

The **WOMAN WORKER**

V. 19
No. 6.
NOVEMBER
1939

NOVEMBER 1939

United States Department of Labor
Women's Bureau

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, SECRETARY
WOMEN'S BUREAU
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THE WOMAN WORKER

PUBLISHED EVERY 2 MONTHS

Vol. XIX

No. 6

November 1939



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Notice to Subscribers.—The index for the year 1939 will accompany the January 1940 issue

Published under authority of Public Resolution No. 57, approved May 11, 1922 (42 Stat. 541), as amended by section 307, Public Act 212, 72d Congress, approved June 30, 1932. This publication approved by the Director, Bureau of the Budget.

For sale by the Superintendent of Documents, Washington, D. C., at 5 cents a copy or 25 cents a year

Many Women Support Families

ABOUT one-tenth of the women in gainful work in sample urban areas were shown to be the sole support of their families in a recent study—Employed Women and Family Support—made by the Women's Bureau. This situation was revealed by an examination of unpublished data in the Bureau of the Census for some 58,000 gainfully occupied women in three cities in widely separated parts of the country. The findings bear out those of other studies of this subject, whether made from later or from somewhat earlier data; for example, that made in Chicago and reported in *THE WOMAN WORKER* for July. (See also Women's Bureau Bulletin 155, which summarizes several such studies.)

The cities are Fort Wayne, Ind., Bridgeport, Conn., and Richmond, Va. All are industrial communities having 30 percent or more of their women gainfully employed in the characteristic occupation groups in which women are found in most cities. The typical working woman in Bridgeport and Fort Wayne was in a manufacturing plant; in Richmond she was more likely to be a domestic in a private home.

In 12 percent of these families—about 4,100 of them—1 woman furnished the entire support, and another 2,000 families were supported by women without the aid of a male wage earner. Of the women who were the sole support of their families, nearly 1,700 had never been married, over 1,600 were widowed or divorced, and nearly 800 were married.

In general, married women were found in those jobs offering less chance for advancement or display of initiative than were the single women. For example, larger proportions of the single than of the married women were found in clerical jobs, and in managerial and professional work.

On the other hand, much larger proportions of the married than of the single women were found in the service industries and in occupations within their own homes. This also was true in manufacturing and in selling, especially for manufacturing in Bridgeport and for selling in Fort Wayne.

Younger women filled the white-collar clerical jobs in Fort Wayne and Bridgeport more generally than they filled the factory jobs and those in domestic and personal service: In Fort Wayne 54 percent of the clerical workers were 16 and under 25 years of age and 45 percent were 25 and under 55. On the other hand, 58 percent of the women in domestic and personal jobs were 25 and under 55, and 16 percent were 55 and over. A very similar condition prevailed in Bridgeport.

In Fort Wayne 95 percent of the women workers were native white, as was the case with 75 percent in Bridgeport and nearly 60 percent in Richmond. In Bridgeport over one-fifth of the employed women were foreign-born, and in Richmond two-fifths were Negro.

Of the Bridgeport foreign-born working women, over 50 percent were in factories. In this city a smaller proportion of the foreign-born than of the native white families were supported entirely by women, but the foreign-born women were supporting large families (four or more persons) to a greater extent than were the native women.

Of the Negro women at work in Richmond, two-thirds were engaged in some type of domestic or personal service. Of the families of all Negro women with jobs in this city, 25 percent were supported entirely by women, and this was true of 19 percent of the families of employed native white women.

Women and Social Security

Social Security Amendments

AMENDMENTS to the Social Security Act passed at the last session of Congress make important changes, especially in regard to old-age insurance. Wives of workers will now share in the benefits of old-age insurance provided by the Social Security Act. Women in covered occupations who support aged parents will have the satisfaction of knowing that if they die before retirement age their insurance makes some provision for the father or mother. The monthly benefits are larger at retirement if the worker has a wife 65 or older, and still larger if there are dependent unmarried children under 18. Monthly benefits are also provided for dependents at the worker's death. If the worker leaves no aged widow, dependent children, or widow with dependent children, dependent parents 65 or older will be paid benefits.

Monthly benefits in some cases will be larger than under the old provisions because they are now to be based on average monthly earnings, rather than total earnings, in a covered occupation. Many more women will now be covered by the specific inclusion of employees in national banks and in building and loan associations. On the other hand, some women are excluded by the specific exemption of domestic service in local college clubs, fraternities, or sororities. It must also be remembered that domestic service in private homes, service for religious, charitable, educational, or other nonprofit organizations, service in the employ of Federal, State, or local governments, and agricultural labor are still exempt.

Bureau of Employment Security

As of July 1, 1939, the United States Employment Service was transferred from the Department of Labor to the new Federal Security Agency. Since then the job-placement activities of this service have

been consolidated with the job-insurance activities of the Social Security Board's Bureau of Unemployment Compensation, in a new Bureau of Employment Security. Oscar M. Powell, executive director of the Social Security Board, becomes director of the new bureau.

The United States Employment Service was set up originally during the war and was reorganized and strengthened following passage of the Wagner-Peyser Act in 1933. It coordinates 1,700 employment service offices in 1,448 cities and towns throughout the country, offering job-placement service without charge to workers or employers. Also under its program are 2,700 part-time or itinerant offices in as many towns.

Unemployment Insurance in All States

Unemployment insurance programs are now in full operation in all parts of the country—the 48 States, the District of Columbia, Alaska, and Hawaii—the Social Security Board reports. Illinois and Montana were the last States to launch their programs, inaugurating payments on July 1. More than 27,500,000 business and industrial workers are now covered by the Nationwide unemployment compensation program. Payments now average about \$11 per week for total unemployment and about \$5.50 per week for partial unemployment.

Claims for Unemployment Compensation

Data on payment of unemployment compensation have not been reported as yet by sex for the United States as a whole. It is, therefore, of considerable interest to present such information recently reported by Iowa and Michigan.

In Iowa, in each of 2 recent months, over 900 claims for unemployment benefits for

women were authorized, these being not quite one-fifth of the total. In 2 recent months just over 2,000 women's claims had been terminated. Proportions varied from month to month, but not far from one-half of these women were in factories, usually one-third in trade, and about one-eighth in service industries. The average of women's weekly benefits in June 1939 was \$6.60, compared with \$10.99 for men. The maximum benefit paid was \$82.97 to women, \$147.84 to men.

The most recent report available by sex from Michigan is for the second half of 1938. During that 6-month period benefits had been paid to 45,592 women, not quite one-seventh of the total. Three-fourths of these women were factory workers. In fact, more than one-third of all the women were in factories making automobile bodies and parts. Trade accounted for nearly 12 percent of the women, service industries for 7 percent. The amount of weekly benefits paid to women is reported only for claims allowed in July 1938. A little more than one-fourth had been paid \$9 or less a week, one-fourth from over \$9 to \$11, less than one-fourth \$13 and up to the maximum of \$16. Of the men, 60 percent had been paid the maximum.

Women's Taxable Wages Studied

In seven West North Central States, the average taxable wages of women covered by the old-age-insurance provisions of the Social Security Act were \$464 in 1937, as compared with \$525 in the country as a whole, the Social Security Board reports. More than half of the women covered in the seven States received less than \$400. Only 10 percent earned more than \$1,000 a year and only one-tenth of 1 percent earned as much as \$3,000.

Of the total wage earners covered in the seven States, 28.4 percent were women, 1 percent more than in the whole United States. Their taxable wages, however, were only 17 percent of the total. Missouri had the largest proportion of women, 31.1 percent, and also the highest average taxable

earnings of women, \$505. Kansas had the smallest proportion of women wage earners, 22.8 percent, and the lowest average earnings, \$374.

Death Claims Certified in 1937

Payment of death claims under the old age insurance provisions of the Social Security Act was begun in 1937. Through February 1938 about 33,500 such claims had been certified, of which nearly 2,250, or 6.7 percent, were claims for women. The very low proportion of women among the deceased wage earners compared with their proportion among the holders of account numbers, 27.4 percent, reflects the lower average age of women workers, their lower death rate for specific age groups, and the smaller size of their claims due to lower earnings. It is pointed out that when only very small amounts are due, potential claimants may feel that it is not worth while to file for them.

The age distribution of men for whom claims were filed differed markedly from that of women. Well over half of the women, compared to less than one-third of the men, were under 40. Nearly 44 percent of the men, but only 23 percent of the women, were 50 or older.

Claims filed for Negro men and women were relatively fewer than would be expected from their proportion among covered workers, even though the death rate among Negroes is higher than among white persons for the same age groups up to age 55. It is probable that here again there was an underfiling of claims, since wages are uniformly lower for Negro workers than for white workers, and their employment often is more irregular.

A death rate based on these claims and the total number of workers in covered employment cannot be computed safely, because of the large number of potential claims that have not been filed. For the same reason, the present picture as to the sex and race of deceased wage earners is not such as may be expected with longer experience under the act.

Courts and Officials Uphold Married Women's Jobs

AN INCREASING number of authoritative decisions are upholding the married woman's legal right to her job. That of the Massachusetts Supreme Court was cited in the September *WOMAN WORKER*.

Now comes the opinion from the attorney general's office in Utah that a resolution such as was passed in that State to take jobs from persons having others in the family employed, is not binding as a law, but "the great weight of authority holds, is a mere expression of opinion or policy." In further support of this, attention is called to the fact that at the same session of the legislature a formal bill to bar married persons was presented but failed of enactment into law. The opinion was written in reply to a chairman who asked whether a county welfare board was required to observe the resolution, and if married employees could be discharged while single persons who come under the terms of the resolution were retained.

Though the request did not touch the merits of the subject, the opinion continued that such a policy—

strikes at the very heart of the economic life of a substantial number of citizens, seriously affecting financial obligations incurred in good faith . . .

I seriously question the authority to make a clean-cut classification between employees who are married and whose spouses are employees [of the welfare department], and ousting that group in favor of the retention of employees who are single and living in the same household with parents or children who are gainfully employed.

Recently in Wisconsin the attorney general, in response to a request from the district attorney of Burnett County, ruled that the county had no legal right to exclude an

employee from the pay roll because of marriage, even in emergency. In Green Bay, a council resolution against married women is expected to result in loss of job for two employees, one in the city clerk's office, the other in a museum. Of course a further appeal of these cases is possible.

The National Education Association reported last year that in at least 12 States—Alabama, California, Florida, Illinois, Indiana, Kentucky, New Jersey, New York, Oregon, Pennsylvania, Tennessee, and West Virginia—court decisions have legally protected teachers against discriminatory dismissal on account of marriage. Most of these opinions state that restrictions on marriage are against public policy. The Oregon decision points out that marriage is not only protected by both written and unwritten law but is fostered by sound public policy, and that if a teacher is just as competent and efficient after marriage, a dismissal because of marriage would be capricious. Rulings of the Maryland State Department of Education and of the attorneys general of Louisiana and Washington also have upheld married women teachers.

The State tax department in New York recently has gone further, providing an additional 30 days' sick leave plus accumulated sick leave and earned vacation for its married women employees who expect children. Not less than 7 months' leave must be taken, a maximum of one-half of which may be with pay. The tax commissioner states: "We believe that to discourage maternity is shortsighted if not antisocial."

WORK IS man's highest privilege. It is not to be denied any man or any woman. * * * nobody should be denied his right to work because of sex, social position, race, color, or creed. It is wrong to dismiss a good worker because there is someone in great financial need. Carry that principle into the social fabric and you have a snarled result that helps nobody and injures everybody. Nobody should be deprived of work because of marriage, motherhood, or bachelorhood. Who is to judge? * * * be quite honest and say, along with me, that after all, we know little about the matter because it is every woman's own business.—*Angelo Patri*.

Toward Minimum Fair Wages

Progress Under the Fair Labor Standards Act

New Standards in Effect October 24.

Under the wage and hour law, whose second year of operation begins October 24, the minimum wage that must be paid on all work necessary to the production of goods for interstate commerce rises from 25 cents an hour to 30 cents an hour at midnight October 23, 1939. On the same date, the workweek for which straight time may be paid is automatically reduced from 44 hours to 42 hours. The 42-hour week applies to the first full workweek beginning on or after midnight, October 23. All hours worked after midnight of Monday, October 23, must be paid for at a rate not less than 30 cents an hour, according to official interpretation.

32½-cent Minimum in Textiles.

A MINIMUM wage rate of 32½ cents an hour for the textile industry (cotton, silk, rayon, and other synthetic yarns and fabrics, except knitted) has been approved by the Administrator of the Wage and Hour Division, effective October 24.

A study of earnings in cotton textiles made by the Bureau of Labor Statistics in April 1937 shows that 2.6 percent of the women in the North and 25.5 percent of those in the South earned less than 32½ cents an hour. (See also WOMAN WORKER for May 1939.)

This is the second industry for which a minimum has been fixed. The other is hosiery manufacture with a minimum of 32½ cents for the seamless branch and of 40 cents for the full-fashioned. (See WOMAN WORKER for September 1939.)

Learners in Hosiery Industry.

Regulations issued August 24 by the Wage and Hour Division allow employment of learners in specified occupations in the

hosiery industry. The number of learners is limited to 5 percent of all factory workers in a plant, except that new or expanding plants may arrange for a higher proportion and that learners are limited to 5 in number in plants employing less than 100 workers. Permits for employment of learners must be secured by individual employers.

A learning period of 12 weeks, or 480 hours, is fixed for most occupations, minimum rates being 22½ cents an hour in the seamless branch and 25 cents in the full-fashioned branch. A further learning period of 480 hours, with higher rates, is allowed for a few occupations in each branch of the industry. Provision is made also for a retraining period of 480 hours for workers experienced in occupations of lesser skill who wish to qualify for those of higher skill and higher pay. They may be retrained but once at subminimum rates.

Learners' rates became effective September 18, when the wage order setting minimum-wage rates of 32½ cents an hour in seamless and 40 cents an hour in full-fashioned hosiery went into effect. The first learners' permits went to firms in Georgia, Massachusetts, North Carolina, Pennsylvania, South Carolina, Tennessee, and Wisconsin.

Surveys of the two branches of the industry made by the Bureau of Labor Statistics in September 1938 found the proportions of learners to be as follows:

	Male (percent)	Female (percent)
Seamless hosiery.....	1.7	2.3
Full-fashioned hosiery.....	4.7	4.1

Seasonal Exemption for Walnuts.

The Administrator of the Wage and Hour Division, after a study of the application of two nut growers' associations, issued on August 29 a preliminary determination declaring that a prima facie case has been shown for the granting of an exemption for

the receiving, grading, and packing of unshelled English walnuts from the general hour provisions of the Fair Labor Standards Act. This work can be done only during the season from September to December.

Under the exemption, workers may be employed up to 12 hours a day or 56 hours a week, without overtime pay, for a 14-week period. Objections were raised and a hearing was called for September 28. This hearing considered also the question whether the same operations on filberts is a seasonal industry or branch thereof.

Kick-back of Wages Restrained.

A Missouri town which undertook to provide factory facilities to a firm making women's shoes, and also to pay a cash bonus, required as a condition of employment that workers agree to a 10-percent deduction from their wages to pay for the gift to the firm. Since this deduction brought some earnings below 25 cents an hour, the Wage and Hour Division secured an injunction against the shoe firm. Under the injunction the firm agreed to make restitution of approximately \$3,500 to employees who had been paid less than the legal minimum because of the deduction.

Rates Proposed for Hats and Shoes.

The industry committee for hat manufacture has recommended a minimum rate of 40 cents for the fur-felt, wool-felt, opera-hat, and hatters'-fur branches, and 35 cents for the straw- and harvest-hat branch, except in Puerto Rico, where 30 cents is recommended for straw and harvest hats. The average number of wage earners in all branches of the hat industry in 1937 was 24,403. Of these, an estimated 4,500 will receive wage increases in the fur-felt, wool-felt, and hatters'-fur branches if the 40-cent rate is approved and about 1,000 workers will benefit from the 35-cent wage in straw and harvest hats.

A minimum rate of 35 cents an hour has been voted by the industry committee for shoe manufacturing and allied industries.

This would increase the hourly wage rates of an estimated 60,000 workers in the periods of average production. The footwear industry, excluding knitted and vulcanized products and wood-heel blocks, employs approximately 215,000.

State Minimum-Wage Activities

Tips Not Wages, Judge Rules in Ohio.

A Cleveland, Ohio, municipal judge has ruled that tips are not to be considered a part of the wages set by the minimum-wage order for hotels and restaurants. As a result, four waitresses were awarded back wages totaling nearly \$600. Charges against the two cafes that employed them were brought by an investigator for the minimum-wage division of the Ohio Department of Industrial Relations.

Ohio Unions Want Law Extended.

Unions of Ohio beauticians and office workers are seeking extension of the minimum-wage law to their industries by circulating petitions requesting the Director of the Ohio Department of Industrial Relations to extend application of the law to additional industries. Retail clerks are said to be considering similar action. The law provides that the director shall investigate the need for a minimum wage in a given industry on petition of 50 or more citizens.

The beauticians are demanding the completion of a survey of their industry begun 2 years ago. The retail clerks, for whom a survey was made in 1937, want the next step—the appointment of a wage board to set a rate for the industry.

The office workers complain that though the Ohio law has been on the books for 6 years it has been applied to only three industries. They want a study of office workers, thousands of whom in the State receive, they say, "an inadequate, oppressive and unreasonable wage rate."

California "Standard Week."

The California Attorney General has reaffirmed the 1934 opinion of his office regarding the payment of the minimum wage

for a standard week. He said in part: "When an employee works a full week for an employer, be that a five- or six-day week, it becomes the duty of that employer so employing the employee full time to supply the minimum wage required."

In four orders it is specified that the minimum rate is to be paid for a "standard week," defined as "the regularly established number of hours worked per week in the place of employment." The occupations covered by these orders are mercantile, laundry and dry cleaning, manufacturing (except canning), and unclassified occupations.

Enforcement of State Laws.

The Ohio Department of Industrial Relations reports the collection of nearly \$24,000 for the benefit of 625 employees during the first 6 months of 1939. The division has three orders in effect, all mandatory. They cover laundries, cleaning and dyeing establishments, and places furnishing food or lodging or both.

The Minnesota Industrial Commission reports the collection of over \$3,200 in June and \$2,159 in July because of wage payments of less than the minimum rates. In June 99 women and girls and 20 male minors were involved, in July 85 women and girls and 15 male minors. The great majority of the firms concerned were restaurants, beauty parlors, and grocery stores.

The Connecticut beauty-parlor order is the first to become mandatory under the new State minimum-wage law, which provides that the directory period, previously in effect, shall be eliminated and all orders shall be mandatory when issued. The beauty-parlor order, issued in June in directory form (see *WOMAN WORKER* for September 1939, pp. 6 and 10), became mandatory as of August 30 in practically the same form.

The State Supreme Court of New York is reviewing the decision of the New York Board of Standards and Appeals that the guaranteed-minimum-wage order for the laundry industry is valid and reasonable. An appeal from the board's decision was

made by the Buffalo owner who made the original complaint. (See *WOMAN WORKER* for September 1939.)

The New Jersey Department of Labor has received an additional appropriation of \$25,000 for the Minimum Wage Bureau, which will enable it to add seven inspectors and seven office workers.

In Illinois, collection and compilation of data relative to women and minors in the restaurant industry have been completed, preparatory to appointing a wage board. Wage studies of hotels, retail stores, and cleaning and dyeing establishments are in progress. After study of the effectiveness of the directory order for the wash-dress industry it has been decided to make the order mandatory.

Effects of the Minimum Wage in Rhode Island.

Average hourly earnings of women in 73 identical Rhode Island laundries and dry-cleaning establishments increased from 32.3 cents in March 1937, when there was no minimum-wage order for the industry, to 35.9 cents in March 1939, months after the order was made mandatory. The order, requiring a minimum of 30 cents for women and minors, was issued in directory form in May 1938 and was made mandatory in September 1938.

Still more striking was the evidence as to numbers of women earning higher wages in 1939. In 1937 nearly 600 women in these plants, 40 percent of the total, were earning less than 30 cents an hour, 42 women less than 20 cents. In 1939 only 3 women were found earning less than 30 cents. There were increases in the upper brackets as well—in 1937, 14 percent of the women earned 40 cents or more, in 1939 nearly 22 percent. While men's average hourly earnings were practically the same in the 2 years, only 5 men in 1939, in contrast to 46 in 1937, were paid less than 30 cents.

To learn the extent of compliance with the wage order, a more extensive survey was made covering more than 150 firms, first in May 1938, 2 weeks after the order went into effect, and again in March 1939. Compar-

ing figures for these 2 dates, it is seen that there was a great *immediate* improvement in earnings following the order and some further improvement since:

	Percent of women and male minors who earned—		
	Less than 30 cents	Exactly 30 cents	More than 30 cents
May 1938.....	2.4	47.3	50.3
March 1939.....	.4	43.7	55.9

Wage Rates on Public Contracts

The Secretary of Labor has fixed minimum rates of 40 cents an hour and \$16 for a 40-hour week in plants producing soap, photographic supplies, and accounting supplies for the Federal Government. These rates shall be paid to workers employed on contracts of \$10,000 or more, for which bids are accepted on or after August 9 in the case of specialty accounting supplies, and on or after August 14 in the case of soap and photographic supplies.

A learners' rate is provided for the photographic-supplies industry. Not more than 5 percent of the total number of workers may be employed for as many as 60 days at a

wage rate of 32 cents an hour, 80 percent of the regular minimum wage. This industry employs about 18,450 workers, according to 1937 census figures, and of these probably 4,200, or 23 percent, are women. The industry is concentrated in New York and Illinois.

In the accounting-supplies industry, the Secretary of Labor ruled that apprentices could be employed at less than the minimum rates if their employment conforms to the standards of the Federal Committee on Apprenticeship. At least 75 percent of this industry is found in Ohio, New York, and Illinois.

For the soap industry, provision is made for reconsideration of the matter of a southern differential if southern firms find that they are losing Government contracts because of the wage determination. Wage data from the South presented to the Public Contracts Board were not sufficient to show any significant difference between the prevailing minimum wage in the South and that in the rest of the country.

Women in Unions

Labor Relations Board Decision

Textile Workers Reinstated.

A GEORGIA woolen manufacturing company has been ordered by the National Labor Relations Board to stop discouraging membership in labor organizations of its employees and to reinstate with back pay four employees, including one woman. The Board found that the four workers had been discharged for union activity, though the company contended that the woman, her husband, and another man had been discharged for unreported absences, and that the fourth worker had been discharged for knocking off bobbins.

The Board found that employees were not usually disciplined for occasional unreported absences, and that the practice of knocking

off bobbins is common among weavers and had not before been a cause for discharge. The man fired allegedly for this reason had been in the employ of the company intermittently for 25 years and was chairman of the union's shop committee.

Gains in Union Agreements

Minimum Wages in Textiles.

What is said to be the first textile union contract to provide a weekly minimum income for workers throughout the year has been signed with a Richmond, Va., dye works. The minimum to be paid even in slack periods is \$15 for men and \$12 for women, until October 31, 1941. Minimum hourly pay for all workers is 5 cents higher than previously. Men will receive 60 cents an hour, women 45 cents. The 40-hour

week and 8-hour day are continued from the old contract. About 165 workers are affected.

A new agreement with 11 New York City manufacturers of bias bindings provides wage increases amounting to about 15 percent—a \$16 weekly minimum, wage increases to all receiving the minimum or above, and time and a half for overtime. Also provided are the 5-day week, union inspection of pay rolls, holidays with pay, and a ban on selling to manufacturers whose workers are declared to be on strike. The agreement affects 200 workers in the industry.

A renewed agreement with a large New York State carpet company provides a 5-percent wage increase for 4,500 employees and an additional 5 percent for workers on the third shift; sole collective bargaining rights; 1 week's vacation with pay; machinery for adjustment of grievances; 8-hour day and 40-hour week, with time and a half for overtime and 2 hours reporting-time pay; and equal distribution of work.

Wage increases are provided in a number of other recent contracts. A renewed contract with a California cotton mill, employing 1,000, includes a 1-cent-an-hour wage increase and a minimum hourly wage of 41 cents. A renewed contract with a Connecticut velvet company, employing 160, provides for a series of wage increases for individual jobs, totaling 5 percent. An increase of 2½ cents an hour is provided in renewed agreements with 2 Ohio textile companies, each employing 250. A renewed agreement with a Massachusetts thread company raises the overtime rate to time and a half for weekdays and double time for Sundays. This agreement also provides the 5-day week, 2 hours' reporting time, arbitration, use of bulletin boards by union, rules against work by foremen.

Wage Increases in Clothing.

As the first step in an effort to offset higher living costs a wage increase of 7½ percent has been secured for 40,000 shirt

makers in unionized shops. In general, about 85 percent of such workers are women.

Women time workers in 2 Missouri cotton-dress companies received wage increases of \$1 a week in agreements recently signed. They are to have another increase in 6 months. Piece workers are guaranteed a minimum of from 35 to 40 cents an hour, according to price of dress. In slack periods workers are guaranteed either a half-day's work or a half-day's pay if called in. When the first contract was signed with these firms 2 years ago, a 32½-cent average hourly wage was established. About 550 workers are employed in the 2 plants.

In 2 other Missouri firms contracts renewed for 2 years raise the wage scale of piece workers from an average of 32½ cents an hour to a guaranteed minimum of 37½ cents and a minimum of 43 cents for sample makers. During slack periods, workers called in must be given either a half-day's work or a half-day's pay. About 250 workers will be affected by this agreement.

After a 5 weeks' strike 200 men's clothing workers in Pennsylvania returned with a wage increase of 10 percent or more. During the period of organization since 1933, the union reports, wages in the plant have been increased 300 percent, but a further increase was necessary to bring wages in line with the stabilizing program which calls for the same rates for all union workers.

About 8,000 single-pants makers in New York, New Jersey, Connecticut, Pennsylvania, and West Virginia received a 10-percent wage increase September 25 as the result of a union agreement. There had been a wage reduction in 1938.

Wage increases, ranging from \$1.50 to \$5 a week, were secured by the union in a renewed agreement with a Minneapolis cloak manufacturer. Los Angeles cloak makers, after a 1-week strike, secured contracts with 15 open-shop contractors, employing 300. Terms include wage increases averaging 20 percent, the 35-hour week, and complete union shops.

Home work is abolished in an agreement in effect until August 1, 1940, with 12 New

York City manufacturers making men's bathrobes. Also provided are a union shop, arbitration of grievances, minimum-wage scales, 37½-hour week with time and a half for overtime, preferential hiring, and abolition of subcontracting.

An agreement renewed for 3 years with a Massachusetts men's clothing firm, employing 350 workers, provides that the shop can send no work out of the city unless the regular employees are assured a full season's work. Also agreed to are the 36-hour 5-day week and no strikes or lock-outs. All disputes, including wages, that cannot be adjusted between management and the union, are to be referred to an arbitrator, whose decision shall be final and binding on both parties. Equal division of work in slack time is specified.

Various Woman-Employers.

Women clerks in 30 retail stores of an Ohio grocery company are to receive a \$14 minimum wage at starting and \$16 after 2 years, under a union contract covering about 100 employees. Men are to receive \$16 a week at starting and \$19 after 2 years. Also provided are the 54-hour week, time and a half for overtime, vacations with pay, and the preferential shop.

Minimum rates of 50 cents an hour for women and 70 cents an hour for men are provided in an agreement with a company

servicing lunches in several Detroit automobile plants. Meals are included in each case. New employees, with some exceptions, shall be required to join the union after a 30-day probation period. The workweek is 44 hours, with time and a half for overtime and double time for Sundays and holidays. When the force is reduced, probationers are to be laid off first, then hours reduced to 32 a week, and then lay-off proceeds by reverse seniority. Paid vacations are to be given if an impartial audit shows the company can afford them.

Women are to receive a minimum wage of 52½ cents an hour and men 62½ cents under a 1-year closed-shop agreement with a Pennsylvania metal-goods manufacturer. Other provisions are the 40-hour week, time and a half for overtime, double time for Saturday, Sunday, and holiday work, a preferential clause for former employees, and a minimum 4-day week. The company employs about 100 workers.

One-year contracts signed by two Washington, D. C., hotels provide, for about 350 employees, an 8-hour day, some salary increases, vacations with pay, and a modified closed shop similar to that provided in contracts signed with 13 other Washington hotels in March. (See WOMAN WORKER for May 1939.) Employees affected include maids, telephone operators, waitresses, waiters, bartenders, doormen, bellmen, elevator operators, housemen, and cooks.

Government Labor Officials Meet

WOMEN workers have gained somewhat in employment and in the week's wage this year, due to a combination of forces at work to better their conditions. This was stated in the report of the Committee on Women in Industry at the annual convention of the International Association of Governmental Labor Officials held in Tulsa, Okla., in September. Further attention was directed to the needs of specially exploited groups of women workers, such as

home workers, household employees, and those in certain seasonal occupations.

The Committee on Minimum Wage stressed the need of additional funds for inspection and enforcement of minimum-wage orders. The members pledged themselves in a resolution to—

use every effort to secure adequate appropriations for State minimum-wage divisions, and where that is immediately impossible, . . . [to] endeavor to secure such allocation of existing State labor department

funds as will enable the minimum-wage divisions to expand their work so as properly to meet the present crisis.

The Committee on Industrial Home Work warned that there may be renewal of the effort to amend the Federal wage and hour law so as to weaken its application to the wages of industrial home workers in rural areas. (See July WOMAN WORKER.) The report as adopted instructed this committee to—

oppose any change in this law which would in any way relax its provisions with respect to industrial home work or which would specifically authorize the Administrator of the Wage and Hour Division to set piece rates or to engage otherwise in any unsound administrative practice insofar as industrial home work is concerned.

Several resolutions were passed by the conference to uphold labor standards under

possible war conditions. One of these called for labor representation on all war boards affecting labor, maintenance of labor standards, collective bargaining, and—in the United States—the constitutional guarantee of free speech. In another, the members declared they would—

use every effort at their command to maintain all standards in the labor field that have been built up both by Federal and by State authorities, including those applying to all workers and those applying especially to women.

Among other sessions important in their application to conditions of women's employment were those on the work of the labor relations boards, National and State; operation of the Fair Labor Standards Act; employment security; housing; and factory inspection and industrial hygiene.

State Reports on Employed Women

Injuries to Women in Illinois

COMPENSABLE injuries were reported during 1938 for 2,624 women, 8 percent of all the persons receiving such injuries. On the whole the injured women tended to be older than the entire group of women holding Social Security account numbers in Illinois. Of the injured women, 27 percent were under 25 and 19 percent were 50 or older; of the holders of account numbers 34 percent were under 25 and only 9 percent were 50 or older.

There were marked differences between younger and older women in the industry in which employed and in the cause of accident. While 37 percent of all the injured women were in manufacturing, this was true of 59 percent of those under 20 years, and the proportion diminished steadily to only 10 percent of the women of 60 and over. On the other hand, the proportion in services other than professional or government increased steadily from 21.5 percent of the youngest group to 52 percent of those 60 or over.

The most important single cause of accident to women was falls, reported in 32 percent of the cases. The proportion injured by falls increased with each age group from about one-tenth of those under 20 to practically one-half of those 50 or older. On the other hand, machinery, the leading cause of accidents to women under 30, decreased in importance with the succeeding age groups.

In Illinois additional compensation is paid to injured persons with children under 16. More than half of the injured women were or had been married, and 44 percent of these nearly 1,400 women had children under 16. About one-seventh reported 2 or more children.

Employment of Women in Connecticut

The applications of nearly 45,000 women seeking work were in the active file of the Connecticut State Employment Service on April 1, 1938, according to the latest report of the Department of Labor. More than

two-thirds of these women registered as factory workers, chiefly in clothing and textile, metal, and machinery industries. Ten percent were service workers and 6 percent in trade.

Factory workers were at a disadvantage in placement during the year ending June 30, 1938. Only 22 percent of the 13,500 placements of women were in factories. More received work in machinery or metal plants than in clothing and textiles. More than three-fifths of women's placements were in service industries. Less than one-tenth were in wholesale or retail establishments.

New York Home-Work Order Extended

Home Work Order No. 3, prohibiting industrial home work on artificial flowers and feathers in New York, has been extended from its expiration date, October 6, until October 30, pending a hearing October 23 upon its possible reissuance.

Preliminary results of a survey now being completed indicate that the employment of factory workers has increased; the majority of employers have been able to adjust to this increase in factory employment, even without the expense of renting additional space. The suspension of the order at this

time would bring about a recurrence of the conditions which the statute was designed to correct.

Enforcement of Oklahoma Hour Law

During the first half of 1939, the 3 women factory inspectors of the Oklahoma Department of Labor inspected 1,426 establishments, in 143 cities and towns, employing 5,660 women and children. Evidence was found of 345 violations of the 9-hour law for women, 242 of which were adjusted without court action.

Increased Employment in Wisconsin

A steady increase in recent months in jobs for women in private employment other than domestic and personal service is shown by figures received from the Wisconsin State Employment Service. In January 1939, 30 percent of the placements of women in private employment were in jobs other than domestic and personal service, and by July this proportion had increased to 46 percent. Further, not only has there been a decided increase in the number of all such placements over last year, but every month in 1939 shows a greater proportion of placements than does the corresponding month in 1938.

News Notes

Philadelphia Employment Survey

THE tenth annual sample employment survey covering the same areas in Philadelphia found extent of unemployment greater in 1938 than in the 2 preceding years, much greater than in 1937. The proportion of persons who were without work experience also had increased. Of the 75,000 employable persons in the approximately 46,000 selected families surveyed, 28 percent were women. The following table shows that in 1938 more than a third of the women, but less than a third of the men, were unemployed.

Considering only persons who had previously held jobs, the proportions unemployed were practically the same for men and women, a little more than one-fourth.

Employment status	1936		1937		1938	
	Men	Women	Men	Women	Men	Women
	<i>Percent</i>					
Employable.....	100.0	100.0	100.0	100.0	100.0	100.0
Unemployed.....	29.5	34.4	23.3	27.1	31.2	36.0
Not previously employed.....	4.7	9.6	3.9	8.7	5.2	12.0

Except for persons without previous work experience, women were, on an average, about 10 years younger than men. The great majority of those who had never worked, both men and women, were under 25. Married women were less often without work than were others, but they formed less than one-fifth of all employable women. More than half the employable Negroes, both men and women, had no jobs.

Women who were employed reported an average of 4.8 years' experience on their present job, while unemployed women had averaged only 2.9 years on their last job. For 44 percent of the unemployed women, at least a year had passed since their last job.

The occupations most frequently reported by unemployed men differed, as is to be expected, from those of unemployed women, as the following lists show:

	MEN	<i>Percent of total</i>
Unskilled labor.....		18.4
Skilled and semiskilled—		
Building and construction.....		14.5
Metal products and machinery and electrical goods manufacturing.....		12.1
Transportation and trade pursuits.....		13.9
	WOMEN	
Domestic and personal service.....		35.7
Skilled and semiskilled—Textiles and clothing..		25.2
Clerical work.....		12.9

Wage Problems of Household Employees

Interviews with 33 household workers attending the Y. W. C. A. industrial conference in Michigan, in the summer of 1939, furnish significant facts regarding wage standards in an industry giving employment to more than 2,000,000 women.

In a factory there is normally a direct correlation between earnings and hours worked or amount of work done. In household employment this is not true. The interviews showed no consistent relation between age, experience, hours worked, amount of work to be done, and the wage received. Weekly wages of the 33 girls ranged from \$4 to \$15, hours worked from

30 to 86½ a week. The girl who received \$4 a week was the one who worked 86½ hours. Women with 5 to 10 years' experience averaged less than those with 2 to 5 years' experience; women 25 to 30 years old averaged less than those younger. Workers in small cities averaged nearly as much as those in large, and more than those in places of medium size.

One direct correlation can be made, that is, between the weekly wage and the intention of the worker to continue in this occupation. Not one of the girls earning less than \$8 a week expected to go on in household employment, while the majority of those earning more did expect to do so.

Legal Status of Women to be Studied

Members of the legal sorority Kappa Beta Pi, at their convention in Denver in July, adopted as a national program for the next 2 years the study of the legal status of women by all sorority chapters in the various law schools. Members are to become so informed that they can offer themselves as speakers on the subject. Kappa Beta Pi has a membership of about 2,300, comprising 36 active student chapters and 6 alumnae chapters.

Job Retention in Depression

Workers were more regularly employed during the depression in a Pennsylvania linoleum factory than in plants in the same town making silk, bottle closures, and watches. The employees making watches were rehired after unemployment to a larger extent. It may be suggested that in the latter respect the greater skill required in the watch factory was a determining factor. The workers retained, and also those who were rehired, were the older employees of the plant and those longer employed there.

At the other extreme was the closure factory. Not only was less skill required, but a decided change in the nature of the product made the experience of former workers of little value. The hiring emphasis was on

youth. Relatively more men than women retained their jobs throughout.

These facts were ascertained from a study of workers in these four sample plants before the depression and in November 1936, when employment generally was on the rise. The study was made by the Works Progress Administration (now Work Projects Administration) to ascertain what factors may lead to the selection of one type of worker rather than another, and to what extent workers regain jobs with improving conditions.

Appreciable proportions of women were at work in all these plants but that making linoleum. In the period included, more women than men withdrew from the labor market. In the watch factory the same proportion of men and women were rehired; in the silk factory, relatively more men; in the closure factory, relatively more women.

Economic Status of Rural Teachers

Nearly half of the pupils and more than half of the teachers, principals, and supervisors in the public day schools of the United States are in rural areas, that is, in the open country or in towns under 2,500 population. A recent study by the National Education Association covered some 11,000 of these teachers, approximately three-fourths of whom were women. Their economic problems are much like those of the farmers and small townsmen, whose children they teach. They must support themselves and others, frequently on meager incomes. They are ambitious to improve their earning power through improved equipment. The teacher seeks to do this by attendance at summer schools and professional meetings, through professional literature, and so on.

The average annual salary of white men was \$1,113; of white women, \$799; of Negro men, \$450; of Negro women, \$322.

Single women, with lower salaries, were responsible for dependents more frequently than single men; married women much more frequently than single men. The percentages of the different classes of teachers who were responsible for the equivalent of at least two total dependents (two partial de-

pendents being counted as one total) were as follows:

	Men		Women	
	Married	Single	Married	Single
White.....	67	13	25	14
Negro.....	76	37	51	47

Hours of Household Employees

A 60-hour week for household workers was found practicable by a large majority of the members of the Women's City Club of New York City who gave it a 6 months' trial this year. Questionnaires circulated among the members showed that 84 percent of those trying the hour schedule found that it would work. The majority employed 1 general houseworker and, for them, the solution was for the employer to take over certain duties as her own responsibility.

Recent Women's Bureau Publications¹

Printed Bulletins

THE LEGAL STATUS OF WOMEN IN THE UNITED STATES OF AMERICA, January 1, 1938. Reports for Oklahoma (Bul. 157-35), Oregon (Bul. 157-36), and South Dakota (Bul. 157-40). 1939. 5 cents each.

WAGES AND HOURS IN DRUGS AND MEDICINES AND IN CERTAIN TOILET PREPARATIONS. Bul. 171. 1939. 19 pp. 10 cents.

STANDARDS FOR EMPLOYMENT OF WOMEN IN INDUSTRY RECOMMENDED BY THE WOMEN'S BUREAU. Bul. 173. 8 pp.

LEAFLET. The High Cost of Low Wages and How to Prevent It. Revised, August 1, 1939.

Mimeographed Material

WOMEN IN INDUSTRY. A report to the Annual Meeting of the International Association of Governmental Labor Officials, September 7-9, 1939. 12 pages. Includes summary of laws passed in the year.

MINIMUM WAGES. A report to Annual Meeting of the International Association of Governmental Labor Officials, September 7-9, 1939. 8 pages.

Other Recent Publication

JOBS AFTER FORTY. By Beulah Amidon. Public Affairs Pamphlet No. 35. New York, 1939. Price 10 cents. A digest of the findings of the Committee on Unemployment Problems of Older Workers presented in popular form.

¹ Bulletins may be ordered from the Superintendent of Documents, Government Printing Office, 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.