SEPTEMBER 1939

United States Department of Labor
Women’s Bureau
CONTENTS

Married Women Who Work ........................................... 3
International Labor Conference ........................................ 5
New Legislation in 1939 .................................................. 5
Recent Women’s Bureau Publications ................................. 6
Trends in Women’s Employment and Wages ......................... 7
Toward Minimum Fair Wages .......................................... 9
Progress under the Fair Labor Standards Act—Recent State minimum-wage orders—The minimum wage in New York—Other State minimum-wage activities—Public Contracts wage order.
Women in Unions ...................................................... 13
Employment and Earnings ............................................. 15
Wages in Texas—Employment in Kansas—Employment in Virginia—Earnings in Rhode Island stores.
News Notes .......................................................... 16
Injuries to women in Wisconsin—Workers’ education extended—I. L. O. exhibit at World’s Fair.
Married Women Who Work

The Supreme Court of Massachusetts has become the first to declare it illegal to bar married women from public-service jobs. In a five to two decision on June 29 the Court said that the legislature cannot "arbitrarily discriminate against any class of citizens," adding that "women married or unmarried are members of the State * * * and like other citizens they are entitled to the benefit of the constitutional guaranties against arbitrary discrimination." Replying to questions asked by the legislature, the Court decreed that:

The prohibition of the employment of married women in the public service while such employment is open to men and to unmarried women would violate the Massachusetts Constitution.

The removal from public employment of all unmarried women upon marriage, in the absence of any provision for the removal of unmarried men upon marriage, would violate both the Massachusetts and the Federal Constitutions.

The Court further stated that:

The bill providing that husband and wife shall not at the same time be employed in the service of the Commonwealth discriminates between a particular class of married persons and all other persons married or unmarried, though under the Constitution all citizens have the right to equal opportunity for employment in the public service.

A subsequent effort to pass a law that would meet these constitutional objections and still would bar employment of married women was decisively defeated in the legislature.

This subject has been widely dealt with in popular magazines, so-called polls have been taken on it, and it has been discussed on popular programs such as that of the Chicago University forum. In considering the matter, it is well to remember the following pertinent facts:

In 1930, the date of the latest census, married women constituted only about 6 percent of all employed persons.

Three-fourths of the married women at work were in stores or factories, on farms, or in domestic and personal service; only a very small minority were in the higher paid professional jobs or in public service, the types of work on which the spotlight of publicity is focused.

Considerably smaller proportions of the working married than of the working single women, as a rule, are in clerical and professional occupations.

Men seeking jobs ordinarily are qualified for entirely different types of work from those now filled by married women.

The movement against married women quickly spreads into an attack on all employed women, married and single. It is definitely opposed to the advancement of single women on the job.

All available studies of the subject show that dismissing married women has been harmful not only to them and their families, but to other persons dependent on them, since many support others, and all buy goods and services that create jobs for others.

In consideration of the foregoing, it is not surprising that much thoughtful and informed opinion has favored married women's retention of jobs. The philosopher, Dr. Will Durant, even pleads with them to continue work, for "marriage doubles the bachelor's expense. He begins to think of a wife as an ornament." Many outstanding men have championed the married woman's cause, and of course her right to work has been upheld by many notable women, who should be among the best experts on the subject—for example, Mrs. Roosevelt, Dean Gildersleeve of Barnard, President McAfee of Wellesley, Dr. Parker of the American Social Hygiene Association, and others.

Naive questions such as "Should married women work?" confuse several issues and invite misleading replies. They might involve (1) Should women be dismissed on marriage (regardless of effectiveness in the job)? (2) Should such a matter be regulated
by law? (3) Should married women seek jobs? and so forth. It is uncertain whether the public could have enough data to decide on such strictly personal matters, and reasoning from a few known cases may prove false and dangerous. As to the employer’s authority, the president of a large New York department store states:

We employ people not because they are married; not because they are single; but because we believe they are the best people for the particular job that needs filling at the time.

The school board in Concord, N. H., took the same attitude recently when it passed a resolution to select teachers “on a merit basis alone.”

Protesting against the policy of the Vermont Old Age Assistance Commission to end a woman’s employment within a year after marriage, Rev. Kendall B. Burgess, of Waterbury, declared:

Wedlock suffers already under a sufficient number of financial handicaps, without adding more problems in the way of such arbitrary rulings.

In discussing his statement, the Burlington Free Press said editorially: “It seems a dangerous principle for any governmental agency to attempt to determine who should work and who should not. * * * Few married women care to continue working if they have adequate support without it.”

A group of women’s organizations in Washington State reported that the dismissal of married women from the pay roll of King County would create only a few more than 50 vacancies, whereas there were 83,000 unemployed persons in the county. A questionnaire bringing 660 replies from all parts of this State showed that (not counting spouses of the married persons) married women had more dependents than married men, and single women 20 percent more dependents than single men (in both cases, living at home). The married women give four times as much employment to others as the married men.

A large section of the press would help rather than hinder these married women (and helping them means helping all employed women). This is evidenced by editorials from such papers as the Asheville (N. C.) Times, the Wisconsin News-Herald, the Pittsburgh Press, the Hartford Times, New Haven (Conn.) Journal-Courier-Times, the Washington (D. C.) Times-Herald, the Columbus (Ohio) Dispatch, the Lafayette (Ind.) Journal and Courier, and so forth.

The Women’s Bureau receives many letters from employed married women themselves, or their families, that testify to their actual need of jobs. Factory workers from two Ohio cities write as follows:

... married women ... would rather earn their own way in life than live off the State or Government. Because I am married, I am criticized by one in whose family six members had had work all through the depression. Yet I have spent the whole of my married life caring for someone who was ill, including her husband; the husband’s father, who was helpless 4 years after a broken hip; her father, who died with but 34 cents in his pocket; her mother ill with cancer; and the husband’s mother who had tuberculosis.

My husband works part time, but not enough to live on. As we have a family, I sure do hope I can get work till they are through school. We real poor ones need to work so bad. I can’t see why we married women don’t have as much right to work as three and four in one family.

A Missouri wife writes:

I am just one of the families with five or more children that have some troubles. I have seven children. I don’t want to leave them, but when the husband can’t make enough to take care of family even though he has tried very hard, the wife will help if she can. My reason for going to work is that we have had a lot of sickness.

Following are a few of the many letters from Massachusetts women who have written the Bureau, a number of them in professional work:

To throw a woman out of work simply because she is married is putting a penalty on marriage itself. It would rob Peter to pay Paul, ... destroy one family and build another on the ashes of its despair. ... Most of the married women who are working, whether in public or private positions, find it necessary to work. If thrown out of their employment, many of them, still paying for their homes, would be unable to meet the payments, and would lose their homes—the savings of a lifetime. I am one of that group, and know this is true, and I personally know many others.

I happen to be the mother of seven children and for the past 26 years I have been obliged to teach school in order to support them; even the combined incomes of my husband and myself are not sufficient.
It was necessary that I go back to work after several years at home. We had two to educate and my mother to care for. My husband’s pay was cut . . . sometimes he received nothing in the week . . . I see no reason why I should stop and be cared for when I am willing to work. After several years’ experience I can give the public better service than a young girl just starting.

The primary results of a general policy of dismissal of married women have been to minimize the value of training and experience, to spread injustice, and to increase unemployment. There are plenty of known facts on this subject to discredit arbitrary reasoning from a few unusual cases.

International Labor Conference

At the twenty-fifth session of the International Labor Conference, which met in June in Geneva, the following resolution was passed:

**Employment of Women.**

Considering that it cannot yet be said that a satisfactory solution has been found for the problem of the equality of women in industrial and public life, and that there remains much to be done before women receive equal rights with men, the International Labor Conference recognizes that one of the tasks of the International Labor Office is to raise the position of women workers throughout the world.

The Conference notes with satisfaction the facts set forth in the report of the International Labor Office entitled The Law and Women’s Work concerning the improvement in the conditions of employment of women, in particular as regards maternity protection; the Conference appreciates the efforts accomplished by the International Labor Organization in this connection. The Conference recognizes the great importance of the laws for the protection of women, prohibiting night work and employment in dangerous and unhealthy trades, but emphasizes that it is urgently necessary for the health of all workers to be protected by legislation.

The Conference recognizes the importance of the principle of equality of pay and asks that the International Labor Office should complete its inquiry into present practice as quickly as possible, so as to enable the Governing Body to draw its conclusions.

In his annual report to the Conference, the new director of the International Labor Office, John G. Winant, the first American, is to hold this post, referred to studies made by the office, including the recent one on The Law and Women’s Work. He spoke of the 63 conventions adopted in the history of the International Labor Office, including some of especial importance to women workers.

The Conference postponed action on the most far-reaching of the six items on the agenda, the application of the 40-hour week to a wider range of occupations in industry, commerce, and offices, on account of the present state of political insecurity and economic instability.

Other topics considered included technical and vocational education and apprenticeship; equality of treatment for migrant workers between countries; regulation of contracts of employment of indigenous workers.

New Legislation in 1939

In addition to labor legislation for women reported in earlier issues of The Woman Worker, State legislatures of 1939 have passed the following measures:

**California.**

Extension of the 8-48 hour law for women to cover beauty shops and cleaning and dyeing establishments.

Enactment of an industrial home-work law prohibiting home manufacture of enumerated articles and giving the Division of Industrial Welfare power to investigate and prohibit home work in any other industry if the wages and employment conditions of home workers are injurious to their health and welfare or affect the maintenance of existing labor standards for factory workers in the industry.
Connecticut.

Reenactment of the minimum-wage law, extending the coverage to men and eliminating the directory period, making all wage orders mandatory when issued. Wage boards may differentiate between male, female, and minor employees and recommend "appropriate" fair-wage rates for each.

Massachusetts.

Amendment of the 9-48 hour law to extend its application to women and minors employed in offices, private clubs, letter shops, financial institutions, garages, all theaters, or any other place of amusement; and to provide that, except in transportation and telephone companies, if the day's work is not continuous it must fall within a period of 10 consecutive hours. The commissioner of labor may grant permission for office workers to exceed 9 hours in any one day but not 48 hours a week.

Inclusion of mechanical and mercantile establishments in the law providing that women and children shall not be employed more than 6 hours continuously (with certain exceptions) without a meal period of at least 45 minutes; also removing exemptions for shops employing fewer than five persons.

Amendment of the minimum-wage law to provide that in prosecution a properly certified copy of a mandatory wage order shall be competent evidence equally with the original order and prima facie evidence that the provisions of the law relative to the establishment of minimum fair-wage rates were complied with and that the order is in full force and effect up to the date of the certificate.

New Hampshire.

Amendment to the 10½-54 hour law for women to provide that laundries may be licensed by the labor commissioner, after a hearing, to employ women 60 hours a week for 3 months a year, but not over 10½ hours a day.

New York.

Amendment to the minimum-wage law to provide that the labor commissioner must act on a wage board report within 30 (instead of 10) days after a public hearing.

Pennsylvania.

Amendment of the law prohibiting employment of women in manufacturing between 10 p.m. and 6 a.m., to permit work until midnight in factories operating two shifts of not over 8 hours each, and not over 5 days a week.

Amendment of the 8-44 hour and 5½-day week law to provide that women in charitable or welfare institutions operated on a nonprofit basis may be employed 10 hours a day (within a spread of 13 hours) but not more than 48 hours and 6 days a week.

Utah.

Amendment of the 8-hour law to increase coverage also allows the Industrial Commission to permit overtime in emergency or peak periods. Administrative regulations governing such permits have been issued. These define emergencies and peak periods. They provide that not over 4 extra hours a day or not over 3 days a week shall be worked; that the overtime rate shall be time and a half the current wage; that permit applications must be filed as soon as an emergency arises and 7 days before a peak period. Employers must exhaust all means to secure additional personnel before permits will be granted, and they must submit certified copies of pay rolls covering overtime periods. Women in executive positions, who are exempt from the hour law, are defined by the Industrial Commission as those receiving at least $30 a week who have authority to employ or discharge employees under their jurisdiction.

Recent Women's Bureau Publications

Printed Bulletins


Mimeographed Material


State Minimum-Wage Budgets for Women Workers Living Alone. August 1939.

1 Bulletins may be ordered from the Superintendent of Documents, Washington, D. C., at prices listed. A discount of 25 percent on orders of 100 or more copies is allowed. Mimeographed reports are obtainable only from the Women's Bureau.
Trends in Women’s Employment and Wages

Many of the important woman-employing industries had considerably more employees in March 1939 than in the previous March; they also had more on the pay roll in March 1939 than 6 months before. In some industries these increases were the greater for women, in others for men. In a few industries employment had declined somewhat. These facts are found by the Women’s Bureau from pay-roll records for 345,000 women in 22 large woman-employing manufacturing industries, mailed by employers to the Bureau of Labor Statistics. Also reported are records for nearly 25,000 women in laundries and dry-cleaning plants. The data are shown in table II.

Average week’s earnings of women in March 1939 were above those in March of

Table I.---Averages of Week’s Earnings, Hours Worked, and Hourly Earnings of Men and Women Wage Earners in Woman-Employing Industries in 12 Large Industrial States, March 1939

<table>
<thead>
<tr>
<th>Industry</th>
<th>Women reported</th>
<th>Average week’s earnings</th>
<th>Average hours worked</th>
<th>Average hourly earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent of all reported employees</td>
<td>Men</td>
<td>Women</td>
</tr>
<tr>
<td>MANUFACTURING</td>
<td></td>
<td></td>
<td>Dollars</td>
<td>Cents</td>
</tr>
<tr>
<td>Textile industries</td>
<td>107,584</td>
<td>49</td>
<td>$12.85</td>
<td>$14.30</td>
</tr>
<tr>
<td>Cotton goods</td>
<td>27,075</td>
<td>38</td>
<td>15.92</td>
<td>13.04</td>
</tr>
<tr>
<td>Knit goods</td>
<td>37,524</td>
<td>62</td>
<td>26.90</td>
<td>15.54</td>
</tr>
<tr>
<td>Hosiery</td>
<td>25,175</td>
<td>57</td>
<td>27.60</td>
<td>16.08</td>
</tr>
<tr>
<td>Underwear</td>
<td>12,349</td>
<td>75</td>
<td>21.88</td>
<td>13.92</td>
</tr>
<tr>
<td>Silk and rayon</td>
<td>24,426</td>
<td>55</td>
<td>18.89</td>
<td>13.35</td>
</tr>
<tr>
<td>Woolen and worsted</td>
<td>18,359</td>
<td>42</td>
<td>21.32</td>
<td>15.24</td>
</tr>
<tr>
<td>CLOTHING INDUSTRIES</td>
<td>97,780</td>
<td>70</td>
<td>34.05</td>
<td>17.07</td>
</tr>
<tr>
<td>Men’s clothing</td>
<td>53,689</td>
<td>66</td>
<td>29.51</td>
<td>15.50</td>
</tr>
<tr>
<td>Suits and overcoats, etc.</td>
<td>25,461</td>
<td>53</td>
<td>30.96</td>
<td>18.25</td>
</tr>
<tr>
<td>Cotton; work; shirts and collars</td>
<td>28,228</td>
<td>83</td>
<td>22.90</td>
<td>12.74</td>
</tr>
<tr>
<td>Women’s clothing</td>
<td>44,091</td>
<td>75</td>
<td>40.54</td>
<td>18.64</td>
</tr>
<tr>
<td>Undergarments, etc.</td>
<td>15,102</td>
<td>87</td>
<td>30.38</td>
<td>15.02</td>
</tr>
<tr>
<td>Coats and suits</td>
<td>3,217</td>
<td>34</td>
<td>49.13</td>
<td>29.93</td>
</tr>
<tr>
<td>Suits, cotton</td>
<td>11,317</td>
<td>92</td>
<td>26.10</td>
<td>13.47</td>
</tr>
<tr>
<td>Dresses, other</td>
<td>14,455</td>
<td>75</td>
<td>38.20</td>
<td>21.65</td>
</tr>
<tr>
<td>FOOD INDUSTRIES—Confectionery</td>
<td>13,973</td>
<td>62</td>
<td>24.92</td>
<td>14.04</td>
</tr>
<tr>
<td>LEATHER INDUSTRIES—Boots and shoes</td>
<td>27,482</td>
<td>45</td>
<td>23.48</td>
<td>15.88</td>
</tr>
<tr>
<td>TOBACCO INDUSTRIES—Cigars</td>
<td>9,597</td>
<td>84</td>
<td>19.58</td>
<td>11.86</td>
</tr>
<tr>
<td>PAPER AND PRINTING</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Book and job</td>
<td>13,374</td>
<td>23</td>
<td>35.23</td>
<td>17.03</td>
</tr>
<tr>
<td>Paper boxes (set-up)</td>
<td>8,266</td>
<td>60</td>
<td>24.47</td>
<td>14.47</td>
</tr>
<tr>
<td>ELECTRICAL INDUSTRIES</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electrical machinery and supplies</td>
<td>31,357</td>
<td>23</td>
<td>30.24</td>
<td>19.61</td>
</tr>
<tr>
<td>Radios and phonographs</td>
<td>10,696</td>
<td>56</td>
<td>25.80</td>
<td>16.28</td>
</tr>
<tr>
<td>METAL INDUSTRIES—Hardware</td>
<td>8,982</td>
<td>28</td>
<td>26.48</td>
<td>17.44</td>
</tr>
<tr>
<td>RUBBER GOODS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Auto tires and tubes</td>
<td>5,051</td>
<td>14</td>
<td>35.27</td>
<td>21.87</td>
</tr>
<tr>
<td>Boots and shoes</td>
<td>1,828</td>
<td>51</td>
<td>23.05</td>
<td>15.51</td>
</tr>
<tr>
<td>GLASS AND POTTERY</td>
<td>8,948</td>
<td>23</td>
<td>26.91</td>
<td>15.99</td>
</tr>
<tr>
<td>NONMANUFACTURING</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LAUNDRIES</td>
<td>22,118</td>
<td>66</td>
<td>27.06</td>
<td>14.28</td>
</tr>
<tr>
<td>DRY CLEANING</td>
<td>2,816</td>
<td>44</td>
<td>25.06</td>
<td>15.46</td>
</tr>
</tbody>
</table>

1 Computed from smaller number of employees than total, since man-hours not reported for all.
the previous year in all but two of these woman-employing industries. The advances in earnings were more considerable for women than for men in a great majority of the cases. This increased pay appears due largely to the fact that all but a few industries show somewhat longer hours of work, especially in the case of women. However, the workweek averaged less than 40 hours for women in all industries and for men in almost all.

In a few of the lowest-paid industries women's hourly averages had advanced in the 6-month period—for example, in the manufacture of cigars, paper boxes, silk and rayon goods, confectionery, cotton and work clothing, and so forth. These advances usually had been somewhat greater for women than for men. Since the Federal Fair Labor Standards Act came into operation in this time, its fixing of a national minimum may have been an important factor in pushing up the averages in these industries.

Hourly averages cannot be correlated with week's earnings, since not all firms could

Table II.—Changes in Employment, Earnings, and Hours of Men and Women Wage Earners in Identical Establishments in 12 Large Industrial States, March 1938 to March 1939

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent change 1 from March 1938 to March 1939 in—</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number employed</td>
<td>Average week's earnings</td>
<td>Average hours worked</td>
<td>Average hourly earnings</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td><strong>MANUFACTURING</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Textile Industries</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cotton goods</td>
<td>+11.9</td>
<td>+12.4</td>
<td>+3.9</td>
<td>+9.2</td>
<td>+9.6</td>
</tr>
<tr>
<td>Knit goods</td>
<td>+10.2</td>
<td>+8.8</td>
<td>+10.6</td>
<td>+13.1</td>
<td>+15.5</td>
</tr>
<tr>
<td>Hosey</td>
<td>-1.4</td>
<td>+4.7</td>
<td>-1.3</td>
<td>+1.9</td>
<td>+1.8</td>
</tr>
<tr>
<td>Underwear</td>
<td>+1.0</td>
<td>+6.9</td>
<td>-1.6</td>
<td>+1.6</td>
<td>+1.3</td>
</tr>
<tr>
<td>Silk and rayon</td>
<td>+9.6</td>
<td>+9.4</td>
<td>+4.0</td>
<td>+10.9</td>
<td>+4.1</td>
</tr>
<tr>
<td>Woolen and worsteds</td>
<td>+30.8</td>
<td>+39.0</td>
<td>+2.2</td>
<td>+17.5</td>
<td>+11.5</td>
</tr>
<tr>
<td>Clothing Industries</td>
<td>+3.0</td>
<td>+2.4</td>
<td>+10.9</td>
<td>+12.8</td>
<td>+11.7</td>
</tr>
<tr>
<td>Men's clothing</td>
<td>+2.8</td>
<td>+4.9</td>
<td>+15.9</td>
<td>+16.2</td>
<td>+15.7</td>
</tr>
<tr>
<td>Suits and overcoats, etc</td>
<td>+2.17</td>
<td>+7.5</td>
<td>+18.0</td>
<td>+19.3</td>
<td>+17.8</td>
</tr>
<tr>
<td>Cotton; work; shirts and collars</td>
<td>+5.5</td>
<td>+2.7</td>
<td>+4.1</td>
<td>+11.7</td>
<td>+7.6</td>
</tr>
<tr>
<td>Women's clothing</td>
<td>+3.3</td>
<td>-6.6</td>
<td>+6.2</td>
<td>+10.3</td>
<td>+6.2</td>
</tr>
<tr>
<td>Undergarments, etc</td>
<td>+6.3</td>
<td>-2.3</td>
<td>+4.2</td>
<td>+12.1</td>
<td>+10.0</td>
</tr>
<tr>
<td>Coats and suits</td>
<td>+2.2</td>
<td>+3.5</td>
<td>+8.7</td>
<td>+11.3</td>
<td>+6.4</td>
</tr>
<tr>
<td>Dresses, cotton</td>
<td>+10.7</td>
<td>-0.1</td>
<td>+2.1</td>
<td>+3.6</td>
<td>-0.9</td>
</tr>
<tr>
<td>Dresses, other</td>
<td>+2.3</td>
<td>+5.5</td>
<td>+4.7</td>
<td>+10.8</td>
<td>+5.5</td>
</tr>
<tr>
<td>Food Industries—Confectionery</td>
<td>-1.5</td>
<td>+1.2</td>
<td>-1.1</td>
<td>+3.2</td>
<td>+1.7</td>
</tr>
<tr>
<td>Leather Industries—Boots and shoes</td>
<td>+6.2</td>
<td>+9.8</td>
<td>+4.6</td>
<td>+8.3</td>
<td>+7.0</td>
</tr>
<tr>
<td>Tobacco Industries—Cigars</td>
<td>-3.6</td>
<td>-2.3</td>
<td>+1.5</td>
<td>+3.7</td>
<td>+0.3</td>
</tr>
<tr>
<td><strong>PAPER AND PRINTING</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Book and job</td>
<td>-1.5</td>
<td>-2.4</td>
<td>+3.4</td>
<td>+2.1</td>
<td>+1.8</td>
</tr>
<tr>
<td>Paper boxes (set-up)</td>
<td>+11.9</td>
<td>+8.0</td>
<td>+3.9</td>
<td>+7.5</td>
<td>+4.6</td>
</tr>
<tr>
<td><strong>ELECTRICAL INDUSTRIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electrical machinery and supplies</td>
<td>-1.9</td>
<td>+8.2</td>
<td>+18.3</td>
<td>+24.6</td>
<td>+17.7</td>
</tr>
<tr>
<td>Radios and phonographs</td>
<td>+11.8</td>
<td>+49.8</td>
<td>+12.8</td>
<td>+24.6</td>
<td>+10.7</td>
</tr>
<tr>
<td><strong>METAL INDUSTRIES—Hardware</strong></td>
<td>+19.2</td>
<td>+30.8</td>
<td>+23.8</td>
<td>+35.7</td>
<td>+22.8</td>
</tr>
<tr>
<td><strong>RUBBER GOODS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Auto tires and tubes</td>
<td>+5.4</td>
<td>+12.3</td>
<td>+43.4</td>
<td>+44.5</td>
<td>+39.3</td>
</tr>
<tr>
<td>Boots and shoes</td>
<td>+42.8</td>
<td>+66.2</td>
<td>+12.9</td>
<td>+9.5</td>
<td>+10.1</td>
</tr>
<tr>
<td><strong>GLASS AND POTTERY</strong></td>
<td>+10.1</td>
<td>+9.2</td>
<td>+9.5</td>
<td>+15.3</td>
<td>+7.1</td>
</tr>
<tr>
<td><strong>NONMANUFACTURING</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laundry</td>
<td>-2.6</td>
<td>-2.4</td>
<td>-1.1</td>
<td>+5.3</td>
<td>-0.2</td>
</tr>
<tr>
<td>Dry Cleaning</td>
<td>-7.4</td>
<td>-4.1</td>
<td>+1.0</td>
<td>+6.5</td>
<td>-1.5</td>
</tr>
</tbody>
</table>

1 Based on identical firms.

2 Computed from smaller number of employees than total, since man-hours not reported for all.

3 Less than 0.05 percent.
furnish reports as to hours worked. However, hours worked were reported for nearly 90 percent of all employees for whom payroll data were furnished in the study.

The data for March 1939 are found in table I. They show women's hourly wages to be below men's in each of the 24 industries. In more than half of them women's average was below the lowest for men, which was 42.5 cents an hour in cotton factories. In all other industries, except silk and rayon, men averaged over 52 cents an hour, but women averaged as much as 50 cents in only six industries. With two slight exceptions, women's working hours were somewhat shorter than men's, though in most of the industries men averaged less than 40 a week.

Since this information was secured by voluntary cooperation, it is likely that, with pay rolls in such form that the data could be furnished readily, these employers represent the better organized and for the most part the larger firms. Hence the earnings reported tend to overstate women's wages, running somewhat higher than if secured in an intensive cross-section study of all types of firms in an industry.

The reports represent industries that employ, according to the Census of Manufactures, nearly two-thirds of all women in manufacturing. Women comprise more than one-half of the working force in 13 of the 22 manufacturing industries reported, and over a third of the workers in several others. The reports cover 12 leading manufacturing States, employing about three-fourths of all women in manufacturing—California, Connecticut, Illinois, Indiana, Massachusetts, Michigan, Missouri, New Jersey, New York, North Carolina, Ohio, and Pennsylvania.

The week's earnings given are averages for the women who worked during the pay period covered. Of course records for individual women would show a considerable variation around this average, especially as some employees who did not work full time are included.

Toward Minimum Fair Wages

Progress Under the Fair Labor Standards Act
Small Telephone Exchanges Exempt.

The only amendment to the Fair Labor Standards Act adopted by Congress exempted the employees of telephone exchanges serving not over 500 stations. Telephone companies had claimed that many small exchanges would be unable to operate under the law. On the other hand, employees had complained of the extremely low wages and long hours in this work.

Exemption of these exchanges will solve a difficult administrative problem, since study by the Wage and Hour Division found wages and hours very hard to compute under the act. Payment for switchboard attention often includes living quarters, etc., the value of which would be hard to compute. The matter of hours worked would be complicated by the 24-hour demands in such employment, described as

"an hour or two in the morning, a similar period about noon, 2 or 3 hours in the evening, and emergency calls during the night."

The First Minimum-Wage Order Issued.

The recommendations of the industry committee for hosiery manufacture were approved by the Administrator of the Wage-Hour Act in August, the approved rates to go into effect September 18. These are the first recommendations approved since the act went into effect last October. They set a minimum of 32½ cents for seamless-hosiery workers and of 40 cents for employees in full-fashioned hosiery. It is estimated that 30,000 seamless and 16,000 full-fashioned workers will get increases.

Recommendations have been made by the industry committees for apparel and shoes. The first-named recommends a schedule of from 32½ cents to 40 cents for the various branches of the apparel industry, and the

Digital for FRASER
http://fraser.stlouisfed.org/
Federal Reserve Bank of St. Louis
latter recommends a minimum of 35 cents for shoe manufacturing and allied industries.

First Learners’ Certificates Granted.

Certificates to allow the employment of learners in the apparel industry have been issued by the Wage and Hour Division in recent weeks to 11 employers in 9 States. Only stitching-machine operators may be so employed, and the learning period shall not exceed 8 weeks. During that period they shall be paid the same piece rates as other workers and at least 75 percent of the statutory minimum of 25 cents an hour. At the end of 8 weeks they must be paid at least 25 cents an hour.

Learners shall not include persons employed in the industry for more than 8 weeks in the previous 3 years.

Application for an industry-wide exemption for learners was denied, since the typical plant ordinarily finds experienced help available. It was decided, however, to authorize the employment of a limited number of learners for a limited period at rates below the 25-cent minimum in such cases as (1) the establishment of a new plant in a region where experienced help is not available; (2) when trained workers are not available to man additional equipment in a plant expansion or when an expanding market requires that idle facilities be again brought into use; and (3) when the facts show that employment will be curtailed unless learners’ certificates are issued.

The learners’ certificates described are the first issued by the Wage and Hour Division for any industry. The findings on which the action was based are to be reviewed at a hearing set for September 12. One of the questions to be raised is the effect of the 30-cent minimum that goes into effect October 24 and of the recommendations of the Apparel Industry Committee for rates of 32 1/2 to 40 cents, on the necessity for the allowance of learner rates.

"Area of Production" Redefined.

Definitions of the term “area of production,” revoking all earlier definitions but those for dry edible beans and Puerto Rican leaf tobacco, were issued in June. They apply to all agricultural and horticultural commodities, including dairy products. One exempts employees engaged in operations on commodities all of which come from within 10 miles, provided the establishment is in the open country or in a town of less than 2,500; the other exempts employees engaged in establishments employing seven or fewer employees in the exempt operations and drawing the commodities from the “general vicinity.”

Recent State Minimum-Wage Orders
Connecticut—Beauty Shops.

On June 19, guaranteed wage rates became effective in Connecticut beauty shops for all operators and clerks working more than 24 hours in the week, with overtime rates for more than 46 hours’ work. The rates fixed for three grades of operators, according to the type of license held, are $14.50, $15.50, and $18 a week, with overtime rates of 50 cents (for the 2 lower grades) and 60 cents an hour. Clerks are guaranteed $15.50 a week with 50 cents for overtime, and maids and cleaners are to be paid 40 cents an hour up to $15 a week and, in addition, 45 cents an hour for hours in excess of 48. Part-time operators and clerks, those engaged for not more than 3 days a week, are to receive not less than $4 for a day or part of a day. The overtime rates applying to full-time workers are to be paid part-timers if they work more than 16 hours in 2 days or more than 8 hours on the third day. It is specified that tips are not to be counted as part of the wage.

Massachusetts—Jewelry and Related Lines.

The recommendations of a wage board for occupations in the manufacture of jewelry, clocks, watches, optical goods, and related lines have been accepted by the Commissioner of Labor and Industry in Massachusetts. For the first year after the effective date of the order (August 1, 1939), the hourly rate is to be 33 cents, to be increased thereafter to 35 cents for workers with as much as 2 months’ experience.
Massachusetts—Office and Other Building Cleaners.

Massachusetts has set a minimum hourly rate of 40 cents, which became effective June 1, for cleaners in offices and other buildings.

Massachusetts—Beauty Culture.

Effective September 1, 1939, minimum wages of $14.50 to $16.50 a week must be paid workers with 3 months' or more experience in beauty culture in Massachusetts. Hairdressers must be paid $16.50 a week, and operators, manicurists, maids, and appointment clerks $14.50. Operators with 1 year or more of experience must be paid $16.50. A minimum wage of $12.50 is required for all workers with not more than 3 months' employment in the industry.

Part-time operators or manicurists must be paid at least 40 cents an hour and part-time hairdressers at least 50 cents. None of these workers may be paid for less than 4 hours in any one day.

New Jersey—Cleaning and Dyeing.

Effective May 22, 1939, New Jersey Directory Order No. 4 sets minimum-wage rates for women and minors in cleaning and dyeing. In Metropolitan Zones A and B, the rates are respectively 33 cents and 30 cents an hour; in the suburban zone the rate is 26 cents. In each case the rate applies for a full workweek of 40 hours. For a week of less than 40 hours in the two metropolitan zones the basic rate must be increased by 10 percent if the employee’s total wage for the week is less than he would receive for 40 hours' work at the basic minimum wage.

Clerks in offices and stores may be paid a minimum wage of $14 a week, unless employed continuously for less than 4 weeks, when they must be paid the hourly rates. The 40-hour week does not apply to clerks, who may be employed as much as 54 hours for the basic wage.

Time and a half the minimum rates must be paid for hours worked in excess of 10 a day, 54 a week, or 6 days a week. Waiting time is to be paid as working time. No em-
ployee required to report for work shall be paid for less than 4 hours in any one day, except on Saturdays or in cases where the employee shall have worked more than 36 hours in the current week.

Rhode Island—Retail Trade.

An order effective July 10, 1939, covering women and minors in Rhode Island retail trade, fixes a minimum for experienced workers of $14 in cities of over 20,000 population, and $13 in smaller places, if 42½ to 48 hours have been worked in the week. Hourly rates for experienced part-time employees are set at 30 and 27½ cents, respectively, for the population classes of city. Workers with less than 6 months' experience are to receive $1 less on a weekly basis, or 2½ cents less per hour. (See the study of this industry reported on page 15.)

Minimum Wage in New York

The duties of the New York Division of Women in Industry and Minimum Wage were considerably increased during 1938, the report for the year points out. Minimum-wage orders were issued for three industries—laundries, beauty parlors, and confectionery. The new beauty-shop hour law was assigned to the division for enforcement, as was the law governing hours of women in hotels. Wage studies were made in five industries: Confectionery, cleaning and dyeing, restaurants, hotels, and gloves. The first two were completed within the year.

The wage and hour laws and orders involved covered some 13,500 establishments. Investigators made nearly 35,000 visits, and found 13,015 violations, the great majority of which were settled. In industries allowed to distribute home work, 1,117 employers held permits for such distribution at the end of the year.

Guaranteed Weekly Wage Upheld.

The New York Department of Labor, Board of Standards and Appeals, has upheld the validity and reasonableness of the guaranteed weekly wage provision of Manda-
tory Order No. 1, which governs wages of women and minors in the laundry industry in New York State. The guaranteed weekly wage features of the order had been challenged as "invalid and unreasonable" by a Buffalo laundry, which claimed that the law referred merely to hourly wages. The Board found that the law did not specify the time unit of wages and that it was more reasonable to construe it as referring to weekly wages than to limit it to hourly wages.

Enforcement of Beauty Service Wage Order.

The first prosecution under New York Mandatory Order No. 2 has resulted in conviction of a beauty-parlor proprietor on three charges: Interfering with the investigator; failing to keep accurate records and to furnish wage statements to his employees; and failure to pay the minimum wage. The proprietor was sentenced to pay a fine of $450 or spend 180 days in jail. The order specifically covers all persons who perform beauty service until exempted by the Industrial Commission.

The defense of the proprietor was that he rented booths to the operators and that they had not the status of employees. Girls who testified in court said that they were forced to sign statements releasing them from employee status, and were compelled to give false information to the investigator.

In addition to $3,232.95 in back wages collected in May (the latest month reported) for 620 employees, $1,070.83 was collected for 506 employees in 293 shops, representing charges for uniforms that brought the cash wage below the State minimum, a practice specifically forbidden.

New Cost-of-Living Budget.

The cost of living for a working woman living alone in New York, estimated annually, was found in 1938 to be $1,161; for a woman living with her family it was $1,060.

Based on the year's budget of $1,161, at least $22 would be required to meet the weekly cost of living. In no month in 1938 did the week's average earnings in manufacturing reach $19, and in only 1 month $18.

Other State Minimum-Wage Activities

The Arizona Minimum Wage Division reports that a wage board for the hotel and restaurant industry has deliberated, but agreement on a recommended minimum could not be reached.

The California Division of Industrial Welfare reports a revival in interest in minimum-wage enforcement by the women in civic and club groups originally responsible for establishing the division.

In North Dakota an inspector has been added to the staff of the minimum-wage department. This will make possible more investigations of conditions and more rapid handling of complaints.

In Utah a new cost-of-living study is being made. The Women's Division of the Industrial Commission is conducting the study, assisted by the Women's Bureau in setting up standards and pricing items.

A public hearing will be held shortly for the retail trade industry in Utah.

Public Contracts Wage Order

A minimum-wage rate of 37 1/2 cents an hour or $1.5 for a 40-hour week has been set by the Secretary of Labor, under the terms of the Public Contracts Act, for employees in the manufacturing, processing, and packaging of drugs (excluding industrial chemicals) and medicinal specialties and pharmaceuticals. The rate is effective on all Federal contracts of $10,000 or more solicited on or after August 3, 1939.

In 1935 the Census of Manufactures reported 22,000 wage earners in the industry. On the basis of the report by sex in 1929, almost 10,000 of these probably were women.

The evidence as to earnings in the industry was secured by the Women's Bureau in 1938 in a study covering more than 11,500 employees.
Women in Unions

Gains in Union Agreements

Minimum Rates Set in Rubber.

Women are to receive a minimum entering wage of 45 cents, and after 90 days are to be paid 55 cents, in the union’s first written contract with one of the Akron tire companies. Men’s entrance wage is 60 cents and after 90 days they are to receive at least 70 cents. The contract calls for a standard 6-hour day and 36-hour week, but in emergencies employees may work up to 40 hours. Wage cutting is barred during the life of the agreement. Employees with at least 5 years’ service get a vacation of 1 week with pay; with 10 years’ service, 2 weeks. Factory-wide seniority in lay-offs is provided. The union has sole collective bargaining rights.

A 10-percent wage increase is provided in an agreement with an Indiana rubber company. Also provided are the 40-hour week and time and a half for overtime. The union is recognized as sole collective-bargaining agency and is to approve discharges.

A 2½-cent hourly wage increase was won by Chicago rubber workers after a 2-weeks’ strike, with another increase to be negotiated later. The contract provides a closed shop, hiring to be done through the union, and hours to be reduced from 40 to 32 before a lay-off.

Wage Increases for Textile Workers.

Following a 4-weeks’ strike involving about 600, the workers in a South Carolina cotton mill secured a 1-year agreement providing: Wage increases for workers who had the largest wage cuts last year; 40-hour week; time and a half for overtime; 1 week’s paid vacation; preferential union shop and check-off; seniority rights in lay-off, reemployment, and promotion; machinery for handling grievances. A supplement to the agreement provides that workers in company houses will not pay rent for time on strike.

A 2-year agreement with a New York plush manufacturer employing 100 to 200 provides wage increases of $2 a week for finishers and an additional $1 increase June 1, 1940; an increase in piece rates for weavers; closed shop; 40-hour week and 8-hour day; time and a half for overtime.

An increase in the minimum-wage rate from 40 to 50 cents an hour is provided in a new agreement with a New York State rayon manufacturer, affecting 600. Also provided are time and a half for Sunday and holiday work, and for those compelled to stay at home because of sore eyes; and a guaranty of 40 hours’ base pay for vacations.

Minimum hourly rates are provided in an agreement, covering 125 workers, with a Pennsylvania silk mill. The rates are 40 cents for twisting, entering, warping, and weaving; 34 cents for mending, quilling, and harness passing; 32½ cents for others.

A 1-year contract with a New York and New Jersey underwear-cloth manufacturer, covering 800 workers in two plants, provides a 4½-percent wage increase, totaling $29,000 a year, and continues the union shop, check-off, and 40-hour week. Work methods in weaving departments are to be studied, and there will be further negotiations on loom load.

Shoe and Leather Workers Benefit.

The minimum wage is raised from $12 to $13 in an agreement with a New York City shoe manufacturers’ association. Wage adjustments for all workers on underpaid operations total over $15,000. Time and a half is to be paid for over 42 hours; after October, for over 40 hours. All factories now operating without branches have agreed not to move nor to establish branches outside the New York City metropolitan area.
Women with 2 years’ experience are to receive a minimum of $16 a week under the terms of an agreement with a Chicago luggage manufacturers’ association. The minimum for men with this experience is $18. Minimum-wage increases range from 15 to 20 percent for lower-paid workers. New workers are to join the union after 4 weeks. If the union is unable to furnish workers within 48 hours, the employer may hire from other sources.

A renewed agreement with a New Jersey leather-goods company, employing about 350 workers on handbags, provided for an increase of $1 a week in August for lower-paid workers. In October the union is to resume negotiations for a general increase for all workers. Other provisions are: $14 a week minimum; 40-hour week; closed shop; no discharge without sufficient cause; arbitration of disputes.

An immediate increase of $1 a week for all cutters is provided in a renewed agreement with another New Jersey handbag manufacturer, employing 375. In November the union will negotiate for a general increase for all workers.

Gains for Garment Workers.

A minimum rate of $21 for women workers is provided in a 2-year contract with a New York State retail clothing merchants’ association. The contract provides a 5-percent increase in pay and reduction of hours from 44 to 42 a week. Minimum rates for men are as follows: Bushelmen and pressers, $31.50; foremen and fitters, $37.50.

A contract with a Pennsylvania shirt manufacturer, employing 500, provides a $13 minimum wage with a gradual increase in rates for the cutting department.

The embroidery, tucking, stitching, and pleating industry is 100 percent union in Boston, Mass. Agreements covering 13 shops and 400 workers call for $2 to $6 wage increases and the 40-hour week.

A renewed agreement with a Rhode Island silk underwear manufacturer, benefiting at least 300, provides an 8-percent wage increase—5 percent to go into effect immediately and the other 3 percent next year.

The union agreement with New York men’s clothing manufacturers, affecting 40,000 workers, has been renewed for a 2-year period ending June 14, 1941. It provides the usual closed shop; 36-hour week; payment into New York clothing unemployment fund of one-half percent of total union labor cost; impartial machinery; union consent to move factories or cutting operations out of town; no employment of children under 16. Under the stabilization plan which the union is making effective, no clothing firm employing union help out of town will pay lower rates for labor than those established in the New York market.

Various Woman-Employers.

To encourage doll manufacturers to spread production over 12 months of the year, the union of doll workers in Massachusetts, New Jersey, New York, and Pennsylvania has negotiated a contract providing that wages and piece rates are to be increased 5 percent during the second 6 months of the year. Employers of 3,000 workers, accounting for 80 percent of the total doll production, are covered.

Minimum rates of 45 cents an hour for women, 60 cents an hour for men, are provided in an agreement with a Pennsylvania confectionery company, involving 2,400 to 3,000 employees. Also provided are the 44-hour week; time and a half for overtime and holidays; 2 weeks’ vacation with pay; a permanent conference committee of management and union to deal with wage scale, adjustments, and grievances; and machinery for arbitration in cases of nonagreement.

An industry-wide union agreement in the canned salmon industry on the Pacific coast, affecting 7,000 cannery workers, provides an average 15-percent wage increase above the 1938 scale, totaling more than $500,000.

Chorines, show girls, dancers, and swimmers employed at a World’s Fair concession have secured an agreement that provides: $5 increase in minimum rates, which become $50 a week for principals and $35 a week for others; guaranteed employment for run of production with no deductions because of
inability to play due to weather; check-off; closed shop; all wearing apparel used in performances to be supplied by employer at no cost to chorus members; agreement on payment for past rehearsals.

The union of social service employees in New York is preparing to negotiate a regular policy of maternity leave. Recently it secured 6 months' maternity leave without pay for a worker with 9 years' service who had been denied this leave by the charitable agency which employed her.

---

**Employment and Earnings**

**Wages of Women in Texas**

Of 22,000 women in Texas factories, in a recent 2-year period, more than half had weekly earnings of less than $12 and well over one-third of less than $9, according to the 1937–38 report of the Texas Bureau of Labor Statistics. Undoubtedly, the Fair Labor Standards Act, which went into effect after this period, has improved the situation.

In laundries well over one-third, in hotels somewhat more than one-half, and in restaurants nearly two-thirds, were paid less than $9.

**Employment of Women in Kansas**

One-eighth of the employees found in the course of more than 2,900 inspections of Kansas factories and workshops in 1938 were women. Nearly three-fourths of the 4,300 women were in factories, and one-fifth were in laundries and dry-cleaning establishments. Retail stores, where large numbers of women normally are employed, were not covered by these inspections.

In manufacturing, nearly two-thirds of the women were in food factories, not far from half of them being in meat and poultry packing. Paper and printing establishments, second in importance, employed less than one-tenth of the women.

**Employment of Women in Virginia**

More than 49,000 women were employed in manufacturing in Virginia in 1937, according to a recent report of the Department of Industry and Labor. This represents an increase since 1936 of more than 3,000. In 1937, 3 in every 10 women in manufacturing were Negroes.

In the three most important groups of woman-employing industries—textiles and their products, food, and tobacco—employment of white women had advanced most in food and least in tobacco. On the other hand, improvement in employment of Negro women was greatest in tobacco—and almost as great in textiles—while in food industries there was a slight decline.

Employment of white women in laundries and dry-cleaning establishments was 9 percent above 1936; of Negro women, 7 percent above. In public utilities the number of women employed—almost all of whom were white—was nearly 11 percent above 1936.

**Earnings in Rhode Island Stores**

Nearly one-half of some 4,000 women in Rhode Island retail stores in the last week of October 1938—regardless of occupation, hours worked, or type of store—earned less than $14. More than half had earned 30 and under 35 cents an hour, and over one-fifth had earned less than 30 cents.

More than half of the women were employed in four large department stores in Providence, thus dominating the sample, which covered about 55 percent of all women in stores in the State. In the remaining 141 stores, more typical of the State as a whole, nearly 44 percent of the women, compared with less than 2 percent of those in the four department stores, had earned less than 30 cents.

Nearly three-tenths of the women covered were part-time workers, defined as those working 25 hours or less in the week. Most of these were in limited-price and department stores. In the four Providence depart-
ment stores they averaged 2 cents an hour less than regular employees; in other department stores and 5-and-10-cent stores, 4 cents an hour less.

In the four large department stores, average (median) week's earnings of women who worked 40 hours or more were $15.57; in other Providence stores, $15.38; and in the remainder of the State, $14. Considered by type of store, earnings were lowest in limited-price stores, where they averaged $14.15 for those working 40 hours or more, and highest in apparel stores, with an average of $16.10.

News Notes

Injuries to Women in Wisconsin

Of 20,383 compensable cases of injury settled during 1938 in Wisconsin, 1,232, or 6 percent, involved injuries to women. In 92 of the women's injuries there was some permanent disability. Well over half of the women were under 35 years of age.

Wage rates of the 1,232 injured women, upon which their compensation is computed, averaged $17.45. Wage rates in the occupations of at least 50 women compensated for injury were as follows:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number of women</th>
<th>Average weekly wage rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charwomen</td>
<td>73</td>
<td>$13.78</td>
</tr>
<tr>
<td>Cooks, restaurant</td>
<td>51</td>
<td>17.31</td>
</tr>
<tr>
<td>Laborers, factory</td>
<td>80</td>
<td>15.71</td>
</tr>
<tr>
<td>Maids</td>
<td>90</td>
<td>15.21</td>
</tr>
<tr>
<td>Nurses</td>
<td>76</td>
<td>24.49</td>
</tr>
<tr>
<td>Retail saleswomen (inside)</td>
<td>100</td>
<td>15.09</td>
</tr>
<tr>
<td>Waitresses</td>
<td>119</td>
<td>15.41</td>
</tr>
</tbody>
</table>

Workers' Education Extended

The Affiliated Schools for Workers report that their Labor Education Service is being constantly extended. Throughout the country the Affiliated Schools help in organizing local study classes, in finding and training teachers, and in providing materials to meet the needs of workers' groups. Many such groups, including a large number of trade-unions, have been assisted in their educational programs. Requests for information come in from all 48 States.

Pamphlets and bibliographies are prepared, dealing with social legislation and other current topics. Creative dramatics and visual education are explored with regard to their value for workers' groups.

Seminars for the training of teachers and week-end conferences for persons active in workers' education are held in cooperation with local workers' organizations. A teachers' registry is maintained and an information service conducted.

The Affiliated Schools have the following resident schools: Hudson Shore Labor School, Southern Summer School for Workers, Pacific Coast School for Workers, and the School for Workers at the University of Wisconsin. They also conduct the Summer School for Office Workers.

I. L. O. Exhibit at World's Fair

Readers of The Woman Worker are invited to visit the International Labor Office exhibit at the New York World's Fair, located in the Education and Science Building, only a short distance from the theme center—the Trylon and Perisphere.

Included in the exhibit is an illuminated map of the world showing the countries which are members of the International Labor Organization and indicating by a series of colored lights the countries that have ratified International Labor Treaties. Above the map is a photo-mural of the International Labor Office, building and grounds, with a view of Lake Geneva on one side and of Mont Blanc on the other.

Other features include a pictorial historical account of the I. L. O.; a collection of Swiss I. L. O. stamps; photostatic reproductions concerned with United States membership in the I. L. O; and colored wooden statistical charts comparing the various countries as to industrial production, unemployment, and other subjects.