	-15	49	33
Married.....	5,040,000	8,739,000	+73	36	51
Widowed and divorced.....	2,090,000	2,746,000	+31	15	16

Source: U. S. Bureau of the Census reports.

MARITAL STATUS IN WARTIME AND POSTWAR PERIODS

About half the nearly 14 million single women and a sixth of the nearly 30 million married women were already in employment in 1940, before the war.

During the war great pressure was exerted to bring additional numbers of women into the labor force. At the same time, the number of married women in the population was increasing markedly, the number of single declining. Furthermore, many of the older married women were beyond the years when family care absorbs most of a woman's time and energy, husbands of the more recently married were in the armed forces, and the desire to be of service in the country's

emergency was general. Consequently, very many more married than single women were available to meet the wartime needs for labor-force increases.

The proportion of the country's single women who were workers increased from 49 percent in 1940 to 55 percent during the war (1944) and the proportion of the married women who were workers, from 17 to 23 percent. In view of the far greater number of married women in the population, theirs was a much more significant numerical increase. (See table 8.)

Table 8.—Marital status of women workers before, during, and after World War II

Marital status	Percent of all women of each marital status who were workers				Percent distribution of women workers			
	1940	1944	1947	1949	1940	1944	1947	1949
All groups.....	28	32	30	31	100	100	100	100
Single.....	49	55	52	51	49	43	38	33
Married.....	17	23	22	24	36	44	46	51
Widowed and divorced.....	33	32	36	35	15	13	16	16

Source: U. S. Bureau of the Census reports.

In the postwar period, as compared with the war period, a smaller proportion both of the single and of the married women, and a larger proportion of the widowed and divorced, were in the labor force. (The last-mentioned group, of course, would include those widowed during the war.) However, the labor force participation of each marital status group was greater after than before the war.

The 1949 increase over 1940 in the number of married women in the population was 23 percent, but in the labor force was much greater—73 percent. The number of single women declined 19 percent in the population but only 15 percent in the labor force.

WORKING COUPLES

The number of married couples in the population has increased greatly since the prewar period, and many more couples than formerly have both spouses in the labor force. The number of couples in the population with husband the head of the family increased from 26½ million in 1940 to over 33 million in 1949. Of these couples, the proportion with both spouses in the labor force increased from 10 percent (almost 3 million couples) in 1940 to 20 percent (over 6½ million couples) in 1949. Actually, more than 7 million couples had both spouses in the labor force in 1949; but for about 2½ million of these couples the husband was not the family head (as, for example, among young couples living with parents).

MOTHERS IN THE LABOR FORCE

The exact number of working women responsible for young children is difficult to ascertain. Available data report on married women with children of their own and take no account of women responsible for the care of children other than their own. The number of such women probably is considerable, especially since the war, and includes both married and single women.

Census data for 1949, presented in the summary below, show that of 44 $\frac{4}{5}$ million women in the population who ever have been married, somewhat over half had no children of their own who were under 18 years of age. The remainder, nearly 21 $\frac{1}{3}$ million women, had own children under 18, and 12 $\frac{1}{2}$ million of these had children under 6 years of age.

Of the 44 $\frac{4}{5}$ million women ever married, nearly 11 $\frac{1}{2}$ million were in the labor force. Of these, over 7 million had no own children under 18, and 4 $\frac{1}{3}$ million had children under 18.

The 4 $\frac{1}{3}$ million mothers (with children under 18) who were in the labor force were:

- Less than 1 in 10 of all women ever married in the population.
- Somewhat more than 1 in 3 of all working women ever married.
- About 1 in 4 of all women workers.

Labor force participation of women ever married, by whether or not having own children under 18, 1949

Status as to children	Number of women in—		Percent in labor force
	Population	Labor force	
All women-----	56, 001, 000	17, 167, 000	31
Women ever married-----	44, 828, 000	11, 485, 000	26
With no children under 18-----	23, 520, 000	7, 152, 000	30
Total with own children under 18-----	21, 308, 000	4, 333, 000	20
With children 6-17 only-----	8, 816, 000	2, 710, 000	31
With children under 6-----	12, 492, 000	1, 623, 000	13
With children both 6-17 and under 6-----	5, 498, 000	760, 000	14
With children under 6 only-----	6, 994, 000	862, 000	12

Source: U. S. Bureau of the Census. Current Population Reports, Labor Force. Series P-50, No. 22, Apr. 19, 1950. Tables 3 and 4.

Mothers of children who have not yet reached school age (that is, of children under 6 years of age) are considerably less free to accept employment than mothers whose children have attained school age (6 to 17 years). Similarly, mothers of children of elementary school age (6 to 11 years) do not as readily accept jobs as mothers of older children (12 to 17 years). These statements, as well as the discussion which follows, relate to mothers living in the same households with their husbands.

In 1949 only about 10 percent of all women living with their husbands who had children of preschool age but none of school age were in the labor force. In contrast, about 27 percent of those with children of school age but none of preschool age were working mothers.

Mothers whose children were all of elementary school age (6 to 11 years) were members of the labor force in about 25 percent of the cases. This percentage rose to 31 among those whose children were all beyond elementary school age (12 to 17 years). Mothers of older children, in fact, were just as likely to be workers as married women with no children under 18. This fact, however, does not necessarily mean that the presence of children of beyond elementary school age has no effect on the labor force participation of the mother. Women without children under 18 may be concentrated to a larger extent than those with children 12 to 17 years of age in the older age groups where labor force participation tends to decline for other reasons.

Mothers of preschool-age children were more likely to be in the labor force if older children were also present. Further, it is likely that labor force participation of mothers with preschool-age children is significantly greater only if the other children in the household are all children who are beyond elementary school age.

The absence of the husband from the family tends to increase markedly the necessity for the mother to seek employment, as the summary following shows. Among all mothers with own children under 18, of those with husbands present 18 percent were in the labor force, but of those with husbands absent 51 percent had gone to work. Where all children were under school age, only 10 percent of the mothers were in the labor force if the husband was at home, but half those whose husbands were absent had to work.

Labor force participation of women ever married, by presence or absence of husband, 1949

Status as to children	Percent of women in labor force		
	Total	With husband present	Widowed or with husband absent
All women ever married.....	26	23	37
With no own children under 18.....	30	29	34
With own children under 18.....	20	18	51
With children 6-17 only.....	31	27	57
With children both 6-17 and under 6....	14	12	39
With children under 6 only.....	12	10	47

Source: U. S. Bureau of the Census. Current Population Reports, Labor Force. Series P-50, No. 22, Apr. 19, 1950. Table 4.

WOMEN AS HEADS OF FAMILIES

In sharp contrast to the popularly envisioned picture of the "average" family, consisting of father, mother, and children, stands the

fact that in 1949, a woman was the head of about $3\frac{3}{4}$ million of this country's families (two or more related persons living together).

Before the war, the number of families with a woman head was increasing. Constituting 9.4 percent of all families in the country in 1930, such families were 11.0 percent of all families by 1940. It is not surprising that in spite of the accelerated marriage rate, the number of families with women heads increased sharply during the war, for men in the armed services were not counted as members of families unless living at home off post. In the postwar period, hand in hand with the return home of men from the war and the continuing increases in numbers of married women in the population, there was a decline in the extent to which women headed the family. In 1949 women were about a tenth of all family heads—a smaller proportion than in 1940. In 1949, also, not far from a third of the women family heads had families of four or more persons.

Evidence on prewar years showed that the percent of women family heads was appreciably higher among the underprivileged than in the Nation as a whole.

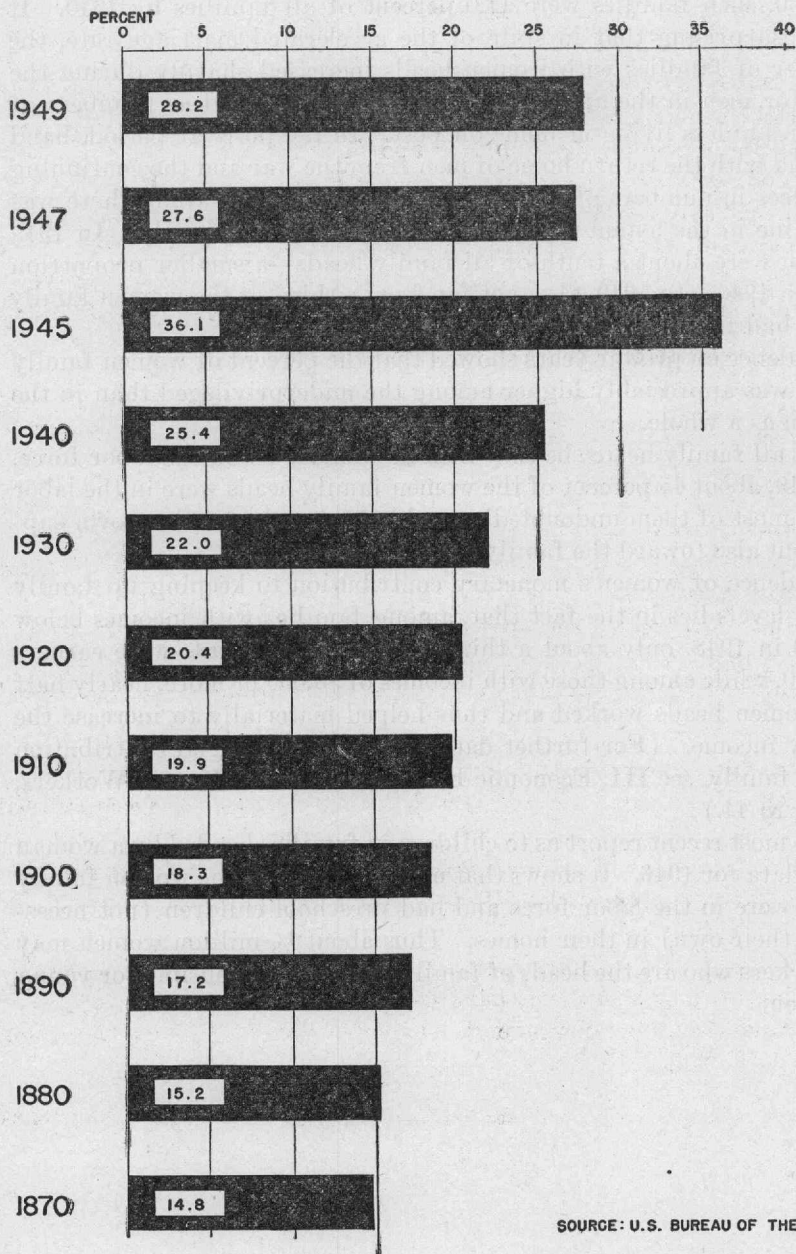
Not all family heads, be they men or women, are in the labor force. In 1949, about 45 percent of the women family heads were in the labor force, most of them undoubtedly working not only for their own support but also toward the family's maintenance.

Evidence of women's monetary contribution to keeping up family living levels lies in the fact that, among families with incomes below \$2,000 in 1948, only about a third of the women heads were earners in 1949, while among those with incomes of \$3,000 or more, nearly half the women heads worked and thus helped materially to increase the family income. (For further data on women's financial contribution to the family, see III, *Economic Responsibilities of Women Workers*, pp. 41 to 44.)

The most recent report as to children in families headed by a woman gives data for 1946. It shows that nearly a tenth of the women family heads were in the labor force and had preschool children (not necessarily their own) in their homes. Thus about $\frac{1}{3}$ million women may be workers who are the heads of families and are responsible for young children.

PROPORTION OF ALL WORKERS WHO ARE WOMEN

1870-1949



SOURCE: U.S. BUREAU OF THE CENSUS

SELECTED REFERENCES TO BASIC DATA ON EMPLOYMENT OF WOMEN²

1. U. S. BUREAU OF THE CENSUS:

a. 16th Census, 1940. Population. Vol. III. Labor Force. Part 1, United States Summary. Tables 58 and 74.

b. Current Population Reports, Labor Force. Series P-50. Also current monthly reports on labor force (Series P-57), and on population characteristics (Series P-20).

c. Census of Manufactures, 1947. Preliminary Report: Employment by Type, by Sex, and by Month. Series MC 100-7, Aug. 12, 1949.

2. JOINT COMMITTEE ON THE ECONOMIC REPORT:

Low-Income Families and Economic Stability. Materials on the Problem of Low-Income Families Assembled by the Staff of the Subcommittee on Low-Income Families. Eighty-first Congress, First Session, Joint Committee Print, 1949.

3. WOMEN'S BUREAU:

a. Special Bull. No. 20. Changes in Women's Employment During the War. 1944.

b. Bull. No. 211. Employment of Women in the Early Postwar Period. 1946.

c. Bull. No. 218. Women's Occupations Through Seven Decades. 1947.

4. BUREAU OF LABOR STATISTICS:

a. Monthly Labor Review, August 1947. Recent Occupational Trends in the United States.

b. Monthly Labor Review, December 1947. Labor Force Changes and Employment Outlook—Women Workers and Recent Economic Change.

c. Women in Factories, October 1939–May 1947. (Mimeograph.)

d. Employment and Payrolls, Detailed Report, October 1949. By sex; quarterly, for September, December, March, June, beginning September 1949.

² See also X, American Women—A Selected Bibliography of Basic Sources, pp. 78 to 88.

II

WAGES, SALARIES, AND INCOME

INTRODUCTION

FACTORS INFLUENCING WAGES AND SALARIES

Skill requirements and economic conditions.—Workers are employed in many different industries and occupations in which the types of skills required vary widely. These factors in themselves cause wages or salaries to vary widely and explain why no average figure will give a very representative idea of the current earnings or the wage or salary rates of *all* workers.

Of course general economic conditions have the most powerful effect on the wage and salary levels of workers. Additional factors that affect the levels of wages and salaries include differences in season of the year or locality in which the work is done.

The figures that most accurately show earnings or standards of wages and salaries are those that apply to particular occupations or industries and that take full account of various other features in given wage situations. Reports that show women's wages separately from men's are, however, few. Those that are available often show an average wage, which hides the many variations that exist and their causes, and which fails to throw light on numerous other points necessary to a full understanding of the true wage situation.

Pay rate, time worked, and earnings.—Many wage and salary reports show the *rate* of pay for a given period, say a week, of a specified number of hours of work. But if the full hours that are scheduled by the plant as the basis for the weekly rate have not been worked, the *earnings* the employee actually receives are less than the full weekly rate. Because of differences in the time the employee works, her pay may vary even from week to week. This is true for the factory and the service worker, in particular, but also for any other employee whose pay varies with time worked.

Moreover, the employee may be a regular part-time worker, employed only for certain days in the week or for certain hours in the day. In this case also she receives only the hourly rate multiplied

by the number of hours worked, which of course is less than the rate for the full weekly schedule.

Pay by piecework and bonus.—Many factory and some white-collar workers are paid, not by the time worked, but by *piece rates*, that is, according to the number of items processed or tasks completed. In such cases, the same employee's earnings may differ from day to day and even from hour to hour, since they are affected to a large extent by differences in the way in which the employer or the worker organizes the work, as well as by variations in speed of the worker.

In some instances a special *bonus* is paid to individuals as an incentive to achieve a high rate of production (as on factory processes) or a large volume of sales (as in a store or other sales job). The wage figure reported then differs according to whether it includes or omits the amounts of such bonuses.

TAKE-HOME PAY

The wage or salary shown in reports usually is either the basic rate of pay or earnings on the job, but the actual amount in the worker's pay envelope or check often is considerably less than this, because before it is received deductions are made for various purposes, such as taxes, social security, union dues, pension, or health insurance. Most of these deductions are eventually advantageous to the worker, though they reduce the amount available for living expenses, including the building up of savings. The amount that the worker receives after these deductions have been made is called "take-home" pay.

HOW WAGES AND SALARIES ARE REPORTED

Reports on wages and salaries ordinarily show the average¹ rates or earnings (whether hourly, weekly, or monthly) for a group of workers in a given industry or occupation. A more complete knowledge of the wage situation of such a group is given when the single figure showing the average wage or salary is supplemented by a distribution showing what proportions of the workers receive various amounts (in higher, lower, or middle ranges). However, such information ordinarily cannot be collected and reported at frequent intervals because of the size and cost of the undertaking; hence the information usually is available only when a special survey is made to collect data that can be tabulated more completely.

The discussion here will be followed by several tables showing the earnings of women employed in some of the more important industries and occupations. The figures are taken from the most recent sources of such data known to be available.

¹ Reference is to the arithmetic average, which is well understood by most people; and to the average known as the median, which seems to tell more for individuals in the group: one-half the workers receive more and one-half less than the median. In the present report, the average most frequently shown is the median.

CENSUS REPORTS ON WOMEN'S INCOME AND EARNINGS

SOURCES OF WOMEN'S INCOME

In the last years of the war and early in the postwar period the Bureau of the Census reported on the income of civilians, whether from wages and salaries, from self-employment in a business or profession, or from other sources such as pensions, dividends, etc. The latest census survey of this type was made for 1948. The report on the survey, issued February 14, 1950, shows that about 41 percent of the women in the civilian population, compared to approximately 90 percent of the men, had income. (Reference here and throughout the discussion on income is to money income.) Nearly 70 percent of the women who had income had none except from their own wages or salaries, 5 percent had none except from self-employment, and nearly 20 percent, none except income from other than earnings. About 7 percent had income from more than one source.

For all women with income, the median was only a little over \$1,000; that of men was about $2\frac{1}{3}$ times as high. Median income was greatest for women who had wages or salaries and some other income besides, but this group included only 5 percent of all women with income. For further details, see table 1.

Table 1.—Sources of income, 1948

Source of income	Women	Men	Median income	
			Women	Men
Total	22, 725, 000	47, 370, 000	\$1, 009	\$2, 396
	<i>Percent distribution</i>			
With wage or salary but no other income.....	69	62	1, 216	2, 541
With wage or salary and income other than earnings.....	5	10	1, 679	2, 715
Self employed with no other income.....	5	14	871	2, 334
Self employed with income other than earnings.....	1	3	1, 310	2, 491
With wage or salary and self-employment income.....	1	3	(¹)	2, 010
With income but no earnings.....	19	7	609	813
With income from all three sources.....	(²)	1	(¹)	2, 538

¹ Median not shown where there were fewer than 100 cases in the sample reporting on income.

² Less than half of 1 percent.

Source: U. S. Bureau of the Census. Current Population Reports, Consumer Income. Series P-60, No. 6, Feb. 14, 1950. Table 16.

WOMEN'S INCOME, 1948

The following summary shows ranges of income of all women who had income in 1948, as well as ranges of income derived by women from wages or salaries, from self-employment, and from sources other than earnings. Seven percent of all women who had income derived it from more than one source. Medians of income from wages and salaries, self-employment, and income other than earnings were respectively \$1,189, \$756, and \$556.

The year's income from the specified source amounted to less than \$500 for one-fourth of the women with wage and salary income, for over two-fifths of the women with self-employment income, and for over two-fifths of those with income other than earnings. As much as \$2,000 was received from the specified source by one-fourth of the women reporting wage and salary income and by a similar proportion of those with income from self-employment, but by only 6 percent of those with income other than earnings. Self-employment earnings of \$3,000 and over were reported for a tenth of the women with such income.

Women's income, 1948

Year's income	All women with income	Women who derived income from—		
		Wage or salary	Self-employment	Sources other than earnings
Number.....	¹ 22, 725, 000	16, 969, 000	1, 497, 000	5, 675, 000
		<i>Percent distribution</i>		
Under \$500.....	29	27	42	46
\$500, under \$1,000.....	21	17	15	33
\$1,000, under \$2,000.....	28	31	20	15
\$2,000, under \$3,000.....	17	20	12	3
\$3,000 or over.....	5	5	11	3
Median income.....	\$1, 009	\$1, 189	\$756	\$556

¹ Horizontal details exceed total because about 7 percent of all women with income had income from more than one source.

Source: U. S. Bureau of the Census. Current Population Reports, Consumer Income. Series P-60, No. 6, Feb. 14, 1950. Tables 15 and 20.

EMPLOYED WOMEN'S INCOME, BY CHIEF OCCUPATION GROUPS, 1948

The median income of employed women was highest for professional workers, who constituted only about 8 percent of all employed women with income. Next high medians were those of the clerical workers and proprietors, managers, and officials. From 16 to 22 percent of the women in these three groups had incomes below \$1,000 in the year; as much as \$3,000 (or more) was received by only 8 percent in the clerical and roughly a fifth in the other two occupation groups. Medians were lowest for domestic service workers and for the relatively small group of women farmers and farm managers.

Table 2 shows further details as to the income of women in the various occupation groups.

Table 2.—Employed women's income in 1948, by occupation group in 1949

Occupation group	Number of employed women with income	Median income	Percent with income—					
			Total	Under \$500	\$500, under \$1,000	\$1,000, under \$2,000	\$2,000, under \$3,000	\$3,000 and over
Total.....	13,940,000	\$1,522	100	17	16	35	25	7
Clerical and kindred workers.....	4,173,000	1,944	100	6	10	37	39	8
Operatives.....	2,990,000	1,590	100	9	15	49	25	2
Service, except domestic.....	1,665,000	1,052	100	19	28	40	11	2
Domestic service.....	1,404,000	425	100	59	27	13	1	(1)
Professional.....	1,146,000	2,191	100	8	10	25	36	21
Saleswomen.....	1,097,000	1,208	100	24	16	44	14	2
Proprietors, managers, officials.....	745,000	1,941	100	11	11	29	26	23
Farmers, farm managers.....	196,000	743	100	35	31	19	12	4
All others.....	² 524,000

¹ Less than one-half of 1 percent.

² Includes groups too small to report median and percent: Semiprofessional, farm laborers, other laborers, and craftsmen.

Source: U. S. Bureau of the Census. Current Population Reports, Consumer Income. Series P-60, No. 6, Feb. 14, 1950. Table 14.

WOMEN'S INCOME, BY AGE GROUP AND BY RACE, 1948

About two-thirds of the women with income were from 20 to 54 years of age. Median income of the women in each age group between these ages was over \$1,300 a year and was highest for women in the group aged 25 to 34. Each successive older age group experienced a decline, that was sharpest for the groups aged 55 to 64 and 65 and over. It is not surprising, however, that girls under 20 had the lowest median income of all.

The median income of nonwhite women was less than half the median income of all women in each age group except the group of very young and the groups of older women. Median earnings of all women in the youngest and in the older age groups were already so low that a great difference in the median for all women and for nonwhite women was hardly possible. The income decline for nonwhite women began at a later age span than for all women—not until the 45-54 age group was reached.

Men's median income was well above women's in every age group except that of young boys and girls (under 20). In the age groups 25 to 54 men's median was twice as high as women's. Nor did the income of men (both all men and nonwhite men) decline at so early an age span as women's—not until the age group 45-54 was reached. In most age groups, the median income of nonwhite men, though far below all men's, was not so far below as nonwhite women's income was below all women's. Table 3 below gives further details.

Table 3.—Medium income of women and men, total and nonwhite, by age, 1948

Age group	Number of women with income	Median income of—			
		Women		Men	
		Total	Nonwhite	Total	Nonwhite
Total.....	22,725,000	\$1,009	\$492	\$2,396	\$1,363
14 to 19.....	2,086,000	479	307	449	402
20 to 24.....	3,011,000	1,319	615	1,849	1,264
25 to 34.....	4,644,000	1,349	606	2,724	1,655
35 to 44.....	4,304,000	1,333	640	3,046	1,874
45 to 54.....	3,376,000	1,310	546	2,828	1,585
55 to 64.....	2,452,000	857	474	2,412	1,275
65 and over.....	2,853,000	589	338	998	571

Source: U. S. Bureau of the Census. Current Population Reports, Consumer Income. Series P-60, No. 6, Feb. 14, 1950. Table 14.

CHANGES IN WOMEN'S INCOME OVER FOUR YEARS

Women's median income in 1948 was somewhat less than in 1947, though it was over a tenth above that of the war year, 1944. Men's income, however, was greater in 1948 than in 1947, and had also increased more than women's over the war year, 1944. Some advance in income for women in 1948 is indicated by the fact that, while nearly 80 percent of all women with income received less than \$2,000, a slightly larger proportion than formerly received \$2,000 or more. Further details are shown in table 4.

Table 4.—Income of women and men in various years

Year's income	1944		1945		1947		1948	
	Women	Men	Women	Men	Women	Men	Women	Men
Percent earning all amounts.....	100	100	100	100	100	100	100	100
Under \$500.....	31	13	31	12	30	10	29	10
\$500, under \$1,000.....	24	12	24	16	19	11	21	10
\$1,000, under \$2,000.....	32	23	33	26	32	22	28	19
\$2,000, under \$3,000.....	10	26	10	24	14	26	17	25
\$3,000 and over.....	3	26	2	22	5	31	5	36
Median income.....	\$909	\$2,048	\$901	\$1,811	\$1,017	\$2,230	\$1,009	\$2,396

Source: U. S. Bureau of the Census. Current Population Reports, Consumer Income. Series P-60, No. 6, Feb. 14, 1950. Table 17.

REPORTS ON EARNINGS OF WOMEN FACTORY PRODUCTION WORKERS

CURRENT REPORTING

The labor departments of two States issue current reports on the earnings of women production workers in factories. These reports are based on a sample for each industry included. Table 5 shows weekly earnings from these sources for the years 1938 through 1949.

The Illinois Department of Labor reports by sex the averages of both weekly and hourly earnings in all the principal manufacturing industries in the State. Illinois also reports by sex the average hours worked in a week. Table 6 shows these averages for a late month in 1949 for industries employing large numbers of women.

The New York State Department of Labor reports average weekly earnings of women and men in the major groups of manufacturing industries and of women in laundries, as well as the proportions women constitute of all workers in each industry. The summary on page 30 shows these figures for a late month in 1949 for industries in which women constituted 20 percent or more of the labor force.

The National Industrial Conference Board, an organization of large manufacturers, reported earnings of women and men in some 25 manufacturing industries but discontinued the break-down by sex after July 1948. Table 5 includes reports from this agency.

EARNINGS OF WOMEN IN MANUFACTURING, 1938-49

The average weekly earnings of women manufacturing workers have much more than doubled over the past 12 years, according to the few available regularly reporting sources. However, in considering this apparently large advance, it must be remembered that, as many studies repeatedly show, women's earnings in relation to their expenses have tended to remain low.

If the significance to women of the increase in earnings were to be adequately evaluated, it would be necessary to know the extent to which costs of goods and services have increased over this period—a difficult thing to determine accurately.

Every year has shown some advance in average earnings of women. As would be expected, the greatest dollar increases were made during the war years, notably in 1943; and another peak occurred in 1947. It should, of course, be remembered that these were periods of great increases in living costs.

Table 5.—Average weekly earnings of women and men production workers in manufacturing industries reported by the National Industrial Conference Board, Illinois, and New York State, 1938–49

[Averages for the year]

Year	Average weekly earnings reported by—						
	N. I. C. B.			Illinois		New York	
	Women	Men		Women	Men	Women	Men
		All men	Unskilled				
1938.....	\$15.69	\$26.07	\$20.67	\$15.61	\$27.48	\$16.57	\$29.71
1939.....	17.02	28.97	22.81	16.66	29.45	¹ 17.52	¹ 30.49
1940.....	17.43	30.64	23.88	17.06	30.33	(²)	(²)
1941.....	20.29	36.16	28.17	19.18	34.58	(²)	(²)
1942.....	23.96	43.43	33.48	22.58	41.25	23.53	44.72
1943.....	28.82	51.05	38.89	28.31	49.34	30.33	52.86
1944.....	31.19	54.60	41.06	32.79	54.39	33.46	56.16
1945.....	32.20	53.59	41.14	33.20	53.51	34.14	55.79
1946.....	34.13	50.65	40.81	34.48	52.45	36.56	55.51
1947.....	38.97	57.73	46.77	39.18	58.98	39.60	60.34
1948.....	³ 41.86	³ 60.99	³ 49.88	42.41	63.42	42.08	64.45
1949.....	(⁴)	(⁴)	(⁴)	43.39	63.49	41.74	65.01

¹ Figures are for 5 months only.

² Wages were not reported by sex in 1940 and 1941.

³ Average for 7 months. Reporting by sex was discontinued after July 1948.

⁴ Reporting by sex discontinued.

In 1948 men's average weekly earnings were about half again as high as women's averages, but even this large difference was markedly less than that of 10 years earlier, as the following shows:

Year	Percent men's average weekly earnings were above women's in reports from—		
	NICB	Illinois	New York
1938.....	66	76	79
1948.....	¹ 46	50	53

¹ Average for 7 months only.

Earnings of women production workers in Illinois, 1949.—Earnings of women factory production workers reported in Illinois in November 1949 averaged \$1.16 an hour and \$43.84 a week. Averages for a week's work were above \$40 in 9 and below \$35 in 3 of the 14 manufacturing industries reported.

Men's average hourly earnings in all manufacturing industries combined were considerably more than one-third above women's. In all but one of the industries reporting hourly earnings, men averaged at least 30 cents an hour more than women; in two, more than 80 cents. Since, in addition, men worked at least 2 hours longer in the week than women in most industries, men's average weekly earnings were far above women's. Men worked more than 5 hours a week longer than women in the confectionery, paper box, textile, and men's furnishings industries, and in the first three of these men's hourly averages were 35 cents an hour or more above women's.

Table 6.—Average weekly earnings, average hourly earnings, and average weekly hours worked, of women and men production workers in all and in selected manufacturing industries or industry groups in Illinois, November 1949

Industry or industry group	Average weekly earnings of—		Average hourly earnings of—		Average weekly hours worked by—	
	Women	Men	Women	Men	Women	Men
All manufacturing ¹	\$43.84	\$63.25	\$1.16	\$1.59	37.9	39.8
Bookbinding, publishing.....	49.14	91.20	1.36	2.25	36.2	40.6
Electrical machinery, apparatus.....	49.09	66.16	1.24	1.63	39.6	40.5
Slaughtering, meat packing.....	47.24	64.55	1.22	1.52	38.8	42.5
Confectionery.....	44.64	67.11	1.13	1.48	40.3	45.7
Chemicals, explosives, soap.....	42.50	61.75	1.08	1.53	39.3	40.3
Paper boxes, bags, tubes.....	41.63	65.63	1.05	1.46	39.5	44.8
Textiles.....	40.64	62.19	1.09	1.45	37.5	43.3
Rubber products.....	40.27	55.28	1.05	1.37	38.3	40.5
Drugs, compounds, cosmetics.....	39.94	55.71	1.03	1.37	38.8	40.7
Women's and children's underwear.....	39.25	(²)	1.08	(²)	36.7	(²)
Leather, allied products.....	37.20	54.96	1.05	1.44	35.4	38.1
Men's furnishings, work clothes.....	31.30	40.06	.89	1.18	35.2	41.1
Women's and children's clothing.....	30.38	60.30	.90	1.73	33.7	34.9
Men's clothing.....	29.35	49.89	1.12	1.70	28.0	30.9

¹ Includes other reported industries that employ relatively few women.

² Not reported for men.

Source: Illinois Department of Labor. The Illinois Labor Bulletin, January-February, 1950.

Earnings of women production workers in New York State, 1949.— Earnings of the women factory production workers reported by New York State for a week in November 1949 averaged \$41.21. Averages were above \$40 a week for women in 6 of 13 industries (those in which women constituted at least a fifth of the labor force) and below \$35 a week in 3 (leather, tobacco, and laundries).

Average weekly earnings of women and men production workers in selected industries or industry groups in New York State, November 1949

Industry or industry group	Average weekly earnings of—		Women as percent of all workers ¹
	Women	Men	
All manufacturing ²	\$41.21	\$65.01	35
Instruments; photographic and optical goods; watches, clocks.....	48.44	65.95	27
Electrical machinery, equipment, supplies.....	43.83	62.69	31
Chemicals, allied products.....	43.01	66.14	25
Stone, clay, glass products.....	42.81	63.42	21
Apparel, other finished fabric products.....	42.08	75.10	60
Printing, publishing, allied products.....	40.01	81.61	30
Rubber products.....	39.83	61.95	29
Paper, allied products.....	39.62	61.36	28
Textile-mill products.....	39.59	58.77	43
Food, kindred products.....	38.48	62.77	28
Tobacco manufactures.....	34.56	45.85	55
Leather, leather products.....	33.52	51.80	45
Laundries ³	32.43	(⁴)	(⁴)

¹ Employment data by sex relate to all wage and salary workers, but earnings cover only production workers.

² Includes industries other than those shown here in which women were less than 20 percent of all employees.

³ Only nonmanufacturing industry in which women's wages were reported separately.

⁴ Not reported.

Source: New York State Department of Labor. Labor Market Review, December 1949.

Average earnings for men in all manufacturing industries combined were about 58 percent above women's. In one industry (printing and publishing) men's average earnings were more than double women's; and in this and six other industries listed, men's average for the week was more than \$20 above women's.

REPORTS ON EARNINGS OF WOMEN "WHITE-COLLAR" WORKERS

For the widely varying groups that often are referred to under the term "white-collar workers" (including, for example, those in professional, technical, clerical, and sales occupations), no monthly reports on women's earnings exist. A few agencies report clerical earnings annually and special reports show office workers' earnings, but not all give separate data for women.

Occasionally the earnings of women in some particular "white-collar" occupation are reported in a special study made by some professional group for its own membership, or by a research organization, a college alumnae association, a women's organization, or the like. Some of these may show earnings only in a few localities. Those for teachers or librarians, for example, are likely to show current salary scales for various cities and to be further limited by the facts that salary scales may apply alike to women and men and may not show how many persons receive the amounts cited.

EARNINGS OF CLERICAL WORKERS

The reports of the Bureau of Labor Statistics on office workers' occupations in various large cities in the country are a major source of data on salaries of women clerical workers; and the New York State Department of Labor in October of each year tabulates, by sex, the average weekly earnings of the factory office forces in the industries covered in its monthly wage surveys. Reports on salary rates of office workers also are made by the National Industrial Conference Board; these are not by sex, but women constitute probably two-thirds of the workers in the selected occupations reported here.

Earnings of women in office occupations in large cities, 1949.—Median weekly salaries of women office workers reported by the Bureau of Labor Statistics have been tabulated by the Women's Bureau for 17 large cities. The general stenographer, clerk-typist, and accounting clerk groups usually contain especially large numbers of women.

Occupations in which the week's pay averaged highest were those of hand bookkeeper, technical stenographer, and class A bookkeeping-machine operator; in most cities these occupations employed relatively

Table 7.—Median weekly salaries of women in selected office occupations in 17 large cities, 1949

Occupation	Median weekly salaries in—								
	Atlanta	Boston	Chicago	Cincinnati	Cleveland	Dallas	Hartford	Los Angeles	Minneapolis-St. Paul
Billers, machine (billing machine).....	\$37.50	\$35.00	\$44.00	\$37.00	\$41.00	\$40.00	\$40.50	\$44.00	\$37.00
Billers, machine (bookkeeping machine).....	35.00	34.00	42.50	37.00	42.50	40.50	50.00	45.00	34.00
Bookkeepers, hand.....	49.00	46.00	53.00	55.00	56.00	46.00	50.00	60.00	46.00
Bookkeeping machine operators, class A.....	43.50	48.00	50.00	49.50	49.50	48.50	44.00	52.00	46.00
Bookkeeping machine operators, class B.....	36.50	37.00	44.00	35.00	41.50	38.00	35.50	43.50	37.00
Calculating machine operators (comptometer type).....	40.50	36.00	46.00	37.50	42.50	42.50	40.50	49.50	38.00
Calculating machine operators (other than comptometer type).....	40.50	36.00	43.00	34.50	46.00	-----	-----	46.00	37.00
Clerks, accounting.....	39.00	37.00	44.50	40.00	44.00	-----	42.00	47.50	39.50
Clerks, file, class A.....	37.00	39.50	42.50	38.00	43.50	-----	44.00	41.50	39.00
Clerks, file, class B.....	32.00	29.00	36.00	29.50	33.50	-----	32.00	35.00	31.00
Clerks, general.....	40.00	45.50	47.00	45.00	49.50	-----	48.00	46.00	42.50
Clerks, order.....	42.00	39.00	42.50	34.00	40.50	-----	39.00	49.50	39.50
Clerks, payroll.....	40.00	40.00	49.00	42.00	49.00	-----	43.50	50.00	41.00
Clerk-typists.....	37.00	32.50	40.00	33.50	40.50	36.00	36.00	42.00	34.50
Office girls.....	32.00	30.50	34.50	28.50	34.00	-----	32.00	38.00	29.00
Stenographers, general.....	42.50	38.00	47.00	40.00	46.00	44.00	42.00	48.00	40.50
Stenographers, technical.....	42.50	45.50	54.00	-----	52.50	48.00	54.50	54.00	46.00
Switchboard operators.....	37.00	38.00	43.50	38.00	42.50	39.50	38.50	47.00	37.00
Switchboard operator-receptionists.....	37.00	37.00	44.00	37.50	42.00	37.50	39.50	46.00	37.00
Transcribing machine operators, general.....	40.50	35.50	45.00	37.00	44.00	-----	38.00	42.50	37.00
Typists, class A.....	40.00	41.00	45.00	41.00	42.50	35.50	44.00	39.00	38.00
Typists, class B.....	34.00	31.00	40.50	32.00	39.00	33.50	34.00	38.00	32.00

Occupation	Median weekly salaries in—								Percent highest median is above lowest
	New Orleans	New York	Philadel- phia	Portland, Oreg.	Richmond	St. Louis	Seattle	Washing- ton, D. C.	
Billers, machine (billing machine).....	\$34.50	\$42.00	\$40.00	\$42.00	\$39.00	\$38.00	\$41.50	\$40.00	28
Billers, machine (bookkeeping machine).....		48.00	38.50	45.00	35.00	42.00	41.50	47.00	41
Bookkeepers, hand.....	44.50	60.00	49.50	57.50	50.00	46.00	53.00	57.50	35
Bookkeeping machine operators, class A.....	37.00	50.00	43.00	48.50	40.50	46.00	46.50	40.50	41
Bookkeeping machine operators, class B.....	35.50	42.00	34.50	43.50	34.50	38.00	40.50	40.00	28
Calculating machine operators (comptometer type).....	35.50	45.00	41.00	45.00	40.00	42.00	43.50	45.00	39
Calculating machine operators (other than comptometer type).....	33.50	40.50	38.00	40.50		36.50	41.50	40.00	37
Clerks, accounting.....	36.00	43.50	38.50	46.00	42.50	40.00	43.50	46.00	32
Clerks, file, class A.....	31.50	43.50	37.00	40.50	37.00	39.00	48.00	46.00	52
Clerks, file, class B.....	29.00	33.00	29.50	35.50	30.00	31.00	34.50	36.00	24
Clerks, general.....	36.00	46.50	47.00	48.50	37.00	38.00	45.50	46.00	38
Clerks, order.....	30.50	42.50	38.00	42.00	38.00	42.00	43.50	36.50	46
Clerks, payroll.....	36.50	47.00	43.00	46.50	43.50	41.00	48.50	45.00	37
Clerk-typists.....	31.00	39.00	34.50	40.00	34.50	35.00	39.00	38.00	35
Office girls.....	25.50	32.00	30.00	34.50	28.50	30.00	34.50	33.50	49
Stenographers, general.....	39.50	45.00	39.00	45.00	42.50	40.50	46.00	48.00	26
Stenographers, technical.....	55.00	51.00	46.00			42.50	53.00	52.00	29
Switchboard operators.....	35.00	45.00	38.00	42.50	38.00	39.00	42.50	40.00	32
Switchboard operator-receptionists.....	32.00	44.00	39.00	44.00	37.50	36.00	41.50	40.00	44
Transcribing machine operators, general.....	35.00	44.50	37.00	44.00	37.00	38.00	40.50	43.00	29
Typists, class A.....	34.00	42.00	42.00	43.50	37.50	39.50	41.50	44.00	32
Typists, class B.....	30.00	35.50	32.50	37.00	34.00	34.00	38.00	37.00	35

Source: U. S. Bureau of Labor Statistics. Bull. No. 960, Salaries of Office Workers in Large Cities, 1949, Pts. I-IV, 1949, 1950.

few women. In some cities general clerks (a relatively large group) also had average pay nearly as high. Lowest median salaries (except those paid office girls in some cities) were those paid class B file clerks and class B typists, two groups that were among the larger groups of women office workers. Clerk-typists also received relatively low pay.

Occupations which showed the widest variation from city to city in median week's earnings were those of class A file clerk, office girl, and order clerk, whose duties might differ greatly from place to place. Least variations among cities occurred in the week's medians for class B file clerks and general stenographers.

Among the cities here tabulated, the highest median wage for an occupation was sometimes reported for more than one city and the lowest for more than one city; Los Angeles paid the highest in the greatest number of instances (12), and New Orleans paid the lowest in the greatest number (18).

Earnings of women in New York factory offices, 1940-49.—The weekly earnings of women in the offices of New York State factories averaged \$45.42 in October 1949, according to the report on such earnings made annually by the New York State Department of Labor. The women clerical workers were averaging nearly \$3 a week more than women production workers in these factories; however, in the same month the men averaged 78 cents *less* per week as clerical than as production workers. Women were averaging \$19.77 less than men in the New York factory offices, and \$23.54 less than men as production workers, in October 1949.

Average weekly earnings of women and men in factory offices in New York, 1940-49, October of each year

Year	Average weekly earnings of—	
	Women	Men
1940	\$22. 88	\$45. 25
1941	25. 16	49. 99
1942 ¹	30. 00	56. 17
1943	32. 27	57. 83
1944 ²	33. 83	56. 32
1945 ³	33. 23	51. 38
1947 ³	40. 76	59. 10
1948	44. 31	64. 61
1949	45. 42	65. 19

¹ In 1942 the list of sample firms and the classification scheme were revised. Supervisory employees were included in 1942, though excluded in other years, both earlier and later than 1942.

² Revised figures.

³ Unpublished data. No survey was made in 1946.

Source: New York State Department of Labor Industrial Bulletin, November of each year, and recent unpublished data furnished by the Department. Firms ordinarily were requested to omit executives and salesmen and to include clerks, stenographers, bookkeepers, and other clerical employees in both production and nonproduction departments, and also technical employees—such as draftsmen, chemists, and other laboratory assistants—doing routine work.

In the decade 1940-49, the average earnings of women in New York factory offices had nearly doubled, but it must be remembered that the starting point for this comparison (women's 1940 earnings) was very low. Some gain appears for women as compared with men in New York factory offices; while in October 1940 men's averages had been twice as high as women's, they were only half again as high as women's in October 1949.

Earnings of clerical workers, 1944-49.—The National Industrial Conference Board semiannual reports on median salary rates of clerical workers do not show women's earnings separately from men's but are included here because women are a large proportion of the workers in the selected clerical occupations. The reports are based on questionnaires returned by a number of firms that vary somewhat from year to year.

Table 8.—Median weekly salary rates in selected clerical occupations in 21 cities, October of each year, 1944-49¹

[Figures for men and women combined]

Occupation	Median weekly salary rates in—					
	1944	1945	1946	1947	1948	1949
Number of firms reporting	344	381	437	500	547	592
Number of employees	(²)	(²)	(²)	45,164	46,914	45,714
Billing machine operator	\$29	\$30	\$36	\$39	\$43	\$45
Bookkeeping machine operator	28	30	34	38	40	42
Calculating machine or comptometer operator	30	32	37	41	44	46
File clerk	24	26	31	33	35	36
Key punch operator	28	30	35	37	41	42
Office boy or girl	21	22	27	30	32	33
Receptionist	29	32	37	40	43	45
Stenographer	31	33	38	42	45	46
Telephone switchboard operator	30	33	37	42	46	48
Junior copy typist	24	25	30	33	35	36
Senior copy typist	29	30	36	39	41	43

¹ Though these data are not reported by sex, they are included here because women are a very large proportion of the workers in these occupations.

² Not reported.

Source: National Industrial Conference Board Management Record. Based on questionnaires. Because reports are returned by a varying number of companies in different years, comparisons of one period with another cannot be made. Only regularly employed, full-time workers are included. Salary rates do not include overtime, but do include incentive, cost-of-living, and production bonuses earned during regular hours. They also reflect earned-experience rates and accruals due to length of service, and may be affected by nonfinancial benefits given employees.

Among 11 characteristic office occupations reported by the National Industrial Conference Board, the median weekly salary rates for men and women combined were, in general, highest for switchboard operators, stenographers, and calculating or comptometer operators, and lowest for office boys and girls and for file clerks and junior copy typists.

In October 1949 the median weekly salary rates for office workers in 3 of these 11 occupations were below the average weekly earnings of women factory production workers in New York in November of the same year.

Because of the differences in the number of firms reporting, accurate comparisons from year to year cannot be made. Though the figures indicate that clerical employees had increases from the war to the postwar period, they do not show the exact extent of such increases, nor relate them to the increases in living costs.

EARNINGS IN SELECTED PROFESSIONS

Professions of special importance in the employment of women, both because of the numbers engaged in them and because of the large proportions women constitute of their labor force, are teaching, nursing, social work, and library work. Various special studies report data of some type indicating earnings in each of these professions in a postwar year. Salaries are not usually shown by sex but, in professions in which women constitute very large proportions of the workers, are indicative of women's earnings. The number of women in each of these professions (and one semiprofession), according to the 1940 Census, and the year for which earnings data are available, are as follows:

	Women		Year for which earnings reported
	Number ¹	Percent of all workers in the profession	
School teachers ² -----	802, 264	75	1948-49
Nurses-----	362, 897	98	1946
Librarians-----	34, 546	90	1949
Library attendants and assistants ³ -----	16, 668	83	
Social and welfare workers-----	48, 369	64	1948

¹ Figures from 1940 Census.

² Excludes teachers in colleges and teachers specializing in music and art.

³ Library attendants' and assistants' work is clerical rather than professional in nature. They are included in the report on librarians, pp. 38-39, and therefore also here.

Salaries of school teachers.—Data on salaries of school teachers, taken from a research report of the National Education Association and applicable to the 1948-49 school year, are shown in table 9. They are not reported by sex, but they show salaries for cities of different sizes and give separate information for elementary, junior high, and senior high schools.

In cities whose population was 500,000 and over, median salaries in elementary schools and in junior high schools did not differ widely from each other but were about \$600 a year less than median salaries in senior high schools. In cities of most other sizes, differences between median salaries in high schools and those in junior high schools were not much greater than between those in junior high and those in elementary schools.

Differences in median salaries usually were greater as between smaller and larger cities than as between types of schools in the larger cities. The median salary of teachers in high schools, for example, was some \$900 a year greater in cities of 500,000 and over than in cities of 100,000-500,000, and some \$900 a year greater in the latter cities than in cities of under 5,000.

Table 9.—Yearly salaries of teachers, by type of school and size of city, 1948-49

[Figures for men and women combined ¹]

Yearly salaries	Yearly salaries in cities with population of—					
	500,000 and over	100,000, under 500,000	30,000, under 100,000	10,000, under 30,000	5,000, under 10,000	2,500, under 5,000
ELEMENTARY SCHOOLS						
Number reported.....	44,254	39,286	36,970	30,093	19,214	13,928
<i>Percent distribution</i>						
Under \$2,000.....	0.2	1.6	5.0	6.5	10.8	14.1
\$2,000, under \$2,500.....	3.8	10.9	17.8	24.5	31.7	37.3
\$2,500, under \$3,000.....	9.5	22.0	30.6	32.7	30.5	29.5
\$3,000, under \$4,000.....	34.1	52.9	38.1	32.4	24.3	18.2
\$4,000, under \$5,000.....	48.3	12.4	8.2	3.8	2.3	.8
\$5,000 or over.....	4.1	.2	.3	.1	.4	.1
Median salary.....	\$4,019	\$3,265	\$2,955	\$2,778	\$2,609	\$2,483
JUNIOR HIGH SCHOOLS						
Number reported.....	9,317	9,998	11,801	7,253	2,350	1,334
<i>Percent distribution</i>						
Under \$2,000.....	0.4	0.5	1.7	2.6	4.1	7.0
\$2,000, under \$2,500.....	1.8	7.0	10.2	16.6	22.7	29.2
\$2,500, under \$3,000.....	8.7	14.3	22.0	29.9	30.9	34.2
\$3,000, under \$4,000.....	28.8	53.2	49.1	43.5	38.4	28.0
\$4,000, under \$5,000.....	37.8	24.3	15.2	7.1	3.8	1.6
\$5,000 or over.....	22.5	.7	1.8	.3	.1	.1
Median salary.....	\$4,092	\$3,537	\$3,280	\$3,014	\$2,874	\$2,677
SENIOR HIGH SCHOOLS						
Number reported.....	27,273	19,338	19,212	19,136	13,966	11,051
<i>Percent distribution</i>						
Under \$2,000.....	0.1	0.5	1.7	2.1	3.8	3.4
\$2,000, under \$2,500.....	.6	5.2	7.4	10.2	15.7	20.0
\$2,500, under \$3,000.....	2.2	9.0	17.1	22.1	29.4	34.2
\$3,000, under \$4,000.....	15.5	50.0	48.8	48.4	41.7	36.0
\$4,000, under \$5,000.....	53.5	32.6	20.5	15.2	8.4	6.0
\$5,000 or over.....	28.1	2.7	4.5	2.0	1.0	.4
Median salary.....	\$4,089	\$3,793	\$3,444	\$3,269	\$3,017	\$2,877

¹ Women constitute over nine-tenths of the elementary, and over two-thirds of the junior high and senior high school teachers.

Source: National Education Association. Research Bulletin, April 1949.

Earnings of nurses.—October 1946 data on nurses' earnings are shown in a special study of some 10,000 nurses made by the Bureau of Labor Statistics. Since 98 percent of nurses are women, the data, though not reported by sex, are applicable to women. Table 10 summarizes the data on earnings of nurses, almost two-thirds of whom were institutional or private-duty nurses. Ninety percent lived outside hospitals and had median earnings of \$176 a month. A third of the nurses living outside hospitals and two-fifths of those living in hospitals earned less than \$155 a month; and a fifth of all nurses earned \$215 or over. Highest median earnings were those of nurse educators, industrial nurses, and public health nurses, groups whose work is likely to include administrative responsibilities to a considerable degree.

Table 10.—Monthly earnings of nurses, October 1946¹

Living arrangements and field	Number reported	Average earnings ²	Percent earning—				
			Total	Under \$155	\$155, under \$185	\$185, under \$215	\$215 or over
LIVING OUTSIDE HOSPITAL							
All fields ³	9,182	\$176	100	34	26	20	20
Institutional.....	3,443	172	100	34	29	20	17
Private duty.....	2,155	153	100	52	17	14	17
Public health.....	1,243	184	100	20	32	23	25
Industrial.....	876	196	100	13	28	30	29
Office.....	814	167	100	39	29	19	13
Nurse educator.....	257	207	100	8	20	27	45
LIVING IN HOSPITAL							
All fields ³	1,114	168	100	42	20	16	22
Institutional.....	899	160	100	47	20	13	20
Nurse educator.....	122	194	100	14	29	29	28

¹ Includes cash paid in lieu of maintenance but excludes cash equivalent of maintenance provided by employers.

² Median.

³ Total exceeds details as not all details shown separately.

Source: U. S. Bureau of Labor Statistics. Bull. No. 931, the Economic Status of Registered Professional Nurses, 1946-47, 1948.

Salaries of library workers.—A source of data on the earnings of library workers—both professional librarians and nonprofessional library workers—is a special 1949 study made by the Bureau of Labor Statistics. The data are not reported by sex but are indicative of the earnings of women library workers since, according to the 1940 census, nine-tenths of all professional librarians and over four-fifths of all nonprofessional library assistants and attendants are women. The survey gives the median salary of professional librarians in 1949 as \$3,050 and reports that nearly a tenth of them earned under \$2,000 and a somewhat smaller proportion \$5,000 or over. Nonprofessional library workers had a median salary of \$1,975; over half earned under \$2,000, and less than half of 1 percent earned \$5,000 or over.

Annual salaries of library employees, 1949

Salaries ¹	Percent of employees earning specified amounts		
	All employees	Professional	Nonprofessional
All amounts.....	100	100	100
Under \$1,600.....	10	4	20
\$1,600, under \$2,000.....	16	5	32
\$2,000, under \$2,400.....	15	9	24
\$2,400, under \$3,000.....	25	28	19
\$3,000, under \$3,600.....	16	24	4
\$3,600, under \$4,200.....	9	14	1
\$4,200, under \$5,000.....	5	9	
\$5,000 and over.....	4	7	(²)
Median salary.....	\$2, 575	\$3, 050	\$1, 975

¹ Salaries do not include cash equivalent of any maintenance provided by employer.

² Less than one-half of 1 percent.

Source: U. S. Bureau of Labor Statistics. Salaries and Working Conditions of Library Employees, 1949. Preliminary data. (Multilith.)

Salaries of social workers.—Salaries of social workers are shown in the report on a special survey made in Michigan by the Bureau of Labor Statistics in November 1948. Data on salaries are reported by sex: the median for all workers was \$3,100, but for men alone, \$3,700, and for women alone \$2,880—a difference of over \$800, “traceable partly to differences in pay for the same type of position, and partly to employment of men in the more responsible positions in greater proportions than women.” The following summary presents details.

Median annual salaries of women and men in social work positions, by level of responsibility, in Michigan, November 1948 ¹

Level of responsibility	Median annual salaries		
	All workers	Women	Men
All agencies.....	\$3, 100	\$2, 880	\$3, 700
Workers providing:			
Direct services to individuals.....	2, 700	2, 640	3, 320
Services to groups.....	2, 900	2, 700	3, 400
Workers with other nonsupervisory duties.....	3, 800	3, 850	3, 800
Supervisors.....	3, 540	3, 420	3, 910
Executives.....	4, 100	3, 680	4, 500
Government agencies:			
Workers providing:			
Direct services to individuals.....	2, 730	2, 640	3, 360
Services to groups.....	3, 200	(²)	(²)
Workers with other nonsupervisory duties.....	3, 800	(²)	3, 500
Supervisors.....	3, 420	3, 420	3, 960
Executives.....	4, 020	4, 000	4, 020
Private agencies:			
Workers providing:			
Direct services to individuals.....	2, 700	2, 640	3, 180
Services to groups.....	2, 800	2, 700	3, 420
Workers with other nonsupervisory duties.....	3, 740	(²)	3, 800
Supervisors.....	3, 820	3, 820	3, 770
Executives.....	4, 200	3, 620	4, 600

¹ Salaries do not include cash equivalent of any maintenance provided by employer.

² Insufficient number of replies to justify presenting a median.

Source: David, Lily Mary. Salaries of Social Workers in Michigan, 1948. In U. S. Bureau of Labor Statistics, Monthly Labor Review, April 1949, pp. 398, 399.

Three important professions with small proportions of women.—

Three occupations that have a tradition of high prestige among the professions are those of the physician, the lawyer, and the engineer. Both the numbers and the proportions of women in these occupations have been relatively small. The 1940 Census reported 7,708 women physicians and surgeons, who were less than 5 percent of the persons in this occupation; 4,447 women lawyers, judges, and justices, who were less than 3 percent of this profession; and fewer than 1,000 women engineers of all types, far below 1 percent of such workers. A 1947 report of the Bureau of Labor Statistics on physicians' average income showed that it netted, after business expenses, \$9,900 a year, though there were very wide individual variations.² The median net income of nonsalaried lawyers in 1948 was shown by a Department of Commerce report to have been \$5,719 a year: data for 1947 show that more than a fourth received less than \$3,000.³ Beginning salaries of various types of engineers were reported by the Bureau of Labor Statistics to be about \$240 a month in 1946, and salaries of engineers with 10 years' experience, from \$350 to over \$400 a month.² As in other professions, individual earnings varied.

² U. S. Bureau of Labor Statistics. Occupational Outlook Handbook. 1948. Earnings of Physicians, p. 45, of Engineers, p. 63 ff.

³ Weinfeld, William. Income of Lawyers, 1929-48. In U. S. Department of Commerce Survey of Current Business, August 1949.

III

ECONOMIC RESPONSIBILITIES OF WOMEN WORKERS

WOMEN WORKERS AND FAMILY FINANCES

THE EXTENT to which women support dependents, their financial responsibilities, and the portions of their earnings that go to support others or to general family expenses are subjects of continual interest. There is no doubt that women's earnings are a substantial asset in maintaining and advancing the standard of living of American families. The contribution women make to this end has not been fully determined. There are several sources that afford some partial information as to its extent, and summaries of these will be given below. It must be remembered that most of the available material on this subject is from specialized studies or census samples showing particular types of information. However, all the available studies point to similar situations, and, taken together, these fragments give an impressive showing of the extent to which working women today are contributing to the upkeep and to maintaining the living standards of their families.

WOMEN'S CONTRIBUTIONS TO FAMILY INCOME OR SUPPORT

PART OF FAMILY INCOME WOMEN FURNISH

The Census Bureau reported on the income received in 1947 by over 37¼ million families (defined as two or more related persons living together). In nearly 5 million (13 percent) of these, women furnished half or more of the entire family income. (Of course income includes other receipts in addition to wages, but the data show that only about a tenth of all women who are not earners have income.)

WOMEN AS SOLE, PRINCIPAL, AND CONTRIBUTING FAMILY EARNERS

In April 1946 the Census Bureau reported that 1½ million women were the sole civilian earners in families in this country. In addition, 2¼ million women were principal civilian earners in their families, although these families had also one or more other earners. (The

principal civilian earner in a family is the one who receives the highest civilian money earning in that family.)

The Women's Bureau obtained extensive information on women's economic responsibilities by interviewing over 13,000 women workers in all types of industry (except household work) in 10 war-congested areas in 1944 and 1945. Almost 90 percent of these women had no income other than wages or service allotments. Of all the women interviewed, three-fourths (about 10,000) planned to remain in the labor force. Of those who planned to remain in the labor force, about four-fifths (about 7,500) lived in family groups of two or more persons. Well over a tenth of these were the only earners in their families; over 90 percent contributed *regularly* to the family expenses; and some of them also made regular contributions to the support of persons outside the immediate family.

Family support responsibilities of some 7,500 women interviewed who lived in family groups

Extent of family support	Distribution by extent of family support of—			
	All women reported	Single	Married	Widowed or divorced
All women reported-----	100	100	100	100
Sole support of the family group--	15	12	12	35
Contributed regularly to family expenses as—				
1 of 2 wage earners-----	47	43	58	39
1 of 3 or more wage earners--	31	38	21	23
Made no regular contribution----	7	7	9	3

Among both single and married women, over a tenth of those living with their families were the sole support of their families. However, in the group composed largely of widows (smaller than either the group of the married or of the single), more than a third of the women were the only support of their families. The preceding summary shows, by marital status, the extent of responsibility for family support carried by the women who lived with their families and planned to continue in the labor force.

PART OF WOMEN'S EARNINGS THAT GOES TO FAMILY SUPPORT

In the Women's Bureau interviews with 13,000 women, already referred to, over nine-tenths of those living with their families and planning to continue in the labor force contributed regularly to the family expenses. Practically all who lived apart from their families were dependent on their own resources for self support.

The women living in family groups who regularly contributed to expenses and who planned to continue work gave, as a group, nearly two-thirds of their entire earnings for family expenses. Over a third

of these women gave all their earnings to their families. More than 10 percent of the single and 60 percent of the married women gave all their earnings to their families. The extent of earnings going to family expenses is shown for all marital status groups in the summary following.

Part of earnings given to family support by some 7,500 women interviewed who lived in family groups

Part of take-home earnings contributed regularly to household	Percent who contributed specified share of their earnings			
	Total reporting	Single	Married	Widowed or divorced
Total reporting-----	100	100	100	100
All of earnings-----	35	14	61	46
Half or more (but not all)-----	22	22	19	22
Less than half-----	43	64	20	32

DEPENDENTS OF WOMEN RECEIVING UNEMPLOYMENT BENEFITS

In the first part of 1949 only four States and the District of Columbia allowed additional amounts for dependents under unemployment insurance benefits. Nevada and the District of Columbia were the only areas that included additional amounts for dependents other than minor children.

In Nevada about 7 percent of the unemployed women who received benefits, and in the District of Columbia about 15 percent, were entitled to these added allowances for dependents in the first quarter of 1949. In Nevada about 6 percent and in the District of Columbia over 20 percent of the women receiving allowances for dependents had husbands, parents, or others who required their support.

Amendments to unemployment insurance laws in 1949 have brought up to 11 the number of States or Territories that allow added benefits for dependents of the unemployed. Two of these (Arizona and Alaska) allow additional amounts for dependents other than children.

WORKING WOMEN'S BUDGETS

Estimates for working women's budget requirements usually have been based on field surveys that priced the necessities of living at a given time. Estimates sometimes are later revised to bring them up to date, not by a complete repricing, but by making use of current cost-of-living indexes.

Most of the budgets listed below were prepared by State labor departments for use in the administration of minimum-wage laws. All

but one set a minimum-adequate standard of living for a self-supporting woman without dependents; one, that of Massachusetts, considers the needs of an employed man as well. Besides board and lodging,¹ the budgets priced include clothing and its upkeep, personal care, medical care, transportation, recreation (including vacation), reading matter, educational and other miscellaneous expenses; with one exception, they also make allowances for taxes, insurance, and savings. The purpose of a savings allowance is to provide for the unusual contingencies that are not included in the commodity and service list covering customary expenditures. Variations in the budgets reflect, not only differences in way of living (as in furnished room, boarding house, or family group), but also differences in quantity and quality of other commodities and services allowed.

The budgets listed below were the latest available at the time this handbook went to press. Revisions are made from time to time to keep the money amounts up to date. The commodity and service specifications and other pertinent facts about these budgets are contained in Women's Bureau Bulletin 226, "Working Women's Budgets in Twelve States." Caution should be used in comparing the money amounts of the various budgets because the goods and services allowed differ somewhat from State to State and the dates of pricing also differ.

State	Total budget amount	Date
Arizona.....	\$1, 953	1948 (Apr.)
Colorado.....	1, 813	1949 (Jan.)
Connecticut.....	1, 867	1949 (Mar.)
District of Columbia.....	1, 870	1949 (May)
Kentucky.....	¹ 1, 992	1949 (Feb.)
Massachusetts.....	² 1, 336	1946 (Oct.)
New Jersey.....	2, 163	1946 (Dec.)
New York.....	2, 038	1950 (Jan.)
Pennsylvania.....	2, 121	1949 (Nov.)
Utah.....	2, 032	1947 (Sept.)
Washington.....	2, 231	1949 (May)
Heller Committee (San Francisco).....	2, 236	1949 (Sept.)

¹ An alternate budget of the same date, based on living and eating in a boarding house, amounts to \$1,839.
² A commodity and service budget only. No provision is made for taxes or savings.

¹ The cost of food and housing in most of the budgets is based on average prices for a furnished room and three restaurant meals a day. However, the District of Columbia, Utah, and Heller Committee budgets provide for living and eating in a boarding house, and New York determined food and housing costs in terms of living as a member of a family group. These four budgets, except Utah's, provide for lunches to be eaten in restaurants, and the Heller budget makes an additional allowance for Sunday dinner, which is usually not furnished by operators of boarding houses in San Francisco.

IV

INDUSTRIAL INJURIES TO WOMEN ¹

MANY OF THE injuries that have occurred to workers in the course of their occupations are preventable. State compensation authorities, employers' and workers' safety organizations, and numerous independent agencies have made considerable progress both in devising and installing methods for preventing accidents and in securing some money payment for persons injured.

The development of adequate safety programs in industry and the control of accidents to workers require a firm basis of factual information. Extensive reports on the occurrence of industrial injuries have provided much of the information on which to build such programs. Injury frequency rates in various industries have been determined on the basis of a large body of data concerning the numbers of injuries and the extent to which workers are exposed to hazards. Systematic reporting of injuries has permitted the study of trends and fluctuations in industrial injury experience. Relatively little statistical information has been available, however, on injuries to men and women workers separately.

For many years a chief source of information on employment injuries has been the records of claims for workmen's compensation that are kept by State authorities. Of the figures published on these claims, some include only closed claims, others show all those compensable, and still others all the claims filed. Some 25 States have afforded data by sex at one time or another, certain of them in regular periodic reports.² The Women's Bureau has from time to time analyzed these data in the light of preventive needs for women and has made a few special investigations on this subject.³

About half the States that have issued reports on injuries by sex have shown the age or the extent of disability of the injured women, some reported the industries in which they were working, or the causes of the injuries, and a few gave information on other points, such as the weekly wages of the injured women, or the work time lost by them because of their injuries.

¹ This section is based in large part on Women's Bureau Bulletin 212, *Industrial Injuries to Women*, prepared by Jennie Mohr.

² See Women's Bureau Bulletins 81, 102, 129, 160.

³ See Women's Bureau Bulletins 60, 151, 212.

Table 1.—Distribution of employment and injuries by sex in 9,154 manufacturing establishments, classified by industry, for one quarter of 1945

Industry	Number of establishments reporting	Employment						Injuries						Percent women are of all workers	Percent injuries to women are of all injuries
		Number of women			Number of men			Number of injuries to—			Injury frequency rates for—				
		Total	Production workers	Non-production workers	Total	Production workers	Non-production workers	Total	Women	Men	Total	Women	Men		
Apparel:															
Clothing and accessories.....	707	68,940	63,944	4,996	17,833	14,768	3,075	223	148	75	4.7	4.0	7.7	79.4	66.4
Trimnings and fabricated textile products, not elsewhere classified.....	75	9,613	8,533	1,080	7,861	6,735	1,126	150	56	94	14.4	10.0	19.7	55.0	37.3
Chemicals:															
Drugs, toiletries, and insecticides.....	72	13,353	9,600	3,753	10,493	7,304	3,189	228	80	148	16.1	10.2	23.4	56.0	35.1
Paints, varnishes, and colors.....	48	2,278	950	1,328	7,483	5,700	1,693	119	7	112	20.2	5.3	24.5	23.3	5.9
Synthetic textile fibers.....	10	6,300	5,112	1,188	10,798	8,986	1,812	131	53	78	13.6	15.1	12.8	36.8	40.5
Other.....	291	11,658	6,191	5,467	48,044	38,981	9,063	558	44	514	15.2	6.3	17.3	19.5	7.9
Electrical equipment: 1															
Electrical equipment for industrial use.....	229	59,299	42,974	16,325	96,664	74,394	22,270	695	192	503	7.8	5.7	9.1	38.0	27.6
Radios and phonographs, communication and signaling equipment.....	153	35,718	28,246	7,472	33,113	22,594	10,519	227	81	146	6.0	4.1	8.1	51.9	35.7
Batteries.....	18	3,213	2,848	365	3,443	2,943	500	74	24	50	17.9	11.9	23.7	48.3	32.4
Insulated wire and cable.....	19	2,923	2,361	562	7,068	6,033	1,035	93	11	82	15.5	6.3	18.3	29.3	11.8
Other.....	50	8,270	6,688	1,582	9,218	6,948	2,270	87	27	60	8.7	5.7	11.5	47.3	31.0
Food:															
Baking and confectionery.....	32	6,342	5,603	739	7,762	6,717	1,045	148	40	108	17.1	10.4	22.5	45.0	27.0
Canning and preserving.....	36	3,976	3,401	575	3,952	3,125	827	130	29	101	26.7	11.9	41.5	50.2	22.3
Slaughtering and meat packing.....	377	10,931	8,894	2,037	29,188	24,598	4,590	842	165	677	35.5	25.9	39.0	27.2	19.6
Other.....	89	10,475	8,435	2,040	14,684	12,692	1,992	240	53	187	15.5	8.3	20.5	41.6	22.1
Furniture and lumber products:															
Furniture, wood.....	64	2,763	2,074	689	7,912	6,980	932	174	35	139	28.4	22.8	30.3	25.9	20.1
Wooden containers.....	245	3,089	2,631	458	13,913	12,932	981	315	36	279	31.1	19.9	33.5	18.2	11.4
Other.....	138	2,371	1,827	544	9,900	8,985	915	153	19	134	20.9	13.7	22.6	19.3	12.4
Iron and steel: 1															
Fabricated structural steel and ornamental metal work.....	212	3,196	1,838	1,358	25,614	22,246	3,368	462	12	450	25.8	6.4	28.1	11.1	2.6
Fabricated metal products.....	412	31,105	23,835	7,270	77,385	68,267	9,118	1,269	201	1,068	18.4	10.5	21.4	28.7	15.8
Forgings and foundries.....	564	13,663	8,042	5,621	120,716	109,486	11,230	2,856	119	2,737	34.6	14.6	36.8	10.2	4.2
Heating equipment and plumbers' supplies.....	67	4,489	2,874	1,615	18,448	16,343	2,105	256	30	226	17.7	10.9	19.6	19.6	11.7
Iron and steel.....	140	26,285	18,635	7,650	190,588	172,501	18,087	1,395	111	1,284	10.3	6.9	10.8	12.1	8.0
Metal coating, engraving, and vitreous enamel products.....	70	2,436	2,102	334	3,628	3,290	338	84	18	66	23.2	12.7	29.9	40.2	21.4
Plate fabrication and boiler-shop products.....	136	4,261	2,497	1,764	23,377	20,119	3,258	541	30	511	30.8	11.5	34.1	15.4	5.5
Stamped and pressed metal products.....	198	15,443	13,005	2,438	25,890	22,652	3,238	564	203	361	21.9	21.5	22.1	37.4	36.0
Wire and wire products.....	126	8,472	6,759	1,713	22,180	19,400	2,780	396	76	320	20.7	14.7	22.9	27.6	19.2
Other.....	94	6,836	5,475	1,361	22,271	20,277	1,994	389	47	342	21.4	11.0	24.6	23.5	12.1

Leather:																			
Boots and shoes.....	240	26,164	23,852	2,312	23,051	21,037	2,014	270	135	135	9.7	9.1	10.3	53.2	50.0				
Other.....	39	2,634	2,334	300	6,047	5,644	403	139	22	117	26.1	14.5	30.8	30.3	15.8				
Lumber: Sawmills, planing mills, plywood mills, and veneer mills.....	425	3,977	3,016	961	30,949	28,243	2,706	708	60	648	34.4	26.0	35.5	11.4	8.5				
Machinery, except electrical: ¹																			
Agricultural machines, tractors.....	45	7,969	4,844	3,125	38,887	31,269	7,618	509	52	457	17.3	10.5	18.7	17.0	10.2				
Construction and mining machinery.....	98	7,678	3,717	3,961	41,362	35,105	6,257	602	26	576	19.7	5.7	22.2	16.7	4.3				
Commercial and household machinery.....	47	10,647	6,447	4,200	29,489	22,941	6,548	335	38	297	13.5	6.0	16.1	26.5	11.3				
Engines and turbines.....	42	6,132	2,680	3,452	31,036	24,938	6,098	265	17	248	12.5	4.9	13.9	16.5	6.4				
General industrial machinery.....	853	44,442	24,471	19,971	183,478	154,919	28,559	2,245	197	2,048	16.1	7.5	18.0	19.5	8.8				
Special industrial machinery.....	91	4,500	2,521	1,979	20,184	16,851	3,333	287	16	271	18.8	6.0	21.5	18.2	5.6				
Other.....	184	10,829	7,307	3,522	29,557	22,448	7,109	340	46	294	14.5	7.4	17.0	26.8	13.5				
Nonferrous metals:																			
Watches, clocks, jewelry, and silverware.....	15	3,222	2,712	510	3,510	3,022	488	34	15	19	8.7	8.1	9.3	47.9	44.1				
Other.....	313	10,559	7,812	2,747	34,697	30,514	4,183	539	66	473	20.2	10.5	23.2	23.3	12.2				
Ordnance:																			
Ammunition.....	76	10,463	7,953	2,510	26,451	22,632	3,819	347	47	300	16.2	7.6	19.6	28.3	13.5				
Guns.....	17	2,175	1,335	840	12,559	10,935	1,624	141	6	135	17.5	5.0	19.7	14.8	4.3				
Tanks and tank components (military).....	14	993	398	595	6,366	4,794	1,572	60	2	58	12.6	(?)	14.0	13.5	3.3				
Other.....	29	1,857	795	1,062	9,545	7,459	2,086	85	2	83	13.4	2.0	15.6	16.3	2.4				
Paper:																			
Paper and pulp.....	316	19,558	14,998	4,560	81,735	73,107	8,628	1,425	104	1,321	22.9	9.0	26.2	19.3	7.3				
Paper boxes and other products.....	336	15,444	13,100	2,344	18,450	16,121	2,329	392	88	304	19.4	9.8	27.2	45.6	22.4				
Printing: Printing, book and job.....	25	1,821	1,387	434	2,938	2,445	493	27	6	21	9.6	5.6	12.1	38.3	22.2				
Rubber:																			
Tires and tubes.....	23	9,071	6,472	2,599	25,734	21,794	3,940	255	22	233	11.8	3.9	14.5	26.1	8.6				
Rubber boots and shoes, and other rubber products.....	79	19,313	16,024	3,289	29,362	25,070	4,292	372	82	290	12.5	7.0	16.0	39.7	22.0				
Stone, clay, and glass:																			
Glass.....	25	5,933	4,976	957	12,505	11,106	1,399	167	26	141	15.6	7.6	19.4	32.2	15.6				
Pottery and related products.....	26	2,680	2,526	154	3,675	3,326	349	73	16	57	20.8	11.0	27.7	42.2	21.9				
Other.....	65	5,512	4,240	1,272	12,775	11,017	1,758	226	19	207	20.3	5.7	26.5	30.1	8.4				
Textiles:																			
Textiles and cotton yarns.....	325	88,543	83,368	5,175	99,390	92,144	7,246	1,418	475	943	12.9	9.2	16.2	47.1	33.5				
Dyeing and finishing.....	43	4,534	3,537	997	14,148	12,899	1,249	153	18	135	14.0	6.9	16.2	24.3	11.8				
Knit goods.....	65	15,732	14,034	1,698	5,701	4,667	1,034	91	48	43	7.5	5.4	13.2	73.4	52.7				
Other.....	25	3,021	2,677	344	4,292	3,749	543	62	25	37	14.2	14.0	14.4	41.3	40.3				
Transportation equipment:																			
Aircraft.....	18	31,920	20,294	11,626	61,141	38,087	23,054	315	89	226	5.5	4.5	6.1	34.3	28.3				
Aircraft parts.....	133	26,973	19,110	7,863	78,167	59,722	18,445	643	125	518	10.2	7.8	11.1	25.7	19.4				
Motor vehicles.....	76	11,487	4,482	7,005	52,962	37,728	15,234	509	24	485	13.2	3.6	15.3	17.8	4.7				
Motor vehicles parts.....	55	10,560	6,794	3,766	37,779	31,839	5,940	522	90	432	17.5	13.8	18.6	21.8	17.2				
Railroad equipment.....	35	4,709	2,803	1,906	32,667	27,914	4,753	324	33	291	14.2	11.7	14.5	12.6	10.2				
Miscellaneous manufacturing:																			
Scientific instruments and supplies, optical and related products.....	84	11,964	8,354	3,610	17,382	13,262	4,120	109	23	86	6.3	3.3	8.5	40.8	21.1				
Miscellaneous manufacturing, not elsewhere classified.....	201	16,039	13,254	2,785	19,438	16,377	3,061	275	65	210	13.0	6.9	17.9	45.2	23.6				

¹ Some firms gave information for one quarter and some for another. For purposes of this study the records of the two quarters were combined.

² Less than 1 million hours of exposure.

The Bureau of Labor Statistics of the United States Department of Labor regularly collects and publishes injury information from a representative group of manufacturing firms, although such data are not secured for men and women separately. At the request of the United States Department of Labor's Women's Bureau and of the Industrial Division of the Children's Bureau (now Child Labor Branch of the Wage and Hour and Public Contracts Divisions), the Bureau of Labor Statistics asked the group of manufacturing firms, which periodically give information on injuries, to report this information by sex and age (minors and adults) for one quarter of the year 1945. Soon afterward information on injuries by sex and age was also asked for by the Bureau of Labor Statistics from a group of nonmanufacturing firms for the year 1945 as a whole.

The injury experience of women in industry in 1945 has been reported as it is shown in table 1 and table 2, below, for some 20,000 establishments employing about $3\frac{1}{4}$ million workers. Of these workers over a million, or about 30 percent, were women. These figures represent a larger coverage of injuries by sex of the worker than has hitherto been available.

The actual number of injuries sustained by women and the occurrence of serious injuries point to certain industries as having particular need for safety programs. During one quarter of the year, for example, the 11,000 women working in the slaughtering and meat packing industry received 165 injuries, or 1 for every 67 women. In stamped and pressed metal production, the quarter's record was 1 injury for every 76 women workers; in fabricated metal production, 1 in 155; and in textiles and cotton yarns, 1 in 186. The annual record in nonmanufacturing industries shows 1 injury for every 22 women in chain groceries; 1 for every 26 in drug stores; 1 in 42 in variety and limited-price stores; 1 in 44 in hotels; 1 in 82 in laundries; and 1 in 94 in department and general merchandise stores. These figures represent a serious accumulation of injuries, a loss of working time and production, and particularly an amount of human distress, that call for remedy.

About 4 percent of the injuries in manufacturing resulted in death or permanent disability. In nonmanufacturing, the proportion was smaller, being less than 1 percent for women and about 2 percent for men. These small percentages, however, represent 91 lives lost and over 1,000 people permanently disabled in manufacturing industries during one quarter of 1945; and in nonmanufacturing, 54 workers who died and 160 who were permanently disabled during the year. Based on records covering only a sample of the establishments throughout the country, these figures give but a partial picture of the national loss in lives and productivity.

Table 2.—Distribution of employment and injuries by sex in 10,665 nonmanufacturing establishments, classified by industry, 1945

Industry	Number of establishments reporting	Employment			Injuries						Percent women are of all workers	Percent injuries to women are of all injuries
		Total	Number of women	Number of men	Number of injuries to—			Injury frequency rate for—				
					Total	Women	Men	Total	Women	Men		
Retail trade:												
Apparel.....	836	36,452	23,169	13,283	233	136	97	3.2	3.0	3.6	63.6	58.4
Automotive dealers.....	1,077	20,128	2,113	18,015	798	14	784	17.4	3.3	18.8	10.5	1.8
Building and household supplies and equipment.....	550	7,203	1,697	5,506	172	9	163	11.0	2.6	13.4	23.6	5.2
Department and general merchandise stores.....	414	67,252	49,893	17,359	938	533	405	7.0	5.4	11.4	74.2	56.8
Drug stores.....	352	11,120	6,461	4,659	373	247	126	15.5	17.8	12.3	58.1	66.3
Dairy products.....	117	12,340	2,017	10,323	796	22	774	26.9	4.9	30.8	16.4	2.8
Grocery, meat, and vegetable stores—Chain.....	52	13,966	4,765	9,201	684	212	472	24.5	22.5	25.6	34.1	31.0
Grocery, meat, and vegetable stores—Independent.....	445	6,340	2,207	4,133	232	57	175	18.3	13.7	20.5	34.8	24.5
Fuel and ice dealers.....	391	9,305	1,029	8,277	762	0	762	38.6	0	43.1	11.1	0
Furniture stores.....	510	11,318	3,556	7,762	231	20	211	9.1	2.6	12.0	31.4	8.7
Lumber and building materials, not metal.....	424	7,330	828	6,502	399	3	396	25.7	1.8	28.6	11.3	.7
Mail-order houses.....	5	3,605	2,891	714	31	14	17	4.5	2.5	12.5	80.2	45.1
Variety, limited-price stores.....	63	5,100	4,248	852	161	101	60	18.1	13.7	38.9	83.3	62.7
Other.....	909	19,565	8,484	11,081	346	72	274	9.1	4.6	12.4	43.4	20.8
Wholesale trade:												
Automotive.....	191	5,578	1,461	4,117	156	16	140	12.2	4.9	14.7	26.2	10.3
Chemical, drugs and related products.....	143	5,575	2,187	3,388	81	28	53	7.2	6.4	7.7	39.3	34.6
Dry goods and apparel.....	362	8,111	2,994	5,117	57	11	46	3.6	1.9	4.6	37.0	19.3
Farm products and supplies.....	363	12,932	3,592	9,340	573	50	523	25.2	11.4	28.5	27.8	8.7
Groceries and food specialties.....	623	16,902	3,517	13,385	752	39	713	20.5	5.6	24.0	20.8	5.2
Industrial and household building material, equipment, and supplies.....	644	21,144	6,150	14,994	545	46	499	12.1	3.6	15.5	29.1	8.4
Paper and paper products.....	174	5,058	1,648	3,410	114	7	107	10.8	2.1	14.8	32.6	6.1
Other.....	519	12,866	3,620	9,246	600	51	549	21.7	6.8	27.1	28.1	8.5
Other nonmanufacturing industries:												
Laundries, power.....	244	20,912	14,089	6,823	365	172	193	8.2	5.7	13.4	67.4	47.1
Cleaning and dyeing.....	178	6,166	4,013	2,153	94	45	49	7.1	5.3	10.4	65.1	47.9
Hotels, year-round.....	648	56,817	29,495	27,322	1,602	674	928	12.9	10.5	15.3	51.9	42.1
Banks and brokerage.....	319	7,988	2,874	5,114	29	11	18	1.8	2.0	1.7	35.9	37.9
Electric light and power.....	39	18,956	3,333	15,623	473	18	455	11.6	2.5	13.6	17.6	3.8
Manufactured gas production and distribution.....	42	4,025	855	3,170	212	5	207	23.7	2.8	28.9	21.3	2.4
Natural gas distribution.....	31	10,827	1,986	8,841	286	8	278	12.3	1.9	14.6	18.3	2.8

In general, the frequency of injuries in various industries is considerably lower for women than for men. It is also lower for women working in nonmanufacturing than for those in manufacturing plants; and in manufacturing, lower among nonproduction than among production workers. In the absence of occupational classifications of the workers who were injured, one can only infer from general knowledge of the work of men and women the comparative risks that men and women face. It is probable that in the industries in which rates of injury are found to be comparable for men and women—such as the manufacture of stamped and pressed metal products, jewelry and silverware, and boots and shoes in manufacturing, chain food stores and brokerage and banking firms in nonmanufacturing—the actual jobs and working conditions, with attendant exposure to hazards, are also similar.

The stamped and pressed metal products industries show a high rate of injury for both men and women, indicating special need for a program for improved safety methods. Other industries also call for special attention—slaughtering and meat packing, furniture and lumber products, and lumber mills—where rates of injury are less comparable but still very high for both men and women; and those industries in which, though rates for women are low, they are seriously high for men.

In all such industries particular efforts are needed to develop a program that will reduce the material and personal losses incurred through industrial injury.

V

STANDARDS FOR EMPLOYMENT OF WOMEN

NEED FOR STANDARDS FOR WOMEN WORKERS

THE GREAT changes in women's work, speeded up by World War II, have been developing for a little more than a century as the result of transferring industry from the home to the factory. In gradually increasing numbers, women have become wage workers outside their homes, either manufacturing goods or performing services for the public—working in factories, offices, stores, hotels, restaurants, and laundries. They are a large and important part of the labor force in the country. Many thousands of women also are employed by the Federal, State, and local governments, and other thousands work in private households.

Working conditions vary widely as to adequacy, even where legal regulations exist. Collective bargaining in many instances has established high standards for working conditions, wages, and hours. In other instances, employers themselves have set up good working conditions. But when standards depend wholly on voluntary action, they often do not apply to all workers and vary in their adequacy. For this reason, minimum standards should be established by law. The Nation's best interests demand good labor standards for women, many of whom are mothers and homemakers as well as wage earners.

DEVELOPMENT OF STANDARDS

What are adequate standards for women workers? How are these developed?

Labor standards are not stationary but are influenced by continuously changing conditions. Minimum-wage standards are adjusted as prices rise and as new items come into the accepted minimum standard of living. Historically, hours of work have been reduced as factory processes have been mechanized and also as fatigue has come to be recognized as a major factor in the worker's health and efficiency. The development of industrial hygiene has provided a basis for regulating the use of industrial materials or processes that endanger the

health of workers. Thus standards change as a result of advancing scientific knowledge and as a result of growing recognition by both workers and employers of the need for good working conditions.

Good labor standards should be maintained for all workers without discrimination. Certain standards, such as those relating to plant equipment and plant environment, affect men and women equally and obviously are not subject to discriminatory application. With respect to such matters as hours of work, rest periods and lunch periods, and seating, labor legislation in many States is responsible for the existence, in many industries, of better standards for women than for men. However, discrimination against women sometimes exists in regard to promotion, seniority, training, and particularly in regard to wages. Women frequently are hired for beginning jobs on an equal basis with men but do not get equal consideration for promotion. They are often not given the same training opportunities and, even if trained, are not given a chance at the better jobs. Equality in maintaining the right to a job through seniority, and in payment for work done, is too often lacking.

Labor standards are developed through many channels—employers, unions, governmental and private agencies. The following pages present standards which refer mainly to *industrial* and *office* workers. (Somewhat different standards are essential to safeguard women workers in various other fields, such as household employment, agriculture, technical and scientific work, but these standards require special consideration.) Outlined here are the broad basic recommendations for any program concerned with the health and efficiency of women employees. These recommendations do not attempt to deal with details, but they indicate the direction in which the development of good standards should move.

STANDARDS ON WORKING TIME

Schedules of 10 and 12 hours a day have given way to fewer daily hours. The 5-day week of 40 hours or even less is now a schedule widely used. Standards for working hours should include:

1. Not more than 8 hours of work a day, and not more than 48 a week; work time over 40 hours to be paid for at time and one-half the worker's regular rate.
2. At least 1 day of rest in 7.
3. Meal periods of at least 30 minutes. No work period of more than 5 hours without a break for meal or rest.

4. A rest period of at least 10 minutes in the middle of each half-day work period, to be given in addition to the lunch period and without lengthening the workday.

5. Some vacation with pay after 6 months on the job; a longer vacation after longer service.

6. Sick leave and maternity leave without loss of job or seniority rights. Maternity leave should cover a minimum of 6 weeks before and 2 months after confinement, with extension of either period on advice of the worker's physician.

7. Time off with pay on chief legal holidays.

8. Night work, except in continuous process industries and essential services, kept to a minimum: a guarantee of an uninterrupted rest period of 11 consecutive hours, including an absolute "barred period" of 7 hours between 12 midnight and 7 a. m.

STANDARDS ON WAGES

Workers' standards of living are determined by their earnings. The least they should be assured is a minimum rate of pay adequate to meet the cost of living. But there must also be the assurance that this wage will continue throughout the year. The standard of living depends primarily on an adequate wage rate, plus the guarantee of an adequate annual wage. Such earnings are essential, not only because they maintain a secure and healthy level of living for individual workers, but also because they sustain the Nation's economic stability. To aid in accomplishing these objectives, Federal and State governments to some extent are providing by law for a floor to wages as well as a ceiling to hours. Wage standards should include the following:

1. The principle of "equal pay": Wage rates based on the job, and not on the sex of the worker or other factors not related to ability to perform the job.

2. Minimum-wage rates established through legislation; tips not considered as wages.

3. All protective clothing and other safety equipment, and all uniforms required, furnished and cared for by the employer as part of the cost of production; no worker required to contribute, directly or indirectly, to the cost of supplying or maintaining such clothing or equipment; if the worker does contribute, she is to be reimbursed for any such necessary expenditure by the employer.

4. Wages paid regularly and in full, on a weekly or semimonthly basis, and on a fixed day; assistance by the appropriate government agency in collection of wages due.

STANDARDS ON OTHER CONDITIONS

Standards adequate to protect the health and safety of workers are essential in all workplaces. These standards should include:

FOR HEALTH

1. Working environment: Adequate ventilation, lighting, and heating, to preserve health and reduce strain and fatigue.
2. Plant facilities: Washroom, toilets, rest rooms and dressing rooms, drinking facilities, and lunchrooms where nourishing food is available at reasonable prices. These facilities should meet the needs of the workers and conform to high standards of health and sanitation.
3. Medical services in the plant commensurate with needs of the workers.
4. A program of industrial hygiene to discover and protect against occupational hazards arising from the use of dangerous substances or processes.
5. Provision for mechanical aids in lifting weights and elimination of undue physical strain wherever possible.
6. Suitable seats, in adequate numbers, and freedom for workers to use them while working—at all times if the nature of the job permits, and in any event during periods when not actively engaged in performance of duties that require a standing position.

FOR SAFETY

1. Equipment and machinery in good working condition, with adequate guards against injury.
2. Safety equipment and clothing, such as goggles, safety shoes, protective gloves, as needed, maintained in good condition.
3. Safe and uncrowded work space; stairways, floors, halls, rooms, and passageways kept in good condition and adequately lighted.
4. A continuing safety program and training in safety on the job for all workers.

INDUSTRIAL HOME WORK

Efforts should be made to abolish the industrial home-work system, with its long and irregular hours, low earnings, and child labor. In nonindustrial States, legislation should prohibit home work. In industrial States where it is now extensive there should be strict regulation of hours of work and wages until prohibitory laws can be passed.

VI

SUMMARY OF STATE LABOR LAWS FOR WOMEN ¹

Basic standards as of January 1, 1950

THE BASIC purpose of labor legislation for women is protection of the health and well-being of the woman worker. Various factors, such as the concentration of women in the low-paid, unskilled occupations and their lack of effective trade-union organization, in the early days led to the exploitation of women workers. In many industries and areas their employment was characterized by inadequate wages, excessively long hours, and unhealthful conditions of work. Woman's dual role as homemaker and wage earner made the elimination of such conditions a matter of social importance and laid the basis for the comprehensive system of women's labor law that exists today.

Each of the 48 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico now has on its statute books laws establishing standards for the employment of women. Principal subjects of regulation are: (1) Hours of work, including maximum daily and weekly hours, day of rest, meal and rest periods, and night work; (2) plant facilities, such as seating; (3) limitations on certain hazardous or unhealthful types of employment; (4) regulation of industrial home work; (5) limitations on employment before and after childbirth; (6) wages, including minimum wages and equal pay. In most such laws the coverage is expressly limited to women or to women and minors. Not every State has enacted legislation on each of these subjects, and the standards established vary widely from State to State.

The first women's laws to be adopted were those establishing maximum hours of employment. Ohio enacted a 10-hour law for women as early as 1852. The first enforceable law was that of Massachusetts, as amended in 1879. The standard of a 10-hour maximum workday was gradually replaced by the 9-hour and then by the 8-hour day. Today all except 5 States, Hawaii, and Puerto Rico have laws in effect setting a legal limit to the hours of employment of women in one or

¹ The Territories are included in this summary. No information is available for the Virgin Islands at the present time.

more industries. In about half the States, the limit so established is 8 hours a day and/or 48 hours a week.

Other major fields of labor legislation for women are minimum wage and equal pay. The first minimum-wage law in the United States was enacted by Massachusetts in 1912. Today 26 States, the District of Columbia, Alaska, Hawaii, and Puerto Rico have minimum-wage laws. Seven such laws now cover men as well as women and minors. Equal-pay laws originated at the end of the First World War with the passage of bills in Michigan and Montana. The Second World War gave new impetus to such legislation with the result that 10 additional States and Alaska enacted equal-pay laws from 1943 to the present date.

After a series of conflicting court decisions involving major types of labor legislation for women—maximum hour and minimum wage—the courts finally upheld the constitutionality of such laws, finding that the health and well-being of women workers is a matter of public concern and that legislation can properly take such factors into account. The constitutionality of maximum-hour legislation, a subject of contest for nearly two decades, was finally established in 1908 by a United States Supreme Court decision upholding the Oregon 10-hour law (Muller case). With respect to minimum-wage legislation, the Court held the District of Columbia law unconstitutional in 1923 (Adkins case) and later expressly reversed itself, upholding the constitutionality of the Washington State law (Parrish case) in 1937. The constitutionality of the Michigan equal-pay law was upheld by the State Supreme Court in the first such case ever to reach the highest court in any State. It has never come before the United States Supreme Court.

During three-quarters of a century of development, the field of labor legislation for women has seen a tremendous increase in the number of laws and a notable improvement in standards they established. The record made during the 1949 legislative sessions furnishes a current example: Two States—Maine and Tennessee—improved their maximum-hour law standards; Wyoming enacted a rest-period provision; Maine enacted a home-work law; and 3 States—California, Connecticut, Maine—and Alaska enacted equal-pay laws. Two States—Massachusetts and New Hampshire—amended their minimum-wage laws to establish statutory rates, retaining, however, existing wage-board provisions and New Hampshire's amendment extended the State's minimum-wage coverage to adult males.

MAXIMUM DAILY AND WEEKLY HOURS

Forty-three States, the District of Columbia, and one Territory have laws limiting women's daily and/or weekly hours of employment in one or more industries.

Five States—Alabama, Florida, Indiana, Iowa, and West Virginia—do not have such laws. The laws of Hawaii and Puerto Rico set no maximum but require payment of premium rates for time worked beyond specified daily and/or weekly hours.

One-half of the States (24) and the District of Columbia, listed below, have set 8 hours a day and/or 48 hours a week or less as the maximum time a woman may be employed in one or more industries.² In all but one of these jurisdictions (Kansas is the exception), manufacturing establishments are covered. In Connecticut the maximum workweek is 48 hours for several industries, but daily hours may not exceed 8 in mercantile establishments or 9 in other types of employment, including manufacturing. Ohio's law sets 8-48 hours as the maximum for industries other than manufacturing and 9-45 hours as the maximum for manufacturing. The 8-48 hours law in Kansas applies to public-housekeeping occupations and telephone exchanges; in manufacturing establishments, the maximum is 9 hours a day, 49½ hours a week.

Arizona.....	8-48	New Mexico.....	8-48
Arkansas.....	³ 8	New York.....	8-48
California.....	8-48	North Carolina.....	9-48
Colorado.....	³ 8	North Dakota.....	8½-48
Connecticut.....	8-48	Ohio.....	8-48
District of Columbia.....	8-48	Oregon.....	8-44
Illinois.....	8-48	Pennsylvania.....	10-48
Kansas.....	8-48	Rhode Island.....	9-48
Louisiana.....	8-48	Utah.....	8-48
Massachusetts.....	9-48	Virginia.....	9-48
Montana.....	8-48	Washington.....	8
Nevada.....	8-48	Wyoming.....	8-48
New Hampshire.....	10-48		

Nine States, listed below, have set a maximum 9-hour day for women, and all but one of these (Idaho) have a weekly maximum of 50 or 54

² If a State has set different legal maximum-hour standards for different industries, the law establishing the highest standard, i. e., the lowest maximum hours, is shown.

³ Day-of-rest law provides, in effect, for a 48-hour week.

hours. Maine's law sets 50 hours for manufacturing and 54 for a number of other establishments and industries.

Idaho.....	9	Oklahoma.....	9-54
Maine.....	9-50	Texas.....	9-54
Michigan.....	9-54	Vermont.....	9-50
Missouri.....	9-54	Wisconsin.....	9-50
Nebraska.....	9-54		

Nine States, listed below, have set a maximum day of 10 hours and a week of from 50 to 60 hours. All cover manufacturing, though in Georgia and South Carolina the law is limited to one type of manufacturing only—cotton and woolen goods.

Delaware.....	10-55	New Jersey.....	10-54
Georgia (men and women).....	10-60	South Carolina (men and women) ⁴	10-55
Kentucky.....	10-60	South Dakota.....	10-54
Maryland.....	10-60	Tennessee.....	10-50
Mississippi (men and women)....	10-60		

Minnesota has fixed no daily limit in its statute, having only a 54-hour weekly limitation for manufacturing and several other industries.

Alaska has set 60 hours as the maximum week for household or domestic employees.

DAY OF REST ⁵

Nearly half the States (22) and the District of Columbia, listed below, prohibit employment of women for more than 6 days a week in some or all industries. In 2 of these States—Colorado and Utah—the law does not apply to manufacturing establishments. In 7 States both men and women employees are covered.

Arizona	New Hampshire (men and women)
Arkansas	New Jersey
California (men and women)	New York (men and women)
Colorado	North Carolina
Connecticut (men and women)	North Dakota
Delaware	Ohio
District of Columbia	Oregon
Illinois (men and women)	Pennsylvania
Kansas	South Carolina
Louisiana	Utah
Massachusetts (men and women)	Wisconsin (men and women)
Nevada	

⁴ A 1949 amendment to the previous 8- and 40-hour law for workers in textile mills provides that work in excess of 8 and 40 hours shall be permissible when provisions of the Federal Fair Labor Standards Act are complied with.

⁵ In 1945, Rhode Island reenacted an earlier law covering employment on certain holidays and added Sundays to the list of days when employment not absolutely necessary is prohibited. Kentucky law requires payment of time and a half for work on the 7th consecutive day, and Puerto Rico requires that double time be paid for such work. In none of these, however, does the law establish a 6-day week.

A number of States still have the so-called "blue laws" on their statute books. These laws usually penalize a worker who labors on Sunday at works other than those of necessity or charity. The Sunday or blue laws, since they are not labor laws, are not included here.

MEAL PERIODS

Over half the States (27), the District of Columbia, and one Territory, listed below, have provided that meal periods varying from $\frac{1}{3}$ hour to 1 hour must be allowed to women in some or all industries. This provision applies to manufacturing establishments in all but 4 of these States—Colorado, Illinois, North Carolina, and Washington.

Arkansas	New Jersey (men and women)
California	New Mexico
Colorado	New York (men and women)
Delaware	North Carolina
District of Columbia	North Dakota
Illinois	Ohio
Indiana (men and women)	Oregon
Kansas	Pennsylvania
Kentucky	Rhode Island
Louisiana	Utah
Maine	Washington
Maryland	West Virginia
Massachusetts	Wisconsin
Nebraska (men and women)	Puerto Rico
Nevada	

REST PERIODS

Rest periods are provided for in 8 States. Two—Nevada and Wyoming—provide rest periods for a variety of industries by statute, and 6 States—Arizona, California, Colorado, Oregon, Utah, and Washington—provide rest periods for one or more industries by minimum-wage order. The great majority set a 10-minute period within the half-day's work; some set 15 minutes, and one, 5 minutes.

NIGHT WORK

Twenty-three States, the District of Columbia, and one Territory place some limitation on the hours of night-work employment of women or of persons between 18 and 21 years of age.

Thirteen States and one Territory, listed below, *prohibit* night work for adult women in certain industries or occupations. In North Dakota and Washington, elevator operators only are covered.

California	New Jersey
Connecticut	New York
Delaware	North Dakota
Indiana	South Carolina
Kansas	Washington
Massachusetts	Wisconsin
Nebraska (except on permit)	Puerto Rico (except on permit)

In four additional States—Arizona, Kentucky, Pennsylvania, Rhode Island—and the District of Columbia, a night-work prohibition applies only to persons under 21 years of age in messenger service. In another State—Virginia—similar limitations apply only to girl messengers. In Ohio, girls under 21 may not be employed for night work in the numerous industries or occupations listed in the statute.

In four additional States—Maryland, New Hampshire, New Mexico, and Utah—as well as in several of the States already listed, the laws do not prohibit the employment of adult women at night but *regulate* such employment either by limiting the number of hours that may be worked at night or by requiring the employer to meet specific working-conditions standards. Puerto Rico's law makes a specific exception for the canning, packing, and fruit and vegetable refrigeration industries and textile plants.

SEATING

Forty-six States, the District of Columbia, and Puerto Rico have seating laws—all but one of them applying exclusively to women. Florida's law applies to both males and females. Illinois and Mississippi have no seating laws.

OCCUPATIONAL LIMITATIONS

Twenty-nine States have occupational limitation laws for women and minors—23 of them having one or more such limitations on the employment of adult women. In these States the occupations in which such employment is usually prohibited are in mines and in liquor establishments.

In 17 of the States women's employment in mines is prohibited, and in 8 they may not be employed to mix, sell, or dispense alcoholic liquors in establishments where such beverages are sold for on-premises consumption. The laws of 10 States prohibit a woman's employment in certain occupations (e. g., operating polishing wheels or belts, cleaning moving machinery, bellhop) or places (e. g., basements of specified establishments) considered hazardous or injurious to health or safety.

The following summary shows the few establishments, occupations, or operations in which the employment of adult women is prohibited by State law.

Mines	Barrooms	Other places, occupations, or operations
Alabama	California	Arizona—Constant standing (all industries).
Arizona	Connecticut	Louisiana—Cleaning moving machinery.
Arkansas	Illinois	Michigan—Foundries. Hazardous occupations.
Colorado	Kentucky	Operating polishing wheels, belts, etc., in room wholly or partly underground; handling certain harmful substances.
Illinois	Louisiana	Minnesota—Core rooms. Cleaning moving machinery.
Indiana	Michigan	Missouri—Cleaning, or working between, moving machinery.
Maryland	Ohio	New York—Basement of a restaurant or mercantile establishment. Operating polishing wheels, etc.
Missouri	Pennsylvania	Ohio—16 occupations (in addition to work in mines, barrooms, smelters), for example, bellhop, express driver, freight or baggage elevator operator, work in shoe-shining parlors, pool rooms, etc.
New York		Pennsylvania—Dangerous or injurious occupations.
Ohio		Washington—Bellhop.
Oklahoma		Wisconsin—Disorderly house.
Pennsylvania		
Utah		
Virginia		
Washington		
Wisconsin		
Wyoming		

WEIGHT LIFTING

Nine States and one Territory have some regulation regarding the lifting or carrying of heavy weights by women. They are:

California	Ohio
Massachusetts	Oregon
Michigan	Utah
Minnesota (core rooms only)	Washington
New York (core rooms only)	Alaska

INDUSTRIAL HOME WORK

Twenty-one States and one Territory, listed below, have industrial home-work laws or regulations. In all but three—Colorado, Oregon, and Utah—the law applies to all persons; in these three jurisdictions the law applies to women and minors only.

California	Michigan	Tennessee
Colorado	Missouri	Texas
Connecticut	New Jersey	Utah
Illinois	New York	West Virginia
Indiana	Ohio	Wisconsin
Maine	Oregon	Puerto Rico
Maryland	Pennsylvania	
Massachusetts	Rhode Island	

EMPLOYMENT BEFORE AND AFTER CHILDBIRTH

Six States and one Territory, Puerto Rico, have laws prohibiting the employment of women immediately before and after childbirth. Except in Puerto Rico, the provisions of these laws are limited to prohibiting employment. Puerto Rico, in addition, requires the employer to pay to the working mother during the 8-week period one-half of her regular salary or wage. None of these laws provides for job security during the required absence. The jurisdictions and the periods during which women may not be required to work are:

Connecticut.....	4 weeks before and 4 weeks after.
Massachusetts.....	4 weeks before and 4 weeks after.
Missouri.....	3 weeks before and 3 weeks after.
New York.....	4 weeks after.
Vermont.....	2 weeks before and 4 weeks after.
Washington.....	4 months before and 6 weeks after.
Puerto Rico.....	4 weeks before and 4 weeks after.

EQUAL PAY

Twelve States and one Territory, listed below, have enacted statutes which prohibit discrimination in rate of pay because of sex. Two of these—Illinois and Michigan—apply to manufacturing only. Three States—California, Connecticut, Maine—and Alaska enacted equal-pay laws in 1949.

California	Michigan	Pennsylvania
Connecticut	Montana	Rhode Island
Illinois	New Hampshire	Washington
Maine	New York	Alaska
Massachusetts		

MINIMUM WAGE

Twenty-six States, the District of Columbia, and three Territories have minimum-wage laws. Most of these apply to women and both male and female minors; variations from this pattern of coverage are indicated in the listing below. These laws are broad in their coverage of industries; most of them are all-inclusive except for a few listed exemptions, usually domestic service and agriculture. The Maine law, however, applies only to fish packing.

Arizona	New Jersey
Arkansas (women and girls)	New York (all persons)
California	North Dakota
Colorado	Ohio
Connecticut (all persons)	Oklahoma (women)
District of Columbia	Oregon
Illinois	Pennsylvania
Kansas	Rhode Island (all persons)
Kentucky	South Dakota (women and girls)
Louisiana (women and girls)	Utah
Maine	Washington
Massachusetts (all persons)	Wisconsin
Minnesota	Alaska (women)
Nevada (women and girls)	Hawaii (all persons)
New Hampshire (all persons)	Puerto Rico (all persons)

Both Massachusetts and New Hampshire amended their minimum-wage laws in 1949 to establish statutory rates in addition to retaining existing wage-board provisions.

VII

LEGISLATION AFFECTING HOUSEHOLD EMPLOYEES

As of January 1, 1950

COVERAGE OF DOMESTIC WORKERS BY STATE LABOR LAWS FOR WOMEN

MAXIMUM-HOUR LAWS

State maximum-hour laws of general coverage in effect in 43 States do not cover domestic workers. However, the State of Washington and Alaska have maximum-hour laws applicable to domestic workers only:

1. *Washington* has a special maximum-hour law for domestic workers:

Covers both male and female employees.

Prohibits their employment over 60 hours a week, including all time the employee is on call and not free to follow own pursuits.

Provides that in cases of emergency such employees may be employed longer than 60 hours.

Violation of the law is a misdemeanor.

2. The *Alaska* law establishes a 60-hour maximum workweek for female household or domestic workers.

MINIMUM-WAGE LAWS

1. State minimum-wage laws that do not expressly exclude domestic workers are in effect in the following 8 States and 1 Territory:

California
Colorado
Kansas

Oklahoma
Oregon
Utah

Washington
Wisconsin
Alaska

2. Alaska and Wisconsin are the only jurisdictions with minimum-wage rates now in effect for domestic workers. The Alaska minimum-wage law sets a minimum wage of \$18 a week, applicable to a workweek of 6 days, 48 hours, and a minimum part-time wage of 45 cents an hour. Wisconsin's minimum-wage order, effective February 10, 1947,

provides for adult women and minors employed in domestic service in private homes the following:

The minimum wage for 45 hours or more a week:

In cities and villages with a population of 3,500 or more:

If board only is furnished, \$12 a week.

If board and lodging are furnished, \$8 a week.

In cities and villages with a population between 1,000 and 3,500:

If board only is furnished, \$10.75 a week.

If board and lodging are furnished, \$7.25 a week.

Elsewhere in the State:

If board only is furnished, \$10.25 a week.

If board and lodging are furnished, \$7 a week.

The minimum wage for less than 45 hours a week:

In cities and villages with a population of 3,500 or more: 45 cents an hour.

In cities and villages with a population between 1,000 and 3,500: 40 cents an hour.

Elsewhere in the State: 38 cents an hour.

Allowance for board and lodging:

Where board and lodging are furnished by the employer as part payment of wages, an allowance may be made therefor as follows:

In cities and villages with a population of 3,500 or more:

Of not more than \$8.25 a week for board.

Of not more than \$4 a week for lodging.

In cities and villages with a population between 1,000 and 3,500:

Of not more than \$7.25 a week for board.

Of not more than \$3.50 a week for lodging.

Elsewhere in the State:

Of not more than \$6.75 a week for board.

Of not more than \$3.25 a week for lodging.

COVERAGE OF DOMESTIC WORKERS BY STATE WORKMEN'S COMPENSATION LAWS

STATES IN WHICH COVERAGE IS COMPULSORY

California: Compulsory for domestic workers employed over 52 hours a week by one employer; voluntary for others.

New York: After a 10-year campaign, the Condon bill was approved March 30, 1946, and became effective January 1, 1947. The bill amends the law by including among the hazardous occupations and employments, for which workmen's compensation is mandatory, certain domestic employment. The household employees who come under the amendment are all those who work for the same employer 48 or more hours per week and are employed in cities or villages of at least 40,000 population. (Domestic workers on farms are excepted.) The law extends to full-time regularly employed domestic workers the same protection, medical care, and compensation in the event of an

accidental injury while at work which the law gives to other industrial workers. The penal provisions of the workmen's compensation law were made inapplicable to household employers. However, should the household employer who is required by law to carry workmen's compensation insurance fail to provide such insurance, the employer becomes personally responsible and liable to pay any award that may be rendered in favor of the employee. This award can be entered in the Supreme Court as a regular judgment. Furthermore, the employer can be subjected to a civil suit for negligence, in which action the defenses of "contributory negligence" or "risks of the job" cannot be urged by the employer, thus rendering the domestic worker's chance for recovery of damages extremely favorable.

Ohio: Compulsory for employers of 3 or more employees; voluntary for less than 3.

STATES IN WHICH COVERAGE IS ELECTIVE¹

Connecticut: Employers are presumed to come under the act if they regularly employ 3 or more employees unless a written stipulation to the contrary is made; law is voluntary for those employing less than 3.

New Jersey: If the employer or employee does not accept the act, he must give written notice to that effect to the opposite party, with the result that common-law defenses are abrogated.

STATES IN WHICH COVERAGE IS VOLUNTARY²

Arizona	Maine	North Dakota
Arkansas	Maryland	Oklahoma
Colorado	Massachusetts	Oregon
Florida	Michigan	Pennsylvania
Georgia	Minnesota	Rhode Island
Idaho	Missouri	South Carolina
Illinois	Nebraska	South Dakota
Indiana	Nevada	Utah
Kansas	New Hampshire	Virginia
Kentucky	New Mexico	Washington
Louisiana	North Carolina	Wisconsin

STATES WHICH EXCLUDE DOMESTIC WORKERS

Alabama	Mississippi	Vermont
Delaware	Montana	West Virginia
District of Columbia	Tennessee	Wyoming
Iowa	Texas	

¹ *Elective coverage* means that the employer has the option of either accepting or rejecting the act, but if he rejects it and the worker brings a suit for damages the employer cannot claim the traditional common-law defenses, i. e., that the worker assumed the risk of the employment, that the injury was due to negligence of a fellow servant, or that the worker himself was guilty of contributory negligence.

² *Voluntary coverage* means that the employer may come under the act voluntarily but failure to do so does not result in a loss of the common-law defenses.

COVERAGE OF DOMESTIC WORKERS BY WAGE PAYMENT LAWS

STATE HAVING LAW THAT SPECIFICALLY COVERS DOMESTIC WORKERS

California (if boarded and lodged by employer).

STATES AND TERRITORY HAVING LAWS OF BROAD GENERAL COVERAGE APPLICABLE TO DOMESTIC WORKERS

Georgia	Minnesota ³	Rhode Island
Idaho ³	Montana	West Virginia
Illinois ³	Nevada	Wyoming ³
Indiana	New Jersey	Alaska
Louisiana ³	New York	
Massachusetts	Pennsylvania	

COVERAGE OF DOMESTIC WORKERS BY SOCIAL SECURITY LEGISLATION NOW IN EFFECT

UNEMPLOYMENT INSURANCE

1. The Social Security Act exempts employers of domestic workers from payment of the tax but it does not prohibit States from covering such workers under State legislation.

2. Domestic service in a private home is specifically excluded in all State unemployment insurance laws except New York.

New York includes such service if the employer employs 4 or more domestic workers in his home for 15 days in a calendar year.

OLD-AGE INSURANCE

The Federal old-age and survivors' insurance law does not cover domestic workers.

³ Provision of the law relates only to payment of wage in case of employee's discharge.

VIII

THE POLITICAL AND CIVIL STATUS OF WOMEN

Including principal sex distinctions as of July 1, 1949

POLITICAL STATUS

NATIONALITY

Citizenship in the United States is acquired in the same way by men and women; that is, by birth within the domain, by birth abroad of a parent who is a citizen, or by being naturalized. Mothers, as well as fathers, confer citizenship on their minor children. A married woman's citizenship does not automatically follow that of her husband. An alien wife may become a citizen whether or not her alien husband desires or qualifies for that privilege. If a woman citizen marries an alien, she retains her citizenship until she renounces it by declaring allegiance to another government.

VOTING AND PUBLIC OFFICE

Federal.—Any woman who has the qualifications required for voting in the State of her residence has full right of suffrage in the election of National Government officials and on proposals for change in the Federal Constitution, that is, in the basic law.

Likewise, any woman who meets the established qualifications for official positions in the National Government is eligible either for election or appointment to posts in the executive and legislative branches or for appointment to the judiciary, including the Supreme Court of the United States.

State.—Any woman who meets the general qualifications established for voting in the State in which she has legal residence has full right of suffrage in the election of State and local officials and in determination of public issues within the State, such as amendment of the State constitution, legislative proposals where the referendum procedure is operative, and on local matters such as special tax assessments for public improvements, school administration, and the like.

Also, any woman who has the qualifications required for elected officials of State and local governments is eligible for election to these positions.

Civil service positions.—Appointive positions in both Federal and State civil services are open generally to qualified women; that is, there are few legal barriers to the appointment of women. Appointing agencies for the Federal Government may designate whether male or female employees are preferred, when requesting a list of eligibles from the Civil Service Commission for selection of new personnel. Some States by statute specify the sex of appointees for certain minor positions, such as superintendents, wardens, matrons, or attendants in institutions operated by the State.

Courts—Jury service.—Women (as of Jan. 1, 1948) are entitled by law to serve on juries in 38 States and the District of Columbia; by this fact they are eligible also for Federal duty in these jurisdictions. [Virginia's 1950 Assembly admitted women to trial jury duty if they wish to qualify for service.]

Twenty States¹ require compulsory duty of qualified women; 18 States² and the District of Columbia permit optional service from women.

Ten States³ have not yet removed the ancient English common-law "defect of sex" which bars women from all jury duty in these jurisdictions. (It should be noted in this connection that in England women now are eligible generally for jury duty, by virtue of the law reforms of the present century, particularly the Sex Disqualification Removal Act of 1919.)

DOMICILE

Private domicile of a married woman depends on that of her husband, normally. The general rule is that when the interests of husband and wife become hostile so that dissolution of the marriage becomes necessary, an aggrieved wife may establish a separate domicile. Separate existence, interests, and rights are recognized in cases of this sort.

Public domicile.—Most of the States limit husband and wife to the same marital domicile during marriage for voting, serving on juries, and holding public office.

¹ Calif., Colo., Conn., Del., Ill., Ind., Iowa, Maine, Md., Mich., Mont., Nebr., N. J., N. C., Ohio, Oreg., Pa., S. Dak., Vt., Wyo.

² Ariz., Ark., Fla., Idaho, Kans., Ky., La., Mass., Minn., Mo., Nev., N. H., N. Y., N. Dak., R. I., Utah, Wash., Wis.

³ Ala., Ga., Miss., N. Mex., Okla., S. C., Tenn., Tex., Va., W. Va.

However, at least 12 States under specified conditions allow a married woman to establish a separate domicile for voting:

California	Nevada	Ohio
Maine	New Jersey	Pennsylvania
Massachusetts	New York	Virginia
Michigan	North Carolina	Wisconsin

Five States permit separate domicile for eligibility to public office:

Maine	Nevada	New York
Michigan	New Jersey	

At least four States permit separate domicile for jury service qualification:

Maine	Nevada
Michigan	New Jersey

Three States (Nevada, New Jersey, Virginia) recognize separate domicile for the personal property tax obligation of a married woman.

CIVIL STATUS—FAMILY RELATIONS

MARRIAGE

The marriage laws of the various States generally do not distinguish between the sexes, except in establishing minimum ages. Most States set a lower age for females. The same minimum age applies to both sexes in 8 States ⁴ when parental consent is required, and in 16 States ⁵ when parental consent is not required. Other legal distinctions found are of minor importance, both as to number and character; for example, 2 States (Louisiana, Texas) require pre-marital health tests of male applicants only. One State (Louisiana) bars remarriage of a woman for a 10-month period after dissolution of her marriage.

DIVORCE

Sixteen States ⁶ may grant a divorce to the husband on grounds that are exclusive to him. The principal ground in this group is the wife's undisclosed pregnancy by another at the time of marriage. Twenty-one States ⁷ may grant a divorce to the wife on grounds that are exclusive to her, generally the husband's desertion or nonsupport.

⁴ Colo., Conn., Maine, Mo., N. J., N. C., Pa., Tenn.

⁵ Conn., Fla., Ga., Idaho, Ky., La., Nebr., N. C., Ohio, Pa., R. I., S. C., Tenn., Va., W. Va., Wyo.

⁶ Ala., Ariz., Ga., Iowa, Kans., Ky., Miss., Mo., N. H., N. Mex., N. C., Okla., Tenn., Va., Wis., Wyo.

⁷ Ala., Ariz., Colo., Del., Ind., Ky., Maine, Mass., Mich., Mo., Mont., Nebr., Nev., N. H., N. Mex., R. I., Tenn., Vt., Wash., Wis., Wyo.

PARENT AND CHILD

Thirty-four States⁸ give both parents the same rights of natural guardianship. Fourteen States⁹ and the District of Columbia prefer the father as natural guardian during the marriage, giving him the first right to custody of his minor child's person, services, and earnings. If the marriage is broken by divorce or legal separation, neither parent has any legal advantage over the other as to custody of the minor children. The best interests of the child guide the court's disposition of its custody.

Six States¹⁰ and the District of Columbia by statute prefer the father when a guardian of property is to be appointed for his child.

Nine States¹¹ authorize the father to appoint a guardian, by deed or last will, to have charge of the person of his minor child after the father's death, subject, however, in each of these States, to the mother's right to succeed the father as natural guardian of their minor children if she is the survivor. No State permits a father to will his child to a stranger without the mother's valid consent.

Seven¹² of the thirteen¹³ States that authorize the surviving parent to appoint a testamentary guardian for a minor child's property provide that during the marriage the father may make the appointment with the mother's written consent.

Unmarried parents.—The mother is considered the natural guardian entitled to the custody of the child. The father becomes a natural guardian according to the law of the State only if he legally acknowledges his relationship to the child.

Inheritance by parents from children.—No distinction exists between the rights of the father and mother to inherit from legitimate children. Most States allow the unmarried mother to inherit from her child. Nine¹⁴ States permit the unmarried father to share the inheritance when he has legally acknowledged or adopted the child.

FAMILY SUPPORT

Generally, the States under community-property law (see footnote 28) make the common estate of husband and wife liable for family support, without relieving the husband as head of the family from his liability for its proper care. The remaining States and the District of Columbia, under common-law rule in this respect, hold the

⁸ Ariz., Calif., Conn., Del., Fla., Idaho, Ill., Ind., Kans., Ky., La., Maine, Md., Miss., Mo., Mont., Nebr., Nev., N. H., N. J., N. Mex., N. Dak., Ohio, Oreg., Pa., R. I., S. C., S. Dak., Tenn., Tex., Utah, Wash., W. Va., Wis.

⁹ Ala., Ark., Colo., Ga., Iowa, Mass., Mich., Minn., N. Y., N. C., Okla., Vt., Va., Wyo.

¹⁰ Ala., Colo., La., Mont., Oreg., Tex.

¹¹ Ariz., Idaho, Mont., N. Dak., Okla., Oreg., S. Dak., Utah, Vt.

¹² Ariz., Idaho, Mont., N. Dak., Okla., S. Dak., Utah.

¹³ Ariz., Calif., Del., Idaho, La., Mont., Nev., N. Y., N. Dak., Okla., Pa., S. Dak., Utah.

¹⁴ Idaho, Kans., La., Mont., Nev., N. Mex., N. Dak., Okla., S. Dak.

husband and his property primarily liable for family support. In 21 of these States¹⁵ the wife and her property are declared liable also for family necessities, but without changing the husband's primary obligation.

Ten States¹⁶ require the wife to support her husband out of her separate property when he has no property and because of infirmity is unable to support himself.

Unmarried parents.—In general, the mother is primarily liable for support of the child. Most States have legal procedure for establishing paternity if satisfactory proof is submitted. Until the paternity is established or voluntarily assumed, the father has no legal obligation to support the child, or to contribute to the expenses of the mother at childbirth. Four States¹⁷ have no statutory provision of this type.

CIVIL STATUS—CONTRACT AND PROPERTY LAW

POWER TO MAKE CONTRACTS

All States apparently recognize a married woman's legal capacity to contract her personal services in employment outside her home duties, and to collect her earnings from such work without the formal consent of her husband.

Three States¹⁸ have limitations on the power of a married woman of legal age to make enforceable contracts with third persons that do not concern her separate property or the common property of herself and husband.

The eight¹⁹ community-property States [as of July 1, 1950] do not ordinarily empower a wife to contract alone concerning the common marital property, though the husband has extensive powers of sole contract, particularly over the personal property owned in common.

Five States²⁰ forbid a wife to obligate herself as surety for her husband.

Five States²¹ limit to some extent because of sex the appointment of a woman to positions of trust, such as executor or administrator.

Six States²² may impose special restrictions on a woman who marries while serving in these offices of trust.

¹⁵ Ariz., Ark., Calif., Colo., Conn., Idaho, Ill., Iowa, La., Mass., Minn., Mo., Mont., N. Dak., Oreg., Pa., S. Dak., Utah, Wash., W. Va., Wyo.

¹⁶ Calif., Idaho, Mont., Nev., N. Mex., N. Dak., Ohio, Okla., S. Dak., Wis.

¹⁷ Idaho, Mo., Tex., Va.

¹⁸ La., Nebr., Tex.

¹⁹ Ariz., Calif., Idaho, La., Nev., N. Mex., Tex., Wash.

²⁰ Ala., Ga., Idaho, Ky., N. H.

²¹ Idaho, Nev., Okla., Oreg., S. Dak.

²² Del., Nev., N. H., N. C., S. C., Utah.

Separate property.—In property management and control, inheritance, and freedom of enjoyment of earnings, unmarried women and unmarried men stand equal under the law. Married women in most States have the same degree of control over their separate property that married men have over their separate property. Personal earnings of married women are made their separate property by specific statute in most of the States not under the community-property regime. In the 15 States²³ without such specific law, general statutes are interpreted to have the same effect.

Six States²⁴ still require the husband's signature, as a matter of form, to give validity to the wife's deed conveying her own land; only Texas still requires a special form of acknowledgment for the married woman's deed or mortgage of her lands; only one State²⁵ denies a wife full individual status in the courts, requiring her husband to be made a party to certain actions which involve the wife.

Three States²⁶ and the District of Columbia retain the form of property ownership called "estate by the entirety as at common law," applicable only to husband and wife. Under it, the wife has only a contingent interest in the property unless she survives her husband, no matter what amount she has contributed to the estate. The husband controls the property and receives the income during the marriage.

Five States²⁷ still have the so-called Free-Trader statutes, under which court sanction, and in some cases the husband's consent, is required for a wife's legal venture into an independent business, if she is to keep the profits for her own account.

Community or communal property.—Eight States²⁸ have the community system of ownership between husband and wife applied to property acquired by their joint efforts during the marriage. In these States the husband has principal control of most of the communal property while the spouses live together. Two of the community-property States²⁹ give the wife control over her earnings, even as part of the communal estate.

[Four States (Michigan, Nebraska, Oklahoma, Oregon) have adopted the community system within recent years, principally for the purpose of dividing the burden of taxation between husband and

²³ Del., Ky., Md., Mass., Miss., Mont., N. Y., N. Dak., Ohio, Okla., Oreg., S. Dak., Tenn., Vt., Va.

²⁴ Ala., Fla., Ind., N. C., Pa., Tex.

²⁵ Tex.

²⁶ Mass., Mich., N. C.

²⁷ Calif., Fla., Nev., Pa., Tex.

²⁸ Ariz., Calif., Idaho, La., Nev., N. Mex., Tex., Wash.

²⁹ Idaho, Nev.

wife; but each of these States has repealed the law since passage of the 1948 Federal Revenue Act which permits division of family income for tax returns.]

In the 40 States³⁰ and the District of Columbia where the common-law background exists as distinguished from the civil-law tradition, the property accumulated during the marriage by the cooperative efforts of both husband and wife belongs to the husband and is under his control, except as the effect of this rule is overcome by private settlement. This is accomplished through voluntary agreement or other arrangement, such as joint ownership of lands, joint bank accounts, prenuptial agreements, and the like. But in the absence of some valid private adjustment, or a valid will, the common law governs. However, in most of these States by express provision of law, and in others by interpretation, policy, and practice, the wife's earnings in outside employment are her separate property. The husband's earnings are primarily liable for support of his family, as those of the wife are not (nor any of her separate property) unless she voluntarily makes them so by her personal contract.

Wills.—Married women dispose of their separate property by will as freely as married men dispose of their separate property. As to the communal property, ordinarily Nevada and New Mexico deny a wife testamentary rights over her half of the community estate.

Inheritance between spouses.—A widow or surviving husband inherits similar portions from the deceased spouse in most of the States. In a few States, the advantage is sometimes with the wife, sometimes with the husband, according to circumstances incident to the case, such as the surviving number of children, election under the will of the deceased spouse, and the like.

Two States (Nevada and New Mexico) favor the husband over the wife in the division of community property after the death of one spouse.

Allowance during estate settlement.—Practically all the States require maintenance for the widow from the husband's estate during the period of its settlement. At least one-third of them provide support from solvent estates under administration for either spouse who survives.

³⁰ Ala., Ark., Colo., Conn., Del., Fla., Ga., Ill., Ind., Iowa, Kans., Ky., Maine, Md., Mass., Mich., Minn., Miss., Mo., Mont., Nebr., N. H., N. J., N. Y., N. C., N. Dak., Ohio, Okla., Ore., Pa., R. I., S. C., S. Dak., Tenn., Utah, Vt., Va., W. Va., Wis., Wyo.

IX

WOMEN'S EDUCATION AND VOCATIONAL TRAINING

STUDENT ENROLLMENTS IN AND GRADUATES OF EDUCATIONAL INSTITUTIONS ¹

Type of school and school year	Enrollments			Graduates		
	Number		Percent females are of total	Number		Percent females are of total
	Total	Females		Total	Females	
Kindergarten and elementary schools:						
1945-46	20,051,408	9,755,270	48.7	(²)	(²)	(²)
1947-48	20,828,958	10,118,991	48.6	(²)	(²)	(²)
Secondary schools:						
1945-46	6,237,133	3,320,028	53.2	1,080,033	613,107	56.8
1947-48	6,305,168	3,240,889	51.4	1,189,909	627,046	52.7
Institutions of higher education:						
1945-46	1,676,851	749,189	44.7	136,174	77,510	56.9
1947-48	2,616,262	779,923	29.8	271,019	95,563	35.3
1948-49				365,428	101,874	27.9

¹ Includes only regular session students in full-time day schools. Latest year for which complete figures are available is 1947-48; only available comparable figures for 1948-49 are for graduates in institutions of higher education.

² Not reported because of differences in elementary school organization.

Source: (U. S.) Federal Security Agency, U. S. Office of Education.

WOMEN ENROLLED IN VOCATIONAL TRAINING PROGRAMS

Federally aided all-day trade and industrial programs in which women were enrolled for
the year ending June 30, 1949 ¹

	Enrollment of women
Total	28,745
Garment and textile trades	14,225
Dressmaking	8,445
Power sewing-machine operation	2,624
Millinery	663
Textiles	501
Men's tailoring	109
Upholstering	64
Laundering, cleaning, dyeing, and pressing	64
Garment and textile trades, other	1,755
Domestic and personal service trades	9,669
Cosmetology	7,325
Nursing	1,541
Household service and management	377
Interior decoration	173
Hotel service and management	23
Barbering	9
Domestic and personal service trades, other	221
Food trades	2,400
Food service	1,233
Cooking	535
Baking	67
Meat cutting	18
Food trades, other	547
Printing and publishing trades	1,233
Commercial art	905
Photography	204
Printing	104
Bookbinding	15
Printing and publishing trades, other	5

¹ Provisional figures.

Source: (U. S.) Federal Security Agency, U. S. Office of Education.

	Enrollment of women
Electrical trades.....	170
Telegraphy and telephony.....	133
Radio.....	34
Electric wiring.....	2
Electrical trades, other.....	1
Mechanical service and hand trades.....	124
Dental mechanics.....	112
Jewelry and watchmaking.....	8
Auto mechanics (including Diesel mechanics).....	4
Building and construction trades.....	57
Bricklaying, stone masonry, and tile setting.....	39
Carpentry and woodworking.....	17
Painting and decorating.....	1
Metal trades.....	48
Machine shop.....	48
Aircraft manufacturing and maintenance.....	3
Aircraft instruments.....	2
Aircraft engine and propeller mechanics.....	1
Miscellaneous trades.....	816
Drafting.....	102
General industrial.....	76
Gardening and landscaping.....	8
Miscellaneous trades, other.....	630

WOMEN SERVED BY REHABILITATION PROGRAMS

The number of women rehabilitated under Federal and State rehabilitation agencies in the fiscal year ending June 30, 1949, was 18,200 or 31.4 percent of the total number of men and women rehabilitated under these agencies.

Source: (U. S.) Federal Security Agency, Statistical Division of the Office of Vocational Rehabilitation.

X

AMERICAN WOMEN

A selected bibliography of basic sources of current and historic interest

The following brief bibliography lists, under subject headings, the more outstanding basic source materials on American women, as well as recently issued publications. This list does not include works devoted to educational theory; to community organization; to instruction on home management, nutrition, etc.; to occupational or career guidance; to study of a particular industry or occupation; or to the situation of women in countries other than the United States. A number of the books listed (including both early and some later Women's Bureau bulletins) are available only in libraries.

GENERAL

American Academy of Political and Social Science—Annals. Philadelphia:

May 1947: Women's Opportunities and Responsibilities. Ed. by Louise M. Young. See article by Taeuber, Irene B., and Eldridge, Hope T. Some Demographic Aspects of the Changing Role of Women.

May 1929: Women in the Modern World. Ed. by Viva B. Boothe.

American Association of University Women:

Beard, Mary R. A Changing Political Economy as It Affects Women. Washington, D. C., the Association, 1934. A study outline, with questions for investigation and discussion and an extensive bibliography.

Summaries of Studies on the Economic Status of Women. Women's Bureau Bull. 134. 1935. Lists studies up to 1935 that deal with college women, business and professional women, women in industry, women in all occupations.

American Women: The Standard Biographical Dictionary of Notable Women. Vol. 3, 1939-40. Ed. by Durward Howes. Los Angeles, Calif., American Publications, Inc., 1939.

Benson, Mary Sumner. Women in 18th Century America: A Study of Opinion and Social Usage. New York, N. Y., Columbia University Press, 1935.

Gilman, Charlotte Perkins. Women and Economics. Boston, Mass., Small, Maynard, 1900. This work still raises challenging questions as to women's status.

Groves, Ernest R. The American Woman: The Feminine Side of a Masculine Civilization. New York, N. Y., Emerson Books, Inc., Revised ed. 1944. An important and basic work that considers many aspects of the changing status of woman, from colonial times to our modern society, and gives an informed and sympathetic discussion.

Mead, Margaret, and Stern, Bernhard J. Woman, Position in Society. In Encyclopaedia of the Social Sciences. Vol. 15. New York, N. Y., Macmillan, 1935.

Mead, Margaret. Male and Female: A Study of the Sexes in a Changing World. New York, N. Y., William Morrow and Co., 1949.

New York Public Library—Women in the Making of America. 1941. A bibliography that lists books dealing with women in political life, in the community, in letters, in education, in business and professions. Included also are biographies of pioneer women and references to books about their work.

Women's Bureau Bulletin:

Women's Bureau Conference 1948—The American Woman, Her Changing Role—Worker, Homemaker, Citizen. Bull. 224.

See especially:

Kyrk, Hazel. Family Responsibilities of Earning Women. Tead, Ordway. Social Patterns for Women, The Present and The Prospects.

Thompson, C. Mildred. Women's Status, Yesterday, Today, and Tomorrow.

WOMEN AS CITIZENS

Annals of the American Academy (cited also under General) :

May 1947:

Allen, Florence E. Participation of Women in Government.

Beard, Mary R. Woman's Role in Society.

Fisher, Marguerite J. Women in Political Parties.

Stone, Kathryn H. Women as Citizens.

May 1929: Howes, Ethel Puffer. The Meaning of Progress in the Woman Movement.

November 1914: Women in Public Life.

May 1910: Significance of the Woman Suffrage Movement. Supplement.

Beard, Mary R. :

America Through Women's Eyes. New York, N. Y., Macmillan, 1933. A collection of documents and quotations from women themselves in various periods of American history.

Woman as Force in History: A Study in Traditions and Realities. New York, N. Y., Macmillan, 1946.

Woman's Work in Municipalities. New York, N. Y., Appleton, 1915.

Blackwell, Alice Stone. Lucy Stone, Pioneer of Women's Rights. New York, N. Y., Little, Brown and Co., 1930.

Breckinridge, Sophonisba P. Women in the Twentieth Century: A Study of Their Political, Social, and Economic Activities. New York and London, McGraw-Hill Book Co., 1933. *Part III. Women and Government.*

Catt, Carrie Chapman, with collaboration of Shuler, Nettie R. Woman Suffrage and Politics. New York, N. Y., Scribner's, 1923.

History of Woman Suffrage (Vols. I to VI) : *Vol. I* (1848-61) was published in 1881. This and *Vols. II and III* were written by Elizabeth Cady Stanton and Susan B. Anthony, with collaboration of Matilda Joslyn Gage, later joined by Mrs. Stanton's daughter Harriot. *Vol. IV* was prepared by Mrs. Ida Husted Harper working with Susan B. Anthony. *Vols. V and VI* were written by Mrs. Harper. First 4 vols. published by Fowler and Wells, New York, N. Y. Last 2 by National American Suffrage Assn., New York, N. Y.

Irwin, Inez H. Angels and Amazons: A Hundred Years of American Women. New York, N. Y., Doubleday, Doran, 1933.

Lutz, Alma. *Created Equal: A Biography of Elizabeth Cady Stanton, 1815-1902*. New York, N. Y., John Day Co., 1940. This deals with the early history of the woman suffrage movement, and is a fascinating human story of the pioneer women leaders of the mid- and late-nineteenth century.

Paxton, Annabel. *Women in Congress*. Richmond, Va., The Dietz Press, Inc., 1945.

Peck, Mary Gray. *Carrie Chapman Catt*. New York, N. Y., H. H. Wilson Co., 1944. This is written in several sections, which deal with early life and development of leadership, work for women's international organizations (earlier and later periods), the Federal Amendment campaign, and later work for peace and disarmament.

Shaw, Dr. Anna Howard, with collaboration of Jordan, Elizabeth. *The Story of a Pioneer*. New York, N. Y., Harper and Bros., 1915. Written in the vigorous and scintillating style of Dr. Shaw's speech, this is a fitting companion volume to Elizabeth Cady Stanton's biography.

Thurston, Lucy M. *Mistress Brent: A Story of Lord Baltimore's Colony in 1638*. 1901. The earliest colonial advocate of women's right to vote. (This book will be found in few libraries.)

Whitney, Janet. *Abigail Adams*. Boston, Mass., Little, Brown and Co., 1947.

Women's Bureau Publications:

Buchanan, Sara Louise:

The Legal Status of Women in the United States of America, January 1, 1948. Bull. 157. Revised. Separate bulletin for each State and Territory; general summary for the United States.

Reply of United States Government to Questionnaire of United Nations Economic and Social Council on the Legal Status and Treatment of Women. Part I. Public Law. In 6 Sections: A and B, Franchise and Public Office; C, Public Services and Functions; D, Educational and Professional Opportunities; E, Fiscal Laws; F, Civil Liberties; and G, Nationality. (Documented; separates; mimeograph.)

Young, Louise M. *Understanding Politics: A Practical Guide for Women*. New York, N. Y., Pellegrini & Cudahy, 1950.

WOMEN AS WORKERS

EMPLOYMENT AND OCCUPATIONS

Abbott, Edith :

Women in Industry: A Study of American Economic History. New York and London, Appleton, 1910. An important source study, embodying many interesting stories of women's work and wages in America in the Colonial period and the early years of the Republic to the mid-19th century. Traces the beginning of the factory system and deals at length with women's work in the textile, boot and shoe, cigar making, clothing, and printing industries.

Harriet Martineau and the Employment of Women, 1836. *In* Journal of Political Economy, Vol. XIV, 1906. Pages 614 ff. Discusses the occupations of women in this period, which was before the earliest U. S. Census of Occupations.

Anderson, H. Dewey, and Davidson, Percy E. Occupational Trends in the United States. Stanford University, Calif., Stanford University Press, 1940.

Annals of the American Academy (cited also under General) :

May 1947:

Kyrk, Hazel. Who Works and Why.

Miller, Frieda S. Women in the Labor Force.

Zapoleon, Marguerite Wykoff. Education and Employment Opportunities for Women.

Breckinridge, Sophonisba P. Women in the Twentieth Century: A Study of Their Political, Social, and Economic Activities. New York and London, McGraw-Hill Book Co., 1933. *Part II. Women and Gainful Employment.*

Clark, Alice. The Working Life of Women in the Seventeenth Century. New York, N. Y., Harcourt, Brace, 1920.

Dexter, Elisabeth W. Colonial Women of Affairs. New York, N. Y., Houghton, Mifflin, 1924.

Durand, John D. The Labor Force in the United States, 1890-1960. New York, N. Y., Social Science Research Council, 1948. *See especially* chs. 2, 3, and 5.

International Labor Office. The War and Women's Employment. Part II. United States. *See especially* chs. I, II, IV. Montreal, the Office, 1946.

- Josephson, Hannah. *The Golden Threads: New England's Mill Girls and Magnates*. New York, N. Y., Duell, Sloan and Pearce, 1949. The women who worked in the textile mills of Lowell, Mass., 1822 to 1850.
- Josselyn, Irene M., M. D., and Goldman, Ruth Schley. *Should Mothers Work?* *In* the *Social Service Review*, March 1949. The University of Chicago Press, Chicago, Ill.
- Larcom, Lucy (1824-93). *A New England Girlhood: Outline from Memory*. New York, N. Y., Houghton, Mifflin. Reprint, 1924. A vivid picture of the young woman cotton-mill worker in New England.
- Meyer, Annie Nathan (Editor). *Woman's Work in America*. New York, N. Y., Henry Holt, 1891.
- Monthly Labor Review, U. S. Bureau of Labor Statistics:
- Pidgeon, Mary Elizabeth. *Women Workers and Recent Economic Change*. December 1947.
- Robinson, Mary V. *Woman Workers in Two Wars*. October 1943.
- Spruill, Julia Cherry. *Women's Life and Work in the Southern Colonies*. Chapel Hill, N. C., University of North Carolina Press, 1938.
- Tryon, Rolla. *Household Manufactures in the United States, 1640-1860: A Study in Industrial History*. Chicago, Ill., University of Chicago Press, 1917.
- Van Kleeck, Mary. *Women in Industry*. *In* *Encyclopaedia of the Social Sciences*. Vol. 15. New York, N. Y., Macmillan, 1935.
- Women's Bureau Bulletins:*
- Benham, Elisabeth D. *The Woman Wage Earner*. Bull. 172. 1939. *Part II, Women's Place in Industry*.
- Dempsey, Mary V. *The Occupational Progress of Women, 1910-30*. Bull. 104. 1933.
- Ewing, Eloise; Payne, Ethel; and Mohr, Jennie. *Community Household Employment Programs*. Bull. 221. 1948.
- Hooks, Janet M. *Women's Occupations Through Seven Decades (1870-1940)*. Bull. 218. 1947.
- Kingsbury, Susan M. *The Economic Status of University Women in the U. S. A.* Bull. 170. 1939. Report of Committee on Economic and Legal Status, American Association of University Women, in cooperation with the Women's Bureau.
- Moore, Louise. *Occupations for Girls and Women: Selected References*. July 1943-June 1948. Bull. 229. 1949.

Women's Bureau Bulletins—Continued

Pidgeon, Mary Elizabeth:

Employment of Women in the Early Postwar Period. Bull. 211. 1946.

Changes in Women's Employment During the War. Sp-Bull. 20. 1944.

Women in the Economy of the United States. Bull 155. 1937. *Part I. Ch. 1. The Trend in the Occupations of Women.*

Pidgeon, Mary Elizabeth, and Hooks, Janet M. Women in the Federal Service. Bull. 230. Part I, Trends in Employment, 1923-47. 1949. Part II, Occupational Information. 1950.

Zapoleon, Marguerite Wykoff:

The Outlook for Women in Occupations in the Medical and Other Health Services. Bull. 203. Nos. 1-12. 1945, 1946.

The Outlook for Women in Science. Bull. 223. Nos. 1-8. 1948, 1949.

The Outlook for Women in Police Work. Bull 231. 1949.

The Outlook for Women in Home Economics Occupations. Bull. 234. No. 1. 1950. Others in series in preparation.

The Outlook for Women in Social Work. Bull. 235. Nos. 1 and 2. 1950. Others in series in preparation.

WAGES

Annals of the American Academy (cited also under General). *May 1947*. Brady, Dorothy S. Equal Pay for Women Workers.

International Labor Office. The War and Women's Employment. Part II. United States. *Wages in Wartime*. In Ch. II, Women in Industry. Montreal, the Office, 1946.

Monthly Labor Review, U. S. Bureau of Labor Statistics:

Angus, Alice, and Sullivan, Mary Loretta. Progress of State Minimum Wage Legislation, 1948-49. August 1949.

——— Progress of State Minimum Wage Legislation, 1947-48. September 1948.

——— Progress of State Minimum Wage Legislation, 1946. June 1947.

——— Progress of State Minimum Wage Legislation, 1943-45. May 1946.

U. S. House of Representatives. 80th Congress. Hearings on H. R. 4273 and H. R. 4408. (Bills providing equal pay.) Before a Subcommittee of the House of Representatives Committee on Education and Labor. February 9, 10, 11, and 13, 1948. *Testimony of Frieda S. Miller; exhibits prepared in the Women's Bureau; and testimony of various representatives of labor unions and women's organizations.*

U. S. Senate. 79th Congress. Hearings on S. 1178. (Bill providing equal pay.) Before a Subcommittee of the Senate Committee on Education and Labor. October 29, 30, and 31, 1945. *Testimony* of Frieda S. Miller; *exhibits* A to F, prepared in the Women's Bureau; and *testimony* of various representatives of labor unions and women's organizations.

Webb, Beatrice (Mrs. Sidney). Minority Report. *Of the British War Cabinet Committee on Women in Industry [World War I]*. London, His Majesty's Stationery Office, Cmd. 135, 1919. Includes the classic pioneer discussion of the various problems surrounding the entire subject of equal pay for women.

Women's Bureau Bulletins:

Equal Pay for Women. Leaflet No. 2, 1947. (Rev. 1949.)

Kefauver, Hazel. Working Women's Budgets in 12 States. Bull. 226. 1948. (Supplements have also been issued.)

Pidgeon, Mary Elizabeth:

Earnings of Women in Selected Manufacturing Industries, 1946. Bull. 219. 1948.

Equal Pay for Women in War Industries. Bull. 196. 1942.

Women in the Economy of the United States. Bull. 155. 1937. *Part I. Ch. 3. Compensation of Women.*

Smith, Florence P. State Minimum Wage Laws and Orders, 1942. Bull. 191. 1942.

Sullivan, Mary Loretta, and Angus, Alice. State Minimum Wage Laws and Orders, July 1, 1942-July 1, 1950. (Supplement to Bull. 191.) Bull. 227. (Revised.) 1950.

Bulletins on Family Responsibility:

Peterson, Agnes L. What the Woman Wage Earner Contributes to Family Support. Bull. 75. 1929. A summary of 22 studies.

Pidgeon, Mary Elizabeth, and Mettert, Margaret Thompson. Employed Women and Family Support. Bull. 168. 1939.

Smaltz, Rebecca. Women Workers in Their Family Environment. Bull. 183. 1941.

Weissbrodt, Sylvia R. Women Workers in Ten War Production Areas. Bull. 209. 1946.

Women in the Economy of the United States (cited). *Part I. Ch. 4. Responsibility of Employed Women for the Support of Others.* Bull. 155. 1937.

HEALTH AND PHYSICAL WELFARE

Baetjer, Dr. Anna M. Women in Industry: Their Health and Efficiency. Philadelphia and London, W. B. Saunders Co., 1946.

Brandeis, Elizabeth. Labor Legislation. *Vol. IV of History of Labor in the United States 1896-1932*. New York, N. Y., Macmillan, 1935.

Hamilton, Dr. Alice:

Exploring the Dangerous Trades. Boston, Mass., Little, Brown and Co., 1943. Autobiography of the great Harvard pioneer in the field of industrial medicine and hygiene.

Women Workers and Industrial Poisons. Washington. 1926.

Industrial Poisons in the United States. New York, N. Y., Macmillan, 1925.

International Labor Office. The War and Women's Employment. Part II. United States. *Conditions of Work, and Health and Welfare Problems*. In Ch. II, Women in Industry. Montreal, the Office, 1946.

Webb, Beatrice (Mrs. Sidney). (Work cited under Wages.)

Woman and Child Wage Earners in the United States. Report of the comprehensive pioneer national investigation of this subject which was ordered by Act of Congress in 1907 to be conducted by the Secretary of Commerce and Labor. Published in 19 volumes.

Women's Bureau Bulletins:

Anderson, Margaret K. Women's Wartime Hours of Work: The Effect on Their Factory Performance and Home Life. Bull. 208. 1947. A study of 13 war-production plants.

Effective Industrial Use of Women. Sp. Bull. 1. 1940. A brief summary of current knowledge as to the work women do best, effective hour and wage standards, industrial poisons and other hazards. *See also* other bulletins in the wartime series, especially Nos. 2 to 7.

Industrial Injuries to Women:

(1) Series, presenting and interpreting State data (1920 to 1934). Bulls. 81, 102, 129, 160.

(2) Special Studies. Bulls. 60 (1927), 151 (1938), 212 (1945).

Mohr, Jennie. The Industrial Nurse and the Woman Worker. Sp. Bull. 19. 1944. (Reprinted with minor revisions as Bull. 228. 1949.)

Occupational Diseases of Women. Series, presenting and interpreting State data (1920 to 1938). Bulls. 114, 147, 181.

Proceedings of the Women's Industrial Conference. Bull. 33. 1923. Addresses by Florence Kelley, Mrs. Raymond Robins, Maud Swartz, Mary McDowell, and others.

Standards for Employment of Women, Leaflet. 1950. Latest revision of the Bureau's earliest advices on standards, first published in 1918.

State Labor Laws for Women, December 1944. Bull. 202. Part I, Hour Laws; Part II, Plant Facilities Laws; Part III, Regulatory, Prohibitory and Maternity Laws; Part IV, Industrial Home-Work Laws; Part V, Explanation and Appraisal (of Wartime Modifications). 1945 and 1946. Various earlier bulletins deal with historic developments. See also mimeographed annual summaries of State Legislation of Special Interest to Women, 1945-49, and Summary of State Labor Laws for Women, 1950.

(See also Women's Bureau complete list of publications; includes studies of conditions in particular industries and special problems such as lost time and labor turn-over, irregular employment, piecework, etc.)

ORGANIZATION INTO UNIONS

Abbott, Edith. Women in Industry (cited under Employment and Occupations). Gives interesting incidents of early activities of women in unions.

Annals of the American Academy (cited also under General) :

May 1947: Dickason, Gladys. Women in Labor Unions.

September 1904: Yudelsohn, Sophie. Women's Place in Industry and Labor Organizations.

Boone, Gladys. The Women's Trade Union League in Great Britain and the United States of America. New York, N. Y., Columbia University Press, 1942.

Glück, Elsie. Women in Industry: Problems of Organization. *In* Encyclopaedia of Social Science. Vol. 15. New York, N. Y., Macmillan, 1935.

Henry, Alice:

The Trade Union Woman. New York and London. Appleton, 1915.

Women and the Labor Movement. Workers' Bookshelf. Vol. IV. New York, N. Y., Macmillan, 1927.

Wolfson, Theresa. The Woman Worker and the Trade Unions. New York, N. Y., International Publishers, 1926.

Women's Bureau Bulletin:

Benham, Elisabeth D. The Woman Wage Earner. Bull. 172. 1939. *Part IV, Women's Participation in Labor Organizations.*

WOMEN AS HOMEMAKERS

Annals of the American Academy (cited also under General) :

May 1947:

Daggett, Harriet S. Reflections on the Law of the Family.
Gruenberg, Sidonie Matsner. Changing Conceptions of the Family.

Reid, Margaret G. The Economic Contribution of Homemakers.

March 1932: Boothe, Viva. Gainfully Employed Women in the Family.

Bonde, Ruth L. Management in Daily Living. New York, N. Y., Macmillan, 1944.

Brown, Harriet Connor. Grandmother Brown's Hundred Years (1827-1927). New York, N. Y., Little, Brown and Co., 1929.

Gross, Irma Hannah, and Crandall, E. W. Home Management in Theory and Practice. New York, N. Y., Crofts & Co., 1947.

Women's Bureau Bulletin:

Pidgeon, Mary Elizabeth. The Employed Woman Homemaker. Bull. 148. 1936.

Consult especially the Bureau of Human Nutrition and Home Economics, U. S. Department of Agriculture, for information on various phases of home economics such as nutrition, meal planning and food budgets, textiles and clothing, housing and household equipment.

Consult the Women's Bureau on subjects relating to household employment and conditions of work for household employees.

See also certain items already listed:

Groves (work cited under General).

Pidgeon, Women in the Economy of the United States (cited under Wages). Section on *Women as Homemakers*.

Women's Bureau report on Conference, 1948—The American Woman, Her Changing Role—Worker, Homemaker, Citizen (cited under General).

Women's Bureau bulletins on responsibility of women for the support of others (cited under Wages).

XI

WOMEN'S NATIONAL ORGANIZATIONS

List as of January 1950

FOLLOWING is a list of women's national organizations grouped according to fields of interest. Membership is noted if recent figures are available. Individual national and international unions, collegiate and collegiate alumnae associations, and women's organizations affiliated with fraternal orders have been omitted.

ORGANIZATIONS HAVING SOCIAL, CIVIC, OR RELIGIOUS PURPOSES

Association of the Junior Leagues of America, Inc., The Waldorf-Astoria Hotel, New York 22, N. Y. Founded in 1901. The purpose of the Junior League is to foster interest among its members in the social, economic, educational, cultural, and civic conditions of the community, and to maintain desirable standards of efficiency in their volunteer service. Membership: 172 Leagues in U. S. A., Canada, Mexico, and Hawaii with approximately 53,350 members.

General Federation of Women's Clubs, 1734 N Street NW., Washington 6, D. C. Established in 1890. Its objective is to unite women's clubs and like organizations throughout the world for the purpose of mutual benefit and for the promotion of their common interest in education, philanthropy, public welfare, moral values, civics, and fine arts. Membership includes 750,000 per capita paying members, in addition to State, national, and international organizations affiliated with the General Federation.

National Association of Colored Women, Inc., 1114 O Street NW., Washington 5, D. C. Established in 1896. Its purpose is the betterment of the home and civic life and moral standards of the race. It also sponsors the National Association of Colored Girls, Inc., and a national scholarship fund. Membership: 50,000.

National Consumers League for Fair Labor Standards, 348 Engineers' Building, Cleveland 14, Ohio. (Not restricted to women.) Established in 1899. Its purpose is "to awaken consumers' interest in their responsibility for conditions under which goods are made and distributed, and through investigation, education, and legislation, to promote fair labor standards."

National Council of Catholic Women, 1312 Massachusetts Avenue NW., Washington 5, D. C. Established in 1920. Its purpose is to federate existing organizations of Catholic women in order that they may speak and act as a unit when the welfare of the church or of the country demands such expression. Membership: 6,000,000 through federated groups.

National Council of Jewish Women, Inc., 1819 Broadway, New York 23, N. Y. Established in 1893. Its purpose is to afford its members "an opportunity to assume a constructive role in the American community through its programs of social legislation, contemporary Jewish affairs, international understanding for peace, service to foreign born, and community welfare." Membership: 88,000.

National Council of Negro Women, 1318 Vermont Avenue NW., Washington 5, D. C. Organized in 1935. The Council seeks the cooperation and membership of all races and works for the integration of Negroes into the economic, social, cultural, civic, and political life of every community. Membership: 900,000.

National Council of Women of the United States, Inc., 501 Madison Avenue, Suite 905, New York 22, N. Y. Founded in 1888. Its purpose is to achieve, through the unity of women, world peace, security, and equal opportunity for all. Affiliated with the International Council of Women. Membership: 5,000,000 (approximately) through combined membership of affiliated groups.

National Jewish Welfare Board, 145 East Thirty-second Street, New York 16, N. Y. Founded in 1917. It is the National Association of Young Women's Hebrew Associations, as well as Young Men's Hebrew Associations and Jewish Community Centers. Membership: 500,000.

National Women's Christian Temperance Union, 1730 Chicago Avenue, Evanston, Ill. Established in 1874. Its purpose is to unite the Christian women of the United States for the education of the public to a standard of total abstinence from alcoholic beverages and abolition of liquor traffic; for youth training in habits of total abstinence and sobriety; and for the promotion of good citizenship, peace, and the general welfare.

United Council of Church Women (Protestant),¹ 156 Fifth Avenue, New York 10, N. Y. Organized in December 1941. Its purpose is "to unite church women in their allegiance to their Lord and Saviour, Jesus Christ, through a program looking to their integration in the total life and work of the church and the building of a world Christian community." Membership: 50 State Councils and 1,582 active local groups.

Young Women's Christian Association of the United States of America, 600 Lexington Avenue, New York 22, N. Y. Founded in 1858. Its purpose is "to build a fellowship of women and girls devoted to the task of realizing in our common life those ideals of personal and social living to which we are committed by our faith as Christians. . . ." It works to advance the mental, physical, and spiritual growth of young women. Affiliated with the World's YWCA. Membership: 3,000,000.

Women's International League for Peace and Freedom, Administrative Headquarters, United States Section, 2006 Walnut Street, Philadelphia 3, Pa.; Legislative office, 1734 F Street NW., Washington 6, D. C. Established in 1915 in The Hague. Its purpose is to unite those in all countries who oppose every kind of war, exploitation, and oppression, and who want to work for the peaceful solution of conflicts by establishment of justice for all, without distinction as to sex, race, class, or creed.

PROFESSIONAL AND BUSINESS ORGANIZATIONS

National Federation of Business and Professional Women's Clubs, Inc., 1819 Broadway, New York 23, N. Y. Established in 1919. Its purpose is to afford women opportunities for participation in the solution of social and economic problems of importance to women, and to promote their preparation for advancement in business and professional life. Affiliated with the International Federation of Business and Professional Women's Clubs. Membership: 155,000.

National Association of Negro Business and Professional Women's Clubs, 1011 U Street NW., Washington 1, D. C. Founded in 1935. Its purpose is to promote and protect the interest of Negro business and professional women and create good fellowship among them; to direct their interests toward united action for improved social and civic conditions; to encourage the training and development of women; to aid business in general by patronage; and to inspire and train young women for leadership. Membership: 1,200.

¹ Most of the separate Protestant denominations have established a women's section in their national organization.

ACCOUNTANCY

American Society of Women Accountants, 342 Madison Avenue, New York 17, N. Y. Founded in 1938. Its purpose is to offer technical and educational programs to improve the efficiency of its members, to provide opportunity for exchange of ideas, and to encourage its members to become certified public accountants. Membership: More than 1,000.

American Woman's Society of Certified Public Accountants, 342 Madison Avenue, New York 17, N. Y. Founded in 1933. Its purpose is to advance the professional interest of women certified public accountants and to promote a greater interest among women in the higher attainments of the accounting profession. Membership: 215.

ART

National Association of Women Artists, 42 West Fifty-seventh Street, New York 19, N. Y.

BANKING

Association of Bank Women, 60 East Forty-second Street, New York 17, N. Y. Founded in 1921. Its purpose is to bring together women executives engaged in the profession of banking for exchange of ideas and experiences for their mutual benefits; to promote the interests of its members; and to further the interests of all women in the banking profession. Membership: 993.

ENGINEERING

Society of Women Engineers, % Drexel Institute of Technology, Philadelphia 4, Pa. Established in 1949. Its purpose is to establish a code of ethics for women engineers; to educate the public to the need for women engineers; to foster congenial relationships between women engineers and industry; to help undergraduates to find their place in industry; to encourage and assist all women who show an aptitude and desire to study engineering; to sponsor laws beneficial to women engineers. Membership: 200.

FASHION

The Fashion Group, Inc., 9 Rockefeller Plaza, New York 20, N. Y. Founded in 1931. It is an association of women engaged in fashion work, formed to advance the principles of applied art in industry and to foster good taste in fashion; to encourage the cooperation of those engaged in conceiving, designing, and executing fashions; and to inspire a keener interest in fashion industries. Membership: 2,087.

GEOGRAPHY

The Society of Woman Geographers, 1706 G Street NW., Washington 6, D. C. Founded in 1925. Its purpose is to create avenues of contact between traveled women engaged in geographical work and its allied arts and sciences; to further geographical work in all its branches; to spread geographical knowledge; and to encourage geographical research. Membership: 300.

HEALTH SERVICES

American Association of Industrial Nurses, 654 Madison Avenue, Room 909, New York 21, N. Y. Founded in 1942. Its purpose is to establish sound standards of education, practice, and policies in industrial nursing; to create rapport and promote mutual understanding with industrial management, medicine, safety, and allied groups; to effect the inclusion of industrial nursing participation in industrial and community health programs. Membership: 3,000.

American Association of Medical Record Librarians, 22 East Division Street, Chicago 10, Ill. (Not restricted to women, but membership is primarily women.) Founded in 1928. Its purpose is to elevate the standard of clinical records in hospitals, dispensaries, and other strictly medical institutions. Membership: 2,300.

American Association of Medical Social Workers, 1834 K Street NW., Washington 5, D. C. (Not restricted to women, but membership is primarily women.) Founded in 1918. Its purpose is to improve the quality and effectiveness of social work in relation to health and medical care. Membership: 2,300.

American Association of Nurse Anesthetists, 22 East Division Street, Chicago 10, Ill. Founded in 1931. Its purpose is to develop educational standards and techniques in the administration of anesthetics; to facilitate cooperation between nurse anesthetists and the medical profession; to promote an educational program on the importance of the proper administration of anesthetics. Membership: 4,950.

American Dental Assistants Association, Inc., 410 First National Bank Building, La Porte, Ind. Established in 1924. Its purpose is to encourage women employed as dental assistants to form societies through which they can obtain the educational advantages of lectures, clinical demonstrations, discussions, and instruction in the details of their duties; to inspire its members to render more efficient service; to promote fellowship, cooperation, and a desire for mutual improvement among its members. Membership: 6,500.

American Dental Hygienists Association, 1612 Eye Street NW., Washington 6, D. C. Established in 1923. Its purpose is to elevate and sustain the professional character and education of dental hygienists; to promote among them mutual improvement, social intercourse, and good will; to inform and direct public opinion in relation to dental hygiene and the promotion of pertinent legislation; and to represent and safeguard the common interests of members of the profession. Membership: 2,800.

American Medical Women's Association, Inc., P. O. Box 64, Planetarium Station, New York 24, N. Y. Founded in 1915. Its purpose is to encourage social and cooperative relations inside and outside the profession; to further relief work; and to assist women medical students and women physicians in their undergraduate and post-graduate work, respectively. Affiliated with the Medical Women's International Association.

American Nurses Association, 1790 Broadway, New York 19, N. Y. Organized in 1896 as the Nurses' Associated Alumnae of the United States and Canada. Its purpose is to promote the professional and educational advancement of nurses; to elevate the standard of nursing education; and to establish and maintain a high code of ethics among nurses. Affiliated with the International Council of Nurses. Membership: 171,341.

American Occupational Therapy Association, 33 West Forty-second Street, New York 18, N. Y. Founded in 1917. (Not restricted to women, but membership is primarily women.) Its objectives are to promote the use of occupational therapy; to advance standards of education and training in this field; to promote research; and to engage in other activities advantageous to the profession and its members. Membership: 3,000.

American Physical Therapy Association, 1790 Broadway, New York 19, N. Y. (Not restricted to women, but membership is primarily women.) Founded in 1921. Its purpose is to promote the understanding and utilization of physical therapy in the prevention and treatment of human ailments; to establish and maintain adequate professional and scientific standards for physical therapists; to aid in establishing educational standards and in scientific research in physical therapy; and to maintain a register of qualified physical therapists. Membership: 3,964.

American Society of Medical Technologists, 6544 Fannin Street, Houston 5, Tex. (Not restricted to women, but membership is primarily women.) Founded in 1933. Its purpose is to promote higher standards in clinical laboratory methods and research, and to raise the status of those specializing in medical laboratory technique. Membership: 4,500.

American Society of X-Ray Technicians, % Genevieve J. Eilert, Executive Secretary, 16 Fourteenth Street, Fond du Lac, Wis. (Not restricted to women, but membership is primarily women.) Founded in 1920. Its purpose is to promote radiography; to assist in establishing approved standards of training and recognized qualifications for those engaged in technical work in radiological departments; to arrange meetings for the reading of papers and discussion of problems pertaining to the work of X-ray technicians; and to encourage and facilitate a similar program among technicians affiliated with this Society. Membership: 2,976.

Association of American Women Dentists, % Dr. Muriel K. G. Robinson, President, 4906 Walnut Street, Philadelphia 9, Pa. Established in 1921.

National Federation of Licensed Practical Nurses, Inc., 250 West Fifty-seventh Street, New York 19, N. Y. Organized in 1949. Its major objectives are to associate all licensed practical nurses and to protect their welfare; to further the highest ethical principles; to interpret the standards of licensed practical nursing as well as the opinions of these nurses with respect to their work; and to promote the most effective use of their services.

HOME ECONOMICS

The American Dietetic Association, 620 North Michigan Avenue, Chicago 11, Ill. (Not restricted to women, but membership is primarily women.) Founded in 1917. Its purpose is to improve the nutritional status of human beings; to raise the standards in dietetic service; to protect the status of the profession; and to foster cooperation between the members and workers in allied fields. Membership: 8,200.

American Home Economics Association, 700 Victor Building, Washington 1, D. C. (Not restricted to women, but membership is primarily women.) Established in 1908. Its purpose is to promote standards of home living beneficial to the individual and to society. Membership: 19,382 individual members; 19,666 affiliated through college clubs; 1,000 affiliated through homemakers' groups.

INSURANCE

National Association of Insurance Women, % Miss Catherine F. Cook, Corresponding Secretary, P. O. Box 261, Coconut Grove 33, Fla. Founded in 1940. Its purpose is to encourage and foster practical and coordinated educational programs designed to broaden the knowledge of its members concerning the business of insurance; to cultivate and promote good fellowship and loyalty among them; to make them more responsive to the business requirements and necessities of their associates. Membership: 10,000.

Women Underwriters, The National Association of Life Underwriters, % Helen A. Pendergast, National Chairman, 421 Southern Building, Washington 5, D. C. Founded in 1934. Its purposes are to develop and extend the contributions of women underwriters to life insurance; to encourage wider participation on the part of women in association affairs; to stimulate professional interest and growth; to develop cooperative effort and understanding among women of the same profession. Membership: 2,500.

LAW

National Association of Women Lawyers, % J. Helen Slough, President, 600-6 B. F. Keith Building, Cleveland 15, Ohio. Founded in 1900. Its purpose is to promote the welfare and interests of women lawyers; to maintain the honor and integrity of the profession; to aid in the enactment of legislation for the common good and in the administration of justice; and to undertake actively whatever is necessary to promote and advance the purposes of the Association. Membership: 1,000.

LIBRARY SCIENCE

American Library Association, 50 East Huron Street, Chicago 11, Ill. (Not restricted to women, but membership is primarily women.) Established in 1876. Its objective is to increase the distribution and usefulness of books through improving and extending library service. Membership: 19,800.

Special Libraries Association, 31 East Tenth Street, New York 3, N. Y. (Not restricted to women, but membership is largely women.) Organized in 1909. Its purpose is to promote the collection, organization, and dissemination of information in specialized fields and to improve the usefulness of special libraries and information services. Membership: 5,000.

MUSIC

National Federation of Music Clubs, % Mrs. Guy Patterson Gannett, President, Press-Herald Building, Portland, Maine. (Not restricted to women, but membership is primarily women.)

RADIO

Association of Women Broadcasters, National Association of Broadcasters, 1771 N Street NW., Washington 6, D. C. Founded in 1942. Its purpose is to promote the interests of women broadcasters and executives; to encourage closer cooperation and to clear information relating to the work of women broadcasters throughout the United States in all fields of activity; and to further the principles and objectives of the National Association of Broadcasters. Membership: 1,500.

REAL ESTATE

National Association of Real Estate Boards, Women's Council, 22 West Monroe Street, Chicago 3, Ill. Established in 1939. Its purpose is to promote women's active participation in local Board activities and to present programs to all women realtors within local and State groups which offer an opportunity for leadership, education, and fellowship. Membership: 700.

TEACHING

See Educational Organizations.

WRITING

American Newspaper Women's Clubs, Inc., 1604 20th Street NW., Washington 9, D. C. Founded in 1932. Its purpose is to maintain a meeting place for members; to promote professional pursuits and good fellowship among the members; and to encourage friendly understanding between the members and their professional contacts. Membership: 225.

National League of American Pen Women, Inc., 814 National Press Building, Washington 4, D. C. Founded in 1897. Its purpose is to conduct and promote among its members creative and educational activities in art, letters, and music. Membership: 5,000.

Women's National Press Club, 1367 National Press Building, Washington 4, D. C. Founded in 1919. Its purpose is to promote good fellowship among women engaged professionally in gathering and disseminating news; to promote the welfare of its members; and to foster the ethical standards of the profession. Membership: 325.

GENERAL SERVICE ORGANIZATIONS OF BUSINESS AND PROFESSIONAL WOMEN

Altrusa International, Inc., 332 South Michigan Avenue, Chicago 11, Ill. Established in 1917. Pioneer of women's service clubs. It channels its service work through four committees: International Relations, Public Affairs, Vocational Information, and Altrusa Information; it also helps women establish themselves successfully in suitable occupations. Membership: 9,600.

American Federation of Soroptimist Clubs, 1530 Chestnut Street, Philadelphia 2, Pa. Founded in 1921. Its purpose is to promote the spirit of service; to foster high ethical standards in business and the professions; to develop interest in community, national, and international affairs; and to promote the economic advancement of women. Membership: 11,000. Affiliated with the Soroptimist International Association.

Pilot Club International, 1001 Persons Building, Macon, Ga. Organized in 1921. Membership (1946): 6,000.

Quota Club International, Inc., 1719 I Street NW., Washington 6, D. C. Established in 1919.

Zonta International, 59 East Van Buren Street, Chicago 5, Ill. Established in 1919. Its main objectives are the encouragement of high ethical standards in business and the professions; the improvement of the legal, political, economic, and professional status of women; and the advancement of international understanding, good will, and peace through a world fellowship of executive women. Membership: 7,500 in 225 clubs in 11 countries.

EDUCATIONAL ORGANIZATIONS

American Association of University Women, 1634 I Street NW., Washington 6, D. C. Founded in 1882. Its purpose is to raise standards in education generally; to enlarge opportunities for college women; and to help members extend their education and use their abilities and training in building better communities and meeting national and international problems. Affiliated with the International Federation of University Women. Membership: 110,000.

National Association of Deans of Women, 1201 Sixteenth Street NW., Washington 6, D. C. Established in 1916. Its purpose is to increase the effectiveness of deans, counselors, and other personnel workers, by strengthening their professional status, by formulating standards for their professional training, by studying changing trends in education, and by research and study pertinent to their work. It is a department of the National Education Association. Membership: 1,450.

National Congress of Parents and Teachers, 600 South Michigan Boulevard, Chicago 5, Ill. (Not restricted to women.) Founded in 1897. Its purpose is to promote the welfare of children and youth in home, school, church, and community; to raise the standards of home life; to secure adequate laws for the care and protection of children and youth; to bring home and school into closer relationship so that parents and teachers may cooperate intelligently in the training of the child. Membership: 5,774,358.

National Association of College Women, % Mrs. Esther P. Shaw, Corresponding Secretary, 2645 Fifteenth Street NW., Washington 9, D. C. Founded in 1924. Its purpose is to secure equal opportunity for women in Negro institutions; to arouse among college women a consciousness of their responsibility in helping to solve local and national problems; and to create an awareness of international issues that demand study by and the cooperation of all thoughtful Americans. Membership: 30 branches.

National Council of Administrative Women in Education, % Mrs. Carolyn Patterson, President, Linden School, Pittsburgh 8, Pa. Founded in 1920. Its purpose is to promote the advancement of qualified women to administrative positions in the field of education; to foster growth in educational leadership; to afford opportunity for each member to become articulate in carrying out the broad purposes of education. It is a department of the National Education Association. Membership: 1,200.

National Education Association of the United States, 1201 Sixteenth Street NW., Washington 6, D. C. (Not restricted to women, but membership is primarily women.) Established in 1857 as the National Teachers Association. Its purpose is to elevate the character and advance the interests of the teaching profession and to promote the cause of education. Membership: 427,527 and 824,395 affiliated through State, territorial, and local associations.

POLITICAL AND LEGISLATIVE ORGANIZATIONS

Democratic National Committee, Women's Division, 1200 Eighteenth Street NW., Washington 6, D. C. Founded in 1916. Its purpose is to aid and stimulate participation of women in support of the ideas and policies of the Democratic Party.

League of Women Voters of the United States, 1026 Seventeenth Street NW., Washington 6, D. C. Founded in 1920. Its purpose is to promote political responsibility through informed and active participation of citizens in government. Membership: 89,000.

National Federation of Women's Republican Clubs, 1337 Connecticut Avenue NW., Washington 6, D. C.

National Woman's Party, 144 B Street NE., Washington 3, D. C. Established in 1913 for suffrage; reorganized in 1921 for equal rights. Its particular purpose is to secure the adoption of the Equal Rights Amendment to the National Constitution and of the Equal Rights Treaty. It is affiliated with the World Woman's Party.

Republican National Committee, Women's Division, 1337 Connecticut Avenue NW., Washington 6, D. C. Its purpose is to cooperate with the various State committees in all phases of party organization work among women.

Woman's National Democratic Club, 1526 New Hampshire Avenue NW., Washington 6, D. C. Founded in 1923. Its purpose is to furnish Democratic women with a clearing house for Democratic ideals and practical programs; to afford its members an opportunity to hear and meet the Nation's lawmakers, leaders, and men and women of international reputation. Membership: 750.

PATRIOTIC ORGANIZATIONS

American Legion Auxiliary, 777 North Meridian Street, Indianapolis, Ind. Established in 1921. Its membership is composed of women from families of men who belong to the American Legion. The Legion is made up of male veterans of World Wars I and II.

American Women's Voluntary Services, Inc., 500 Park Avenue, New York 22, N. Y. Founded in 1940. This is "a voluntary organization which recruits and trains women without regard to race, creed or color, for voluntary service to the veteran, the community and our country." Membership: 20,000.

Daughters of the American Revolution, Seventeenth and D Streets NW., Washington 6, D. C. Established in 1890.

Daughters of Union Veterans of Civil War, 1861-65, 1326 Eighteenth Street NW., Washington 6, D. C. Organized in 1885. (Membership restricted to women whose ancestors sided with the North during the Civil War.)

Ladies Auxiliary to the Veterans of Foreign Wars of the United States, 406 West Thirty-fourth Street, Kansas City 2, Mo. Founded 1914. Its purpose is to foster patriotism; to maintain and extend institutions of American freedom; and to defend the United States from enemies. Membership: 375,000.

Service Star Legion, Inc., % Mrs. Maurice M. Price, Jr., Executive Secretary, 2907 Rosalie Avenue, Baltimore 14, Md. Founded in 1917. Its objectives are to serve God, country, and humanity; to promote peace and brotherhood among men and nations; to guard the welfare of soldiers, sailors, and marines who served in the World War and give aid and comfort to their families; and to foster a spirit of sisterhood and democracy among women. Membership: 10,000.

United Daughters of the Confederacy, 5330 Pershing Avenue, St. Louis, Mo. Established in 1894. (Membership restricted to women whose ancestors sided with the South during the Civil War.)

Women's Overseas Service League, 1026 Fifteenth Street NW., Washington 6, D. C. Established in 1921. Its purpose is to maintain the ties of comradeship created during service overseas in World Wars I and II.

FARM AND RURAL ORGANIZATIONS

Associated Country Women of the World, % Mrs. Raymond Sayre, President, Ackworth, Iowa. Founded in Stockholm in 1933. Its objective is to promote and maintain friendly and helpful relations between country women's and homemakers' organizations of all nations and aid in their development; to further their common interests; to stimulate interest in the international aspects of rural life; and to work together for the betterment of rural homes and communities. Membership: 5,000,000 in 21 countries.

Associated Women of the American Farm Bureau Federation, 109 North Wabash Avenue, Chicago 2, Ill. Founded in 1934. Its purpose is to assist in programs of the American Farm Bureau Federation that are of interest to farm women; to strengthen and support Home Demonstration work; to represent farm women in councils of urban women; and to cooperate with other agencies promoting better rural life. Membership: 1,409,798.

Country Women's Council, U. S. A., % Mrs. Spencer Ewing, Chairman, 1706 East Washington Street, Bloomington, Ill. Founded in 1939. This Council is the U. S. Branch of the Associated Country Women of the World (ACWW). Its purpose is to effect closer association between the United States members of the ACWW in order to carry out more efficiently the aim and objectives of the parent organization.

National Home Demonstration Council, % Mrs. Malcolm Byrnes, President, Ethel, La. Founded in 1936. Its purpose is to strengthen and develop adult education in home economics through the Extension Service of the U. S. Department of Agriculture; to provide opportunity for homemakers to pool their judgment for the improvement of home and community life; and to offer a means by which homemakers may promote extension projects important in the protection and development of the American home. Membership: 3,000,000.

Woman's National Farm and Garden Association, Inc., % Mrs. Hubert Lazell Carter, 170 Otis Street, Newtonville 60, Mass. Founded in 1914. Its purpose is to stimulate an interest in and a fondness for country life; to help women through scholarships and expert advice to obtain the best available training in agriculture, horticulture, and related professions, and to develop opportunities for women so trained; to study the problems involved and encourage the establishment of direct marketing standards. Membership: 5,000.

LABOR ORGANIZATIONS ²

American Federation of Women's Auxiliaries of Labor, AFL Building, 901 Massachusetts Avenue NW., Washington 1, D. C. Established in May 1938. Its membership is composed of women from families of men who are in a trade union affiliated with the AFL. Its objective is to encourage the formation of local auxiliaries of labor for purposes of coordinating collective bargaining and collective buying and of promoting legislation in the interests of the working population. Membership: Approximately 2,000,000.

Congress of Women's Auxiliaries, 2123 W. Market Street, Warren, Ohio. Established in 1941. Its purpose is to further the program of the CIO; to unite all wives, mothers, sisters, and daughters of CIO members for their mutual aid, protection, and improvement; to foster the organization of unorganized women and to educate them and their families to the benefits of trade unionism; to work for the abolition of child labor; and to promote social and cultural activities. Membership: 10,000 and is affiliated with the Congress of Industrial Organizations.

National Women's Trade Union League, 317 Machinists' Building, Washington 1, D. C. Established in 1903. Its purpose is to organize women wage workers into trade unions and to develop leadership among union women. *Life and Labor Bulletin* is its official monthly publication. (Disbanded in the Spring of 1950.)

² These labor groups are strictly women's organizations. In addition to these, many women belong to individual trade unions having men and women members. It has been estimated that approximately 3,000,000 women are members of trade unions.

XII

CURRENT PUBLICATIONS OF THE WOMEN'S BUREAU

FACTS ON WOMEN WORKERS—issued monthly. 4 pages. (Latest statistics on employment of women; earnings; labor laws affecting women; news items of interest to women workers; women in the international scene.)

1950 HANDBOOK OF FACTS ON WOMEN WORKERS. Bull. 237. (Instant publication.)

THE AMERICAN WOMAN—Her Changing Role as Worker, Homemaker, Citizen. (Women's Bureau Conference, 1948.) Bull. 224. 210 pp. 1948.

EMPLOYMENT OUTLOOK AND TRAINING FOR WOMEN

The Outlook for Women in Occupations in the Medical and Other Health Services, Bull. 203:

1. Physical Therapists. 14 pp. 1945. 10¢.
2. Occupational Therapists. 15 pp. 1945. 10¢.
3. Professional Nurses. 66 pp. 1946. 15¢.
4. Medical Laboratory Technicians. 10 pp. 1945. 10¢.
5. Practical Nurses and Hospital Attendants. 20 pp. 1945. 10¢.
6. Medical Record Librarians. 9 pp. 1945. 10¢.
7. Women Physicians. 28 pp. 1945. 10¢.
8. X-Ray Technicians. 14 pp. 1945. 10¢.
9. Women Dentists. 21 pp. 1945. 10¢.
10. Dental Hygienists. 17 pp. 1945. 10¢.
11. Physicians' and Dentists' Assistants. 15 pp. 1945. 10¢.
12. Trends and Their Effect Upon the Demand for Women Workers. 55 pp. 1946. 15¢.

The Outlook for Women in Science, Bull. 223:

1. Science. [General introduction to the series.] 81 pp. 1949. 20¢.
2. Chemistry. 65 pp. 1948. 20¢.
3. Biological Sciences. 87 pp. 1948. 25¢.
4. Mathematics and Statistics. 21 pp. 1948. 10¢.
5. Architecture and Engineering. 88 pp. 1948. 25¢.
6. Physics and Astronomy. 32 pp. 1948. 15¢.
7. Geology, Geography, and Meteorology. 52 pp. 1948. 15¢.
8. Occupations Related to Science. 33 pp. 1948. 15¢.

The Outlook for Women in Police Work. Bull. 231. 31 pp. 1949. 15¢.

Home Economics Occupations Series, Bull. 234. The Outlook for Women in:

1. Dietetics. 80 pp. 1950. 25¢. (Others in preparation.)

Social Work Series, Bull. 235. The Outlook for Women in:

1. Social Case Work in a Medical Setting. 59 pp. 1950. 25¢.
2. Social Case Work in a Psychiatric Setting. 60 pp. 1950. 25¢. (Others in preparation.)

- Your Job Future After College. Leaflet. 1947. (Rev. 1948.)
Your Job Future After High School. Leaflet. 1949.
Occupations for Girls and Women—Selected References. Bull. 229. 105 pp.
1949. 30¢.
Training for Jobs—for Women and Girls. [Under public funds available for
vocational training purposes.] Leaflet 1. 1947.

EARNINGS

- Earnings of Women in Selected Manufacturing Industries. 1946. Bull. 219.
14 pp. 1948. 10¢.

EMPLOYMENT AND OCCUPATIONS

- Women's Occupations Through Seven Decades. Bull. 218. 260 pp. 1947. 45¢.
Popular version, Women's Jobs: Advance and Growth. Bull. 232. 88 pp.
1949. 30¢.
Employment of Women in the Early Postwar Period, with Background of Pre-
war and War Data. Bull. 211. 14 pp. 1946. 10¢.
Changes in Women's Employment During the War. Sp. Bull. 20. 29 pp.
1944. 10¢.
Women Workers in Ten War Production Areas and Their Postwar Employment
Plans. Bull. 209. 56 pp. 1946. 15¢.
Women in Higher-Level Positions. Bull. 236. 86 pp. 1950. 25¢.
Baltimore Women War Workers in the Postwar Period. 61 pp. 1948. Mimeo.

INDUSTRY

- Women Workers in Power Laundries. Bull. 215. 71 pp. 1947. 20¢.
The Woman Telephone Worker [1947]. Bull. 207. 28 pp. 1946. 10¢.
Typical Women's Jobs in the Telephone Industry [1944]. Bull. 207-A. 52 pp.
1947. 15¢.
Women in the Federal Service. Part I. Trends in Employment, 1923-1947.
Bull. 230-I. 81 pp. 1949. 25¢. Part II. Occupational Information. Bull.
230-II. 87 pp. 1950. 25¢.
Night Work for Women in Hotels and Restaurants. Bull. 233. 59 pp. 1949.
20¢.

HOUSEHOLD EMPLOYMENT

- Old-Age Insurance for Household Workers. Bull. 220. 20 pp. 1947. 10¢.
Community Household Employment Programs. Bull. 221. 70 pp. 1948. 20¢.

WOMEN IN LATIN AMERICA

- Women Workers in Argentina, Chile, and Uruguay. Bull. 195. 15 pp. 1942.
5¢.
Women Workers in Brazil. Bull. 206. 42 pp. 1946. 10¢.
Women Workers in Paraguay. Bull. 210. 16 pp. 1946. 10¢.
Women Workers in Peru. Bull. 213. 41 pp. 1947. 10¢.
Social and Labor Problems of Peru and Uruguay. 1944. Mimeo.
Women in Latin America: Legal Rights and Restrictions. (Address before the
National Association of Women Lawyers.)

LABOR LAWS

Summary of State Labor Laws for Women. 8 pp. 1950. Mimeo.
State Legislation of Special Interest to Women. Mimeos for 1948 and 1949.

Minimum Wage

State Minimum-Wage Laws and Orders, 1942; An Analysis. Bull. 191. 52 pp. 1942. 20¢. Supplement, July 1, 1942-July 1, 1950. Bull. 227. Revised. (In press.)

State Minimum-Wage Laws. Leaflet 1. 1948.

Model Bill for State minimum-wage law for women. Mimeo.

Map showing States having minimum-wage laws. (Desk size; wall size.)

State Minimum-Wage Orders Becoming Effective Since End of World War II. 1950. Multilith.

Equal Pay

Equal Pay for Women. Leaflet 2. 1947. (Rev. 1949.)

Chart analyzing State equal-pay laws and Model Bill. Mimeo.

Texts of State laws (separates). Mimeo.

Model Bill for State equal-pay law. Mimeo.

Selected References on Equal Pay for Women. 10 pp. 1949. Mimeo.

Movement for Equal Pay Legislation in the United States. 5 pp. 1949. Multilith.

Hours of Work and Other Labor Laws

State Labor Laws for Women, with Wartime Modifications, Dec. 15, 1944. Bull. 202:

I. Analysis of Hour Laws. 110 pp. 1945. 15¢.

II. Analysis of Plant Facilities Laws. 43 pp. 1945. 10¢.

III. Analysis of Regulatory Laws, Prohibitory Laws, Maternity Laws. 12 pp. 1945. 5¢.

IV. Analysis of Industrial Home-Work Laws. 26 pp. 1945. 10¢.

V. Explanation and Appraisal. 66 pp. 1946. 15¢.

Working Women and Unemployment Insurance. Leaflet. 1949.

Maps of United States showing State hour laws, daily and weekly. (Desk size; wall size.)

LEGAL STATUS OF WOMEN

International Documents on the Status of Women. Bull. 217. 116 pp. 1947. 25¢.

Legal Status of Women in the United States of America, January 1, 1948: United States Summary. Bull. 157. (Revised.) (In preparation.)

Reports for States, Territories and possessions (separates). Bulls. 157-1 through 157-54. (Revised.) 5¢ and 10¢ each.

The Political and Civil Status of Women in the United States of America. Summary, including Principal Sex Distinctions as of January 1, 1948. Leaflet. 1948.

Women's Eligibility for Jury Duty. Leaflet. July 1, 1950.

Reply of United States Government to Questionnaire of United Nations Economic and Social Council on the Legal Status and Treatment of Women. Part I. Public Law. In 6 Sections: A and B, Franchise and Public Office; C, Public Services and Functions; D, Educational and Professional Opportunities; E, Fiscal Laws; F, Civil Liberties; and G, Nationality. Mimeo.

RECOMMENDED STANDARDS for women's working conditions, safety, and health.

- Standards for Employment of Women. Leaflet. 1950. (In press.)
When You Hire Women. Sp. Bull. 14. 16 pp. 1944. 10¢.
The Industrial Nurse and the Woman Worker. Bull. 228. (Partial revision of Sp. Bull. 19. 1944.) 48 pp. 1949. 15¢.
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