EMPLOYMENT OF WOMEN IN NOVEMBER 1949

The increase, from November 1948 to November 1949, in number of women in the civilian labor force exceeded the increase in woman population by a quarter of a million, according to Census monthly reports.

With the return of young veterans to the labor force in the past 2 years, the median age of men workers has shown some tendency to level off at 38.6 years. For women workers the rise in age has continued — the median age advancing from 35.0 years in November 1947 to 36.2 years in November 1949 — as many young women have been remaining outside the labor force because of the consistently high level of marriages and births, and as the labor force participation of women in the middle and upper age groups has increased.

<table>
<thead>
<tr>
<th>Population (14 years and over)</th>
<th>November 1949</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of women</td>
<td>Percent women</td>
</tr>
<tr>
<td>Population</td>
<td>55,988,000</td>
</tr>
<tr>
<td>Civilian labor force</td>
<td>18,828,000</td>
</tr>
<tr>
<td>Employed</td>
<td>17,735,000</td>
</tr>
<tr>
<td>In agriculture</td>
<td>1,579,000</td>
</tr>
<tr>
<td>In nonagricultural industries</td>
<td>16,156,000</td>
</tr>
<tr>
<td>Unemployed</td>
<td>1,093,000</td>
</tr>
<tr>
<td>Armed forces</td>
<td>20,000</td>
</tr>
<tr>
<td>Nonworkers</td>
<td>37,141,000</td>
</tr>
</tbody>
</table>

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

MINIMUM WAGES

Washington State issued two amusement and recreation orders, one covering the theatrical amusement and recreation industry, the other the general amusement and recreation industry. Both set 65 cents as the minimum hourly rate for women and 50 cents as the minimum for minors under 18. The orders, effective November 28, 1949, require a one-half hour lunch period and a 10-minute paid rest period in each 4-hour shift. Both prohibit deductions from the minimum wage for the purchase or maintenance of uniforms, and both provide specific working conditions standards in these industries.
NEW VOCATIONAL SCHOOL OPENS IN WASHINGTON, D. C.

A unique resident vocational training center will open soon in Washington—the Hannah Harrison School. Endowed by Julius Garfinckel, Washington merchant, its purpose is to "provide ...a school and home in which worthy women dependent upon their own efforts for their livelihood may obtain proper training in useful arts and industries, and, at the same time,...have the comforts of a good home, healthful meals and requisite medical attention." Thirty students will be accepted when the school opens, and so far as feasible, the curriculum will be planned to meet the needs of industry and business for trained workers as well as the needs of women for specific training. Under terms of Mr. Garfinckel's will, the YWCA administers the school.

NEGRO WOMEN WORKERS

Progress Notes — Recent action by the Arkansas State Nurses Association to admit Negro nurses to full membership reduces to only five the number of State nurses associations which, with that of the District of Columbia, still bar Negroes. Direct membership in the American Nurses Association is available to all Negro nurses as a result of an amendment adopted in 1948. In all sections of the country Negro nurses are being appointed to important committees on the national, State, and local levels, says an officer of the National Association of Colored Graduate Nurses, Inc. She cited the election of Mrs. M. E. L. Carnegie, dean of the School of Nursing, Florida A. and M. College, to the board of directors of the Florida State Nurses Association with the highest number of votes cast for any candidate.

Negro teachers in the North Carolina public schools last year received average annual salaries of $2,296, an audit of State school funds shows. White teachers averaged $2,210. North Carolina was the first southern State to equalize the salaries of white and Negro school teachers, it is reported, but most southern States now have followed suit.

Statistics — During November 1949, 51 percent of the total female nonwhite population 14 years and over was in the labor force, compared to 32 percent of the female white population, according to the U. S. Bureau of the Census. The industrial distribution of nonwhite women workers differed markedly from that of white women workers—25 percent of the nonwhites were in agriculture compared to 6 percent of the whites. Only 68 percent of the nonwhites were in nonagricultural industries compared to 89 percent of the whites. There was little difference in the percent unemployed between white and nonwhite women workers: 7.6 for nonwhite and 5.5 for whites.

WOMEN AT HARVARD

All branches of graduate study at Harvard University will soon be open to women. Harvard's Law School, the last part of the University to open its doors to women, has announced that women students will be accepted next fall.

WOMEN IN EDUCATION

Fourteen State Education Associations, among the 48, have women presidents this year, according to the National Education Association. Women are Association presidents in: Colorado, Delaware, Florida, Kansas, Louisiana, Maryland, Massachusetts, Minnesota, New Hampshire, New York, North Carolina, Ohio, Oregon, West Virginia.
EARNINGS OF WOMEN WORKERS

The Bureau of Labor Statistics, U. S. Department of Labor, has recently released results of four wage studies made in fields where large proportions of women work:

Library Employees — The average professional library employee received $3,050 a year, the nonprofessional worker, $1,975, it was reported in January 1949 to the BLS. Highest salaries, both for professional and for nonprofessional workers, were found in the group of "Border States": Del., D.C., Ky., Md., Va., and W. Va. (A large proportion of all library employees in the District of Columbia work for the Federal Government.) The Pacific Coast ranks 2d in salary levels, followed by the Middle Atlantic, Great Lakes, and Mountain regions. ...Public libraries employ about 2 out of 5 library employees. The average salary for professional employees in public libraries ($2,825) was lower than in other types of libraries. Professional education of over half the librarians consisted of about a year of library science, usually in addition to a 4-year college course. The most typical workweek for library employees is 40 hours, but altogether over 4/5 of all full-time library employees were on schedules of 35 to 40 hours. The schedules of about half the professional and a third of the nonprofessional employees included evening work. Most typical vacation provisions were 4 weeks or a month annually for professional employees and 2 weeks for nonprofessional employees.

Office Workers — Among a group of 17 large cities in which salaries of women office workers were surveyed in the first half of 1949, Los Angeles ranked highest in salary levels, Chicago second. The lowest salary level was found in New Orleans, and Boston ranked just above. All the West Coast cities had relatively high salary levels; pay in the southern cities studied tended to be at or below average. In half the cities studied, average weekly salaries of clerk-typists were between $35 and $40, and of general stenographers, between $41 and $46. The 40-hour week was the most common single schedule reported in all cities except Hartford and New York, where shorter workweeks were more common. Practically all office workers in the cities studied received vacations with pay after a year's service; usually 2 weeks vacation was provided. In the establishments employing a majority of the office workers, there was no formal provision for paid sick leave. Almost all office workers received holidays with pay; in most cities 6 a year was the usual arrangement.

Power Laundries — For women power-laundry workers employed on flatwork-finishing machines in June 1949, average hourly earnings ranged from 37 to 99 cents among 32 large cities. Averages were below 65 cents an hour in 15 of these cities and below 50 cents in 7. In the other women's jobs studied, earnings were generally higher. The Pacific Coast cities included in the study had the highest earnings levels in power laundries. Hourly earnings of women in these cities were seldom below 90 cents.

Office-Building Service Workers — Average hourly earnings of women cleaners in office buildings in July 1949 were less than 75 cents an hour in 10 of 29 large cities and were $1.00 or more in only 5 of these cities. Among the 29 cities studied, average hourly earnings of women cleaners ranged from 43 cents in Atlanta to $1.16 in San Francisco. Women passenger elevator operators' city-wide averages ranged from 47 cents to $1.26. Earnings of men passenger elevator operators usually were higher than those of women.
Great Britain — At the September 1949 meeting of the Trades Union Congress of Great Britain, 38 of the 890 delegates present were women. Figures on membership made public there show that nearly 8,000,000 persons, including 1,236,887 women, are in unions affiliated with the Congress.

The Congress decided that "a further approach by the Trades Union Congress to the Government on equal pay would be inappropriate at the present time." Speaking on this decision, one woman delegate declared: "You cannot live forever on principles that have no tangible application. I expect people to judge me, not by the things in which I say I believe, but on the things I do, and I am very conscious of the fact that if I consistently fail to apply my principles, there will come a time when people will not believe in my sincerity. I apply the same standard to other people and bodies of people, and my Association thinks that the time has come for the General Council and the Government to show that they are sincerely behind the policy of equal pay."

Germany — Miss Pauline M. Newman of the International Ladies Garment Workers Union, representing labor, and Miss Sara Southall, representing management, have returned from their U. S. Army assignment in Germany "to advise trade unions and management on labor relations involving women workers." Miss Newman and Miss Southall studied the status and problems of German women in industrial areas through a series of conferences with representative women in trade unions and works councils, and with employers who had a considerable number of women on the payrolls.

They found that the percentage of employed women had not changed appreciably in the last 10 years. Women were 31.6 percent of wage and salary workers in May 1939 and 31.3 percent in June 1949. The largest numbers are working in domestic service, agriculture, public and private services.

"Working women in Germany are beset with many problems," says Miss Newman. One of the major problems is the lack of adequate facilities for training women in industrial and technical skills. Further, though employers generally agree to the equal pay principle, it is not applied completely in most industries. Another disturbing factor is the inability of German women to work together for a common purpose. There was almost no community organization participation outside of church, business, or trade unions among men and women attending the conferences. Miss Newman expressed the conviction, though, that we must look to the women and the trade-union movement to "help their country once again to become a sovereign state and to emerge from darkness into light."