

FACTS

on Women Workers

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EMPLOYMENT OF WOMEN IN SEPTEMBER 1949

From August 1949 to September 1949 the monthly Census report shows a seasonal decline in the number of women in the civilian labor force. Many young persons who had worked during the summer vacation had returned to school. There were fewer women unemployed and fewer engaged in nonagricultural pursuits than in August, but more were doing farm work, as farms had at this season more work in which women take part.

In September 1949, more women were in the labor force than a year ago; however, fewer women were employed, and nearly 1/2 million more than in 1948 were unemployed. The employment decline from a year ago was in agriculture. More women than at the same time last year were in nonagricultural pursuits.

	September 1949			
	Number of women	Percent women of all persons	Change since August 1949	Change since September 1948
Population (14 years and over)	55,876,000	50.9	+ 55,000	+ 624,000
Civilian labor force	18,444,000	29.4	- 30,000	+ 333,000
Employed	17,326,000	29.2	+ 23,000	- 136,000
Agricultural employment	1,593,000	19.5	+ 181,000	- 240,000
Other	15,733,000	30.7	- 159,000	+ 103,000
Unemployed	1,118,000	33.4	- 52,000	+ 470,000
Armed forces	19,000	1.3	+ 1,000	+ 5,000
Nonworkers	37,412,000	82.0	+ 83,000	+ 284,000

(U. S. Department of Commerce, Bureau of the Census)

EQUAL PAY FOR WOMEN TEACHERS

Considerable progress has been made in the past 10 years in wiping out salary differentials between men and women teachers, according to data released by the National Education Association. In 1938-39, 14 percent of the large (over 100,000 population) cities reporting to NEA had salary differentials favoring men; by 1948-49 the percent was down to 3.4. For the smaller cities (30,000 to 100,000 population) the percentage dropped from 31.3 in 1938-39 to 9.6 in 1948-49.

Of 88 cities with population over 100,000, only 3 scheduled higher pay for men teachers during the 1948-49 school year. Of 209 cities with population 30,000 to 100,000, 19 scheduled higher pay for men teachers.

MINIMUM WAGE

Manufacturing—Favorable action by the Congress on raising the minimum wage to 75 cents an hour under the Fair Labor Standards Act makes timely a review of recent State activity in setting minimum wages for workers in manufacturing industries. Within the past two years, 7 States have raised their minimums in this field. Most recent upward revision, effective September 1, 1949, occurred in North Dakota. Altogether, 4 States have revised their manufacturing wage orders: California, 1947; District of Columbia, 1948; North Dakota, 1949; Oregon, 1948. Two States increased minimum wages for the manufacturing occupations through revised "all occupation" wage orders: Kentucky, 1947; Wisconsin, 1947; and one State, New York, increased its minimum for a segment of manufacturing—the confectionery industry.

The State orders, except New York's, have general application to a wide variety of processes. In addition to interstate manufacturing, they cover many processes which are largely intrastate in character. For example, the North Dakota order, besides its general coverage, specifically includes the work performed in dress-making shops and wholesale millinery houses, in workrooms of retail millinery shops, in drapery and furniture-covering workshops, in garment alteration, art, needlework, fur garment-making, and millinery workrooms in retail stores.

State minimum wages established by the revised State manufacturing orders are lower than the new Federal 75-cent minimum. A notable exception, though, is the District of Columbia "manufacturing and wholesaling" order, which sets a basic weekly minimum wage of \$30 for a workweek of 32 to 40 hours.

Agriculture—Eight States, the District of Columbia, and three territories have legislation permitting the establishment of minimum wages for women and minors in agriculture, but only 5 of these jurisdictions have actually set rates for agricultural workers. Wisconsin has issued a wage order applicable to agriculture, while Nevada has set an hourly minimum of 50 cents for employment generally, including agriculture.

Of the territories, Puerto Rico has issued a decree covering farm and factory workers in the sugar industry. Both Alaska and Hawaii apply their statutory rates to agricultural workers as well as to those in other types of employment. In Alaska, the minimum is \$18 for a 48-hour week, and 45 cents an hour for part-time work; in Hawaii, the minimum is 40 cents for each hour up to 48 a week, and time and one-half the employee's regular rate after 48 hours. In Hawaii and Puerto Rico the rates apply to men as well as to women and minors.

COST OF LIVING

A cost-of-living budget for a single employed woman, as originally priced by the State of Washington in May 1947 amounted to \$2,048. The May 1949 estimated cost of this same budget is \$2,231, of which \$1,881 is for the commodities and services allowed and \$350 is for taxes and private insurance. This represents an increase of \$3.50 per week in the total cost of the budget. This budget reflects only the minimum of things needed by a self-supporting woman to maintain herself in health and to conform to the social pattern of her group.

INEQUITY CORRECTED IN FEDERAL RETIREMENT SYSTEM

Now a wife, as well as a husband, may, upon retirement from the Federal Civil Service, choose to take a reduced annuity in order to provide an annuity to her spouse should he survive her. This became possible through an amendment of September 30, 1949, to the Federal Civil Service Act making survivorship benefits available for widowers as well as widows of persons retiring from the Civil Service.

The Women's Bureau continues to urge action to allow a married woman in the Service to provide benefits for her surviving young children, as a married man employee is now able to do. (See Labor Information Bulletin for July 1948.)

CHIEF FACTORY INDUSTRIES EMPLOYING WOMEN

Nearly 4 million women in the United States were employed in factories in 1947, according to recently issued preliminary figures from the Census of Manufactures. Of these women employed in factories, 80 percent were production workers. The remainder, though not tabulated separately, no doubt were for the most part in factory offices, and a minority in administrative, supervisory, technical, or sales occupations. Each of 6 factory industries employed over 200,000 women, as follows:

<u>Industry</u>	<u>Number of women employed</u>
Apparel and related products	810,800
Textile mill products	549,900
Food and kindred products	402,500
Electrical machinery	311,000
Printing and publishing industries	200,700
Machinery (except electrical)	200,600

Taken together, these 6 industries employed almost two-thirds of all women in factories. Other industries employing large numbers of women were:

175,000 to 200,000 women	Leather and leather products Fabricated metal products
100,000 to 175,000 women	Chemicals and allied products Paper and allied products Transportation equipment
75,000 to 100,000 women or more	Instruments and related products Stone, clay, glass products
50,000 to 75,000 women	Tobacco manufactures Rubber products Primary metal industries Furniture and fixtures

FELLOWSHIP FOR RESEARCH IN VOCATIONAL COUNSELING FOR GIRLS

The National Federation of Business and Professional Women's Clubs is offering a \$2,000 fellowship to a woman for research in vocational counseling for girls in high schools located in other than metropolitan cities. Further information is available from the Federation at 1819 Broadway, New York 23, New York.

WOMEN ACTUARIES

Thirty-seven of the 1,000 top mathematicians in the life insurance business who hold the rank of actuarial fellow or actuarial associate are women, the Women's Division of the Institute of Life Insurance has reported. The number is sure to grow in the next few years, says the report, for in addition to these 37 who are now members of the Society of Actuaries, nearly 100 other women have actually embarked on the series of 8 examinations leading to membership.

The first woman actuarial fellow was Miss Emma Cushman, elected to the Society in 1895 when she became actuary of the Massachusetts State Insurance Department. She represented the distaff alone until 1921, when a second woman came into the Society, this time through competitive examination.

MATERNITY BENEFITS IN UNION CONTRACTS

Sample clauses on maternity benefits in union contract health insurance plans are included in a pamphlet on collective bargaining provisions just issued by the U. S. Department of Labor's Bureau of Labor Statistics. Chosen from the Bureau's file of over 15,000 agreements, the clauses, covering various health benefits, were compiled for use by contract negotiators. Weekly cash benefit payments in maternity cases, the pamphlet says, typically cover 6 weeks and hospitalization is limited to 10, 12, or 14 days. Although maternity benefits are usually part of the cash disability, hospitalization or other medical care, they may be of different amount and/or duration.

WOMEN AROUND THE WORLD

Hungary—According to information received recently from the American Legation in Budapest, "In all parts of Hungary the assistant workers employed in the construction industry are enrolling for training to become skilled construction workers. ...The women assistant workers enrolled in Nagykanizsa and Nyiregyhaza [two of the large cities] represent 30 percent of the total number of assistant workers wishing to become skilled workers."

Indonesia—An All Indonesian Women's Conference was held in Djocjakarta from August 26 to September 2. The delegates present, representing 82 women's organizations, resolved to work for insertion in the R.U.I. Constitution of principles establishing for all subjects equality of status and the right for a humanly decent living. They also resolved to promote protective labor legislation for workers in general and women workers in particular.

United States—Two important appointments to high posts in Government recently have gone to women: Mrs. Eugenie Anderson, nominated by President Truman to be Ambassador to Denmark, and Mrs. Burnita Shelton Matthews, nominated to become the Nation's first woman Federal District judge.

OPPORTUNITIES FOR CAREERS FOR WOMEN, by Elizabeth Bacon. National Federation of Business and Professional Women's Clubs, 1819 Broadway, New York 23, N.Y. 36 pp.
GUIDE TO WOMEN'S ORGANIZATIONS, by Ellen Anderson. Public Affairs Press, 2153 Florida Avenue, N.W., Washington 8, D. C. 167 pp.
THE OUTLOOK FOR WOMEN IN POLICE WORK. U. S. Department of Labor, Women's Bureau, Bulletin No. 231. 31 pp.
SELECTED REFERENCES ON EQUAL PAY FOR WOMEN. U. S. Department of Labor, Women's Bureau. August 1949. (Mimeo.) 10 pp.

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