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on

Reemployment Opportunities and Recent Changes
in Industrial Techniques

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**TEN YEARS OF WORK EXPERIENCE OF
PHILADELPHIA WEAVERS AND LOOM FIXERS**

by

Gladys L. Palmer

with the assistance of

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Helen Klopfer

**WORKS PROGRESS ADMINISTRATION, NATIONAL RESEARCH PROJECT
In cooperation with
INDUSTRIAL RESEARCH DEPARTMENT, UNIVERSITY OF PENNSYLVANIA**

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WORKS PROGRESS ADMINISTRATION

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1734 NEW YORK AVENUE NW.
WASHINGTON, D. C.

HARRY L. HOPKINS
ADMINISTRATOR

July 11, 1938

Hon. Harry L. Hopkins
Works Progress Administrator

Sir:

When reference is made to "stranded workers", one usually thinks of single-industry communities in which the industry has either declined, or moved away, or gone out of existence altogether. Yet, as the report submitted herewith points out, certain types of workers can be as effectively stranded in a highly diversified industrial community as those residing around the tipplers of shut-down coal mines or in cut-over areas.

Weaving and loom fixing in the woolen and worsted, carpet and rug, and upholstery-goods industries require a high degree of skill which cannot be used outside of the textile industries. These industries have been declining in Philadelphia ever since 1920. The loss of a job under such conditions, especially when the loss is due to a permanent shut-down, usually means extended unemployment. Reemployment, if not at weaving or loom fixing, is almost always at a less-skilled occupation.

Almost 7 percent of the workers studied reported more than 60 months of unemployment during the 10 years 1926-35. In May 1936, 29 percent of all the Philadelphia weavers and loom fixers were unemployed. One-fifth of these unemployed in May 1936 had lost the last regular job earlier in that year. Twenty-eight percent had lost their last jobs in 1935, 13 percent in 1934, 12 percent in 1933, 7 percent in 1932, and 20 percent prior to 1932; that is, one-fifth had been unemployed continuously for more than 5 years. The weavers and loom fixers in this last group are a part of the "hard core within the hard core" of unemployment. As a recent British report

has put it, they are in the "remotest of all back-waters, five years or more without work."

The outlook for an increase in textile production in Philadelphia sufficient to absorb the unemployed weavers and loom fixers is extremely slim. In view of the high average age of those unemployed in 1936 (51 years) and the obstacle which that presents to adjustment to a new occupation they are bound to remain subject to a great deal of unemployment. This is especially true of those who had worked in mills which have either moved away or are no longer in operation. They are not even in a position to accumulate credits toward a pension when they reach the age of 65. On the other hand, since advanced years do not seem to be an obstacle to retaining a job at these skilled occupations, many of those who are still attached to operating plants are likely to remain in the industry. Their periodic lay-offs will be at least partly compensated by unemployment insurance, and on reaching 65 they will become eligible for old-age pensions.

This report on *Ten Years of Work Experience of Philadelphia Weavers and Loom Fixers* covers one of the studies of the Philadelphia labor market carried on by the National Research Project on Reemployment Opportunities and Recent Changes in Industrial Techniques in cooperation with the Industrial Research Department of the University of Pennsylvania. The study was conducted under the supervision of Dr. Gladys L. Palmer, who, with the assistance of Kate B. Edelman, M. Eileen Leach, and Helen L. Klopfer, also wrote the report.

Respectfully yours,

A handwritten signature in cursive script, reading "Corrington Gill". The signature is written in dark ink and is positioned above the printed name and title.

Corrington Gill
Assistant Administrator

C O N T E N T S

Section	Page
PREFACE.	xiii
I. INTRODUCTION	1
Recent industrial changes in the selected industries in Philadelphia.	3
Basis of selection of the sample	6
Reliability of the data.	7
Plan of the report	9
II. THE OCCUPATIONAL CHARACTERISTICS OF WEAVERS AND LOOM FIXERS IN 1936	10
Industry of usual employment	11
Age.	12
Nativity	13
Residence in Philadelphia.	13
Education.	14
Entrance to the labor market and to the textile industries.	15
Years of experience at weaving and loom fixing. .	17
The incidence of unemployment in May 1936. . . .	19
The unemployment experience of those unemployed in May 1936	24
Summary.	25
III. EMPLOYMENT AND UNEMPLOYMENT EXPERIENCE IN THE 10-YEAR PERIOD, 1926-35	28
Trends in employment opportunity	28
Total employment and unemployment, 1926-35 . . .	32
Jobs at the usual and at other occupations . . .	36
Incidence of unemployment.	37
Number and length of unemployment periods. . . .	38
IV. LABOR MOBILITY IN THE 10 YEARS, 1926-35.	43
Employment at occupations other than the usual. .	43
Job separations.	47
Employer, occupational, and industrial shifts. .	49
V. SUMMARY AND CONCLUSIONS.	52
Attachment to the occupation	52
Patterns of mobility	53
Employment and unemployment.	55
Conclusions.	56
APPENDIX A: TABLES.	59
APPENDIX B: SCHEDULE AND DEFINITIONS OF TERMS USED	93
Schedule	94
Definitions of terms used.	95

CHARTS AND ILLUSTRATIONS

Figure	Page
1. Rug weaver	2
2. Jacquard loom weaver	11
3. Age of weavers and loom fixers by employment status in May 1936.	21
4. Employment history of individual weavers in three textile industries, January 1926-December 1935 . .	29
5. Employment status of weavers and loom fixers by months, January 1926-December 1935	31
6. Employment status of weavers in three textile industries, January 1926-December 1935	33
7. Percentage distribution of specified types of employment experience, 1926-35, by employment status in May 1936	34
8. Socioeconomic character of jobs at occupations other than the usual, 1926-35, for all men weavers by age in May 1936.	46
9. Percentage distribution of weavers and loom fixers by type and frequency of separations, 1926-35. . .	48
10. Weaver filling a shuttle	54

APPENDIX TABLES

Table	
1. Average number of wage earners in the woolen and worsted industry in Philadelphia and the United States, 1899-1935.	60
2. Average number of wage earners in the carpet and rug industry in Philadelphia and the United States, 1899-1935.	61
3. Usual occupation, by the usual industry and employ- ment status in May 1936.	62
4. Year of entering the labor market by the usual occupation	62
5. Age, usual occupation, and usual industry in May 1936	63
6. Nativity, by the usual occupation, the usual industry, and age in May 1936.	64
7. Year of beginning residence in Philadelphia by the usual occupation	64
8. School grade completed, by the usual occupation, the usual industry, and age in May 1936.	65

CONTENTS

ix

APPENDIX TABLES-Continued

Table	Page
9. Age of beginning work, by the usual occupation and age in May 1936.	66
10. Number of years employed at the usual occupation by the usual occupation and the usual industry. . . .	67
11. Length of service on and date of beginning longest job by sex and by the usual industry.	68
12. Age and employment status in May 1936.	69
13. Year of loss of last job at the usual occupation for those employed at other occupations and for those unemployed in May 1936, by the usual industry. . .	69
14. Occupation of last job, by socioeconomic group, usual occupation, and age, for those employed at occupations other than the usual in May 1936. . .	70
15. Occupation of last job, by socioeconomic group, usual occupation, and age, for those unemployed in May 1936.	71
16. Duration of unemployment since last job for those unemployed in May 1936, by the usual occupation, the usual industry, and age.	72
17. Duration of unemployment since last job for those unemployed in May 1936, by number of months of unemployment, average length of unemployment periods, and length of longest period of unemployment, 1926-35.	73
18. Employment status of 357 weavers and loom fixers in the three selected industries, by months, 1926-35	74
19. Employment status of 76 weavers and loom fixers in the woolen- and worsted-goods industry, by months, 1926-35.	74
20. Employment status of 115 weavers and loom fixers in the carpet and rug industry, by months, 1926-35. .	75
21. Employment status of 166 weavers and loom fixers in the upholstery-goods industry, by months, 1926-35	75
22. Average number of months of specified types of employment experience, 1926-35, by the usual occupation and the usual industry.	76
23. Average number of months of specified types of employment experience, 1926-35, by age and employment status in May 1936.	77
24. Number of years employed at the usual occupation by employment status in May 1936.	78

APPENDIX TABLES-Continued

Table	Page
25. Number of months not seeking work before and after entering the labor market, 1926-35, by sex and age in May 1936.	78
26. Average number of months of specified types of employment experience, 1926-35, by the usual occupation and employment status in May 1936 . . .	79
27. Average length of service on each job at the usual occupation, 1926-35, by employment status in May 1936	79
28. Number of months of unemployment, 1926-35, by the usual occupation and age in May 1936	80
29. Number of months of unemployment, 1926-35, by employment status in May 1936.	81
30. Number of months of unemployment, 1926-30 and 1931-35, by employment status in May 1936.	81
31. Number of periods of unemployment, 1926-35, by the usual occupation, the usual industry, and age in May 1936	82
32. Number of periods of unemployment, 1926-35, by employment status in May 1936, and total number of months unemployed, 1926-35	83
33. Average length of unemployment periods, 1926-35, by the usual occupation and age in May 1936	84
34. Average length of unemployment periods, 1926-35, by employment status in May 1936.	85
35. Average length of unemployment periods, 1926-30 and 1931-35, by employment status in May 1936.	85
36. Length of and year of beginning the longest period of unemployment, 1926-35, by employment status in May 1936	86
37. Socioeconomic character of man-months of employment at occupations other than the usual, 1926-35, by the usual occupation	87
38. Socioeconomic character of man-months of employment at occupations other than the usual, before and after employment at the usual occupation, 1926-35	87
39. Occupational group of majority of jobs at occupations other than the usual, by age in May 1936 . .	88
40. Types of shift experience, 1926-35, by employment status in May 1936	88

CONTENTS

xi

APPENDIX TABLES-*Continued*

Table	Page
41. Number of job separations, 1926-35, by the usual occupation, age, and employment status in May 1936	89
42. Type of employment experience after each job separation, 1926-35, by age and employment status in May 1936	90
43. Type of employment experience after each job separation, 1926-30 and 1931-35, by the usual occupation	91
44. Number of employer shifts, 1926-35, by the usual occupation	91
45. Number of occupational shifts, 1926-35, by the usual occupation	92
46. Number of industrial shifts, 1926-35, by the usual occupation	92

PREFACE

The woolen and worsted, carpet and rug, and upholstery industries of Philadelphia had been declining even before 1929. The decline in this old center of these industries reflects mainly their general decline in the country as a whole and the migration of mills to other areas. In addition, style changes in housefurnishings have resulted in a heavy drop in the demand for many of the textile products in which Philadelphia mills specialized: carpets and rugs, upholstery goods, tapestries, plushes, and novelty housefurnishing fabrics.

Greater declines in the production of these fabrics took place in Philadelphia than in the rest of the country. Thus, while in the woolen and worsted industry, for example, the number of workers employed in the country as a whole declined only 24 percent from 1919 to 1933, in Philadelphia the drop amounted to 63 percent. Similar declines occurred in the other industries selected for study.

This report is concerned primarily with the work experience of a sample of Philadelphia weavers and loom fixers who represent a cross section of the local labor supply in these occupations in 1936. Their average age was 45 years. This sample comprises a relatively aged group of workers because few persons had entered these trades in Philadelphia since 1920. The persistent decline in employment opportunities at weaving or loom fixing has nonetheless resulted in extensive unemployment for those already in the labor market. One-fifth of these unemployed in May 1936, had been unemployed continuously for more than 5 years.

The analysis of the 10-year work history of 357 Philadelphia weavers and loom fixers shows that only 12 percent of their non-weaving employment during that period was spent at work as skilled as weaving and loom fixing. Considering the fact that a weaver's skill in the specialty textile trades is the result of long years of apprenticeship and experience and that it is of little use in any other industry, it is not surprising to find weavers who, though separated from a loom for many years, continue to regard weaving as their trade and are unable to make a satisfactory adjustment by shifting to another skilled occupation.

There are indications that such technological changes as have been introduced in the three Philadelphia textile industries

studied had little direct effect on the employment of weavers and loom fixers in the area. However, the technology available to the industries has improved considerably during the past 25 years. Usually these improvements are adopted when new plants are established or when old plants migrate to new areas. With the best technology available 25 years ago a mill with an output of 22,000 yards of 32-ounce woollen overcoating per week of two 40-hour shifts, for example, required 48 semiautomatic looms and 96 weavers. Today a mill of similar capacity needs only 37 automatic looms attended by 26 weavers. In 1910 it was usual for one weaver on worsted serge to operate two looms. In 1936 many mills assigned 6 automatic looms to a weaver on worsted serge; 12 looms were not unusual and "with the help of battery hands even 20 to 24 looms."¹ Where such improvements as these were adopted in the textile plants which migrated out of Philadelphia, the number of weavers who could possibly have migrated with the plants was therefore much smaller than the number displaced.

We gratefully acknowledge the cooperation of the men and women who made this study possible by patiently answering questions concerning their employment and unemployment experience during the past 10 years.

DAVID WEINTRAUB

IRVING KAPLAN

PHILADELPHIA

July 2, 1938

¹ See Boris Stern, *Mechanical Changes in the Woollen and Worsted Industries, 1910 to 1936* (Works Progress Administration, National Research Project in cooperation with Bureau of Labor Statistics, Department of Labor, Report No. B-3, Jan. 1938; reprinted from *Monthly Labor Review* Vol. 46, No. 1, Jan. 1938).

SECTION I

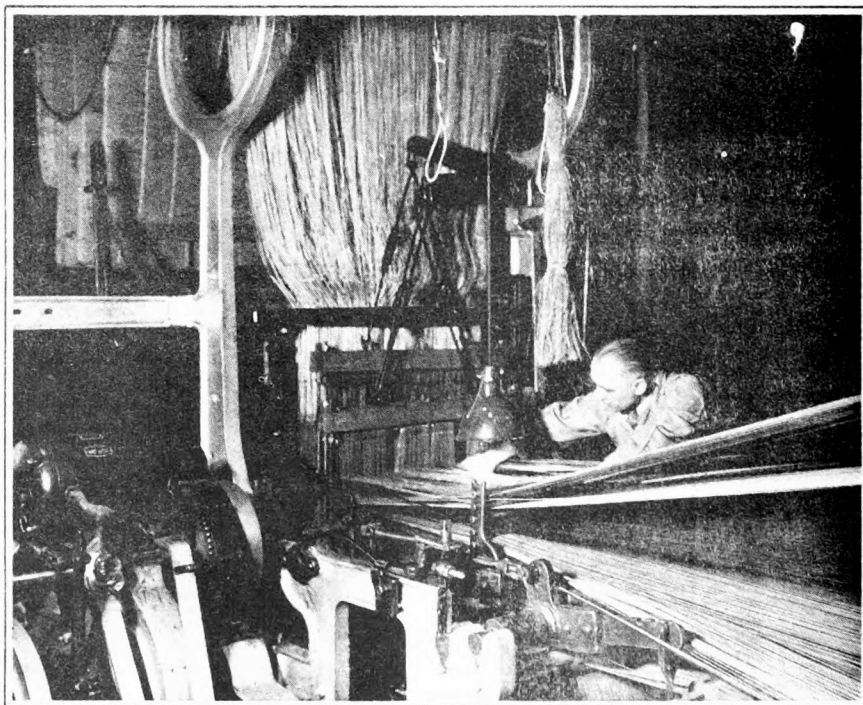
INTRODUCTION

In considering the chances for the reemployment or for the continued employment of skilled workers during a period of rapid industrial change, it has seemed important to attempt a reappraisal of the current value of specialized experience and other factors which have traditionally given to the workers possessing them an economic advantage in the competition for jobs. A study of this kind is especially significant in skilled occupations in which technological changes and other economic factors have reduced the degree of skill as well as the number of workers formerly required in these occupations.

A consideration of the employment problems precipitated by such a situation gives rise to a number of questions. At what point does age become a handicap? Are mature years in themselves a disadvantage? Is occupational and industrial stability a help or a hindrance to a skilled worker in the contemporary labor market? Does specialized skill or experience tend to become a liability? For example, does the weaver who sticks to his loom, so to speak, find himself at a disadvantage compared with workers who have shifted from job to job, from one occupation to another, or who have had a variety of industrial experiences? What adjustments are made by workers displaced from a declining occupation?

This study of weavers and loom fixers has been made with the hope that some answer may be found to these questions by a consideration of the occupational characteristics and recent employment experiences of a group of skilled workers with specialized experience in selected textile industries in which employment has declined sharply in this city during recent years. The occupations of weaving and loom fixing were selected because they constitute the largest single occupational group in the manufacture of fabrics. Weavers, together with loom fixers, form the most highly skilled group of wage earners engaged in the production of textile fabrics.

Those employed in the woolen and worsted, carpet and rug,¹ and upholstery-goods² industries form a particularly interesting and important part of the labor supply in the textile industries of Philadelphia. Local firms have always specialized in the manufacture of fine fabrics, and specialized experience, as well as a high degree of skill, has traditionally been required for maintaining and operating the looms on which these high-grade fabrics are produced.



WPA - National Research Project (Hine)

FIGURE 1.- RUG WEAVER

Note at upper left the cardboard pattern, punched with holes, which controls the movement of the warp threads and thereby the pattern in the goods woven.

Many of the older workers are foreign-born and were trained in the famous textile centers of Western and Central Europe, England, and Scotland. Their specialized skill and craftsmanship were an important contribution to the development and maintenance of the high standards of quality and workmanship for which Philadelphia

¹The carpet and rug industry considered in this study excludes the rag-carpet and rug industry.

²Including mohair, frieze, plush, haircloth, and all jacquard-woven upholstery fabrics and draperies.

fabrics have been noted. Pride in their craft and in the quality of the fabrics they produce characterize both native-born and foreign-born weavers and loom fixers in these industries. They are scornful of inferior materials and poor workmanship and are reluctant to admit that the need for expert craftsmanship can be eliminated by automatic devices.

The attitude of skilled textile workers to recent developments in the industries in Philadelphia has, in general, supported the view of the worker who said, "The textile industry is shot in Philadelphia. I wouldn't want a son of mine to go into it. But it's a trade that gets into you." In other words, they are discouraged about future employment opportunities in the textile industries in the area but persist in their own attachment to the labor market of these industries because they have always worked with fabrics and prefer this type of employment.

It is not possible in this report to describe in detail the industrial changes which have so severely curtailed employment opportunities for these workers in Philadelphia during recent years. Some understanding of the nature and extent of these changes is necessary, however, for an understanding of the data presented in this report. They are therefore briefly summarized here.

RECENT INDUSTRIAL CHANGES IN THE SELECTED INDUSTRIES IN PHILADELPHIA

For many years the woolen and worsted, carpet and rug, and upholstery-goods industries in Philadelphia gave employment to a large number of the city's industrial workers. Between 1899 and 1909 approximately 30,000 Philadelphia wage earners were employed in the manufacture of woolens and worsteds and carpets and rugs (tables 1 and 2).³ By 1919 this number was reduced to 23,040. Census data are lacking as to the number of wage earners employed in the upholstery-goods industries during these years, but in 1930, 2,500 workers were so employed, and in earlier years, almost as large a group had been employed in the occupation of weaving alone.⁴

Over a long period of years, however, there has been a downward trend in employment in all of these industries. The average

³All tables referred to in the text are to be found in appendix A.

⁴C. Canby Balderston, Robert P. Brecht, and Others, *The Philadelphia Upholstery Weaving Industry* (Phila., Pa.: University of Pennsylvania Press, 1932), pp. 12, 18.

number of wage earners employed in the woolen and worsted industry in Philadelphia decreased more than 60 percent between the years 1919 and 1933 (table 1). Strictly comparable data are lacking for 1935, but it is evident there was little if any increase in the number of persons employed in this industry in Philadelphia during 1934 and 1935. Only three-tenths as many wage earners were employed in the carpet and rug industry in the Philadelphia Industrial Area⁵ in 1933 as had been employed in this industry in the city of Philadelphia alone in 1909⁶ (table 2). Employment increased in the Industrial Area following 1933 and was slightly higher in 1935 than it had been in 1929, but the number of wage earners employed in the carpet and rug industry in 1935 was well below the number employed in the city's carpet and rug industry in 1919 and earlier years.

Satisfactory statistical data are not available to show recent trends regarding the multiplicity of products made by upholstery-goods mills. Combinations of cotton, rayon, silk, wool, and worsted yarns are used. Some of the products include tapestries, damasks, brocades, mohairs, plushes, haircloth, draperies, and novelty housefurnishing fabrics woven, for the most part, on jacquard looms. The scanty evidence available substantiates the opinion current in the trade that production in Philadelphia mills has decreased more rapidly than in the country as a whole and that the number of persons recently employed in this locality is considerably smaller than in earlier years.

From the data available for the United States (tables 1 and 2) it is evident that local employment trends in these industries reflect to some extent conditions in the country as a whole. There has been, however, a much more serious decline in Philadelphia than in the United States generally. During the past 20 or 25 years, industrial activity in all of these industries has shifted to other geographical areas, and Philadelphia has been characterized by contraction of output and employment opportunity in these industries. The average number of wage earners employed in the woolen and worsted industry in the United States, for example, showed a 24-percent decline between 1919 and 1933, in contrast to a 63-percent decrease which took place in Philadelphia

⁵The Philadelphia Industrial Area includes Philadelphia, Bucks, Chester, Delaware, and Montgomery Counties in Pennsylvania and Camden, Burlington, and Gloucester Counties in New Jersey.

⁶Practically the whole of the carpet and rug industry in the Philadelphia Industrial Area is located in the city of Philadelphia.

during those years. A similar trend is observed for the other industries.

Another factor which has undoubtedly contributed to the recent decline in employment opportunities in all these industries is the introduction of improvements in textile machinery with consequent changes in the customary ratios of workers to machines. There are no available data on the extent to which these changes have been introduced in Philadelphia textile mills nor on the effects of such changes on the employment of weavers and loom fixers in recent years. A study of the Philadelphia upholstery-weaving industry made in 1931 may be used to substantiate more recent trends which were commented on by the workers who were interviewed for this study. In the years from 1925 to 1931 the number of weavers employed by Philadelphia upholstery-goods mills declined 45 percent, while the number of workers in most of the other occupations declined slightly or remained fairly constant.⁷ Thus the employment opportunity for weavers has been more seriously affected than that of other textile occupations by recent industrial changes.

Loom fixers represent a slightly different situation. Most of them were weavers before they became loom fixers. They are highly skilled and can be used for various types of repair and installation work in a mill. When work is dull, they can do weaving as well as loom fixing or repair work. In general, they are retained on pay rolls longer than weavers when operations are curtailed, and their regular employment is more steady.

Rightly or wrongly, many of the workers interviewed for this study consider technological improvements and the speed-up system responsible for poor quality in the fabrics they make and for the recent unemployment in their industries. "The chief reason for unemployment in the weaving trade is automatic looms," said one weaver who has woven both woolen and worsted goods in his day. "One man runs six to eight of these looms, where previously each man ran one loom. It is a physical impossibility to do a good job with so many looms." A loom fixer explained the effects of the modern speed-up system in this way. "You have to work so fast," he said, "that there is no time to explain anything to the apprentices - why, you don't have time to talk. I feel I'm doing the work of two men. Eight years ago, 12 used to be the

⁷Balderston, Brecht, and Others, *op. cit.*, pp. 14, 204-6.

number of looms one man had to fix; now it's 20 or 21, sometimes 22. Why don't they slow down a little and give a man a chance to do a better job?"

The economic factors of recent importance in the selected textile industries are therefore threefold. They include a general decline in the demand for the products manufactured affecting all areas and changes in the type of product demanded which presumably affected Philadelphia mills to a greater degree than other areas. These have resulted in the migration of the industry to outside of the city or in its expansion in other areas. This type of change has been especially important in the case of the carpet and rug and upholstery-goods industries. In addition, technological changes have affected workers in all Philadelphia mills where the improvements could be introduced, particularly in woolen and worsted mills. The net effect of these changes has been to reduce employment opportunities for workers attached to the labor market of the industries selected for study. There is some evidence that the employment of weavers has been adversely affected to a greater degree than that of loom fixers, and, perhaps, of other workers in the industries.

BASIS OF SELECTION OF THE SAMPLE

The 357 men and women whose work histories form the basis of this study reported in the Philadelphia Survey of Employment and Unemployment in May 1936 that their usual occupation was weaving or loom fixing in one of the following industries: woolen and worsted, carpet and rug, and upholstery-fabrics. Only those who were able to work and who were, as of May 1, 1936, either working or looking for work were included in the study.⁸ Those who for any reason were not seeking work at that time⁹ and those who had not been employed for at least 4 consecutive weeks at their usual occupation since 1925 were excluded.¹⁰

Other workers who were excluded from this study by definition were those who had been employed as weavers or loom fixers in one

⁸Four persons who were not seeking work on May 1, 1936 but who had reentered the labor market by the time of the interview were also included in the study.

⁹Practically all of the men who were not seeking work were either permanently disabled or too old to work, while the women were, for the most part, occupied with household cares. Some of the women, therefore, are likely to reenter the labor market, but they had not done so at the time of the interview.

¹⁰One loom fixer who had worked only as a weaver and 1 weaver who had worked only as a carder since 1925 were included in the study. (It may be noted that none of those excluded by this requirement had worked in textiles since 1925.)

of the selected industries during the 10 years prior to 1936 but who had shifted to other work and considered the new work to be their "usual" occupation and those who had left the community to look for work elsewhere. Although data for these persons were not available, there is little doubt that they were, on the whole, more venturesome and more mobile than the average worker included in this study.

The workers included in the study are therefore not representative of *all* weavers and loom fixers employed in the selected industries during the entire 10 years, 1926-35, for which special data were obtained. The sample consists of the older, more stable workers whose employment at their usual occupations was probably better than the average for Philadelphia weavers and loom fixers in those industries during this period. They are representative, however, of the weavers and loom fixers who were still attached to the labor market of these industries in May 1936.

A further limitation of the sample needs to be stated. This sample should be representative of all weavers and loom fixers in the city in 1936 if the larger sample for the Survey of Employment and Unemployment is representative of the city. The larger Survey sample is composed of some 45,000 households in selected blocks of the city's 10 school districts. Woolen- and worsted-goods weavers, however, are underrepresented in this study. It is the opinion of textile union officials cognizant of the local situation that woolen and worsted weavers outnumber upholstery-goods and carpet and rug weavers, whereas in the sample which comprises this study the reverse is true. This bias in the sample can only be explained in terms of the accidental location of woolen and worsted weavers' homes in relation to the city blocks in the Survey of Employment and Unemployment.

RELIABILITY OF THE DATA

Since the data considered in this study were secured by personal interviews with the workers themselves, allowances must be made for a margin of error. Although some of the people interviewed had kept detailed accounts of their work records or had receipts for union dues to which they referred for dates, most of the men and women depended on their memories. It is admittedly difficult after a lapse of time to recall accurately the exact sequence of events or particular dates.

Fluctuations in employment during the earlier years of their work histories may have been forgotten or misdated. Conditions in the textile industries in the years covered by the work histories indicate that the period of time reported by some of the workers as "steady work" must have included some periods of unemployment or part-time work. Moreover, pride, as well as faulty memories, undoubtedly contributed to an overemphasis on employment in the past. This is evident from the way in which many of them summed up their earlier work experiences: "I was known in the trade, and all I had to do in those days was walk into a mill and apply for a job." "I never knew what it was to be without a job until 1929."

Other points also have to be taken into account in explaining inaccuracies in the reporting of employment and unemployment experience. Only jobs or unemployment periods of 1 month's duration or longer were reported on the schedule used. (See appendix B.) Textile industries are characterized by considerable irregularity of operation and by the use of crews of "spare hands" for intermittent employment even in prosperous years. During a prolonged depression, operations became increasingly irregular, and workers would find it difficult to recall the plant schedules accurately. The textile workers studied had been employed in plants where shop custom gave them the right to work on particular looms or to share all available work of a particular type for most of the years surveyed. The influence of these factors on the reaction of workers to enumerators' questions regarding their employment status as of a particular date was reflected in an answer which was repeated often: "I had a job but no work."

There are no serious discrepancies, however, between the dates given for the shutting down of a mill or for the moving away of a firm and the dates of these occurrences as secured from other sources. These were crucial experiences and, together with other momentous occasions in the life of the individual - such as leaving school and going to work, learning his trade, shifting to another kind of work or getting a job after a long period of unemployment - seem to have been remembered vividly and to have been reported fairly accurately.

The inaccuracies of the material obtained result in a general underestimate of the recent unemployment experience of Philadelphia weavers and loom fixers. They also blur the sharpness

of the details or the exact timing of events, but they do not destroy the major outlines which emerge from this analysis of the impact of recent industrial changes upon a highly skilled group of workers in one of the world's most ancient crafts.

PLAN OF THE REPORT

The analysis which is presented in the following pages consists of three major parts. The first section describes the workers included in the study, covering data with respect to their age, nativity, occupational experience, industrial background, and employment status at the time the study was made (May 1936). This is followed by a detailed account of their employment and unemployment experiences during the 1926-35 decade. The volume and the incidence of unemployment for the occupations and industries studied, as well as the experience of individuals, are examined. Various measures of unemployment for the 10-year period and for the group who were unemployed at the time of the study are used in relation to age and the customary industry to which weavers and loom fixers were attached. Attention has been paid in a third section to the mobility of the workers studied and to their experience outside of the selected occupations and industries.

In the tabulation of the data obtained, the differences between loom fixers and weavers and between workers attached to the three selected industries were borne in mind. It was also considered important to test the influence of age and employment status in the spring of 1936 on the various measures of work experience used. The tables present these data in some detail. When a statistical test for the significance¹¹ of some of the major findings of the study was applied, it was found that differences between those who were unemployed in May 1936 and those who were employed at that time were consistently more significant than other classifications of the sample. Age differences were the next most significant, particularly for the groups above and below 45 years of age. Occupational and industrial differences were less significant except for one or two items. No details are presented with regard to these tests, but the emphasis in the following sections of the report grows out of the findings of this preliminary analysis.

¹¹A difference between averages or percentages was considered to be significant when it was equal to or greater than twice the standard error of the difference. In other words, when the probability of obtaining an observed difference due to chance was less than 5 in 100, the difference was considered significant.

SECTION II

THE OCCUPATIONAL CHARACTERISTICS OF WEAVERS AND LOOM FIXERS IN 1936

The group studied consists of 313 men and 44 women. All of the women and 284 of the men were weavers. The other 29 men were loom fixers. Although most loom fixers have worked as weavers and can substitute for weavers, not all of the weavers studied can weave all fabrics without further training. In general, the woolen and worsted weavers in Philadelphia make both plain and novelty goods, but their work is the least skilled of the three groups of weavers studied. Upholstery-goods weavers usually make novelty fabrics only, using a loom with a jacquard attachment¹ which may be set up for the production of a great variety of fabrics, mostly tapestries, brocades, and damasks. Carpet and rug weavers handle looms which have a number of additional attachments for securing variety in the design and for improving the strength and finish of the fabric. Weavers of carpets and rugs are usually considered the most skilled in this occupation. Most upholstery-goods and rug weavers were at one time weavers of woolens and worsteds or other plain fabrics. Some carpet and rug weavers were formerly tapestry weavers. The work histories of this group therefore show some movement from industry to industry, representing in some cases a promotion and in others a fill-in job to carry over a worker during a dull period in another textile industry.

The group studied appear to have the occupational characteristics for which this specialized labor market in Philadelphia is noted. Their age and nativity, years of residence in Philadelphia, and general educational attainments have been examined. The dates when they entered the labor market, their first jobs, and their years of experience at weaving and loom fixing are also presented in some detail. These constitute background data for understanding the differences found between those who were employed and those who were unemployed at the time of the study in May 1936 and the more detailed analysis of their work experience in the 10 years from 1926 to 1935.

¹The Jacquard loom, so-called, is a loom with an attachment that permits the weaving of complicated designs into fabrics. This attachment consists of a punch-card system articulated to a harness of cords and wires, each of which holds a warp thread. According to the design to be woven, the distribution of holes in the cards determines when particular warp threads are to be raised and consequently determines the incidence of the interlacing of warp and weft.



WPA - National Research Project (*Hine*)

FIGURE 2.- JACQUARD LOOM WEAVER

This upholstery weaver is placing a shuttle in the box.

INDUSTRY OF USUAL EMPLOYMENT

Slightly less than one-half of the workers considered in the study were upholstery-goods workers in 1936 (table 3). Almost one-third were carpet and rug workers, and the rest, slightly over one-fifth of the group, were woolen and worsted workers. The industrial distribution of the men weavers follows that of the group as a whole. Nearly 60 percent of the women weavers, however, and more than 50 percent of the loom fixers were upholstery-goods workers. One-fifth of the loom fixers and four women weavers were

employed customarily in the carpet and rug industry. Fourteen of the 44 women weavers and about 28 percent of the loom fixers were woolen and worsted workers.

AGE

The ages of the workers at the time of study in 1936 ranged from 18 to 77 years, but two-thirds of the men and over half of the women were 40 years of age or older (table 5). The loom fixers were, on the whole, an older group than the weavers; two-thirds of them were 50 years of age or over. One-fourth of the women and more than one-third of the men weavers were 50 years of age or more. Less than 12 percent of the men and an even smaller proportion of the women were under 30. The average age for the group as a whole was 44.5 years. This was almost the same as that of the men weavers who predominate in the sample. The women weavers, however, had an average age of 40.9, and the average loom fixer was 56.9 years old.

These are high average ages for a group of wage earners, even among workers in occupations which require a high degree of skill and specialized experience. For example, the average age of a group of Philadelphia machinists who form the subject of a parallel study was 45.2 years. The nature of the industrial changes which have affected the industries considered in this study during recent years probably accounts for the absence of younger workers, who might be expected to be acquiring the necessary skill and experience to work in these occupations.

The upholstery-goods workers are, on the whole, younger than the workers in either the carpet and rug or the woolen and worsted industries. Their average age is 43.5 years; the carpet and rug workers have an average age of 44.9 years; the woolen and worsted workers are the oldest, with an average age of 46.4 years (table 5).

As these data indicate, the largest proportion of workers in all three industries is between 35 and 54 years of age. It is interesting to note, however, that a smaller proportion of the carpet and rug workers than of the workers in either the woolen and worsted or the upholstery industries is within this age range. Approximately the same proportion of carpet workers as of upholstery workers is under 35 years of age. On the other hand, almost as many of the carpet and rug workers as of the woolen and worsted workers are 55 years of age and over, and despite

their lower average age, a larger proportion of the workers in the carpet and rug industry than of those in the woolen and worsted industry is 60 years of age or older. More than one-fifth of the carpet and rug workers are in this oldest group.

NATIVITY

The majority of the workers in the sample are native-born (table 6). There is no important difference between the weavers and loom fixers in this regard, but a smaller proportion of the women than of the men are of foreign birth.

More than one-third of the foreign-born workers came from the British Isles. Almost one-fourth are from Poland. Most of the others came from France and Italy, with a scattering from other European countries. More than half of the foreign-born women and about half of the older foreign-born men are of English birth. Among the younger men there is a marked increase in the proportion of Polish immigrants and a corresponding decrease in the relative number from the British Isles.

Among the older workers the proportion of foreign-born is considerably higher than it is among the younger workers. Slightly over half of the workers 45 years of age and older are native-born; nearly two-thirds of those between the ages of 30 and 44 and nine-tenths of those under 30 years of age are American-born. In each of the industries also the proportion of foreign-born workers is higher among the older than among the younger workers. The highest proportion (50 percent) of foreign-born workers is found in the woolen and worsted industry.

RESIDENCE IN PHILADELPHIA

The majority of the American-born workers are natives of Philadelphia and have lived in the city all their lives. Relatively fewer of the women than of the men came to the city from other parts of the United States. Among the younger workers the proportion of native Philadelphians is much higher than it is among the older men and women. Two-thirds of those less than 30 years not quite half of those 30 to 44 years of age, and only one-fourth of the oldest group, 60 years of age and over, were born in Philadelphia.

Most of the men and women who were not born in Philadelphia have, nevertheless, lived in the city for many years (table 7).

More than 40 percent of the whole group were born in Philadelphia, and, in addition, 13 percent came to the city before 1900. It was during the years 1905-14 that the largest proportion of outsiders, both foreign-born and native-born, came to Philadelphia. About 30 percent of all workers in the sample who were not born in the city came to Philadelphia during this decade. This was a period of relative prosperity in the selected industries. One weaver who came to this city directly from England in 1909 said, "Times were good then. I came because I naturally had a roving disposition, and I was only here a couple of days before I got myself a job." Relatively fewer of the workers born outside of Philadelphia came to the city between 1915 and 1924 than during the preceding decade. Only 9.5 percent of them came to the city in or after 1925.

EDUCATION

Most of the workers included in this study left school after completing the 7th or 8th grade (table 8). The median school grade completed by the whole group was 7.8. About one-seventh of the total number in the sample attended high school for 1 year or longer, but only 8 of the 357 workers completed a high-school course. On the other hand, very few (only 4.3 percent) reported no formal schooling at all. The educational level of the women was a little higher, on the average, than that of the men. Half of them completed a little more than the 8th grade (8.2) in school.

The younger workers (those under 45 years of age) had slightly higher educational attainments than those over that age. This is to be expected since most of the younger workers are native Philadelphians and were affected by the laws passed in Pennsylvania in 1909 and 1915 regulating the employment of children between the ages of 14 and 16. Similar laws have also been passed in recent years by most of the States and by most of the European countries. In earlier years, as one of the older workers explained, "There were no laws regulating the age at which children could work."

There is little difference between the educational attainments of the workers when they are classified into three industrial groups (table 8). A small proportion in each group reported no formal education. A little less than one-half of the workers in each industry completed the 7th or 8th grade. Most of the others in each group left school after completing one of the lower elementary grades. A larger proportion of workers in the upholstery

industries than in either of the others attended high school for 1 year or more.

ENTRANCE TO THE LABOR MARKET AND TO THE TEXTILE INDUSTRIES

The men and women in the study started to work as soon as they quit school (table 9). Most of them, women as well as men, started to work at 14 or 15 years of age. One of the older workers was only 8 years old when he began to work, and several started before they were 10. For the entire group the average age was 14.7 years. It is to be expected that the older workers began work at an earlier age than the younger workers; those 60 years of age and over were 13.4 years old and those between 45 and 59 were 14.2 years when they entered the labor market. Those between the ages of 30 and 44, on the other hand, were almost 15 years old when they began to work, and those under 30 years of age were past 16 years. There was no important difference between the ages of women and men in this respect.

The earliest date at which any worker in the study entered the labor market was 1870. A small proportion (4.4 percent) began their first job before 1880 (table 4). More than one-third of the whole group were working before 1900, and two-thirds of the loom fixers were in the latter group. About half of the total group studied entered the labor market in the two decades from 1900 to 1919, years of relative prosperity in the selected textile industries in Philadelphia. A negligible proportion of the group studied entered after 1925.

The older workers recall vividly the ease with which they got jobs during their early years in the labor market. "Years back," said one 65-year old worker, "a weaver could just go into a mill and ask for a job." "There was plenty of work then," said a Philadelphia-born carpet weaver who started work in the 1880's, "and no oversupply of creelers or weavers. One mill would offer you 50 cents more a week, and you would go wherever you could get the most money. You did not have to look for a job. The mill owners were looking for you." Another man said that in 1906 when he got his first job, "The best trade was weaving. I just went up to the mill one day and asked for a chance to become an apprentice. In a couple of weeks they called me."

Almost two-thirds of the men and women included in this study entered the textile industry when they took their first jobs. Economic pressure which had forced most of them to leave school

also forced them to take the first jobs they could find. The type of work they obtained appears to have depended largely upon the industries in the neighborhood rather than upon the conscious preference or deliberate choice of the young worker for a particular trade. Most of the weavers and loomfixers were born in textile centers, either in the United States or Europe, and finding no other work at hand, they entered the textile mills. A few of them began work as weavers' apprentices, but most of them began "at the bottom" as doffers, bobbin boys, creelers, or handers-in, or in similar occupations requiring little skill.

"There was a large family of younger children at home," one man explained. "My family was very poor, and we just had to find work. It was easier to get work in the spinning mill than anywhere else." "I always lived in the Northeast,"² said one weaver, "and I guess it was in the books that I work in textiles." "I was a Kensington girl" seemed to one of the women weavers an adequate explanation of her becoming a textile worker when she left school. Family tradition was also an important factor in many instances. "I come of a textile family", "weaving runs in the family", and "my father was a weaver, and his father before him" are explanations which recur frequently, particularly on the records of the older weavers from the textile centers of England.

The first jobs of the other third of the group were varied. They included work on the breakers for boys who lived in the mine regions, "minding the cows" and farm work for those who grew up in country districts, and housework for some of the girls. There were few white-collar jobs, however, and little evidence of any definite bent or aptitude for a particular trade.

Very few members of the group served a formal apprenticeship, although among the older workers trained abroad definite training for the trades of weaving and loom fixing seems to have been more common than in the United States. Nearly one-seventh of the whole group were trained abroad. But most of the weavers in this study who did not serve a formal apprenticeship worked anywhere from 3 months to 12 or 14 years at less skilled occupations in the textile industry before they "had a chance at a loom." In England, "You were not allowed to be a weaver until you were of age," one weaver explained. For many years the carpet-weavers' union endorsed a similar regulation in Philadelphia carpet mills. Few of

²The Northeast or the Kensington district of Philadelphia is the most important textile area in the city.

these occupations were in the nature of direct preparation for the trades they were to follow later.

For the most part, young workers "picked up weaving" by observation, supplemented by a brief period of training at the time of actual promotion. There were, however, some exceptions. One man, aged 20, who had been a weaver for only a few months at the time of this study, said it took him only a few weeks to learn the trade. "You work with a weaver for about a week; then you are on trial for about 2 weeks. If your work is satisfactory during that time, you can continue on the loom. I was able to make the grade." Others, however, insisted that it takes several years to become a good weaver.

The loom fixers had more definite preparation for their trade than did the weavers. Approximately two-thirds of them worked as weavers before they became loom fixers. Almost one-fourth of them learned loom fixing as a definite trade, without preliminary weaving experience. The others (a small group) had worked in the metal trades before becoming loom fixers; one of them had been a skilled tool and die maker.

YEARS OF EXPERIENCE AT WEAVING AND LOOM FIXING

Long years at one occupation are characteristic of employment in the textile industry. "In England," one of the older weavers said, "a man learns to weave on one loom, and works on that same loom, sometimes until he dies. Often a man works 65 years at one loom." Although such long service at one plant is not common among the workers in this study, even among those born in Philadelphia, the average experience reported is relatively long. Most of the men and women in this study had spent the greater part of their working lives in textiles, many of them in the same industry. Several of them were still working in the mills in which they had secured their first jobs. Others worked in one mill until it closed down or the machinery was moved away. "I worked at that mill," one weaver explained, "until my beam³ was taken away."

The statistical data on years spent at the usual occupation do not include the time that workers spent in other textile occupations, except time spent as apprentices or helpers to the usual occupation. The number of years spent by the entire group varied

³A beam is the part of the loom on which the warp is wound.

from less than 1 year to 57 years, the average being 18.5 years. For men weavers the average was 18.5 years; for women weavers, 15 years; and for loom fixers, 24.5 years (table 10). The length of time spent at the usual occupation naturally increased with the age of the worker. Those 60 years of age and over had worked an average of nearly 37 years at their respective trades; those under 30 had averaged only a little over 5½ years at their usual occupation.

A comparison of the average time spent at their usual occupation by workers in the three industries shows that the upholstery-goods workers spent a shorter time at their trades, on the average, than the workers in the other two industrial groups (table 10). The carpet and rug workers spent almost 3 years longer, on the average, at their respective trades than did the woolen and worsted workers, although the average age of the latter group is higher. A larger proportion of the carpet and rug workers than of the woolen and worsted workers, however, are 60 years of age and over, and the long years of experience of these older workers at the occupation raised the average for carpet and rug weavers as a group.

The employment situation of the men and women considered in this study was affected, not only from year to year but frequently from month to month within a given year, by fluctuations in industrial activity in the selected industries. Nevertheless, the longest jobs reported on the schedules⁴ tended to be of fairly long duration, 9.3 years being the median for the group as a whole (table 11). There was little difference between men and women in respect to the length of time spent on the longest job. Perhaps data on the length of the longest jobs reported and the dates on which these began offer fairly good evidence of the effects of the prosperity of particular sections of a specialized labor market on the work histories of workers.

More than half of the whole group began their longest jobs during the decade from 1916 to 1925, a period during which the upholstery industry was expanding, while the other two industries were declining (table 11). The proportion of men who started their longest jobs prior to 1916 is higher than the proportion of women. Workers attached to the woolen and worsted industries in 1936 began their longest jobs prior to 1916 in larger numbers relatively than did workers attached to the other two industries.

⁴See definitions in appendix B.

THE INCIDENCE OF UNEMPLOYMENT IN MAY 1936

Not all of the men and women who are included in this study were employed at their usual occupations in May 1936. A considerable number of them were unemployed, and a small group were employed at other occupations.

In this report their employment status as of that date is considered to be an indication of the relative degree of success or failure which had attended their efforts to maintain their occupational status. Those who were employed at their usual occupations in May 1936 clearly had succeeded in the struggle, temporarily at any rate. Those who were employed at other jobs had failed but had made a more or less satisfactory adjustment to industrial changes. The unemployed had neither succeeded in securing places for themselves in their usual labor market nor in securing other jobs. The question arises: Is the employment status of the workers in these various groups altogether accidental, or do the men and women in one group differ in some respects from those with a different employment status? Throughout this report particular emphasis is placed upon a comparison of the characteristics of the workers in these three groups in an attempt to determine, if possible, whether their recent employment experiences and the adjustments made by 1936 can be accounted for by differences in their occupational characteristics and industrial experiences or whether these must be attributed to factors which cannot be analyzed and evaluated statistically. Such factors as personal traits, a "good break", or "bad luck" might be considered in this category.

More than half (57.7 percent) of the men and women in this sample reported that they were employed at their usual occupation in May 1936. A little less than 14 percent were employed at some type of work other than their usual occupation; 28.6 percent of the whole group were unemployed (table 3). These percentages are determined, however, by the employment status of the men weavers who predominate in the sample. The rate of unemployment was lower for loom fixers than for weavers and higher for women weavers than for men. Only 13.8 percent of the loom fixers but 40 percent of the women weavers (18 out of a total of 44) were unemployed in May 1936. Less than half of the women weavers were employed at their usual occupation, and a negligible number were employed at other than their usual occupation.

A larger proportion of the loom fixers than of the weavers were employed at some type of work other than their usual occupation, most of them as weavers. The loom fixers themselves considered that they had definitely gone down the scale in skill in accepting work as weavers, but weaving of the type they did is usually considered skilled work. About one-fourth of the weavers who were employed at other occupations were also employed in the textile industries. With the single exception of a young man who had recently received his promotion to the status of loom fixer, all of the weavers in this group were employed at less skilled occupations, such as creeling or spinning, and at unskilled labor. All of the workers so employed were men.

There was a higher rate of unemployment among the upholstery-goods workers than among the workers in either of the other industrial groups (table 3). Those who considered themselves customarily attached to the carpet and rug industry had the highest rate of employment at their usual occupation. The women weavers in the upholstery industry, however, reported a much higher percentage of employment at their usual occupation than did the women in the woolen and worsted industry or in the sample as a whole. Loom fixers whose usual employment had been in the woolen and worsted industry reported no unemployment.

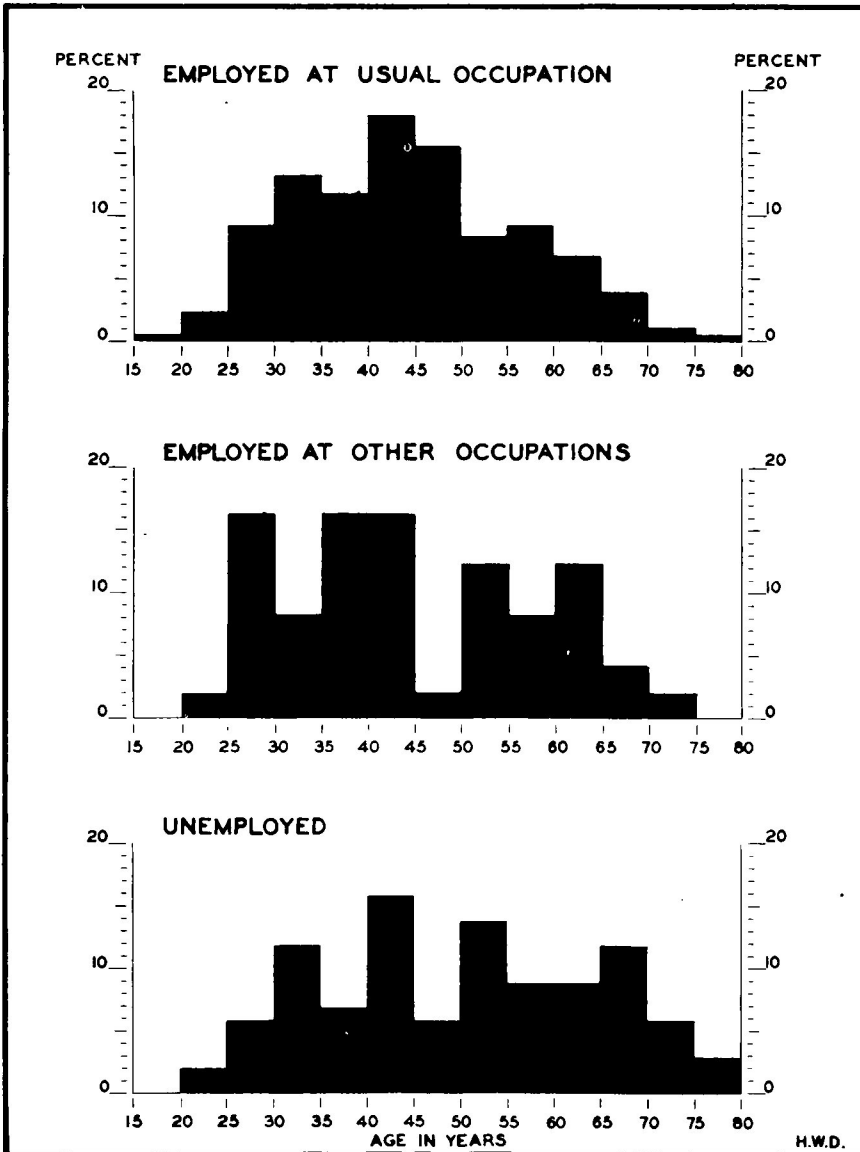
The importance of age in relation to general problems of unemployment is now fairly universally recognized. Its significance as an employment handicap to skilled workers, however, needs further analysis. Differences of opinion on this matter are reflected in the comments of workers interviewed for this study.

One man was 63 years old when this study was made, but despite his age he was one of those employed in May 1936. "I'm an old-timer in Kensington and I'm pretty well known," he explained. "I don't have much trouble getting work." Another worker, however, who was 65 years old, said, "I have tried everywhere to get work but they all say I'm too old." A third man, who was only 48 years old, also said he had been refused jobs because he was "too old." When one loom fixer aged 59 lost his job, he was unable to get another - because of his age - he claimed. By understating his age, he finally succeeded in getting a job as a weaver in a mill where he was not known.

The data concerning age in relation to the employment status of weavers and loom fixers in 1936 are presented in figure 3 and

table 12. These show that more than half (55 percent) of those who were employed at their usual occupation in May 1936 were under 45 years of age. Their average age was 43.7 years. A somewhat larger proportion (59 percent) of those who were employed at other

Figure 3.- AGE OF WEAVERS AND LOOM FIXERS BY EMPLOYMENT STATUS IN MAY 1936



See table 12 for data.

occupations were also less than 45 years of age. They were, on an average, 42.5 years old. Those who were unemployed at that time were considerably older than either of the employed groups, having an average age of nearly 51.

In both of the groups of employed workers and also in the group of those who were unemployed, the loom fixers are older than the weavers, but women weavers are younger than men weavers. The women weavers who were employed at their usual occupation were not much younger, however, than the men so employed. Unemployed women as a group, however, were considerably younger than unemployed men. They were also younger by 2 years than the women who were employed at their usual occupation.

The loom fixers who were employed at their usual occupation were older than the weavers in this group, with an average age of 49, but much younger than the unemployed loom fixers who were, on the average, 60 years of age. The loom fixers who were employed at types of work other than loom fixing, mostly weaving, were older than the unemployed loom fixers.

All three employment-status groups include some workers at practically every age level. The greatest concentration of numbers, however, occurs at a different age level in each of the three groups. Nearly 60 percent of those employed at their usual occupation are between the ages of 30 and 49. Almost 60 percent of those who were employed at other types of work are under 45 years of age. About the same proportion of those who were unemployed are 45 years of age and over.

These data suggest that up to the age of 55 or even 60, age in itself did not constitute a serious handicap to skilled weavers and loom fixers in the industries studied but that older weavers who were displaced from these industries experienced greater difficulty in finding employment than did the younger weavers. The high average age of the loom fixers who were employed at other types of work indicates that age may not be so important as other factors in the employment situation of this group of skilled textile workers.

When the incidence of employment is examined in each group, it is found that a larger proportion of the workers in the younger age groups than of the sample as a whole were employed at their usual occupation (table 12). When the sample is classified into broad age groups, the proportion of the employed to the total not

only does not diminish but tends to increase as the age level rises, until the oldest age group, the group which includes workers 60 years of age and over, is reached. At this point there is a sharp drop in the rate of employment at the usual occupation. Only among workers under 30 years of age, however, is there much employment at other occupations. A much higher proportion of workers in this age group than of workers in the whole sample reported employment at other work in May 1936. It is interesting to note, however, that persons 60 years of age and over had more employment at other occupations than those from 45 to 59 years of age.

When these data are considered for men and women separately, we find that the rate of employment and unemployment for the men in various age groups follows the pattern of the rates for all the workers in the sample who are included in the same age groups. The relationship of age to the employment and unemployment of women is less consistent. The small number of women in the sample and the fact that their work may have been of a different character from that of the men probably account for this difference.

There are no important differences in the incidence of unemployment in relation to the nativity or general educational attainments of the workers studied. Although there was a higher rate of unemployment among those who had entered the labor market in the early periods, this probably reflects age differences in the different employment-status groups. No further data are presented on the incidence of employment and unemployment in May 1936.

Certain data concerning the experiences of those who were employed at other than the usual occupation or were unemployed in 1936, however, are worth noting. One point of importance is the year in which they lost the last job at what they considered their usual occupation. Over half of the total group of 49 persons who were employed at other occupations in 1936 had lost their last jobs at weaving and loom fixing before 1931 (table 13). Twice as many workers who had formerly been employed in the carpet and rug industry, however, as in the other industries had left weaving and loom fixing before 1931. Those who were unemployed in 1936, on the other hand, had lost their last jobs at weaving or loom fixing more recently. About three-fifths of the total group of 102 had lost these jobs between 1933 and 1936. More woolen and worsted and carpet and rug workers than upholstery-goods workers were in this group in proportion to their total numbers.

Those who were unemployed in 1936 had had a longer experience at their occupations, on the average, than those who were employed at weaving or loom fixing and those who had shifted their occupations in 1936 (table 24). This difference is, however, partly attributable to the higher ages of the unemployed group.

The group of persons who were working at some occupation other than their usual one in 1936 was composed of 41 weavers and 8 loom fixers. They were then employed in a great variety of occupations (table 14). Five of the loom fixers were employed as weavers and one weaver as a loom fixer, but the majority of the weavers were employed in semiskilled and unskilled occupations. Of those who were found unemployed in May 1936, the great majority had last been employed at their usual occupation (table 15).

THE UNEMPLOYMENT EXPERIENCE OF THOSE UNEMPLOYED IN MAY 1936

The weavers and loom fixers unemployed in May 1936 had been out of work for varying periods of time. Six had lost their last jobs of 1 month's duration or longer, in the month of May 1936. One-fifth of the remainder had lost their jobs between January and May 1936 (table 16). Over one-fourth had lost their last jobs during 1935. The average member of this group, however, had been out of a job for about 1½ years. Men weavers had been out of work longer than women weavers. Carpet and rug workers had been out of work, on the average, the longest, and woolen and worsted workers the shortest periods of time (table 16).

When duration of unemployment from the last job was examined in relation to age, it was found that workers under 45 years of age had been out of work for about one-half as long a period as workers 45 years of age and over (table 16). The average duration of unemployment for those 45 years of age and over was 10 months longer than the average for the whole group. Stating this another way, the average age of those who had been unemployed for more than the average time for the entire group was 54 years, and the average age of those unemployed less than the average for the entire group was 46 years. It will be recalled that the average age of all unemployed workers was 51 years. This confirms earlier findings of this study with regard to the significance of age as a handicap to weavers and loom fixers once they become unemployed.

The group who were unemployed in May 1936 (29 percent of the total studied) contributed 48 percent of the total unemployment reported during the 10-year period, 1926-35. They contributed 42 percent of the unemployment reported in the first half and 50 percent of the unemployment reported in the second half of the period studied. This previous unemployment experience was found to be related to the length of time the workers of the group had been out of work, from their last jobs to May 1936. The aggregate number of months of unemployment reported in the 10-year period, 1926-35, the average length of such unemployment periods, and the length of the longest period were all related to the length of time workers who were unemployed in 1936 had been out from their last jobs (table 17).⁵

A check was made in May 1937, when the Philadelphia Survey of Employment and Unemployment was again conducted, to discover how many of the weavers who had been unemployed in May 1936 had secured employment by May 1937. Twenty-six of the 102 who had been unemployed in 1936 could not be located in the following year. Of the group who were located, 34 persons (45 percent) were unemployed or working on the emergency Works Program, 14 (18 percent) were not seeking work, and 28 (37 percent) were employed in private industry. Of the latter group, 23 were employed at weaving and loom fixing. These data substantiate other findings that the group of weavers and loom fixers unemployed in the recovery years was dominated by a number of men and women who had been unemployed for a relatively long period of time, although there was also found a small group who had been unemployed for only a short period and was soon reabsorbed into jobs. Those who were unemployed both in 1936 and 1937 were older than those who had obtained jobs by 1937.

SUMMARY

The weavers and loom fixers studied are among the most skilled workers employed in the production of the textile fabrics for which Philadelphia is a noted center. Less than one-half of the

⁵Correlation coefficients computed for the data in this table gave the following results:

(a) Duration of unemployment to total months of unemployment, 1926-35: $r = .78 \pm .04$.

(b) Duration of unemployment to average length of unemployment periods, 1926-35: $r = .92 \pm .02$.

(c) Duration of unemployment to length of longest period of unemployment, 1926-35: $r = .87 \pm .02$.

group were attached to the labor market of the upholstery-goods industry in 1936. A third were carpet and rug workers, and over one-fifth were woolen and worsted weavers and loom fixers.

The average age of the group was high; the weavers were 44 years old and the loom fixers 57 years old, on the average. Two-thirds of the men in the study and over half of the women were 40 years of age or older. Among the older workers there was a higher proportion of foreign-born persons, although the majority of the entire group were native-born.

Most of the weavers and loom fixers had lived in Philadelphia for many years and had worked in the textile industries the greater part of their working lives. They had therefore had a relatively long experience of a highly specialized character. Men weavers averaged 18½ years at the occupation, and women weavers 15 years. Loom fixers had spent, on the average, 24½ years at this occupation. Furthermore, most workers had spent additional years at other textile occupations. The longest jobs reported by weavers and loom fixers averaged over 9 years. Most of these jobs of longest duration were started during the decade 1916-25.

The educational attainments of the group reflected the ages of the workers and the legislation in force at the time they had left school to go to work. Younger workers had had more schooling than older workers. Women had had a slightly better education than had men. There was little if any difference between workers in the three industries in which the weavers and loom fixers were normally employed.

The average worker in this study had started work at the age of 14 or 15. About half of the entire group entered the labor market between 1900 and 1919, years of relative prosperity in the industries selected for study. Almost two-thirds of the group entered the textile industry when they took their first jobs.

At the time of study in the spring of 1936, 29 percent of the group were unemployed and 14 percent were employed at some occupation other than their usual one. Most of the latter group were young, and they had lost or left their last jobs at weaving and loom fixing before 1931. Those who were unemployed, on the other hand, were considerably older, and three-fifths of them had lost their last jobs between 1933 and 1936. The average unemployed weaver or loom fixer was 51 years of age, in contrast to an average of 44 years for those who were employed at weaving and loom fixing in May 1936.

The average member of the group who was unemployed in 1936 had been out of a job about 1½ years, although one-tenth had been unemployed as long as 5 years. Those who were unemployed in 1936 contributed about half of the aggregate unemployment reported by the entire group in the 10 years from 1926 to 1935. That this unemployment was not distributed over the entire group is attested to by the fact that one-third of the weavers and loom fixers studied reported no unemployment lasting a month or longer in the decade 1926-35. A larger proportion of loom fixers than of weavers were in this category. A detailed analysis of the 10-year employment and unemployment experience of the workers studied constitutes the basis of the following sections of this report.

SECTION III

EMPLOYMENT AND UNEMPLOYMENT EXPERIENCE IN THE 10-YEAR PERIOD, 1926-35

The preceding sections have described the social and industrial characteristics of the weavers and loom fixers in the sample as they appeared in May 1936. The general trends of employment in the three selected industries have also been discussed. This section presents an analysis of the work experience of the group as a whole in the 10 years from 1926 to 1935.

The major points to be considered are the volume of employment and unemployment during the decade, the number and length of unemployment periods, and the incidence of unemployment. As in the earlier sections, the behavior of the group as a whole will be differentiated with respect to age, usual occupation and industry, and employment status in May 1936.

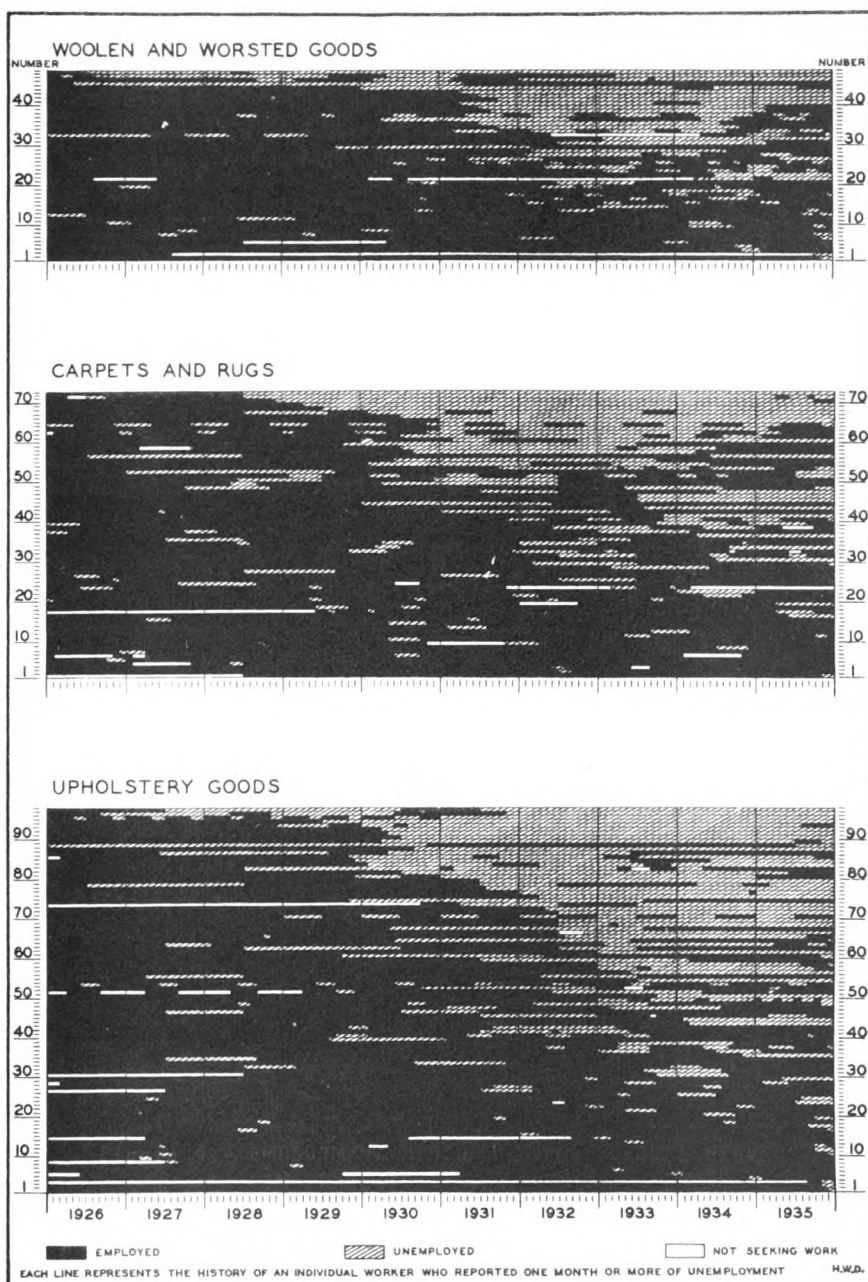
TRENDS IN EMPLOYMENT OPPORTUNITY

Figure 4 shows the 10-year work history of each weaver in the three selected industries, who reported that he was unemployed 1 or more months during that time.¹ Four facts evident in this chart and supported by the statistical measures to be presented in this section are: first, in spite of the general decline in employment in these industries in Philadelphia since the early part of the 1920's, unemployment among the group of workers in this study was negligible until 1930 when it increased rapidly until 1933, remained high in 1934, and showed little decrease in 1935; second, unemployment was very unevenly distributed over the group of workers; third, long unemployment periods, lasting more than a year, were more common than short or seasonal periods; and fourth, the relative volume of employment and unemployment was about the same in all three industries. An important fact not shown on the chart is that 20 of the 68 weavers attached to the manufacture of woolen and worsted goods, 37 of the 109 attached to the manufacture of carpets and rugs, and 54 of the 151

¹Loom fixers, who numbered 8 percent of the sample and correspondingly small proportions of each of the industrial groups, are a negligible proportion and have been omitted from figure 4.

**Figure 4.- EMPLOYMENT HISTORY OF INDIVIDUAL WEAVERS
IN THREE TEXTILE INDUSTRIES
JANUARY 1926-DECEMBER 1935**

(Ranked by amount of total unemployment)



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P-14

attached to the manufacture of upholstery goods (i. e., approximately one-third of each industrial group) reported no continuous unemployment lasting as long as 1 month in the 10-year period.

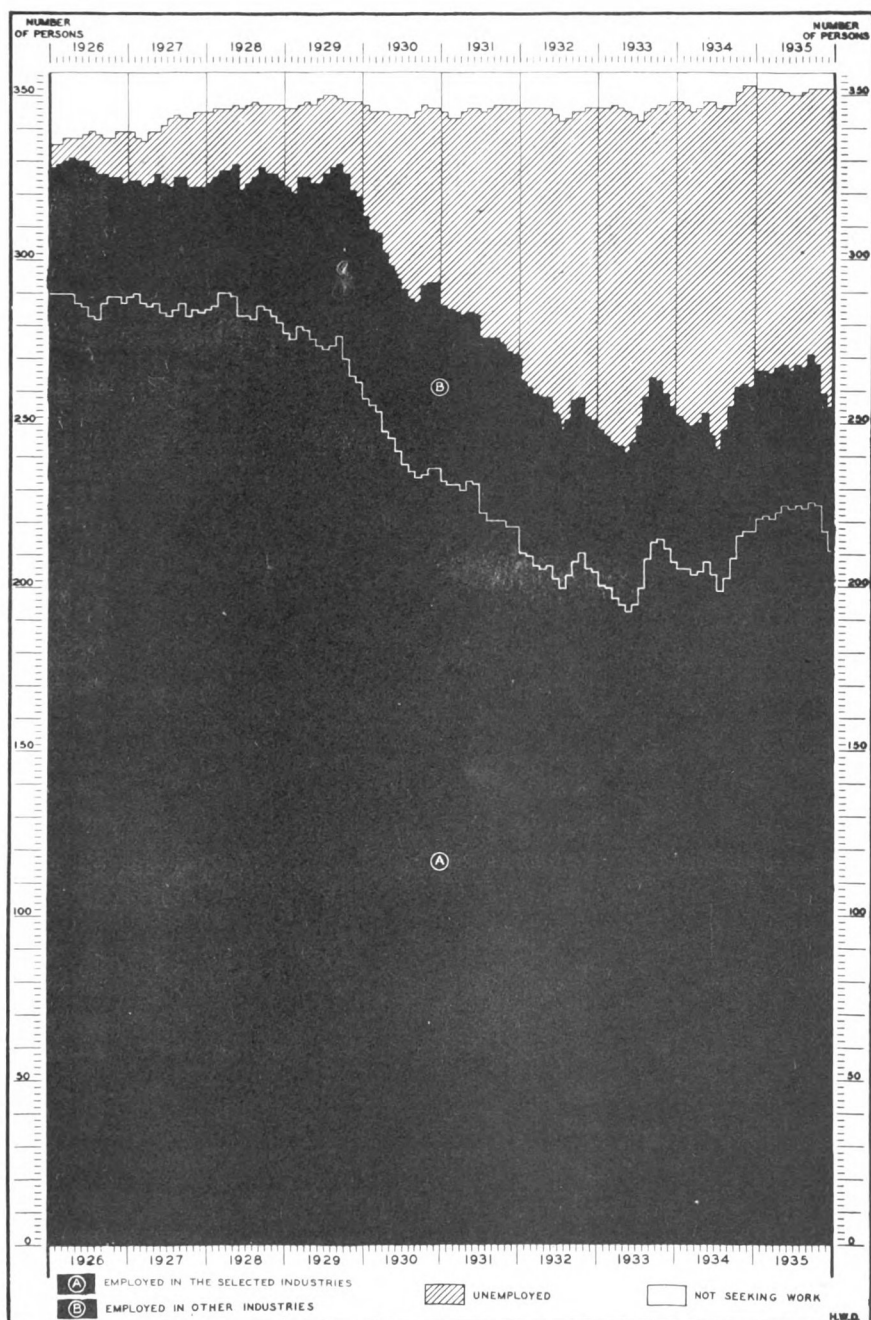
The volume of employment and unemployment is shown more concretely for the group in figure 5 and table 18. In every month of the first 3 years, 1926 to 1928, between 280 and 290 of the 357 weavers and loom fixers were employed in the three selected industries. In 1929, when the number showed a small decline, the persons employed in other industries showed a small increase so that the total volume of employment remained about the same. But when the number employed in the three industries continued to decline in 1930, the number employed in other industries did not continue to expand, and in August 1930, for the first time in the period selected, more than 15 percent of the group were unemployed. From then on the number unemployed grew almost continuously until May 1933 when it included 29 percent of the weavers and loom fixers in the study. In the summer of 1933 unemployment showed a sharp decline but rose again in the summer of 1934 and then declined in more orderly fashion, although in no month from May 1933 to December 1935 was the number unemployed less than 22 percent of the sample. Employment in 1935 was very little higher than in 1932.

The number of persons employed in industries other than the three selected ones continued high in 1931 and during the early part of 1932, then decreased slightly, and remained almost constant until the end of 1935. The volume of makeshift employment, to which weavers and loom fixers had resorted long before the depression beginning in 1929, was surprisingly steady in the worst years of the decline. The trend in the number of persons not seeking work, i. e., those temporarily not seeking work because of illness, home duties, strikes, etc., was irregularly downward during the 10 years and was never greater than 6 percent of the total group. The general trend in employment for the group can be summarized in the statement that 102 of the 357 weavers and loom fixers were unemployed and looking for work in May 1936 (the control date of the study) compared with only 7 in May 1926 (i. e., 10 years earlier) and with 105 in May 1933 (the low point of the depression for the sample).

Practically the same picture of employment and unemployment is found in each of the three selected industries shown in figure 6²

²As in figure 4, loom fixers have been omitted from figure 6.

**Figure 5.- EMPLOYMENT STATUS OF WEAVERS AND LOOM FIXERS
BY MONTHS, JANUARY 1926-DECEMBER 1935**



See table 18 for data.

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P-15

and tables 19-21. The volume of unemployment increased slowly from 1926 to 1930, then rapidly to 1933, and showed very little decline by the end of 1935. In all three groups the number of persons employed at occupations other than their usual one, which generally means employed in industries other than the usual,³ was fairly constant throughout the period and was at a maximum in the 3 years 1929 to 1931.

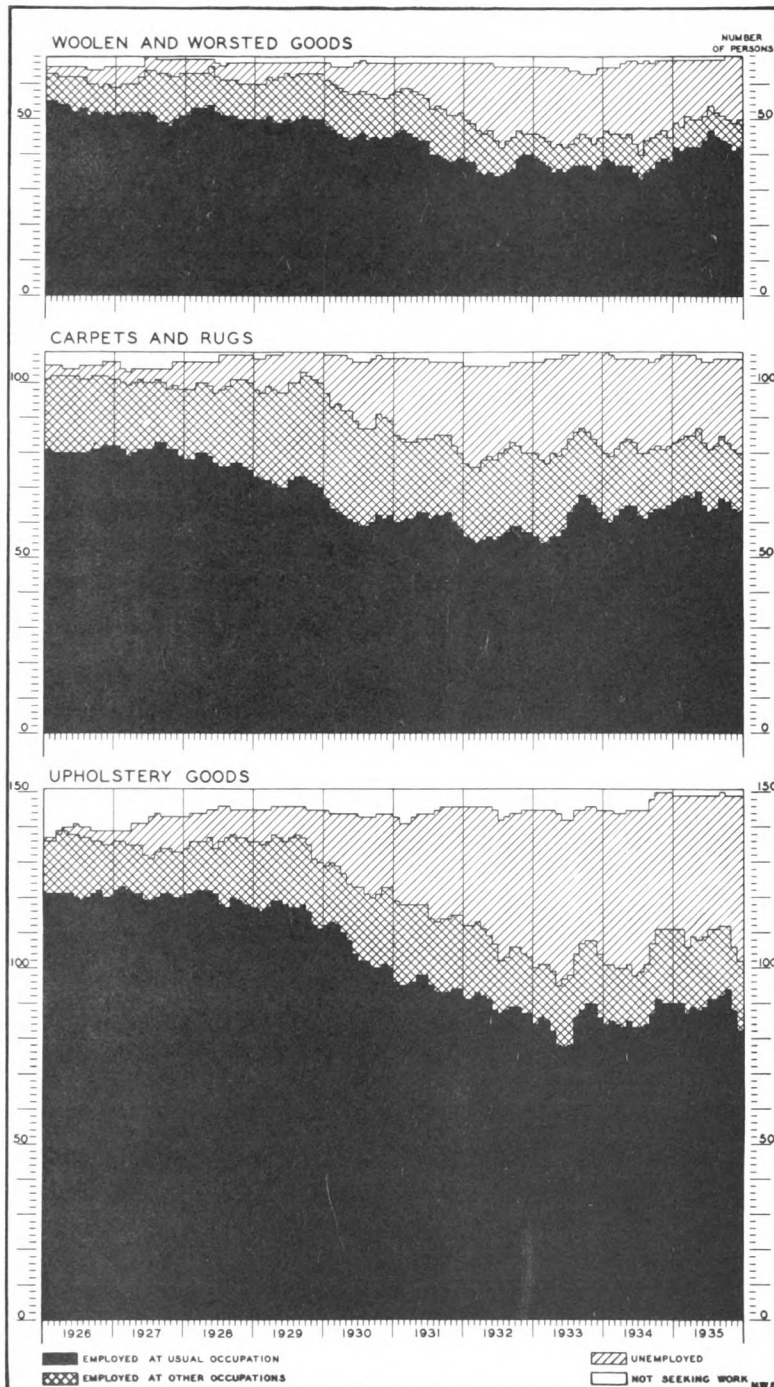
Between 1926 and 1933 employment at the usual occupation declined most among woolen- and worsted-goods workers and least among carpet and rug workers, although the differences between the three groups were not great. The pick-up between 1933 and 1935 was least in the upholstery-goods industry and greatest in the woolen and worsted industry. The net result of these changes, as pictured in this study, was approximately a 25-percent shrinkage in employment in upholstery-goods manufacturing between 1926 and 1935 and more than a 15-percent reduction in woolen- and worsted-goods and carpet and rug manufacturing. On the whole, the general trends in the three industries were very much the same. Employment turned downward in carpets and rugs in 1929 and in woolen and worsted and upholstery goods in 1930. Likewise the low points were reached in carpets and rugs and woollens and worsteds in 1932 and in upholstery goods in 1933. These industrial differences were slight, and since the weavers and loom fixers in the upholstery-goods industry form about one-half of the sample, the behavior of the total group resembles that of upholstery-goods workers more than that of the other two groups. Because of the similarity of the general employment experience of the three groups of workers in the 10 years, very few of the measures of employment and unemployment to be discussed in this section will be analyzed by usual industry.

TOTAL EMPLOYMENT AND UNEMPLOYMENT, 1926-35

The amount of employment and unemployment in the 10-year period reported by individual workers varied widely, but the average amount of employment for the total group was surprisingly high in view of the cyclical decline in all types of employment and the general decline in the textile industries in Philadelphia since the middle of the 1920 decade. From 1926 to 1935 the group as a whole was employed 81.2 percent of the time (figure 7 and table 22).

³A special count showed that only 26.1 percent of the employment at other occupations was in the 3 selected industries, and most of this 26.1 percent occurred in the early part of the 10 years.

**Figure 6.- EMPLOYMENT STATUS OF WEAVERS
IN THREE TEXTILE INDUSTRIES
JANUARY 1928-DECEMBER 1935**



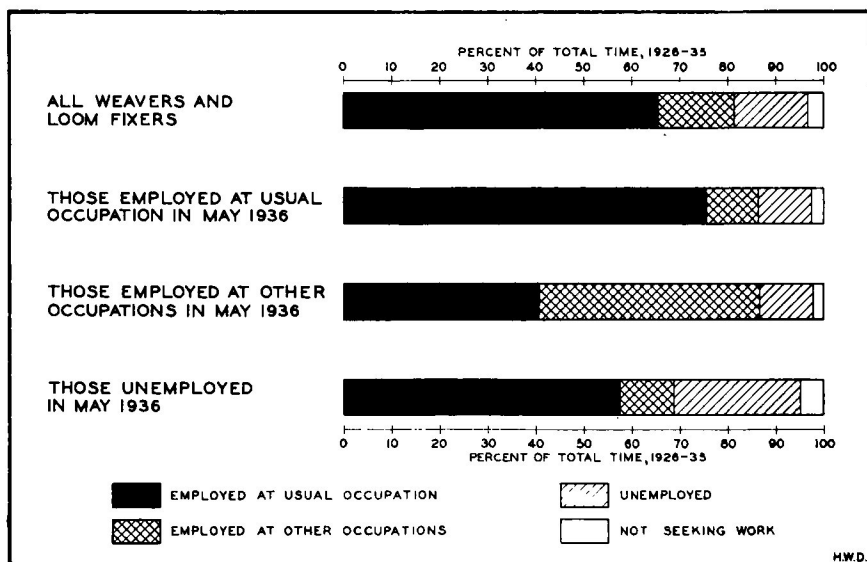
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University of Pennsylvania and
WPA - National Research Project

P-16

The average worker in the study was employed at his usual occupation for 6 years and 6 months and at other occupations for 1 year and 7 months; for 4 months he was out of the labor market; and for 1 year and 7 months he was unemployed and seeking work. Between the first and second 5 years of the 10-year period there was little difference in the number of months of employment at occupations other than the usual or in the number of months not seeking work. But in the first 5 years the average worker was employed at his usual occupation for 3 years and 8 months and unemployed for 4 months, whereas in the second 5 years he was employed at his usual occupation for only 2 years and 10 months and unemployed for 1 year and 3 months. From these figures it appears that opportunity for employment at occupations other than the usual one was not reduced in the depression years, although the amount of employment at the customary occupation was almost 1 year less in the 5 years following 1930 than in the preceding 5 years. The net result was that the average amount of unemployment in the second half of the 10-year period was almost four times as great as in the first half.

**Figure 7.- PERCENTAGE DISTRIBUTION OF SPECIFIED
TYPES OF EMPLOYMENT EXPERIENCE, 1926-35
BY EMPLOYMENT STATUS IN MAY 1936**



See table 23 for data.

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WPA - National Research Project
P-17

The average employment and unemployment experience of the group is determined by the experience of the men weavers who constitute four-fifths of the sample. The loom fixers and women weavers show slight but interesting variations. The loom fixers spent a little less time and the women weavers considerably more time not seeking work than the average worker in the sample. The proportions of men and women who reported time not seeking work before entering the labor market were about the same (table 25). However, 25 percent of the women, compared with 15 percent of the men, reported time not seeking work after entering the labor market. Women workers, more than half of whom were married, widowed, or divorced, commonly leave the labor market for brief periods when they are married or when home duties become urgent. As might be expected, practically all of the time not seeking work before entering the labor market was reported by workers under 30 years of age. Even after they had found their first job, about twice as many of the youngest workers as of those 30 years of age and over reported time out of the labor market. Loom fixers found more employment at occupations other than the usual in the 10 years, and women weavers found considerably less supplementary employment between 1926 and 1930 than the average worker. Throughout the 10 years loom fixers experienced less unemployment than the average worker, and women weavers in the second 5 years reduced their unemployed time either by leaving the labor market or by finding work at occupations other than their usual one.

Industrially the workers show slighter differences than occupationally. Carpet and rug workers had less employment at the usual occupation and a little more employment at other occupations. Upholstery workers had a little more employment at the usual occupation and a little less at other occupations. All three groups averaged about the same amount of unemployment, and upholstery workers had a little more time out of the labor market than the other groups. The statistical measures of table 23 summarize the general trends of figure 7.

The data on part-time employment reveal that almost one-third of the total employment in the 10 years was part-time work. One carpet weaver now 48 years of age, reported that all his work during the 10-year period was part-time. Except for one strike, he had had a steady job from 1917 to 1924. At that time he was put on part-time work which lasted for 3 years before he was laid

off. Although he got another job immediately, it was not full-time work. In 1932 this mill shut down completely, and he was unemployed for 1 year before he secured another job. This work, also part-time, lasted until June 1936.

The data on part-time employment are presented in table 26 and are probably the least reliable figures in the study, because during the course of the field work it was found that the persons interviewed had more difficulty in recalling the dates when they had worked short weeks or short days than in recalling any other item recorded on the schedule. Women weavers reported less part-time employment in the 10 years than the men weavers. The loom fixers reported the least part-time employment in the group and more than a year more of full-time employment than the weavers.

JOB AT THE USUAL AND AT OTHER OCCUPATIONS

Jobs at the usual occupation accounted for four-fifths of the employment in the 10-year period. On the average these jobs lasted 3 years and 1 month (table 27). They were slightly longer for the group employed at the usual occupation in May 1936 and 8 months shorter than the average for those employed at occupations other than the usual in May 1936. The group employed at make-shift jobs in the spring of 1936 not only had less employment as weavers and loom fixers in the 10 years, but their jobs at these occupations were of shorter duration than those of other weavers and loom fixers. It is interesting to note that 30 weavers and 5 loom fixers, i. e., 9.8 percent of the sample, held a job at their usual occupation which lasted continuously through the 10 years with no lay-off lasting as long as 1 month. On the other hand, there were three weavers and one loom fixer who had no employment at the usual occupation during the 10 years. Two of these lost their last jobs at the usual occupation before 1926, and the other two were young workers who did not find jobs at the usual occupation until the early part of 1936, i. e., after the 10-year period.

Although no tabulation was made of the length of service on jobs at occupations other than the usual one, the following computation can be derived from tables presented in appendix A:

Average time employed at the usual occupation	78.6 months
Average length of each job at the usual occupation	46.0 months
∴ Average number of jobs at the usual occupation	

Average number of job separations	2.5
Average number of jobs held ⁴	3.2
∴ Average number of jobs at occupations other than the usual	1.5
Average time employed at occupations other than the usual	18.9 months
∴ Average length of each job at occupations other than the usual	12.6 months

This shows that jobs at occupations other than the usual were of shorter duration than those at the usual occupation and on the average lasted about one-fourth as long.

INCIDENCE OF UNEMPLOYMENT

It has been shown that the incidence of unemployment in 1936 was related to industry, and there is indirect evidence that this was true for total unemployment during the 10 years under review. In this section it will be shown that age and employment status in May 1936 were related to employment experience during the entire period.

During the 10 years studied, workers who were 45 years of age and over in May 1936 were unemployed half again as long as workers under 45 (table 23). Almost four-fifths of the unemployment occurred in the second half of the decade when those 45 years of age and over averaged $1\frac{1}{2}$ years of unemployment and younger workers averaged only 1 year.

An examination of table 23 reveals that employment status in May 1936 was not pure chance but that those who were employed at their usual occupation in May 1936 reported more employment at the usual occupation in the 10 years than other individuals; those who were employed at other occupations in May 1936 reported more employment at other occupations in the 10 years; and those who were unemployed in May 1936 reported more unemployment in the 10 years than other individuals. The unemployed in May 1936 also reported more time out of the labor market than the other groups. The above observations were true in each of the 5-year periods and were most pronounced in the years 1931-35. Although the total unemployment in the 10 years was shared among 64.4 percent of the sample, a count of the total man-months of unemployment showed that the unemployed in May 1936, who were 28.6 percent of the sample, reported 48.3 percent of the unemployment in the dec-

⁴With the exception of the 102 workers who were unemployed or not seeking work in December 1935, all persons held 1 job more than the number of job separations reported.

ade. Those who were employed in May 1936 averaged only 6 months less employment between 1931 and 1935 than between 1926 and 1930, whereas the unemployed in May 1936 averaged 1 year and 8 months less employment in the second period. It was also found that those who were unemployed in May 1936 had part-time work, which is also part-time unemployment, during a slightly higher proportion of their employed time than the other groups (table 26).

Unemployment was not only unequally distributed among various groups in the sample but was also unequally distributed among the individuals in each of the groups. About one-third of the weavers and more than one-half of the loom fixers reported no continuous unemployment lasting 1 month or longer between 1926 and 1935 (table 28). At the other end of the range, 7.0 percent of the weavers and 6.8 percent of the loom fixers reported more than 5 years of unemployment: i. e., they were unemployed more than one-half of the time. When the distribution of unemployment is examined in relation to age (table 28), it is found that almost equal proportions of each age group reported no unemployment, but that of those reporting more than 5 years of unemployment, 80.0 percent were 45 years of age or older, although workers of this age comprised only 48.2 percent of the sample.

Of those who were unemployed in May 1936, only 13.7 percent reported no unemployment in the 10 years compared with 35.6 percent of the total sample (table 29). Furthermore, 17.7 percent of the unemployed in May 1936, in contrast to only 7.0 percent of the total sample, were unemployed more than half of the time in the 10-year period. The number of persons who reported no unemployment was considerably smaller in the second 5 years than in the first 5 years, especially among those unemployed in May 1936 (table 30). Only 2.5 percent of the sample were unemployed more than half of the time in the first 5 years in comparison with 19.9 percent in the second 5 years. The corresponding percentages for those unemployed in May 1936 were 5.9 and 38.2 respectively.

NUMBER AND LENGTH OF UNEMPLOYMENT PERIODS

The unemployment reported in the 10-year period was distributed among 64.4 percent of the sample and amounted to 24.0 percent of their total time. That unemployment periods were not numerous, as suggested in figure 4, is borne out in the tabulations of table

31. One-third of the sample had no unemployment periods, and another third had only one period of unemployment between 1926 and 1935.

The experiences of two plush weavers are typical of workers who had only one period of unemployment, with the period lasting for several years. Mr. S., 36 years of age, had had a variety of experience before he became a weaver and then worked as a weaver for one company for 8 years. After this mill shut down in 1930, he was unable to find any kind of work until the summer of 1935. At that time he secured a job as a weaver and was still employed at the time he was interviewed. Mr. D., also 36 years of age, began to work in textiles at the age of 14 and after 3 years left the industry. Six years later he became a weaver and worked for one mill for 7 years, until it moved from Philadelphia in 1930. For 3 years Mr. D. could not find any work but in the summer of 1933 secured a weaving job at which he is still employed, although the work is sometimes not full-time.

Among the loom fixers more than half had no unemployment, and one-third had only one period of unemployment. No loom fixer and only 8.9 percent of the weavers had more than three periods of unemployment. There was little difference between the men and women weavers in the number of unemployment periods, except that fewer women had only one period and more women had two periods. In the higher frequencies the differences between men and women disappear.

The relatively small number of unemployment periods confirms the findings of other data in this section. In table 31 it is apparent that more woolen- and worsted-goods workers reported some unemployment, and proportionally they reported more periods of unemployment than the other two groups. The percentages reporting three or more periods were 23.6, 14.8, and 9.1 respectively for woolen- and worsted-goods, carpet and rug, and upholstery-goods workers. These percentages are in reverse order of the proportions in each industry reporting two periods of unemployment, which seems to be the point at which industrial differentiation occurs.

About the same proportion of each of the four age groups reported no period of unemployment in the 10 years, but the proportion of those reporting only one period increased with age, and the proportion reporting two periods decreased with age (table 31).

Persons reporting three or more periods were scattered and not concentrated in any age group.

The equal sharing of work in periods of unemployment was the established policy of Philadelphia upholstery mills for most of the years covered by this survey and of some of the carpet and rug mills. The fact that this is not reflected to a greater extent in the findings of this study is the result of the number of permanent lay-offs which occurred during the period studied. Some mills moved out of town or closed permanently during this period.

Those who were unemployed in May 1936, although they suffered a disproportionate share of the 10-year unemployment, did not report an excessive number of unemployment periods (table 32). Table 32 shows clearly that a large amount of unemployment was not necessarily associated with a high number of unemployment periods.

On an occupational basis fewer loom fixers than weavers were unemployed during the 10 years, and because more than half the loom fixers were not unemployed at any time, the average length of unemployment periods for loom fixers was slightly less than 1 month (table 33). The few loom fixers who were unemployed, however, were out of work for as long periods as the weavers in the sample. Among the weavers the women had slightly shorter periods of unemployment than the men.

The average length of unemployment periods increases with age and for those 60 years of age and over, the average unemployment period is twice as long as for those under 30 years of age (table 33). Although the chances of older workers becoming unemployed are no greater than those of younger workers, nevertheless older workers who are unemployed have greater difficulty in finding jobs than younger workers.

As might be anticipated, the unemployed in May 1936, who suffered a disproportionate share of the unemployment in the 10 years but did not experience an excessive number of unemployment periods, reported much longer periods of unemployment than the average length for the sample (table 34). In fact, the average of their periods was about four times as long as the average for other workers in the study. This difference is partly explained by the few workers in the group unemployed in May 1936 who were not

unemployed during the 10 years, compared with more than two-fifths of the workers in the other groups who had no unemployment.

The average length of the longest period of unemployment was less than 1 month longer than the average length of all unemployment periods reported in the 10-year period (table 36). The similarity of these two measures is explained by the fact that one-third of the sample had no unemployment and slightly less than one-third had more than one period of unemployment. When the persons reporting no unemployment are excluded from the computations, the average length of the longest period of unemployment becomes 17.1 months compared with 12.8 months, the average length of all unemployment periods. It has already been pointed out that those who were unemployed in May 1936 were characterized by long periods of unemployment. By way of contrast, their longest period of unemployment (for those reporting unemployment during the 10 years) averaged 24.1 months in comparison with 13.7 months for other workers who reported some unemployment.

The dates at which individuals began their longest period of unemployment were not heavily concentrated in any one year (table 36). A few more persons began their longest period in 1933 than in any other year, although the numbers in each of the 5 years 1930-34 were approximately equal. It is significant that among those unemployed in May 1936, many of whom had been out of work for several years, one-fifth did not begin their longest period of unemployment until 1935.

In section II it was pointed out that the 102 individuals who constituted the unemployed section of the labor market in May 1936 had been out of work for varying periods of time. Twenty-seven workers did not lose their last job until 1936, i. e., after the 10 years for which work histories were obtained (table 16). Another 27 lost their last job from 5 to 16 months before May 1936, i. e., in 1935, and the rest lost their last job in 1934 or earlier. The average duration of unemployment since the last job for the group of 102 was 15.9 months, which was two and one-half times as long as the average length of all unemployment periods during the 10 years for the total sample.

The average duration of unemployment for those 45 years of age and older was almost twice as long as for those in the 30- to 44-year age group. The table of duration of unemployment by usual industry (table 16) shows that the unemployed carpet and rug work-

ers had been without jobs half again as long as individuals in the other two industries. This higher average appears to be the result of relatively fewer carpet and rug workers becoming unemployed in 1935 and 1936, more becoming unemployed in 1934, and the presence of a few workers who had been unemployed a long time.

In the second 5 years more persons experienced unemployment, and their average period of unemployment was longer. For those reporting unemployment, it lasted 12.8 months in contrast to 6.6 months for the corresponding group in the first 5 years (table 35). By the close of the 1926-35 decade the labor market of weavers and loom fixers in Philadelphia had a surplus of unemployed workers. Many of them had been out of work a long time, and there is little chance of their working again at their chosen occupation either because their looms are no longer used or because their former employers have gone out of business or have moved the business out of Philadelphia.

SECTION IV

LABOR MOBILITY IN THE 10 YEARS, 1926-35

The term "labor mobility" usually refers to either the geographic or the occupational and industrial mobility of workers. It is the latter type of mobility with which this section is concerned. Several measures appraising the amount of occupational and industrial mobility among the weavers and loom fixers studied can be derived from their work histories during the 10 years, 1926-35. The most important of these measures are the relative amounts of employment at the usual and at other occupations, the number of jobs the workers left in the 10-year interval, and the number of times they reported changes in employer, occupation, and industry. Voluntary changes in employer which are not accompanied by occupational shifts represent the horizontal movement of labor in search of better working conditions and occasionally more varied experience in the same type of work. In the case of the weavers and loom fixers studied, a shift in industry was usually also accompanied by a shift in occupation. This reflects the vertical movement of labor up or down the scale in grade of skill.

EMPLOYMENT AT OCCUPATIONS OTHER THAN THE USUAL

It has been pointed out earlier that the amount of employment at occupations other than the usual did not vary much from year to year. When employment at the usual occupation declined in the years from 1930 to 1933, there was not a similar decline in employment at other occupations. Between 1931 and 1935, the depression and early recovery years of the 10-year period, weavers and loom fixers averaged 9.3 months of employment at other occupations compared with 9.6 months in the preceding 5 years (table 22). To express it somewhat differently, 17.9 percent of all employment in the first 5 years and 21.2 percent of all employment in the second 5 years was at occupations other than the usual.

In the 10-year period the individuals in the sample spent as much time working at other occupations as they did in unemployment. In the first 5 years, however, the time at other occupations was more than twice the unemployed time, while in the second 5 years it was only two-thirds of the unemployed time. Throughout

the period loom fixers spent considerably more time at other occupations than did weavers. The reason for this difference lies in the nature of the occupations. A weaver's experience does not train him immediately for any work except weaving, and if he has worked for a long time on a particular type of fabric or kind of loom, he often has difficulty in weaving other fabrics or in working in other industries. A loom fixer, on the other hand, is more skilled than a weaver and, before becoming a loom fixer, has usually been a weaver or a machinist. Of the 29 loom fixers in the sample, 19 were weavers before they became loom fixers. A loom fixer is really a machinist with special experience in the set-up and maintenance of looms. Because of these two supplementary or allied occupations loom fixers are more mobile than weavers.

This distinction between weavers and loom fixers also appears in table 37. Of the time spent at other occupations, loom fixers were employed 50.0 percent of the time at skilled occupations in manufacturing and mechanical industries, whereas none of the supplementary employment of women weavers and only 8.2 percent of the supplementary employment of men weavers was at skilled trades. More than half of the loom fixers who reported employment at occupations other than the usual worked at weaving, and over a third of their supplementary employment was at weaving. On the other hand, of their total time at noncustomary occupations, both men and women weavers, in comparison with loom fixers, spent a much larger proportion at semiskilled trades; these percentages were 40.6 and 69.1 for men and women weavers respectively and 7.0 for loom fixers. Much more of the supplementary employment of women than of men was in domestic and personal service. Men, on the other hand, spent considerable time at white-collar jobs, while the women did almost no work of this kind. The men also spent 14 percent of the time at other than the usual occupation in unskilled laboring work.

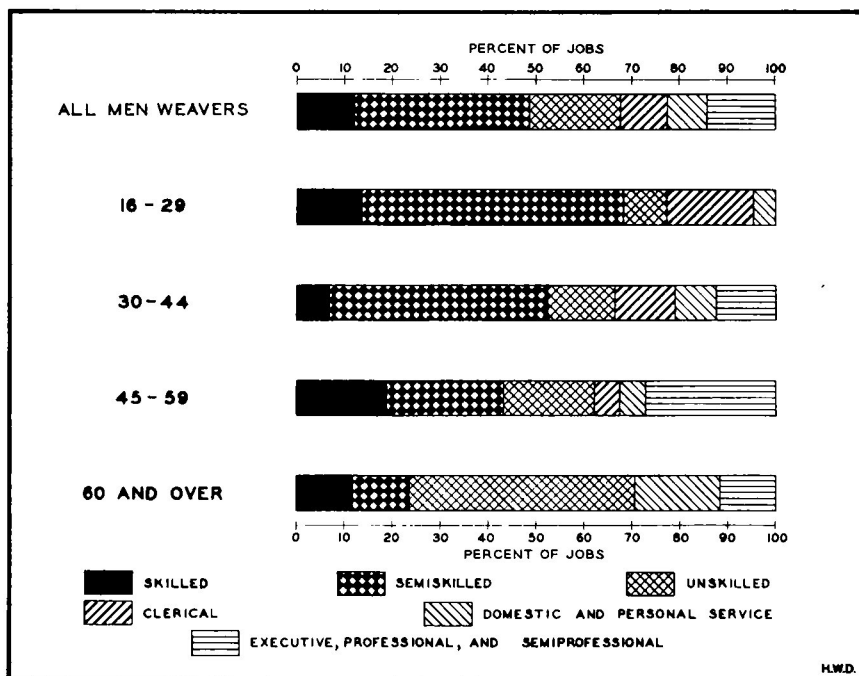
It was shown in section III that the individuals in carpet and rug manufacturing had the most and the individuals in upholstery-goods manufacturing had the least employment at occupations other than the usual during the 10 years under consideration (table 22). When the amount of supplementary employment was examined in relation to age, it was found that workers under 30 years of age spent about twice as much time at fill-in jobs as did other workers (table 23). Younger workers spent considerably more time at

occupations other than the usual in the first 5 years than in the second 5 years, although the time at other occupations for workers 30 years of age and over was divided almost equally between the two periods. Between 1926 and 1930 workers under 30 years of age were employed at other occupations for almost 2 years because over a third of them entered the labor market during that time and first jobs are not likely to be of the skilled nature of weaving and loom fixing. In table 38 it is seen that approximately half of the employment before securing a weaving or loom-fixing job was at semiskilled occupations in manufacturing industries. This proportion compares with a little more than one-third of the time after employment at the usual occupation. The inference is that since a semiskilled job in manufacturing and most frequently in the textile and clothing industries was the most usual kind of work engaged in before obtaining a weaving or loom-fixing job, the latter was in the nature of a promotion from a semiskilled occupation.

The oldest workers in the study, those 60 years of age and over, had more employment at occupations other than the usual and less employment at the usual occupation than workers between 30 and 59 years of age, especially in the years from 1931 to 1935. In this variation there is evidence that when there is a surplus of unemployed workers in any trade, the oldest ones find it more difficult than those in the middle age groups to obtain employment at their usual trade and are more likely to look for and to accept employment at occupations other than the usual, even though it may mean moving down on the scale of skill.

Table 39 shows the number of persons in each age group who had at least one job at an occupation other than the usual in the 10-year period and the occupational group in which their supplementary occupation was usually located. Figure 8 shows for men weavers in each age group the socioeconomic character of jobs at other than the usual occupation after having worked as weavers. Three-eighths of all the workers 60 years of age and over, one-fourth of those between 45 and 59, almost one-half of those between 30 and 44, and nine-tenths of those under 30 years of age had jobs at occupations other than the usual. Among workers who reported stopgap jobs, the percentage usually employed at unskilled and domestic- and personal-service jobs was highest among those 60 years of age

**Figure 8.- SOCIOECONOMIC CHARACTER OF JOBS AT OCCUPATIONS
OTHER THAN THE USUAL, 1926-35, FOR ALL MEN WEAVERS
BY AGE IN MAY 1936**



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WPA - National Research Project

P-18

and over and lowest among those under 30 years of age.¹ The percentage usually employed at skilled or semiskilled jobs in manufacturing and mechanical industries was lowest among those 60 years of age and over and highest among those under 30 years of age. To put the situation briefly, the study indicates that workers under 30 and workers 60 years of age and over had more employment than other age groups at occupations other than the usual. For the youngest workers these jobs were most frequently semiskilled jobs from which they became skilled weavers and loom fixers. For the oldest workers these jobs usually represented a demotion in skill to semiskilled or unskilled work.

As previously pointed out, those who were employed at occupations other than the usual in May 1936 spent considerably more time

¹An exception to this statement is the fact that among workers 45 to 59 years of age no worker reported his other jobs as generally being at personal- and domestic-service occupations.

than other workers in employment at occupations other than their usual one. Quantitatively they spent four times as much time at such employment as other persons and more than one-half of their own employed time at such employment. The differentiation was most marked in the second half of the decade when 56.0 percent of the group's employment at occupations other than the usual was reported by those working at other occupations in May 1936, who are only 13.7 percent of the total number of workers in the study.

Many persons employed at other than their usual occupation in May 1936 had lost their last job at the usual occupation before the depression began in 1929 (table 13). At least 20 percent of each industrial group who were working at an occupation other than the usual one in May 1936 had not worked at the usual occupation since 1929 or earlier. Although the numbers in each industrial group are too small to permit any definite conclusions, there is a suggestion that workers in carpet and rug manufacturing were the first and workers in upholstery-goods manufacturing were the last to lose their jobs at their regular occupation. The fact that workers, who by May 1936 had been employed at other occupations for a long time, still considered weaving and loom fixing their usual occupation indicates that such employment was accepted only as an alternative to unemployment and not by deliberate choice.

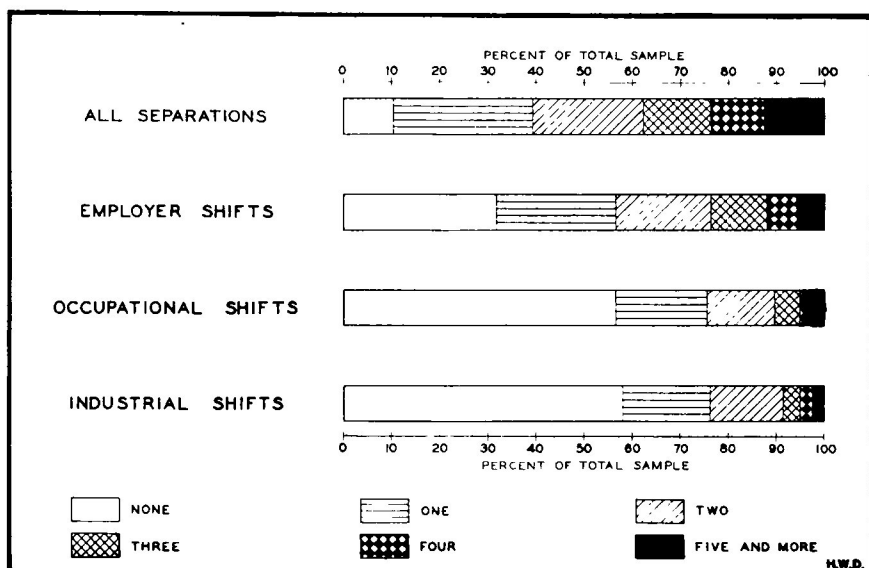
While the amount of employment at occupations other than the usual averaged over 1½ years in the 10-year period, 56.6 percent of the group did not work at any occupation except their usual one. Most of the work at the usual occupation was in the usual industry, and 57.4 percent of the workers were employed only in their usual industry during the 10 years. Of the employment in industries other than the usual, 16 percent was in one of the other two industries selected for study.

JOB SEPARATIONS

The meaning of a job separation depends on the definition of a job, which in the present study is termed paid service at one occupational assignment for one employer lasting for 1 month or longer. Hence a job separation may involve a change in employer, occupation, or industry, either separately or in combination. Excluding job separations which were followed by a return to the

same job after a period of unemployment, 43.3 percent of the separations involved a change in employer, occupation, and industry, and 38.1 percent involved a change in employer only (table 40). The variety of occupations and industries in which the group employed at occupations other than the usual in May 1936 were working is in accord with the fact that a much higher percentage of their job separations than those of the other workers meant a change in employer, occupation, and industry. They also reported the lowest percentage of job separations resulting in

Figure 9.- PERCENTAGE DISTRIBUTION OF WEAVERS AND LOOM FIXERS BY TYPE AND FREQUENCY OF SEPARATIONS, 1926-35



See tables 41, 44, 45, 46 for data.

Industrial Research Department -
University of Pennsylvania and
WPA - National Research Project

P-19

an employer shift only. In the total group studied, slightly less than one-fifth of all job separations involved a change either in occupation or in industry without a change in the other.

One-tenth of the workers in the sample reported no job separations in the 10 years 1926-35; the rest reported an average of 2.7 separations (figure 9 and table 41). The differences in the average number of job separations reported by weavers as distinct from loom fixers are very slight. They are slightly fewer among loom fixers than weavers and slightly fewer among women weavers

than men weavers. The average number of job separations reported in the 10 years was found to decrease directly with an increase in age (table 41). Separations among individuals under 30 years of age occurred approximately twice as frequently as among individuals 60 years of age and over. Those who were employed at occupations other than the usual in May 1936 reported the highest number of separations, and those employed at the usual occupation, the fewest separations (table 41).

About half of the job separations reported by weavers and loom fixers in the years from 1926 to 1935 were followed by periods of unemployment lasting 1 month or longer (table 42). In a small proportion of the separations (6 percent), the workers dropped out of the labor market for a month or longer. The majority of these persons returned to jobs before the end of the 10-year period. Forty-three percent of the job separations were followed by employment within 1 month's time. Loom fixers had the highest proportion of job separations followed by employment.

These data substantiate other findings of this study in relation to the work experience of weavers and loom fixers in the two halves of the 10-year period studied in detail (table 43). There were more separations to employment in the first 5 years and more separations to unemployment in the second 5 years. In the first 5 years fewer persons returned to the same job after periods of unemployment than in the second 5 years. Workers over 45 years of age reported more job separations to unemployment during the 10 years and fewer separations to employment than workers under 45 years of age (table 42). Workers who were unemployed in May 1936 reported a higher proportion of job separations to unemployment and a lower proportion of separations to employment during the decade than other workers in the study (table 42).

EMPLOYER, OCCUPATIONAL, AND INDUSTRIAL SHIFTS

Following the pattern found in job separations, the men weavers who changed employers, occupations, or industries reported the highest number of shifts, and, on the whole, women weavers reported the fewest (tables 44-46). Loom fixers are the middle group with respect to number of changes, and none of them reported a large number of any type of change. No loom fixer reported more than four employer, three occupational, or two industrial shifts. This occupational pattern for loom fixers is in marked contrast

to the average number of months loom fixers were employed at occupations other than the usual. However, fewer loom fixers than weavers experienced no occupational shifts. The deduction is that while loom fixers had more employment at occupations other than the usual, they were less likely than weavers to work at several different occupations or change occupations frequently.

Workers under 30 years of age reported the highest average number of shifts of each type, and there was a decrease in the number of shifts reported as age increased, although the decrease was less consistent than in the number of job separations. Workers under 30 made almost three times as many changes as workers 60 years of age and over. When the average number of shifts for persons who experienced one or more shifts are compared, the difference between the two age groups is much less. More than half of the workers 30 years of age and over reported no occupational or industrial shifts in the decade.

Those employed at occupations other than the usual in May 1936 did considerably more shifting, especially of occupation and industry, than those employed at the usual occupation or unemployed in May 1936. However, when the average number of shifts is computed only for those in each group who did some changing, there is little difference among the three groups. The interesting point in connection with shifting is that almost one-third of the total sample of weavers and loom fixers reported no change in employer in the 10 years, and well over one-half reported no change in occupation or industry. As might be expected in a group of skilled workers, the average number of employer shifts was higher than the average number of occupational or industrial shifts for the group as a whole.

The pattern of job shifts among the weavers and loom fixers of this study is one of relative immobility. The averages for the group in the 10-year period were 0.9 occupational shifts, 0.9 industrial shifts, and 1.7 employer shifts. It was found that 630 of the 929 job separations in the decade were followed by some kind of shift, and 398 of the 929 job separations were followed by another job before a month had elapsed. Younger workers experienced more job separations and all types of changes than older workers. They also spent more time at occupations other than the usual, although persons 60 years of age and over had more supplementary employment than those from 30 to 59 years of age. For older workers a large part of this work was unskilled.

The general absence of mobility as reflected in these measures is indicative of the tenacity with which weavers and loom fixers have clung to their usual occupation in face of a severe cyclical decline in job opportunities which, accentuated by a downward trend in the three selected industries, makes any appreciable improvement from the depression level very unlikely. The most mobile workers probably left the occupation and industry and the community to search for work elsewhere. Nevertheless, in the May 1936 labor market there were many who had not worked at weaving or loom fixing for several years but had not, at least in their own estimation, left the trade.

SECTION V

SUMMARY AND CONCLUSIONS

The 357 weavers and loom fixers, whose work experience is the subject of this study, represent the most highly skilled occupations in three textile industries (carpet and rug, woolen- and worsted-goods, and upholstery-goods manufacturing) for which Philadelphia has long been recognized as an important center. Since the early 1920's the occupations of weaving and loom fixing have been declining in importance in Philadelphia. This has been the result of the introduction of more automatic looms and the country-wide decline in the three selected industries, a decline which has been particularly marked in the Philadelphia area.

ATTACHMENT TO THE OCCUPATION

In spite of the slight hope for any appreciable improvement in the employment opportunities for weavers and loom fixers in Philadelphia, these workers cling to their trade. Even if circumstances force them to accept jobs at other kinds of work, they regard such jobs as temporary and continue to consider themselves weavers. An unusual persistence of attachment to their trade was expressed in many of the interviews and was evident from the tabulations of the work-history data. Two weavers who had not held a job as weavers since 1925 still considered weaving to be their usual occupation in May 1936. A similar preference for weaving was characteristic of all those who in May 1936 were employed at occupations other than the usual one. Half of this group had lost their last job at the usual occupation before 1931, i. e., at least 5 years before the control date of this study, but still classified themselves as weavers and loom fixers. The only evidence of a drift away from the occupations of weaving and loom fixing is found in the data relating to the rate of entrance to these occupations, as reflected in this study. Only 10.4 percent of the sample are workers who entered the labor market between 1920 and 1924, and only 6.5 percent of the sample entered in or after 1925.

Most of the workers in the study had entered the labor market before 1910 and had worked almost exclusively in the textile in-

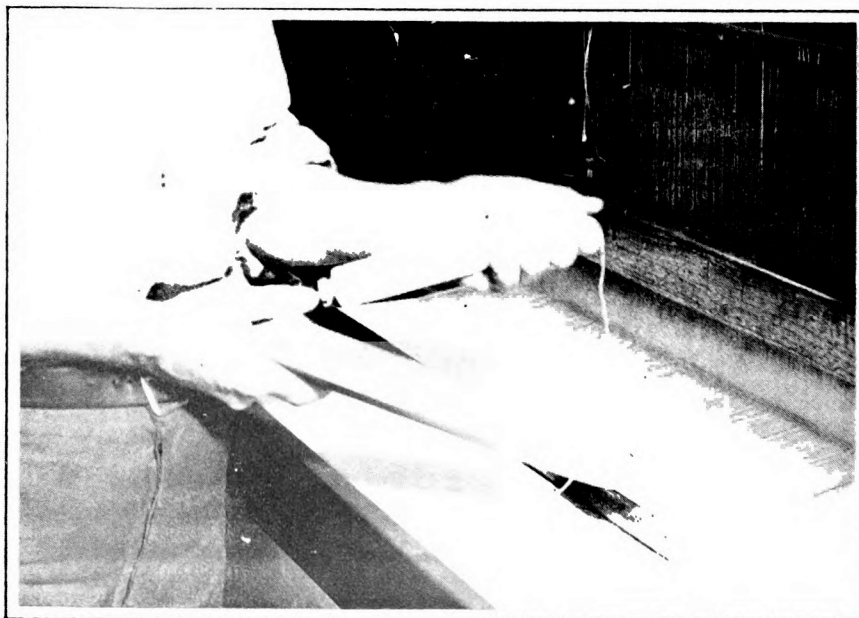
dustries. Men weavers had averaged $18\frac{1}{2}$ years at this occupation, and women weavers, 15 years. Loom fixers had spent $24\frac{1}{2}$ years, on the average, at this particular occupation.

A number of factors explain the occupational tenacity of weavers and loom fixers. One of the dominating influences is the fact that a large part of the sample, perhaps one-third, consists of persons who were born and raised in Kensington, the northeastern section of Philadelphia, where it was a family tradition in the period from 1890 to 1920 (the boom days of the textile industries in Philadelphia) for each member of the family to go into a textile mill when he or she left school. Jobs were easy to obtain, and wages at the skilled occupations were good. A second and important reason why weavers and loom fixers stick to their trade is that experience has shown that when they do change occupation, they usually have to accept less skilled jobs which entail a loss in prestige and wages. Only 12 percent of the 10-year employment at occupations other than the usual was at work as skilled as weaving and loom fixing. A third factor in maintaining a large labor reserve in a declining occupation is the high age level of the group. The average age of the group was 44.5 years, which is high even among occupations which require a great deal of skill and specialized experience. Older workers not only have more to lose in shifting their occupation, but they are apt to be less adaptable and have more work habits to unlearn in a new job than younger workers. It should also be remembered that this sample does not include those individuals who left the trade or area during the course of the 10 years, and it is therefore weighted with workers who are relatively slow in becoming adapted to a changed situation.

PATTERNS OF MOBILITY

The workers in this study showed very little occupational and industrial mobility. In the 10 years 1926-35 selected for intensive analysis of work experience, 56.6 percent of the group never worked at any occupation other than their usual one, and 57.4 percent of the group never worked in any industry other than their usual one. The first part of this statement is easy to understand because, as already noted, a worker who has reached the grade of weaver or loom fixer has gone as far as he can in the textile industries and cannot readily transfer to the most

highly skilled position in another industry. That there was not more mobility among the three selected industries is explicable only because all three industries were declining in importance during the period studied. In the decade slightly less than a sixth of the employment not in the usual industry was in one of the other two industries, and this was generally at a semiskilled occupation, such as spinning, carding, and creeling.



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Figure 10.- WEAVER FILLING A SHUTTLE

The loom fixers, who are less than 10 percent of the sample, did not change their industry any more frequently than weavers, but they did change their occupation more often. A larger proportion of the loom fixers than weavers shifted their occupation at least once, although the number of occupational shifts was higher for weavers than for loom fixers when only those who experienced one or more shifts are considered. Loom fixers also had more work at occupations other than the usual during the 10-year period, and a large proportion of this was skilled. A loom fixer by trade is more adapted to shifting because he is both a skilled textile worker and an expert machinist. Younger weavers and loom fixers had more occupational, industrial, and employer shifts than older workers. They also spent more time at occupations other than the usual one. The oldest workers, however,

had more supplementary employment than those from 45 to 59 years of age, but much of this work was unskilled.

In the prosperous days of the textile industries in Philadelphia it was a fairly common practice among textile workers to move from mill to mill in response to higher wages or some other inducement. In the 10-year period 1926-35, however, this was less possible because of the decline in the industries, and the average number of employer shifts reported per worker was only 1.7. The closing down, liquidation, and removal of textile plants from Philadelphia materially diminished the opportunities for shopping around for jobs.

Half of the job separations occurring in the decade under consideration were followed by periods of unemployment lasting 1 month or longer. In this study a median number of 2.5 job separations and of 1.5 unemployment periods was reported. The average number of unemployment periods, however, can hardly be considered representative of a general employment pattern for weavers and loom fixers because one-third of the individuals in the study reported no period of unemployment lasting 1 month or longer in the 10 years. Job separations, on the other hand, were reported by all but one-tenth of the sample and are therefore characteristic of the entire group. That the group as a whole was not mobile is shown in the fact that a third of the job separations were not followed by any kind of shift, and an additional quarter were followed by an employer shift only.

EMPLOYMENT AND UNEMPLOYMENT

The average amount of unemployment reported by weavers and loom fixers in the 10-year period was approximately 1½ years, although this was distributed very unevenly among individuals. One-third of them had no unemployment of 1 month or longer, and one-eighth reported over 4 years of unemployment. A large amount of unemployment was usually associated with long, consecutive periods of unemployment rather than with numerous, short periods. In fact, little evidence of seasonal lay-offs and short-term unemployment was found, but there is reason to believe that these were not reliably reported in the study.

The group as a whole spent 66 percent of the 10 years in employment at their usual occupation, 16 percent in employment at other occupations, 15 percent in unemployment, and 3 percent in time out of the labor market. One-third of their employment was part-

time work so that the rate of idleness on a man-hour basis would be distinctly higher than on a worker basis. The principle of work sharing was probably effective in spreading part-time work over more workers than would have been hired on a full-time basis without such an employment policy but obviously did not affect the work records of persons displaced in permanent lay-offs who were not reabsorbed into the industry.

Almost four-fifths of the total unemployment reported occurred in the second 5 years of the period studied. Employment at occupations other than the usual was sustained to a surprising degree in the second half of the period when it showed scarcely any decline from the first 5 years. Employment at the usual occupation, however, was 20 percent less in the second half of the 10 years than in the first 5 years. In May 1936, 151 of the 357 weavers and loom fixers in this sample were not employed at their usual occupation; 49 of these were employed at other occupations which meant employment at a lower economic status for 35 of them. The majority of these were younger workers.

Many of those who were unemployed in May 1936, on the other hand, had been out of work a long time and had experienced a disproportionate share of the total unemployment reported in the study, particularly in the years after 1930. The average age of this group was higher than that of employed weavers and loom fixers, and the older workers within the group experienced unusually long periods of unemployment. The percentage of persons 45 years of age and over who experienced some unemployment during the 10 years was no greater than among younger workers, but it took the older unemployed workers a much longer time to become reabsorbed into employment, especially at their usual occupation. The rate of turn-over in the unemployed group was low. Half of those who were unemployed in May 1936 had lost their last job at weaving or loom fixing in the first months of 1934 or earlier.

CONCLUSIONS

This study illustrates the effects of varied types of industrial change on the employment and reemployment opportunity of workers in two highly skilled occupations in important textile industries in Philadelphia. Style changes in house furnishings reduced or changed the character of the demand for the products manufactured in Philadelphia mills. Technological changes re-

duced the labor requirements for making the product for which a demand still existed. This was particularly true of the work of weavers and loom fixers. These occupations are highly skilled, and the workers' experience is therefore very specialized. There are distinct limits to the transferability of the skills acquired, and many of the workers prefer to accept less regular employment in the industries of their customary attachment rather than to shift to other industries.

The workers' ability to make shifts is distinctly limited by their age. The average age of the weavers and loom fixers studied is high. Of those displaced by recent economic changes, only the younger workers have succeeded in making more or less permanent shifts to other occupations and industries. Many of these changes represented transfers to occupations of lower grades of skill.

Most of the weavers and loom fixers who still hold jobs in the upholstery, carpet, and woolen and worsted mills of Philadelphia are likely to have a chance to work until they are 65 and are eligible for old age pensions, since age is no handicap to those who are employed. Unemployment compensation benefits will assist in carrying them over periods of seasonal unemployment or irregular operation. The relatively large group who have no pay-roll attachment in the industry, however, are in a very different situation. Their high average age makes it difficult for them to secure other types of employment, and there is small likelihood of their being reabsorbed into their usual occupation. Despite the fact that they reside in a metropolitan center of diversified industries, they are as effectively "stranded" as if they lived in the "stranded communities" of West Virginia or the "depressed areas" of England and Wales.

APPENDIX A

TABLES

The sample on which these tables (except tables 1 and 2) are based is described in the Introduction.

For definitions of terms used in tables, see appendix B.

The occupation and industry codes used in classifying the work-history material are adaptations of Bulletin #3, Occupation Code, and Bulletin #4, Industry Code, Works Progress Administration, National Research Project in cooperation with the Industrial Research Department of the University of Pennsylvania (mimeo., April 1936).

Socioeconomic groups (tables 14, 15, 37, and 38) were determined by a refinement of the occupation code based on Alba M. Edwards' socioeconomic classification for the United States census occupational returns, presented in "A Social-Economic Grouping of the Gainful Workers of the United States," *Journal of the American Statistical Association*, XXVIII, No. 184 (Dec. 1933), 377-87.

Table 1.- AVERAGE NUMBER OF WAGE EARNERS IN THE WOOLEN
AND WORSTED INDUSTRY IN PHILADELPHIA
AND THE UNITED STATES, 1899-1935

Year	Philadelphia	United States
1899	16,845 ^a	125,901 ^b
1909	19,177 ^a	163,192 ^b
1919	16,229 ^c	166,787 ^b
1929	10,499 ^d	146,959 ^b
1933	6,050 ^e	127,227 ^f
1935	8,240 ^g	136,461 ^h

^aThirteenth Census of the United States: 1910, "Abstract of the Census with Supplement for Pennsylvania" (U. S. Dept. Com. and Labor, Bur. Census, 1913), p. 747. Data for 1899 and 1909 include wool hats and felt goods.

^bFifteenth Census of the United States: 1930, "Manufactures: 1929" (U. S. Dept. Com., Bur. Census, 1933), II, 412.

^cFourteenth Census of the United States: 1920, "Manufactures: 1919" (U. S. Dept. Com., Bur. Census, 1923), IX, 1340.

^dFifteenth Census of the United States: 1930, "Manufactures: 1929" (U. S. Dept. Com., Bur. Census, 1933), III, 467.

^eBiennial Census of Manufactures: 1933, "General Statistics for Philadelphia, by Industries" (U. S. Dept. Com., Bur. Census, July 17, 1935), p. 4.

^fBiennial Census of Manufactures: 1933 (U. S. Dept. Com., Bur. Census, 1936), p. 134.

^gCensus of Manufactures: 1935, "Summary for Philadelphia, by Industries" (U. S. Dept. Com., Bur. Census, Oct. 6, 1937), p. 3. Data for 1935 include woven felt goods, woolen and worsted yarn, dyeing and finishing, haircloth, and other wool-manufacturing industries, as well as woolen and worsted goods.

^hThe Census of Manufactures: 1935, "Wool and Hair Manufactures" (U. S. Dept. Com., Bur. Census, 1937), p. 2.

Table 2.- AVERAGE NUMBER OF WAGE EARNERS IN THE CARPET AND RUG INDUSTRY IN PHILADELPHIA AND THE UNITED STATES, 1899-1935

Year	Philadelphia	United States
1899	12,190 ^a	28,411 ^b
1909	10,363 ^a	33,307 ^b
1919	6,811 ^c	22,933 ^b
1927	5,726 ^d	32,829 ^b
1929	5,275 ^e	32,623 ^b
1933	3,199 ^f	21,296 ^g
1935	5,870 ^h	27,633 ⁱ

^aThirteenth Census of the United States: 1910, "Abstract of the Census with Supplement for Pennsylvania" (U. S. Dept. Com. and Labor, Bur. Census, 1913), p. 745.

^bFifteenth Census of the United States: 1930, "Manufactures: 1929" (U. S. Dept. Com., Bur. Census, 1933), II, 420.

^cFourteenth Census of the United States: 1920, "Manufactures: 1919" (U. S. Dept. Com., Bur. Census, 1923), IX, 1334.

^dBiennial Census of Manufactures: 1927 (U. S. Dept. Com., Bur. Census, 1930), p. 1473.

^eFifteenth Census of the United States: 1930, "Manufactures: 1929" (U. S. Dept. Com., Bur. Census, 1933), III, 452. Figure is for Philadelphia Industrial Area.

^fBiennial Census of Manufactures: 1933, "Philadelphia Industrial Area" (U. S. Dept. Com., Bur. Census, June 18, 1935), p. 2. Figure is for Philadelphia Industrial Area.

^gBiennial Census of Manufactures: 1933 (U. S. Dept. Com., Bur. Census, 1936), p. 133.

^hCensus of Manufactures: 1935, "Philadelphia Industrial Area" (U. S. Dept. Com., Bur. Census, Aug. 27, 1937), p. 2. Figure is for Philadelphia Industrial Area. Data for 1935 include paper fibre and grass carpets and rugs, rag carpets and rugs, and woolen and worsted carpet yarns. The percentage of wage earners employed in the manufacture of carpets and rugs, wool, other than rag, however, probably accounts for all but a negligible number of the wage earners in this industry group in this area in 1935.

ⁱThe Census of Manufactures: 1935, "Carpets and Rugs" (U. S. Dept. Com., Bur. Census, 1937), p. 16.

WEAVERS AND LOOM FIXERS

Table 3.- USUAL OCCUPATION, BY THE USUAL INDUSTRY
AND EMPLOYMENT STATUS IN MAY 1936

Usual industry and employment status	Total	Weavers			Loom fixers (Men)
		Total	Men	Women	
Total	357	328	284	44	29
Employed: at the usual occupation	206	189	168	21	17
at other occupations	49	41	36	5	8
Unemployed	102	98	80	18	4
Woolen and worsted goods	76	68	54	14	8
Employed: at the usual occupation	45	39	34	5	6
at other occupations	9	7	5	2	2
Unemployed	22	22	15	7	0
Carpets and rugs	115	109	105	4	6
Employed: at the usual occupation	73	69	68	1	4
at other occupations	17	16	16	0	1
Unemployed	25	24	21	3	1
Upholstery goods	166	151	125	26	15
Employed: at the usual occupation	88	81	66	15	7
at other occupations	23	18	15	3	5
Unemployed	55	52	44	8	3

Table 4.- YEAR OF ENTERING THE LABOR MARKET
BY THE USUAL OCCUPATION

Year of entering the labor market	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	337	100.0	309	100.0	267	100.0	42	100.0	28	100.0
Before 1880	15	4.4	13	4.2	11	4.1	2	4.8	2	7.1
1880-84	24	7.1	21	6.8	20	7.5	1	2.4	3	10.7
1885-89	24	7.1	21	6.8	18	6.7	3	7.1	3	10.7
1890-94	26	7.7	19	6.1	18	6.7	1	2.4	7	25.0
1895-99	28	8.3	25	8.1	21	7.9	4	9.5	3	10.7
1900-4	42	12.5	38	12.3	34	12.7	4	9.5	4	14.3
1905-9	42	12.5	42	13.6	36	13.5	6	14.3	0	-
1910-14	40	11.9	36	11.7	33	12.4	3	7.1	4	14.3
1915-19	39	11.6	38	12.3	28	10.5	10	23.8	1	3.6
1920-24	35	10.4	34	11.0	28	10.5	6	14.3	1	3.6
1925-29	19	5.6	19	6.1	17	6.4	2	4.8	0	-
1930-34	3	0.9	3	1.0	3	1.1	0	-	0	-

^aExcludes 18 men and 2 women who did not report date of entering the labor market.

**Table 5.- AGE, USUAL OCCUPATION, AND USUAL INDUSTRY
IN MAY 1936**

Age and Usual Occupation										
Age in years	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	328	100.0	284	100.0	44	100.0	29	100.0
Under 20	1	0.3	1	0.3	1	0.4	0	-	0	-
20-24	8	2.2	8	2.4	7	2.5	1	2.3	0	-
25-29	33	9.2	32	9.8	28	9.8	4	9.1	1	3.5
30-34	43	12.1	43	13.1	33	11.6	10	22.7	0	-
35-39	39	10.9	36	11.0	30	10.6	6	13.6	3	10.3
40-44	61	17.1	59	18.0	51	17.9	8	18.2	2	6.9
45-49	39	10.9	35	10.7	31	10.9	4	9.1	4	13.8
50-54	37	10.4	35	10.7	30	10.6	5	11.4	2	6.9
55-59	32	9.0	24	7.3	23	8.1	1	2.3	8	27.6
60-64	29	8.1	26	7.9	24	8.5	2	4.5	3	10.3
65 and over	35	9.8	29	8.8	26	9.1	3	6.8	6	20.7
Median age	44.5		43.8		44.3		40.9		56.9	

Age and Usual Industry								
Age in years	Total		Woolens and worsted		Carpets and rugs		Upholstery goods	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	76	100.0	115	100.0	166	100.0
Under 20	1	0.3	0	-	0	-	1	0.6
20-24	8	2.2	1	1.3	2	1.7	5	3.0
25-29	33	9.2	3	3.9	12	10.4	18	10.8
30-34	43	12.1	8	10.5	15	13.1	20	12.1
35-39	39	10.9	10	13.2	7	6.1	22	13.3
40-44	61	17.1	14	18.4	22	19.2	25	15.1
45-49	39	10.9	9	11.9	10	8.7	20	12.1
50-54	37	10.4	6	7.9	12	10.4	19	11.4
55-59	32	9.0	11	14.5	10	8.7	11	6.6
60-64	29	8.1	7	9.2	12	10.4	10	6.0
65 and over	35	9.8	7	9.2	13	11.3	15	9.0
Median age	44.5		46.4		44.9		43.5	

WEAVERS AND LOOM FIXERS

Table 6.- NATIVITY, BY THE USUAL OCCUPATION, THE USUAL INDUSTRY,
AND AGE IN MAY 1936

By the Usual Occupation										
Nativity	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	328	100.0	284	100.0	44	100.0	29	100.0
Native-born	219	61.3	201	61.3	172	60.6	29	65.9	18	62.1
Foreign-born	138	38.7	127	38.7	112	39.4	15	34.1	11	37.9

By the Usual Industry										
Nativity	Total		Woolens and worsted		Carpets and rugs		Upholstery goods			
			Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	76	100.0	115	100.0	166	100.0		
Native-born	219	61.3	38	50.0	79	68.7	102	61.4		
Foreign-born	138	38.7	38	50.0	36	31.3	64	38.6		

By Age										
Nativity	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	42	100.0	143	100.0	108	100.0	64	100.0
Native-born	219	61.3	38	90.5	92	64.3	57	52.8	32	50.0
Foreign-born	138	38.7	4	9.5	51	35.7	51	47.2	32	50.0

Table 7.- YEAR OF BEGINNING RESIDENCE IN PHILADELPHIA
BY THE USUAL OCCUPATION

Year of begin- ning residence ^a	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^b	355	100.0	327	100.0	283	100.0	44	100.0	28	100.0
At birth	154	43.4	143	43.7	119	42.0	24	54.6	11	39.3
Before 1900	47	13.2	41	12.5	38	13.4	3	6.8	6	21.4
1900-4	18	5.1	17	5.2	15	5.3	2	4.5	1	3.6
1905-9	30	8.5	28	8.6	24	8.5	4	9.1	2	7.1
1910-14	31	8.7	28	8.6	26	9.2	2	4.5	3	10.7
1915-19	27	7.6	24	7.3	22	7.8	2	4.5	3	10.7
1920-24	29	8.2	28	8.6	24	8.5	4	9.1	1	3.6
1925-29	14	3.9	14	4.3	12	4.2	2	4.6	0	-
After 1929	5	1.4	4	1.2	3	1.1	1	2.3	1	3.6

^a See appendix B for definition of year of beginning residence, listed under "Years in City."^b Excludes 2 men who did not report year of beginning residence in Philadelphia.

Table 8.- SCHOOL GRADE COMPLETED, BY THE USUAL OCCUPATION,
THE USUAL INDUSTRY, AND AGE IN MAY 1936

By the Usual Occupation										
School grade completed	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent
Total ^a	347	100.0	320	100.0	279	100.0	41	100.0	27	100.0
No formal schooling	15	4.3	15	4.7	14	5.0	1	2.4	0	-
1-6	118	34.0	108	33.8	97	34.8	11	26.8	10	37.0
7-8	164	47.3	148	46.2	126	45.2	22	53.7	16	59.3
9-12	50	14.4	49	15.3	42	15.0	7	17.1	1	3.7
Median grade ^b	7.8		7.5		7.5		7.8		7.5	

By the Usual Industry									
School grade completed	Total		Woolens and worsteds		Carpets and rugs		Upholstery goods		
	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	
Total ^a	347	100.0	73	100.0	115	100.0	159	100.0	
No formal schooling	15	4.3	3	4.1	6	5.2	6	3.8	
1-6	118	34.0	28	38.4	39	33.9	51	32.1	
7-8	164	47.3	35	47.9	54	47.0	75	47.1	
9-12	50	14.4	7	9.6	16	13.9	27	17.0	
Median grade ^b	7.8		7.3		7.5		7.6		

By Age										
School grade completed	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent
Total ^a	347	100.0	42	100.0	141	100.0	102	100.0	62	100.0
No formal schooling	15	4.3	0	-	6	4.3	5	4.9	4	6.5
1-6	118	34.0	5	11.9	41	29.1	39	38.2	33	53.2
7-8	164	47.3	25	59.5	71	50.3	47	46.1	21	33.8
9-12	50	14.4	12	28.6	23	16.3	11	10.8	4	6.5
Median grade ^b	7.8		8.5		8.1		7.5		6.4	

^aExcludes 7 men and 3 women who did not report school grade completed.^bMedians computed on a more detailed break-down.

Table 9.- AGE OF BEGINNING WORK, BY THE USUAL OCCUPATION AND AGE IN MAY 1936

By the Usual Occupation										
Age in years	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	354	100.0	325	100.0	281	100.0	44	100.0	29	100.0
Less than 11	16	4.5	13	4.0	11	3.9	2	4.5	3	10.3
11	17	4.8	14	4.3	12	4.3	2	4.5	3	10.3
12	25	7.1	23	7.1	22	7.8	1	2.3	2	6.9
13	48	13.6	42	12.9	34	12.1	8	18.2	6	20.7
14	106	29.9	98	30.2	86	30.6	12	27.3	8	27.6
15	55	15.5	51	15.7	42	14.9	9	20.5	4	13.8
16	59	16.7	57	17.5	51	18.2	6	13.6	2	6.9
17 and over	28	7.9	27	8.3	23	8.2	4	9.1	1	3.5
Median age	14.7		14.7		14.7		14.8		14.1	

By Age in May 1936										
Age in years	Total		Age in May 1936 in years							
			16-29		30-44		45-59		60 and over	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	354	100.0	42	100.0	142	100.0	106	100.0	64	100.0
Less than 11	16	4.5	0	-	0	-	5	4.7	11	17.2
11	17	4.8	0	-	1	0.7	7	6.6	9	14.1
12	25	7.1	0	-	5	3.5	12	11.3	8	12.5
13	48	13.6	0	-	11	7.7	25	23.6	12	18.7
14	106	29.9	13	31.0	60	42.3	25	23.6	8	12.5
15	55	15.5	6	14.3	30	21.2	12	11.3	7	10.9
16	59	16.7	19	45.2	24	16.9	11	10.4	5	7.8
17 and over	28	7.9	4	9.5	11	7.7	9	8.5	4	6.3
Median age	14.7		16.1		14.9		14.2		13.4	

^aExcludes 3 men weavers who did not report age of beginning work.

Table 10.- NUMBER OF YEARS EMPLOYED AT THE USUAL OCCUPATION BY THE USUAL OCCUPATION AND THE USUAL INDUSTRY

By the Usual Occupation										
Number of years	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	356	100.0	327	100.0	283	100.0	44	100.0	29	100.0
Less than 4 yr.6 mo.	25	7.0	24	7.3	23	8.1	1	2.3	1	3.5
4 yr.6 mo.-9 yr.5 mo.	44	12.4	42	12.9	37	13.1	5	11.4	2	6.9
9 yr.6 mo.-14 yr.5 mo.	69	19.4	64	19.6	48	17.0	16	36.4	5	17.2
14 yr.6 mo.-19 yr.5 mo.	51	14.3	47	14.4	42	14.8	5	11.4	4	13.8
19 yr.6 mo.-24 yr.5 mo.	43	12.1	40	12.2	37	13.1	3	6.8	3	10.4
24 yr.6 mo.-29 yr.5 mo.	46	12.9	41	12.5	35	12.4	6	13.6	5	17.2
29 yr.6 mo.-34 yr.5 mo.	21	5.9	21	6.4	17	6.0	4	9.1	0	-
34 yr.6 mo.-39 yr.5 mo.	23	6.5	18	5.5	16	5.6	2	4.5	5	17.2
39 yr.6 mo.-44 yr.5 mo.	15	4.2	11	3.4	11	3.9	0	-	4	13.8
44 yr.6 mo. and over	19	5.3	19	5.8	17	6.0	2	4.5	0	-
Median number of years	18.5		18.1		18.5		15.0		24.5	

By the Usual Industry								
Number of years	Total		Woolens and worsteds		Carpets and rugs		Upholstery goods	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	356	100.0	75	100.0	115	100.0	166	100.0
Less than 4 yr.6 mo.	25	7.0	4	5.3	9	7.8	12	7.2
4 yr.6 mo.-9 yr.5 mo.	44	12.4	6	8.0	12	10.5	26	15.7
9 yr.6 mo.-14 yr.5 mo.	69	19.4	15	20.0	15	13.0	39	23.5
14 yr.6 mo.-19 yr.5 mo.	51	14.3	16	21.3	15	13.0	20	12.1
19 yr.6 mo.-24 yr.5 mo.	43	12.1	6	8.0	18	15.7	19	11.5
24 yr.6 mo.-29 yr.5 mo.	46	12.9	9	12.0	19	16.5	18	10.8
29 yr.6 mo.-34 yr.5 mo.	21	5.9	4	5.3	9	7.8	8	4.8
34 yr.6 mo.-39 yr.5 mo.	23	6.5	5	6.7	8	7.0	10	6.0
39 yr.6 mo.-44 yr.5 mo.	15	4.2	5	6.7	3	2.6	7	4.2
44 yr.6 mo. and over	19	5.3	5	6.7	7	6.1	7	4.2
Median number of years	18.5		18.6		21.4		16.1	

^aExcludes 1 male weaver who did not report number of years employed at the usual occupation.

WEAVERS AND LOOM FIXERS

Table 11.- LENGTH OF SERVICE ON AND DATE OF BEGINNING LONGEST JOB
BY SEX AND BY THE USUAL INDUSTRY

Number of months or date	Total		Sex				Usual industry							
			Men		Women		Woolens and worsted		Carpets and rugs		Upholstery goods			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent		
Total ^a	Length of Service in Months													
	355	100.0	312	100.0	43	100.0	75	100.0	115	100.0	165	100.0		
	80	22.5	71	22.8	9	20.9	10	13.3	26	22.6	44	26.7		
	60-119	114	32.1	99	31.7	15	34.9	32	42.7	33	28.7	49	29.7	
	120-179	90	25.4	75	24.0	15	34.9	20	26.7	26	22.6	44	26.7	
	180-239	43	12.1	39	12.5	4	9.3	5	6.7	20	17.4	18	10.9	
	240-299	12	3.4	12	3.9	0	-	4	5.3	4	3.5	4	2.4	
	300 and over	16	4.5	16	5.1	0	-	4	5.3	6	5.2	6	3.6	
	Median length	111.6		111.8		112.0		112.5		118.2		107.9		
	Total ^a	Date of Beginning Longest Job												
		355	100.0	312	100.0	43	100.0	75	100.0	115	100.0	165	100.0	
		1881-90	10	2.8	10	3.2	0	-	5	6.7	4	3.5	1	0.6
		1891-95	11	3.1	10	3.2	1	2.3	3	4.0	1	0.9	7	4.2
1896-1900		15	4.2	14	4.5	1	2.3	3	4.0	5	4.3	7	4.2	
1901-5		23	6.5	21	6.7	2	4.7	2	2.7	8	7.0	13	7.9	
1906-10		40	11.3	36	11.5	4	9.3	7	9.3	18	15.6	15	9.1	
1911-15		38	10.7	35	11.2	3	7.0	15	20.0	13	11.3	10	6.1	
1916-20		77	21.7	62	19.9	15	34.9	14	18.7	24	20.9	39	23.7	
1921-25		123	34.6	108	34.6	15	34.9	25	33.3	38	33.0	60	36.4	
1926-30		10	2.8	9	2.9	1	2.3	1	1.3	3	2.6	6	3.6	
1931-35		8	2.3	7	2.3	1	2.3	0	-	1	0.9	7	4.2	

^aExcludes 1 man and 1 woman who did not report length of service on or date of beginning longest job.

Table 12.- AGE AND EMPLOYMENT STATUS IN MAY 1936

Age in years	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	357	100.0	206	100.0	49	100.0	102	100.0
Under 20	1	0.3	1	0.5	0	-	0	-
20-24	8	2.2	5	2.4	1	2.0	2	2.0
25-29	33	9.2	19	9.2	8	16.3	6	5.9
30-34	43	12.1	27	13.1	4	8.2	12	11.7
35-39	39	10.9	24	11.7	8	16.3	7	6.9
40-44	61	17.1	37	18.0	8	16.3	16	15.7
45-49	39	10.9	32	15.5	1	2.0	6	5.9
50-54	37	10.4	17	8.3	6	12.3	14	13.7
55-59	32	9.0	19	9.2	4	8.2	9	8.8
60-64	29	8.1	14	6.8	6	12.3	9	8.8
65 and over	35	9.8	11	5.3	3	6.1	21	20.6
Median age	44.5		43.7		42.5		50.9	

Table 13.- YEAR OF LOSS OF LAST JOB AT THE USUAL OCCUPATION FOR THOSE EMPLOYED AT OTHER OCCUPATIONS AND FOR THOSE UNEMPLOYED IN MAY 1936, BY THE USUAL INDUSTRY

Year	Total		Woolens and worsteds		Carpets and rugs		Upholstery goods	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Employed at Other Occupations in May 1936								
Total	49	100.0	9	100.0	17	100.0	23	100.0
Before 1926	1	2.0	0	-	1	5.9	0	-
1926	3	6.1	0	-	0	-	3	13.0
1927	7	14.3	1	11.1	3	17.6	3	13.0
1928	3	6.1	0	-	3	17.6	0	-
1929	5	10.2	1	11.1	2	11.8	2	8.7
1930	6	12.3	1	11.1	3	17.6	2	8.7
1931	5	10.2	2	22.2	2	11.8	1	4.4
1932	2	4.1	0	-	1	5.9	1	4.4
1933	7	14.3	1	11.1	0	-	6	26.1
1934	3	6.1	0	-	1	5.9	2	8.7
1935	6	12.3	2	22.3	1	5.9	3	13.0
1936	1	2.0	1	11.1	0	-	0	-
Unemployed in May 1936								
Total	102	100.0	22	100.0	25	100.0	55	100.0
Before 1926	1	1.0	0	-	0	-	1	1.8
1926	2	2.0	0	-	2	8.0	0	-
1927	3	2.9	1	4.5	1	4.0	1	1.8
1928	4	3.9	1	4.5	1	4.0	2	3.6
1929	4	3.9	0	-	1	4.0	3	5.5
1930	11	10.8	1	4.5	3	12.0	7	12.7
1931	9	8.8	4	18.2	1	4.0	4	7.3
1932	5	4.9	0	-	0	-	5	9.1
1933	10	9.8	3	13.6	3	12.0	4	7.3
1934	13	12.8	2	9.1	5	20.0	6	10.9
1935	25	24.5	5	22.8	4	16.0	16	29.1
1936	15	14.7	5	22.8	4	16.0	6	10.9

Table 14.- OCCUPATION OF LAST JOB, BY SOCIOECONOMIC GROUP, USUAL OCCUPATION, AND AGE, FOR THOSE EMPLOYED AT OCCUPATIONS OTHER THAN THE USUAL IN MAY 1936

Occupation of last job ^a	Total	Usual occupation			Age in years			
		Weavers		Loom fixers (Men)	16-29	30-44	45-59	60 and over
		Men	Women					
Total	49	36	5	8	9	20	11	9
Skilled	9	2	0	7	0	3	2	4
Weaver (textile)	5	-	-	5	-	-	1	-
Loom fixer (textile)	1	1	-	-	-	1	-	-
Installer (oil burner)	1	-	-	1	-	1	-	-
Painter (self-employed)	2	1	-	1	-	1	1	-
Semiskilled	18	14	4	0	5	11	2	0
Creeler (carpet and rug)	1	1	-	-	1	-	-	-
Spinner (carpet yarn)	1	1	-	-	-	-	1	-
Spinner boy (carpet and rug)	1	1	-	-	1	-	-	-
Corders' helper (upholstery)	1	1	-	-	1	-	-	-
Baler (carpet yarn)	1	1	-	-	-	1	-	-
Spinning-machine operator (carpet yarn)	1	1	-	-	-	-	1	-
Frame tender (woolens and worsteds)	1	1	-	-	-	1	-	-
Knitter (woolens and worsteds)	1	1	-	-	-	1	-	-
Pasting-machine operator (paper box)	1	1	-	-	-	1	-	-
Assembler (radio)	3	2	1	-	2	1	-	-
Coil winder (radio)	1	-	1	-	-	1	-	-
Solderer (radio)	1	-	1	-	-	1	-	-
Battery charger (radio)	1	1	-	-	-	1	-	-
Milkman (retail dairy)	2	2	-	-	-	2	-	-
Sewing-machine operator (Federal government)	1	-	1	-	-	1	-	-
Unskilled	9	8	0	1	0	4	3	2
Special officer (radio)	1	-	-	1	-	-	1	-
Dismantler (second-hand automobiles)	1	1	-	-	-	1	-	-
Laborer (city government)	2	2	-	-	-	1	-	1
Laborer (Federal government)	1	1	-	-	-	1	-	-
Laborer (private families)	2	2	-	-	-	-	2	-
Gardener (landscaping)	1	1	-	-	-	1	-	-
Night watchman (carpet rug)	1	1	-	-	-	-	-	1
Clerical	3	3	0	0	2	0	1	0
Stockroom clerk (radio)	1	1	-	-	1	-	-	-
Truck dispatcher (warehouse)	1	1	-	-	1	-	-	-
Highway inspector (city government)	1	1	-	-	-	-	1	-
Domestic and personal service	5	4	1	0	2	1	0	2
Steward (social club)	1	1	-	-	-	-	-	1
Bartender (taproom)	2	2	-	-	1	1	-	-
Chauffeur (private family)	1	1	-	-	1	-	-	-
Owner (rooming house)	1	-	1	-	-	-	-	1
Executive, professional, and semiprofessional	5	5	0	0	0	1	3	1
Owner (retail grocery)	1	1	-	-	-	-	1	-
Owner (taproom)	1	1	-	-	-	-	1	-
Huckster (self-employed)	2	2	-	-	-	-	1	1
Boys' leader (boys' club)	1	1	-	-	-	1	-	-

^aI. e., occupation at which employed at time of interview in May 1936.

Table 15.- OCCUPATION OF LAST JOB, BY SOCIOECONOMIC GROUP
USUAL OCCUPATION, AND AGE, FOR THOSE
UNEMPLOYED IN MAY 1936

Occupation of last job	Total	Usual occupation			Age in years			
		Weavers		Loom fixers (Men)	16-29	30-44	45-59	60 and over
		Men	Women					
Total	102	80	18	4	8	35	29	30
Same as usual	84	70	12	2	6	27	27	24
Other than usual	18	10	6	2	2	8	2	6
Skilled								
Weaver	2	-	-	2	-	-	-	2
Semiskilled								
Assembler (radio)	2	-	2	-	-	1	1	-
Solderer (radio)	1	-	1	-	-	1	-	-
Helper in maintenance department (radio)	1	1	-	-	-	1	-	-
Packer (candy)	1	-	1	-	-	1	-	-
Cotton dipper (textile dyeing)	1	1	-	-	1	-	-	-
Unskilled								
Laborer (radio)	1	1	-	-	-	-	-	1
Laborer (contracting)	1	1	-	-	-	-	-	1
Clerical								
Sales clerk (retail)	2	2	-	-	-	2	-	-
Domestic and personal service								
Elevator operator (textile dyeing)	1	1	-	-	-	-	-	1
Cleaner (public school)	1	-	1	-	-	-	-	1
Ambulance driver (hospital)	1	1	-	-	-	1	-	-
Bartender (restaurant)	1	1	-	-	-	1	-	-
Waitress (restaurant)	1	-	1	-	1	-	-	-
Executive, professional, and semiprofessional								
Owner (retail store)	1	1	-	-	-	-	1	-

WEAVERS AND LOOM FIXERS

Table 16.- DURATION OF UNEMPLOYMENT SINCE LAST JOB^a FOR THOSE UNEMPLOYED IN MAY 1936
BY THE USUAL OCCUPATION, THE USUAL INDUSTRY, AND AGE

By the Usual Occupation										
Duration in months	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^b	96	100.0	93	100.0	78	100.0	15	100.0	3	100.0
1-4	21	21.9	21	22.6	16	20.5	5	33.3	0	-
5-16	27	28.1	26	28.0	20	25.6	6	40.0	1	33.3
17-28	12	12.5	12	12.9	11	14.1	1	6.7	0	-
29-40	11	11.4	11	11.8	10	12.8	1	6.7	0	-
41-52	7	7.3	6	5.4	5	6.4	0	-	2	66.7
53-64	9	9.4	9	9.7	8	10.3	1	6.7	0	-
65-76	5	5.2	5	5.4	5	6.4	0	-	0	-
77-88	2	2.1	2	2.1	2	2.6	0	-	0	-
89-100	2	2.1	2	2.1	1	1.3	1	6.6	0	-
Median duration	17.5		16.9		20.8		11.0		#	

By the Usual Industry								
Duration in months	Total		Woolens and worsted		Carpets and rugs		Upholstery goods	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^b	96	100.0	21	100.0	21	100.0	54	100.0
1-4	21	21.9	6	28.6	3	14.2	12	22.2
5-16	27	28.1	6	28.6	5	23.8	16	29.6
17-28	12	12.5	2	9.5	6	28.5	4	7.4
29-40	11	11.4	3	14.3	2	9.5	6	11.1
41-52	7	7.3	0	-	1	4.8	6	11.1
53-64	9	9.4	3	14.3	1	4.8	5	9.3
65-76	5	5.2	0	-	1	4.8	4	7.4
77-88	2	2.1	0	-	1	4.8	1	1.9
89-100	2	2.1	1	4.7	1	4.8	0	-
Median duration	17.5		15.0		23.0		16.6	

By Age										
Duration in months	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^b	96	100.0	8	100.0	30	100.0	28	100.0	30	100.0
1-4	21	21.9	3	37.5	6	20.0	5	17.9	7	23.4
5-16	27	28.1	3	37.5	12	40.0	6	21.4	6	20.0
17-28	12	12.5	1	12.5	4	13.4	4	14.3	3	10.0
29-40	11	11.4	1	12.5	3	10.0	3	10.7	4	13.3
41-52	7	7.3	0	-	1	3.3	2	7.1	4	13.3
53-64	9	9.4	0	-	2	6.7	4	14.3	3	10.0
65-76	5	5.2	0	-	1	3.3	3	10.7	1	3.3
77-88	2	2.1	0	-	1	3.3	1	3.6	0	-
89-100	2	2.1	0	-	0	-	0	-	2	6.7
Median duration	17.5		#		14.5		27.5		27.0	

^aOr since a period of not seeking work.^bExcludes 6 persons who became unemployed in May 1936.

#Base too small for calculation.

Table 17.- DURATION OF UNEMPLOYMENT SINCE LAST JOB FOR THOSE UNEMPLOYED
IN MAY 1936, BY NUMBER OF MONTHS OF UNEMPLOYMENT, AVERAGE LENGTH
OF UNEMPLOYMENT PERIODS, AND LENGTH OF LONGEST PERIOD
OF UNEMPLOYMENT, 1926-35

Number of months since last job ^a	Total	Number of months of unemployment, 1926-35										
		None	1-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96	97-108	109-120
Total ^b	96	11	22	13	8	14	10	9	4	4	0	1
1-4	21	11	5	3	-	2	-	-	-	-	-	-
5-16	27	-	17	3	1	2	1	2	-	1	-	-
17-28	12	-	-	7	1	1	2	1	-	-	-	-
29-40	11	-	-	-	6	2	1	1	1	-	-	-
41-52	7	-	-	-	-	7	-	-	-	-	-	-
53-64	9	-	-	-	-	-	6	-	1	2	-	-
65-76	5	-	-	-	-	-	-	5	-	-	-	-
77-88	2	-	-	-	-	-	-	-	2	-	-	-
89-100	2	-	-	-	-	-	-	-	-	1	-	1

Median months of unemployment, 1926-35:

For those unemployed less than 17 months since last job: 8.4

For those unemployed 17 months and over since last job: 49.7

Number of months since last job ^a	Total	Average length of unemployment periods, 1926-35 ^c									
		None	1-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96	
Total ^b	96	11	33	18	12	7	7	5	2	1	
1-4	21	11	9	1	-	-	-	-	-	-	
5-16	27	-	22	3	2	-	-	-	-	-	
17-28	12	-	1	9	2	-	-	-	-	-	
29-40	11	-	-	4	7	-	-	-	-	-	
41-52	7	-	-	1	-	6	-	-	-	-	
53-64	9	-	1	-	1	1	6	-	-	-	
65-76	5	-	-	-	-	-	-	5	-	-	
77-88	2	-	-	-	-	-	-	-	2	-	
89-100	2	-	-	-	-	-	1	-	-	1	

Median average length of unemployment periods, 1926-35:

For those unemployed less than 17 months since last job: 6.2

For those unemployed 17 months and over since last job: 35.2

Number of months since last job ^a	Total	Length of longest period of unemployment, 1926-35								
		None	1-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96
Total ^b	96	12	30	12	13	9	9	6	3	2
1-4	21	12	8	-	1	-	-	-	-	-
5-16	27	-	22	2	1	-	-	1	1	-
17-28	12	-	-	10	1	1	-	-	-	-
29-40	11	-	-	-	10	1	-	-	-	-
41-52	7	-	-	-	-	7	-	-	-	-
53-64	9	-	-	-	-	-	9	-	-	-
65-76	5	-	-	-	-	-	-	5	-	-
77-88	2	-	-	-	-	-	-	-	2	-
89-100	2	-	-	-	-	-	-	-	-	2

Median length of longest period of unemployment, 1926-35:

For those unemployed less than 17 months since last job: 6.0

For those unemployed 17 months and over since last job: 41.7

^aOr since a period of not seeking work.

^bExcludes 6 persons who became unemployed in May 1936.

^cThe average used is the arithmetic mean.

WEAVERS AND LOOM FIXERS

Table 18.- EMPLOYMENT STATUS^a OF 357 WEAVERS AND LOOM FIXERS
IN THE THREE SELECTED INDUSTRIES, BY MONTHS, 1926-35

Month	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
	1926				1927				1928				1929				1930			
January	290	38	7	22	289	35	15	18	285	38	22	12	278	44	24	11	258	55	34	10
February	290	39	6	22	290	34	13	20	286	39	21	11	276	44	26	11	256	53	36	12
March	290	40	7	20	287	35	14	21	290	37	19	11	280	45	22	10	254	54	37	12
April	290	41	6	20	286	37	16	18	290	37	19	11	279	46	23	9	248	54	43	12
May	287	43	7	20	287	39	13	18	289	40	18	10	276	47	24	10	246	52	45	13
June	286	44	8	19	284	39	18	16	283	38	25	11	274	49	26	8	242	52	50	13
July	282	44	11	18	283	39	21	14	283	40	24	10	273	53	24	7	238	53	53	13
August	282	44	12	19	285	40	19	13	282	43	23	9	274	54	22	7	236	52	55	14
September	287	39	11	20	287	38	18	14	286	42	19	10	277	52	20	8	234	53	58	12
October	289	36	12	20	283	39	21	14	285	41	21	10	270	56	22	9	235	57	55	10
November	289	36	14	18	285	37	23	12	283	43	21	10	265	56	27	9	237	56	53	11
December	287	36	16	18	284	38	23	12	281	43	23	10	263	56	29	9	237	56	53	11
	1931				1932				1933				1934				1935			
January	233	53	59	12	211	52	83	11	201	47	97	12	206	46	96	9	221	45	86	5
February	232	53	58	14	210	51	85	11	200	46	99	12	206	44	97	10	222	44	86	5
March	232	52	59	14	207	52	87	11	197	47	102	11	204	45	96	12	221	44	87	5
April	230	53	62	12	206	52	88	11	195	48	103	11	206	45	96	11	223	44	85	5
May	233	51	62	11	207	51	88	11	193	47	105	12	208	45	95	9	225	43	83	6
June	232	51	63	11	203	50	91	13	195	49	100	13	204	42	102	9	224	42	84	7
July	223	53	69	12	200	47	94	16	200	49	93	15	199	43	104	11	225	43	82	7
August	221	55	70	11	204	47	91	15	209	49	87	12	203	45	99	10	224	43	84	6
September	221	55	71	10	208	49	87	13	214	50	82	11	209	46	92	10	226	45	81	5
October	221	53	73	10	211	47	86	13	215	48	84	10	216	45	90	6	225	43	84	5
November	219	53	75	10	206	46	93	12	212	47	88	10	217	45	91	4	217	42	93	5
December	219	52	76	10	205	46	94	12	208	47	93	9	217	44	92	4	211	44	97	5

^aKey used for employment status: A denotes "employed in the selected industries"; B, "employed in other industries"; C, "unemployed"; D, "not seeking work."

Table 19.- EMPLOYMENT STATUS^a OF 76 WEAVERS AND LOOM FIXERS IN THE WOOLEN-
AND WORSTED-GOODS INDUSTRY, BY MONTHS, 1926-35

Month	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
	1926				1927				1928				1929				1930			
January	61	10	2	3	57	10	6	3	57	14	4	1	56	12	6	2	53	15	6	2
February	61	10	2	3	58	10	5	3	59	12	4	1	56	12	6	2	52	15	6	3
March	60	10	3	3	58	10	5	3	59	12	4	1	57	13	4	2	51	15	7	3
April	60	10	3	3	57	11	5	3	59	12	4	1	55	14	5	2	50	15	8	3
May	58	12	3	3	58	12	3	3	60	13	2	1	55	15	4	2	49	15	9	3
June	58	12	3	3	58	14	4	-	58	12	4	2	56	15	3	2	50	14	10	2
July	59	11	3	3	57	15	4	-	57	12	4	3	54	15	5	2	50	13	12	1
August	57	11	4	4	55	16	4	1	57	12	5	2	55	15	4	2	48	14	12	2
September	58	10	4	4	55	16	4	1	57	12	5	2	56	14	4	2	49	13	12	2
October	57	10	5	4	54	16	5	1	56	12	6	2	55	15	4	2	48	13	13	2
November	58	10	5	3	56	14	5	1	56	12	6	2	55	15	4	2	49	12	13	2
December	57	10	6	3	57	14	4	1	56	12	6	2	55	15	4	2	49	13	12	2
	1931				1932				1933				1934				1935			
January	50	13	11	2	41	14	19	2	42	10	21	3	43	10	20	3	47	9	19	1
February	51	13	10	2	41	13	20	2	41	10	22	3	42	10	21	3	46	9	20	1
March	50	14	10	2	38	14	22	2	40	10	23	3	41	11	21	3	47	11	17	1
April	48	15	11	2	37	14	23	2	38	10	25	3	41	10	23	2	47	10	18	1
May	48	15	11	2	38	14	22	2	40	10	23	3	41	11	23	1	47	10	13	1
June	48	14	12	2	38	12	23	3	39	10	24	3	39	10	26	1	49	9	17	1
July	44	15	15	2	37	11	25	3	41	9	22	4	38	9	27	2	52	9	14	1
August	43	16	15	2	38	12	23	3	41	10	21	4	40	11	24	1	50	9	16	1
September	42	16	16	2	39	12	22	3	41	11	19	5	40	11	22	3	49	9	17	1
October	41	15	18	2	42	11	20	3	41	10	20	5	42	10	22	2	48	9	19	-
November	41	15	18	2	43	9	21	3	39	10	22	5	44	10	21	1	46	10	20	-
December	42	15	17	2	43	9	21	3	41	10	22	3	43	9	23	1	47	10	19	-

^aKey used for employment status: A denotes "employed at the usual occupation"; B, "employed at other occupations"; C, "unemployed"; D, "not seeking work."

Table 20.- EMPLOYMENT STATUS^a OF 115 WEAVERS AND LOOM FIXERS
IN THE CARPET AND RUG INDUSTRY, BY MONTHS, 1926-35

Month	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
	1926				1927				1928				1929				1930			
January	86	20	4	5	87	19	6	3	83	20	9	3	78	25	9	3	71	31	11	2
February	85	22	3	5	86	19	5	5	83	20	9	3	77	25	10	3	68	30	15	2
March	85	22	3	5	84	20	5	6	85	20	7	3	77	27	9	2	67	32	14	2
April	85	22	2	6	85	20	5	5	85	20	7	3	76	27	10	2	66	31	16	2
May	85	22	2	6	86	20	4	5	84	20	8	3	75	27	11	2	65	32	15	3
June	85	22	2	6	86	19	5	5	82	20	10	3	75	27	12	1	64	30	17	4
July	85	21	5	4	86	19	5	5	81	22	10	2	77	29	9	-	63	29	19	4
August	85	21	5	4	88	18	4	5	81	23	9	2	78	28	9	-	63	29	19	4
September	86	21	4	4	88	17	5	5	82	24	7	2	77	31	6	1	64	28	21	2
October	86	21	4	4	86	17	7	5	82	24	7	2	76	31	7	1	66	30	18	1
November	87	20	5	3	86	18	8	3	81	25	7	2	75	31	8	1	65	30	18	2
December	87	19	6	3	84	19	9	3	80	25	8	2	74	31	9	1	66	28	19	2
	1931				1932				1933				1934				1935			
January	64	26	23	2	60	22	29	4	59	26	27	3	65	21	29	-	70	18	25	2
February	64	25	24	2	59	22	30	4	57	26	29	3	64	21	29	1	71	18	24	2
March	65	23	25	2	57	24	30	4	57	25	31	2	66	21	26	2	72	18	23	2
April	65	23	25	2	58	25	28	4	59	26	28	2	68	21	24	2	71	19	23	2
May	67	22	24	2	59	25	27	4	59	25	29	2	69	21	23	2	73	19	20	3
June	67	22	24	2	58	25	28	4	61	25	28	1	69	20	24	2	69	19	23	4
July	65	24	23	3	59	26	26	4	67	23	24	1	66	19	27	3	67	19	25	4
August	66	24	22	3	60	26	25	4	69	23	22	1	65	20	27	3	68	19	25	3
September	66	24	22	3	62	26	24	3	72	21	22	-	67	19	25	4	71	19	22	3
October	67	23	22	3	62	25	25	3	71	21	23	-	68	19	25	3	70	18	24	3
November	64	23	25	3	60	25	27	3	69	21	25	-	68	18	27	2	68	18	26	3
December	62	23	27	3	60	25	27	3	67	21	27	-	69	18	26	2	67	18	27	3

^aKey used for employment status: A denotes "employed at the usual occupation"; B, "employed at other occupations"; C, "unemployed"; D, "not seeking work."

Table 21.- EMPLOYMENT STATUS^a OF 166 WEAVERS AND LOOM FIXERS
IN THE UPHOLSTERY-GOODS INDUSTRY, BY MONTHS, 1926-35

Month	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
	1926				1927				1928				1929				1930			
January	131	20	1	14	134	17	3	12	132	17	9	8	129	22	9	6	122	21	17	6
February	132	19	1	14	135	16	3	12	132	19	8	7	128	22	10	6	123	21	15	7
March	132	21	1	12	134	16	4	12	133	18	8	7	129	22	9	6	122	21	16	7
April	133	21	1	11	133	17	6	10	133	18	8	7	131	22	8	5	119	21	19	7
May	133	20	2	11	133	17	6	10	133	19	8	6	130	21	9	6	117	20	22	7
June	132	21	3	10	130	16	9	11	132	17	11	6	128	22	11	5	113	23	23	7
July	131	21	3	11	129	16	12	9	130	21	10	5	127	24	10	5	111	25	22	8
August	132	20	3	11	131	17	11	7	129	23	9	5	127	25	9	5	111	23	24	8
September	133	18	3	12	132	17	9	8	132	21	7	6	128	23	10	5	109	24	25	8
October	134	17	3	12	132	17	9	8	131	21	8	6	126	23	11	6	110	25	24	7
November	132	18	4	12	131	17	10	8	130	22	8	6	122	23	15	6	111	26	22	7
December	132	18	4	12	131	17	10	8	129	22	9	6	121	23	16	6	110	27	22	7
	1931				1932				1933				1934				1935			
January	106	27	25	8	101	25	35	5	93	18	49	6	93	20	47	6	97	25	42	2
February	105	27	24	10	101	25	35	5	95	17	48	6	94	19	47	6	97	25	42	2
March	105	27	24	10	102	24	35	5	94	18	48	6	91	19	49	7	94	23	47	2
April	106	26	26	8	101	23	37	5	91	19	50	6	90	20	49	7	96	24	44	2
May	108	24	27	7	100	22	39	5	87	19	53	7	92	19	49	6	95	24	45	2
June	108	24	27	7	97	23	40	6	87	22	48	9	90	18	52	6	96	24	44	2
July	105	23	31	7	96	18	43	9	86	23	47	10	90	20	50	6	98	23	43	2
August	103	24	33	6	97	18	43	8	94	21	44	7	91	21	48	6	98	23	43	2
September	103	25	33	5	98	20	41	7	97	22	41	6	94	24	45	3	99	24	42	1
October	103	25	33	5	98	20	41	7	99	21	41	5	98	24	43	1	101	22	41	2
November	104	25	32	5	96	19	45	6	99	21	41	5	97	25	43	1	95	22	47	2
December	104	25	32	5	96	18	46	6	95	21	44	6	97	25	43	1	89	24	51	2

^aKey used for employment status: A denotes "employed at the usual occupation"; B, "employed at other occupations"; C, "unemployed"; D, "not seeking work."

Table 22.- AVERAGE NUMBER OF MONTHS OF SPECIFIED TYPES OF EMPLOYMENT EXPERIENCE, 1926-35
BY THE USUAL OCCUPATION AND THE USUAL INDUSTRY

By the Usual Occupation										
Type of employment experience	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent
1926-35										
Total time	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0
Employed										
At the usual occupation	78.6	65.5	78.7	65.6	78.9	65.7	77.6	64.7	77.4	64.5
At other occupations	18.9	15.7	18.3	15.3	18.7	15.6	15.4	12.8	26.6	22.2
Unemployed	18.6	15.5	18.9	15.7	19.5	16.3	15.3	12.7	14.1	11.7
Not seeking work	3.9	3.3	4.1	3.4	2.9	2.4	11.7	9.8	1.9	1.6
1926-30										
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0
Employed										
At the usual occupation	44.1	73.5	44.1	73.5	43.9	73.2	45.4	75.6	44.0	73.4
At other occupations	9.6	16.0	9.4	15.7	10.1	16.8	4.6	7.7	12.0	20.0
Unemployed	4.1	6.8	4.1	6.8	4.1	6.8	4.8	8.0	2.9	4.8
Not seeking work	2.2	3.7	2.4	4.0	1.9	3.2	5.2	8.7	1.1	1.8
1931-35										
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0
Employed										
At the usual occupation	34.5	57.5	34.6	57.7	35.0	58.3	32.2	53.7	33.4	55.7
At other occupations	9.3	15.5	8.9	14.8	8.6	14.3	10.8	18.0	14.6	24.3
Unemployed	14.5	24.2	14.8	24.7	15.4	25.7	10.5	17.5	11.2	18.7
Not seeking work	1.7	2.8	1.7	2.8	1.0	1.7	6.5	10.8	0.8	1.3
By the Usual Industry										
Type of employment experience	Total		Woolens and worsteds		Carpets and rugs		Upholstery goods			
	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent		
1926-35										
Total time	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0		
Employed										
At the usual occupation	78.6	65.5	77.8	64.9	75.3	62.3	81.2	67.7		
At other occupations	18.9	15.7	19.0	15.8	24.0	20.0	15.4	12.8		
Unemployed	18.6	15.5	19.8	16.5	17.8	14.8	18.6	15.5		
Not seeking work	3.9	3.3	3.4	2.8	2.9	2.4	4.8	4.0		
1926-30										
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0		
Employed										
At the usual occupation	44.1	73.5	43.9	73.2	41.3	68.8	46.1	76.9		
At other occupations	9.6	16.0	10.1	16.8	12.5	20.8	7.4	12.3		
Unemployed	4.1	6.8	4.3	7.2	4.6	7.7	3.6	6.0		
Not seeking work	2.2	3.7	1.7	2.8	1.6	2.7	2.9	4.8		
1931-35										
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0		
Employed										
At the usual occupation	34.5	57.5	33.9	56.5	34.0	56.6	35.1	58.5		
At other occupations	9.3	15.5	8.9	14.8	11.5	19.2	8.0	13.3		
Unemployed	14.5	24.2	15.6	25.9	13.2	22.0	15.0	25.0		
Not seeking work	1.7	2.8	1.7	2.8	1.3	2.2	1.9	3.2		

Table 23.- AVERAGE NUMBER OF MONTHS OF SPECIFIED TYPES OF EMPLOYMENT EXPERIENCE, 1926-35
BY AGE AND EMPLOYMENT STATUS IN MAY 1936

By Age										
Type of employment experience	Total ^a		Age in years							
			16-29		30-44		45-59		60 and over	
	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent
1926-35										
Total time	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0
Employed										
At the usual occupation	77.6	64.6	52.1	43.4	82.1	68.4	83.1	69.2	75.5	62.9
At other occupations	19.3	16.1	37.7	31.4	17.8	14.8	14.0	11.7	19.6	16.3
Unemployed	18.8	15.7	14.6	12.2	15.6	13.0	21.8	18.2	23.4	19.5
Not seeking work	4.3	3.6	15.6	13.0	4.6	3.8	1.1	0.9	1.5	1.3
1926-30										
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0
Employed										
At the usual occupation	43.6	72.7	24.0	40.0	45.7	76.2	47.5	79.1	45.3	75.5
At other occupations	10.1	16.8	22.6	37.6	9.0	15.0	7.2	12.0	9.2	15.3
Unemployed	4.1	6.8	2.8	4.7	3.5	5.8	4.9	8.2	4.8	8.0
Not seeking work	2.2	3.7	10.6	17.7	1.8	3.0	0.4	0.7	0.7	1.2
1931-35										
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0
Employed										
At the usual occupation	34.5	57.5	28.4	47.4	36.8	61.3	35.9	59.9	31.0	51.7
At other occupations	9.2	15.3	15.2	25.3	8.8	14.7	6.8	11.3	10.1	16.8
Unemployed	14.5	24.2	12.0	20.0	12.0	20.0	16.7	27.8	18.2	30.3
Not seeking work	1.8	3.0	4.4	7.3	2.4	4.0	0.6	1.0	0.7	1.2

By Employment Status								
Type of employment experience	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent	Average months	Per- cent
1926-35								
Total time	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0
Employed								
At the usual occupation	78.6	65.5	90.6	75.5	48.8	40.7	66.6	57.1
At other occupations	18.9	15.7	12.8	10.7	55.0	45.8	14.0	11.7
Unemployed	18.6	15.5	13.5	11.2	13.5	11.2	31.4	26.2
Not seeking work	3.9	3.3	3.1	2.6	2.7	2.3	6.0	5.0
1926-30								
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0
Employed								
At the usual occupation	44.1	73.5	46.0	76.7	37.3	62.2	43.5	72.5
At other occupations	9.6	16.0	8.8	14.7	16.9	28.2	7.7	12.8
Unemployed	4.1	6.8	3.2	5.3	3.8	6.3	6.0	10.0
Not seeking work	2.2	3.7	2.0	3.3	2.0	3.3	2.8	4.7
1931-35								
Total time	60.0	100.0	60.0	100.0	60.0	100.0	60.0	100.0
Employed								
At the usual occupation	34.5	57.5	44.6	74.3	11.5	19.1	25.1	41.8
At other occupations	9.3	15.5	4.0	6.7	38.1	63.5	6.3	10.5
Unemployed	14.5	24.2	10.3	17.2	9.7	16.2	26.4	42.4
Not seeking work	1.7	2.8	1.1	1.8	0.7	1.2	3.2	5.3

^aBecause these figures were obtained from grouped data derived from sources other than total man-months, small discrepancies occur between the total columns on this table and those on table 22.

Table 24.- NUMBER OF YEARS EMPLOYED AT THE USUAL OCCUPATION
BY EMPLOYMENT STATUS IN MAY 1936

Number of years	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total ^a	356	100.0	206	100.0	49	100.0	101	100.0
Less than 4 yr.6 mo.	25	7.0	13	6.3	7	14.3	5	5.0
4 yr.6 mo.-9 yr.5 mo.	44	12.4	20	9.7	15	30.7	9	8.9
9 yr.6 mo.-14 yr.5 mo.	69	19.4	40	19.4	6	12.2	23	22.8
14 yr.6 mo.-19 yr.5 mo.	51	14.3	35	17.0	6	12.2	10	9.9
19 yr.6 mo.-24 yr.5 mo.	43	12.1	27	13.1	4	8.2	12	11.9
24 yr.6 mo.-29 yr.5 mo.	46	12.9	30	14.6	4	8.2	12	11.9
29 yr.6 mo.-34 yr.5 mo.	21	5.9	14	6.8	1	2.0	6	5.9
34 yr.6 mo.-39 yr.5 mo.	23	6.5	11	5.3	4	8.2	8	7.9
39 yr.6 mo.-44 yr.5 mo.	15	4.2	8	3.9	1	2.0	6	5.9
44 yr.6 mo. and over	19	5.3	8	3.9	1	2.0	10	9.9
Median number of years	18.5		18.9		12.0		21.2	

^aExcludes 1 man who did not report number of years employed at the usual occupation.

Table 25.- NUMBER OF MONTHS NOT SEEKING WORK BEFORE AND AFTER ENTERING
THE LABOR MARKET, 1926-35, BY SEX AND AGE IN MAY 1936

Number of months	Total	Sex		Age in years			
		Men	Women	16-29	30-44	45-59	60 and over
Before entering the labor market ^a							
Total	357	313	44	42	143	108	64
None	340	299	41	26	142	108	64
1-12	5	3	2	4	1	0	0
13-24	5	4	1	5	0	0	0
25-36	3	3	0	3	0	0	0
37-48	1	1	0	1	0	0	0
49-60	1	1	0	1	0	0	0
61 and over	2	2	0	2	0	0	0
After entering the labor market							
Total	357	313	44	42	143	108	64
None	299	266	33	29	124	92	54
1-12	38	35	3	8	8	14	8
13-24	9	7	2	2	4	2	1
25-36	4	3	1	2	1	0	1
37-48	2	1	1	0	2	0	0
49-60	2	1	1	1	1	0	0
61 and over	3	0	3	0	3	0	0

^a340 of the workers entered the labor market prior to 1926.

**Table 26.- AVERAGE NUMBER OF MONTHS OF SPECIFIED TYPES OF EMPLOYMENT EXPERIENCE, 1926-35
BY THE USUAL OCCUPATION AND EMPLOYMENT STATUS IN MAY 1936**

By the Usual Occupation										
Type of employment experience	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Average months	Per-cent	Average months	Per-cent	Average months	Per-cent	Average months	Per-cent	Average months	Per-cent
Total	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0
Employed										
Full time	67.8	56.5	66.8	55.7	66.6	55.5	68.4	57.0	82.5	68.7
Part time	29.1	24.2	30.1	25.1	31.0	25.8	24.6	20.5	21.5	17.9
Unemployed ^a	18.8	15.7	19.0	15.8	19.5	16.3	15.3	12.7	14.1	11.8
Not seeking work ^a	4.3	3.6	4.1	3.4	2.9	2.4	11.7	9.8	1.9	1.6

By Employment Status									
Type of employment experience	Total		Employed -				Unemployed		
			At the usual occupation		At other occupations				
	Average months	Per-cent	Average months	Per-cent	Average months	Per-cent	Average months	Per-cent	
Total	120.0	100.0	120.0	100.0	120.0	100.0	120.0	100.0	
Employed									
Full time	67.8	56.5	71.4	59.5	78.2	65.2	56.6	47.2	
Part time	29.1	24.2	32.0	26.6	25.6	21.3	26.1	21.7	
Unemployed ^a	18.8	15.7	13.4	11.2	13.4	11.2	31.3	26.1	
Not seeking work ^a	4.3	3.6	3.2	2.7	2.8	2.3	6.0	5.0	

^aBecause the averages in this table were secured from grouped data derived from sources other than the count of man-months, small discrepancies occur between these figures and those on tables 22 and 23.

**Table 27.- AVERAGE LENGTH OF SERVICE ON EACH JOB AT THE USUAL OCCUPATION, 1926-35^a
BY EMPLOYMENT STATUS IN MAY 1936**

Average length in months	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total ^b	356	100.0	205	100.0	49	100.0	102	100.0
None	4	1.1	2	1.0	1	2.0	1	1.0
1-12	44	12.4	19	9.2	7	14.3	18	17.6
13-24	67	18.8	34	16.6	14	28.6	19	18.6
25-36	64	18.0	41	20.0	10	20.4	13	12.8
37-48	42	11.8	24	11.7	4	8.2	14	13.7
49-60	58	16.3	40	19.5	5	10.2	13	12.8
61-72	9	2.5	2	1.0	3	6.1	4	3.9
73-84	8	2.3	2	1.0	2	4.1	4	3.9
85-96	9	2.5	3	1.5	2	4.1	4	3.9
97-108	9	2.5	1	0.5	1	2.0	7	6.9
109-120	42	11.8	37	18.0	0	-	5	4.9
Median average length								
Total	36.9		40.5		28.6		37.4	
Those report- ing 1 or more months	37.4		41.0		29.2		37.9	

^aThe definition of this term is given in appendix B. (See "Average Length of Service per Job at the Usual Occupation.")

^bExcludes 1 man who did not report average length of service.

Table 28.- NUMBER OF MONTHS OF UNEMPLOYMENT, 1926-35
BY THE USUAL OCCUPATION AND AGE IN MAY 1936

By the Usual Occupation										
Number of months	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	328	100.0	284	100.0	44	100.0	29	100.0
None	127	35.6	111	33.8	96	33.8	15	34.1	16	55.2
1-12	73	20.5	69	21.0	57	20.1	12	27.3	4	13.8
13-24	43	12.0	40	12.2	31	10.9	9	20.5	3	10.4
25-36	37	10.4	36	11.0	33	11.6	3	6.8	1	3.4
37-48	34	9.5	31	9.5	30	10.6	1	2.3	3	10.4
49-60	18	5.0	18	5.5	16	5.6	2	4.5	0	-
61-72	12	3.4	11	3.4	11	3.9	0	-	1	3.4
73-84	8	2.2	7	2.1	7	2.5	0	-	1	3.4
85 and over	5	1.4	5	1.5	3	1.0	2	4.5	0	-
Median number of months										
Total	9.5		10.3		10.8		8.5		0.9	
Those report- ing 1 or more months	24.9		24.9		27.4		17.0		#	

By Age										
Number of months	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	42	100.0	143	100.0	108	100.0	64	100.0
None	127	35.6	16	38.1	48	33.5	40	37.0	23	36.0
1-12	73	20.5	12	38.5	38	26.6	15	13.9	8	12.5
13-24	43	12.0	3	7.1	19	13.3	15	13.9	6	9.4
25-36	37	10.4	2	4.8	15	10.5	13	12.0	7	10.9
37-48	34	9.5	6	14.3	11	7.7	7	6.5	10	15.6
49-60	18	5.0	2	4.8	8	5.6	5	4.6	3	4.7
61-72	12	3.4	1	2.4	2	1.4	4	3.7	5	7.8
73-84	8	2.2	0	-	2	1.4	6	5.6	0	-
85 and over	5	1.4	0	-	0	-	3	2.8	2	3.1
Median number of months										
Total	9.5		6.5		8.6		12.6		16.0	
Those report- ing 1 or more months	24.9		19.0		19.3		29.2		36.9	

#Base too small for calculation.

Table 29.- NUMBER OF MONTHS OF UNEMPLOYMENT, 1926-35
BY EMPLOYMENT STATUS IN MAY 1936

Number of months	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total	357	100.0	206	100.0	49	100.0	102	100.0
None	127	35.6	92	44.7	21	42.9	14	13.7
1-12	73	20.5	39	18.9	11	22.5	23	22.6
13-24	43	12.0	24	11.7	5	10.2	14	13.7
25-36	37	10.4	20	9.7	8	16.3	9	8.9
37-48	34	9.5	18	8.7	2	4.1	14	13.7
49-60	18	5.0	8	3.9	0	-	10	9.8
61-72	12	3.4	2	1.0	1	2.0	9	8.9
73-84	8	2.2	3	1.4	1	2.0	4	3.9
85 and over	5	1.4	0	-	0	-	5	4.9
Median number of months								
Total	9.5		4.5		5.4		25.7	
Those report- ing 1 or more months	24.9		22.8		21.4		35.0	

Table 30.- NUMBER OF MONTHS OF UNEMPLOYMENT, 1926-30 AND 1931-35
BY EMPLOYMENT STATUS IN MAY 1936

Number of months	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935
Total	357	357	206	206	49	49	102	102
None	238	142	142	103	31	23	65	16
1-6	49	48	30	24	8	7	11	17
7-12	27	26	15	16	3	4	9	6
13-18	21	29	12	14	5	5	4	10
19-24	7	16	1	7	1	3	5	6
25-30	6	25	4	14	0	3	2	8
31-36	4	16	1	11	1	1	2	4
37-42	1	14	0	6	0	2	1	6
43-48	1	11	0	5	0	0	1	6
49-54	1	12	0	3	0	0	1	9
55-60	2	18	1	3	0	1	1	14
Median number of months								
Total	0.8	5.6	0.7	1.1	0.8	2.7	0.8	21.5
Those report- ing 1 or more months	9.4	20.9	8.0	18.1	10.0	16.0	12.3	28.4

Table 31.- NUMBER OF PERIODS OF UNEMPLOYMENT, 1926-35, BY THE USUAL OCCUPATION, THE USUAL INDUSTRY, AND AGE IN MAY 1936

By the Usual Occupation										
Number of periods	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	356	100.0	327	100.0	283	100.0	44	100.0	29	100.0
None	127	35.7	111	33.9	96	33.9	15	34.1	16	55.2
1	114	32.0	104	31.8	92	32.5	12	27.3	10	34.5
2	65	18.2	63	19.3	52	18.4	11	25.0	2	6.9
3	21	5.9	20	6.1	18	6.3	2	4.5	1	3.4
4	13	3.7	13	4.0	11	3.9	2	4.5	0	-
5	6	1.7	6	1.8	5	1.8	1	2.3	0	-
6 and more	10	2.8	10	3.1	9	3.2	1	2.3	0	-
Median number of periods										
Total	1.5		1.5		1.5		1.6		0.9	
Those report- ing 1 or more periods	2.0		2.1		2.0		2.3		#	

By the Usual Industry								
Number of periods	Total		Woolens and worsted		Carpets and rugs		Upholstery goods	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total ^a	356	100.0	76	100.0	115	100.0	165	100.0
None	127	35.7	24	31.6	42	36.5	61	37.0
1	114	32.0	24	31.6	36	31.3	54	32.7
2	65	18.2	10	13.2	20	17.4	35	21.2
3	21	5.9	7	9.2	7	6.1	7	4.3
4	13	3.7	6	7.9	5	4.4	2	1.2
5	6	1.7	2	2.6	2	1.7	2	1.2
6 and more	10	2.8	3	3.9	3	2.6	4	2.4
Median number of periods								
Total	1.5		1.6		1.4		1.4	
Those report- ing 1 or more periods	2.0		2.3		2.1		1.9	

By Age										
Number of periods	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	356	100.0	41	100.0	143	100.0	108	100.0	64	100.0
None	127	35.7	16	39.1	48	33.5	40	37.0	23	36.0
1	114	32.0	10	24.4	44	30.8	33	30.5	27	42.2
2	65	18.2	10	24.4	30	21.0	18	16.7	7	10.9
3	21	5.9	3	7.3	8	5.6	7	6.5	3	4.7
4	13	3.7	0	-	7	4.9	4	3.7	2	3.1
5	6	1.7	1	2.4	2	1.4	3	2.8	0	-
6 and more	10	2.8	1	2.4	4	2.8	3	2.8	2	3.1
Median number of periods										
Total	1.5		1.5		1.5		1.4		1.4	
Those report- ing 1 or more periods	2.0		2.3		2.1		2.1		1.8	

^aExcludes 1 person whose only unemployment period, 1926-35, was prior to his first job.

#Base too small for calculation.

Table 32.- NUMBER OF PERIODS OF UNEMPLOYMENT, 1926-35
BY EMPLOYMENT STATUS IN MAY 1936, AND TOTAL
NUMBER OF MONTHS UNEMPLOYED, 1926-35

By Employment Status in May 1936								
Number of periods	Total		Employed -				Unemployed	
			At the usual occupation		At other occupa- tions			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total ^a	356	100.0	206	100.0	49	100.0	101	100.0
None	127	35.7	92	44.7	21	42.9	14	13.9
1	114	32.0	52	25.3	15	30.6	47	46.5
2	65	18.2	36	17.5	9	18.4	20	19.9
3	21	5.9	12	5.8	3	6.1	6	5.9
4	13	3.7	4	1.9	0	-	9	8.9
5	6	1.7	4	1.9	0	-	2	2.0
6 and more	10	2.8	6	2.9	1	2.0	3	3.0
Median number of periods								
Total	1.5		1.2		1.3		1.8	
Those report- ing 1 or more periods	2.0		2.2		1.9		1.9	

By Total Number of Months Unemployed, 1926-35									
Number of periods	Total	Number of months unemployed							
		1-12	13-24	25-36	37-48	49-60	61-72	73-84	85 and more
Total ^b	229	72	43	37	34	18	12	8	5
1	114	45	17	14	17	9	6	5	1
2	65	21	13	13	10	4	2	0	2
3	21	3	5	4	3	2	2	1	1
4	13	3	3	1	1	1	2	1	1
5	6	0	4	1	1	0	0	0	0
6 and more	10	0	1	4	2	2	0	1	0

^aExcludes 1 person whose only unemployment period, 1926-35, was prior to his first job.

^bExcludes 127 persons who reported no unemployment and 1 person whose only unemployment period, 1926-35, was prior to his first job.

Table 33.- AVERAGE LENGTH OF UNEMPLOYMENT PERIODS, 1926-35
BY THE USUAL OCCUPATION AND AGE IN MAY 1936

By the Usual Occupation										
Average length in months	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	328	100.0	284	100.0	44	100.0	29	100.0
None	127	35.6	111	33.9	96	33.8	15	34.1	16	55.2
1-12	117	32.8	113	34.5	93	32.7	20	45.5	4	13.8
13-24	50	14.0	45	13.7	42	14.8	3	6.8	5	17.3
25-36	23	6.4	23	7.0	20	7.0	3	6.8	0	-
37-48	19	5.3	16	4.9	15	5.3	1	2.3	3	10.3
49-60	10	2.8	10	3.0	8	2.8	2	4.5	0	-
61-72	5	1.4	5	1.5	5	1.8	0	-	0	-
73-84	5	1.4	4	1.2	4	1.4	0	-	1	3.4
85-96	1	0.3	1	0.3	1	0.4	0	-	0	-
Median average length										
Total	6.3		6.7		7.0		5.5		0.9	
Those report- ing 1 or more months	12.8		12.6		13.4		10.0		#	

By Age										
Average length in months	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	42	100.0	143	100.0	108	100.0	64	100.0
None	127	35.6	16	38.1	48	33.6	40	37.0	23	35.9
1-12	117	32.8	17	40.5	58	40.5	29	26.9	13	20.3
13-24	50	14.0	3	7.2	19	13.3	18	16.7	10	15.6
25-36	23	6.4	3	7.1	7	4.9	6	5.5	7	10.9
37-48	19	5.3	3	7.1	5	3.5	6	5.5	5	7.8
49-60	10	2.8	0	-	4	2.8	2	1.9	4	6.3
61-72	5	1.4	0	-	1	0.7	3	2.8	1	1.6
73-84	5	1.4	0	-	1	0.7	4	3.7	0	-
85-96	1	0.3	0	-	0	-	0	-	1	1.6
Median average length										
Total	6.3		4.9		6.0		7.0		9.8	
Those report- ing 1 or more months	12.8		10.5		10.9		16.7		22.6	

#Base too small for calculation.

Table 34.- AVERAGE LENGTH OF UNEMPLOYMENT PERIODS, 1926-35
BY EMPLOYMENT STATUS IN MAY 1936

Average length in months	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total	357	100.0	206	100.0	49	100.0	102	100.0
None	127	35.6	92	44.7	21	42.9	14	13.7
1-12	117	32.8	66	32.0	15	30.6	36	35.3
13-24	50	14.0	26	12.6	6	12.2	18	17.6
25-36	23	6.4	7	3.4	4	8.2	12	11.7
37-48	19	5.3	10	4.8	2	4.1	7	6.9
49-60	10	2.8	3	1.5	0	-	7	6.9
61-72	5	1.4	0	-	0	-	5	4.9
73-84	5	1.4	2	1.0	1	2.0	2	2.0
85-96	1	0.3	0	-	0	-	1	1.0
Median average length Total	6.3		3.1		4.2		14.0	
Those report- ing 1 or more months	12.8		11.5		12.6		18.7	

Table 35.- AVERAGE LENGTH OF UNEMPLOYMENT PERIODS, 1926-30 AND 1931-35
BY EMPLOYMENT STATUS IN MAY 1936

Average length in months	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935
Total	357	357	206	206	49	49	102	102
None	238	142	142	103	31	23	65	16
1-6	64	76	40	42	8	10	16	24
7-12	23	33	10	19	5	3	8	11
13-18	17	31	8	16	4	6	5	9
19-24	6	15	1	3	1	3	4	9
25-30	5	12	3	3	0	2	2	7
31-36	2	10	1	8	0	0	1	2
37-42	0	10	0	4	0	1	0	5
43-48	0	4	0	3	0	0	0	1
49-54	0	8	0	2	0	0	0	6
55-60	2	16	1	3	0	1	1	12
Median average length								
Total	0.8	3.9	0.7	1.1	0.8	2.2	0.8	13.3
Those report- ing 1 or more months	6.6	12.8	5.9	10.2	8.8	13.5	9.3	18.7

Table 36.- LENGTH OF AND YEAR OF BEGINNING THE LONGEST PERIOD OF UNEMPLOYMENT, 1926-35, BY EMPLOYMENT STATUS IN MAY 1936

Length of the Longest Period								
Length in months	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total ^a	356	100.0	206	100.0	49	100.0	101	100.0
None	127	35.7	92	44.7	21	42.9	14	13.8
1-12	102	28.6	57	27.7	13	26.5	32	31.7
13-24	38	10.7	19	9.2	6	12.2	13	12.9
25-36	37	10.4	18	8.7	6	12.2	13	12.9
37-48	25	7.0	14	6.8	2	4.1	9	8.9
49-60	13	3.6	4	1.9	0	0	9	8.9
61-72	6	1.7	0	-	0	0	6	5.9
73-84	6	1.7	2	1.0	1	2.1	3	3.0
85-96	2	0.6	0	-	0	0	2	2.0

Year of Beginning Longest Period								
Year	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total ^b	229.	100.0	114	100.0	28	100.0	87	100.0
1926	8	3.5	3	2.6	0	-	5	5.7
1927	7	3.1	4	3.5	2	7.1	1	1.1
1928	12	5.2	6	5.3	1	3.6	5	5.7
1929	13	5.7	8	7.0	2	7.1	3	3.4
1930	31	13.5	18	15.8	6	21.5	7	8.1
1931	28	12.2	15	13.2	2	7.1	11	12.7
1932	35	15.3	20	17.5	4	14.3	11	12.7
1933	40	17.5	20	17.5	6	21.5	14	16.1
1934	30	13.1	15	13.2	3	10.7	12	13.8
1935	25	10.9	5	4.4	2	7.1	18	20.7

^aExcludes 1 person whose only unemployment period, 1926-35, was prior to his first job.

^bExcludes 127 persons who reported no unemployment and 1 person whose only unemployment period, 1926-35, was prior to his first job.

Table 37.- SOCIOECONOMIC CHARACTER OF MAN-MONTHS OF EMPLOYMENT AT OCCUPATIONS
OTHER THAN THE USUAL, 1926-35, BY THE USUAL OCCUPATION

Socioeconomic group of other occupations	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total man-months	6,763	100.0	5,993	100.0	5,314	100.0	679	100.0	770	100.0
Skilled occupations in:										
Building and construction	131	1.9	101	1.7	101	1.9	0	-	30	3.9
Metal products, machinery, and electrical-goods manufacturing	191	2.8	119	2.0	119	2.2	0	-	72	9.4
Textile and clothing manufacturing	347	5.1	64	1.1	64	1.2	0	-	283	36.7
Other manufacturing and mechanical industries	137	2.0	137	2.3	137	2.6	0	-	0	-
Public service	14	0.2	14	0.2	14	0.3	0	-	0	-
Semiskilled occupations in:										
Metal products, machinery, and electrical-goods manufacturing	389	5.8	335	5.6	179	3.4	156	23.0	54	7.0
Textile and clothing manufacturing	1,199	17.7	1,199	20.0	1,077	20.3	122	18.0	0	-
Other manufacturing and mechanical industries	618	9.1	618	10.3	427	8.0	191	28.1	0	-
Transportation and trade pursuits	429	6.3	429	7.1	429	8.1	0	-	0	-
Public service	45	0.7	45	0.8	45	0.8	0	-	0	-
Unskilled labor	876	13.0	751	12.5	751	14.1	0	-	125	16.2
Clerical work	613	9.1	613	10.2	598	11.3	15	2.2	0	-
Domestic and personal service	646	9.6	627	10.5	432	8.1	195	28.7	19	2.5
Executive, professional, and semiprofessional service	1,128	16.7	941	15.7	941	17.7	0	-	187	24.3

Table 38.- SOCIOECONOMIC CHARACTER OF MAN-MONTHS OF EMPLOYMENT AT OCCUPATIONS
OTHER THAN THE USUAL, BEFORE AND AFTER EMPLOYMENT
AT THE USUAL OCCUPATION, 1926-35

Socioeconomic group of other occupations	Total		Before		After	
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total man-months	6,763	100.0	1,446	100.0	5,317	100.0
Skilled occupations in:						
Building and construction	131	1.9	12	0.8	119	2.2
Metal products, machinery, and electrical-goods manufacturing	191	2.8	78	5.4	113	2.1
Textile and clothing manufacturing	347	5.1	49	3.4	298	5.6
Other manufacturing and mechanical industries	137	2.0	0	-	137	2.6
Public service	14	0.2	0	-	14	0.3
Semiskilled occupations in:						
Metal products, machinery, and electrical-goods manufacturing	389	5.8	66	4.6	323	6.1
Textile and clothing manufacturing	1,199	17.7	588	40.6	611	11.5
Other manufacturing and mechanical industries	610	9.1	33	2.3	585	11.0
Transportation and trade pursuits	429	6.3	56	3.9	373	7.0
Public service	45	0.7	0	-	45	0.8
Unskilled labor	876	13.0	125	8.6	751	14.1
Clerical work	613	9.1	249	17.2	364	6.9
Domestic and personal service	646	9.6	137	9.5	509	9.6
Executive, professional, and semi- professional service	1,128	16.7	53	3.7	1,075	20.2

Table 39.- OCCUPATIONAL GROUP OF MAJORITY OF JOBS AT OCCUPATIONS
OTHER THAN THE USUAL,^a BY AGE IN MAY 1936

Occupational group	Total	Age in years			
		16-29	30-44	45-59	60 and over
Total	357	42	143	108	64
Skilled and semiskilled occupations in manufacturing and mechanical industries	87	25	38	15	9
Building and construction	5	2	1	2	0
Metal products, machinery, and electrical-goods manufacturing	16	1	10	3	2
Textile and clothing manufacturing	47	21	17	3	6
Other	19	1	10	7	1
Unskilled labor	21	2	6	6	7
Clerical work	8	6	2	0	0
Transportation and trade pursuits	9	1	7	1	0
Domestic and personal service	13	3	6	0	4
Executive, professional, and semi-professional occupations	17	1	7	5	4
No employment except at the usual occupation	202	4	77	81	40

^a The definition of this term is given in appendix B. (See "Occupational Group of Majority of Jobs at Other Than the Usual Occupation.")

Table 40.- TYPES OF SHIFT EXPERIENCE, 1926-35, BY EMPLOYMENT STATUS
IN MAY 1936

Type of shift	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total shifts	630	100.0	346	100.0	146	100.0	138	100.0
Employer	240	38.1	145	41.9	28	19.2	67	48.6
Occupational	40	6.4	19	5.5	12	8.2	9	6.5
Employer and occupational	26	4.1	12	3.5	8	5.5	6	4.3
Employer and industrial	51	8.1	34	9.8	5	3.4	12	8.7
Employer, occupational, and industrial	273	43.3	136	39.3	93	63.7	44	31.9

Table 41.- NUMBER OF JOB SEPARATIONS, 1926-35, BY THE USUAL OCCUPATION, AGE, AND EMPLOYMENT STATUS IN MAY 1936

By the Usual Occupation										
Number of separations	Total persons		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total persons ^a	356	100.0	327	100.0	283	100.0	44	100.0	29	100.0
None	37	10.4	32	9.8	29	10.2	3	6.8	5	17.2
1	103	28.9	97	29.6	82	29.0	15	34.1	6	20.7
2	81	22.8	68	20.8	56	19.8	12	27.3	13	44.6
3	50	14.1	46	14.1	43	15.2	3	6.8	4	13.8
4	40	11.2	39	11.9	32	11.3	7	15.9	1	3.5
5 and over	45	12.6	45	13.8	41	14.5	4	9.1	0	-
Median number of separations										
Total	2.5		2.5		2.6		2.4		2.3	
Those reporting 1 or more separations	2.7		2.8		2.8		2.5		2.5	

By Age										
Number of separations	Total persons		Age in years							
			16-29		30-44		45-59		60 and over	
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total persons ^a	356	100.0	42	100.0	142	100.0	108	100.0	64	100.0
None	37	10.4	0	-	11	7.7	16	14.8	10	15.6
1	103	28.9	7	16.7	38	26.8	34	31.5	24	37.5
2	81	22.8	6	14.3	33	23.2	28	25.9	14	21.9
3	50	14.1	9	21.4	22	15.5	12	11.1	7	10.9
4	40	11.2	8	19.0	19	13.4	7	6.5	6	9.4
5 and over	45	12.6	12	28.6	19	13.4	11	10.2	3	4.7
Median number of separations										
Total	2.5		3.9		2.7		2.2		1.9	
Those reporting 1 or more separations	2.7		3.9		2.8		2.4		2.3	

By Employment Status in May 1936										
Number of separations	Total persons		Employed -				Unemployed			
			At the usual occupation		At other occupations					
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent		
Total persons ^a	356	100.0	205	100.0	49	100.0	102	100.0		
None	37	10.4	34	16.6	1	2.0	2	2.0		
1	103	28.9	59	28.8	10	20.4	34	33.3		
2	81	22.8	44	21.4	12	24.5	25	24.5		
3	50	14.1	25	12.2	13	26.6	12	11.8		
4	40	11.2	13	6.8	5	10.2	17	16.6		
5 and over	45	12.6	25	12.2	8	16.3	12	11.8		
Median number of separations										
Total	2.5		2.2		3.2		2.6			
Those reporting 1 or more separations	2.7		2.6		3.2		2.7			

^aExcludes 1 man who did not report number of job separations.

Table 42.- TYPE OF EMPLOYMENT EXPERIENCE AFTER EACH JOB SEPARATION
1926-35, BY AGE AND EMPLOYMENT STATUS IN MAY 1936

By Age										
Type of experience	Total		Age in years							
			16-29		30-44		45-59		60 and over	
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total separations	929	100.0	163	100.0	407	100.0	237	100.0	122	100.0
Separations to employment	398	42.8	98	60.1	187	45.9	76	32.1	37	30.3
Separations to unemployment	472	50.8	50	30.7	199	48.9	148	62.4	75	61.5
Return to same job	167	18.0	19	11.7	69	16.9	57	24.0	22	18.0
Return to new job	216	23.2	29	17.8	102	25.1	57	24.1	28	23.0
No job by December 1935	89	9.6	2	1.2	28	6.9	34	14.3	25	20.5
Separations to time not seeking work	59	6.4	15	9.2	21	6.2	13	5.5	10	8.2
Return to same job	37	4.0	9	5.5	16	4.0	6	2.5	6	4.9
Return to new job	16	1.7	6	3.7	2	0.5	5	2.1	3	2.5
No job by December 1935	6	0.7	0	-	3	0.7	2	0.9	1	0.8

By Employment Status in May 1936

Type of experience	Total		Employed -				Unemployed	
			At the usual occupation		At other occupations			
	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent	Num- ber	Per- cent
Total separations	929	100.0	498	100.0	163	100.0	268	100.0
Separations to employment	398	42.8	219	44.0	99	60.7	80	29.9
Separations to unemployment	472	50.8	246	49.4	53	32.5	173	64.5
Return to same job	167	18.0	108	21.7	11	6.7	48	17.9
Return to new job	216	23.2	121	24.3	41	25.2	54	20.1
No job by December 1935	89	9.6	17	3.4	1	0.6	71	26.5
Separations to time not seeking work	59	6.4	33	6.6	11	6.8	15	5.6
Return to same job	37	4.0	25	5.0	5	3.1	7	2.6
Return to new job	16	1.7	6	1.2	6	3.7	4	1.5
No job by December 1935	6	0.7	2	0.4	0	-	4	1.5

**Table 43.- TYPE OF EMPLOYMENT EXPERIENCE AFTER EACH JOB SEPARATION
1926-30 AND 1931-35, BY THE USUAL OCCUPATION**

Type of experience	Total		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935	1926 to 1930	1931 to 1935
Total separations	444	485	421	460	381	399	40	61	23	25
Separations to employment	248	150	235	138	221	122	14	16	13	12
Separations to unemployment	169	303	162	293	145	252	17	41	7	10
Return to same job	52	115	51	113	49	94	2	19	1	2
Return to new job	105	111	100	107	86	93	14	14	5	4
No job by December 1935	12	77	11	73	10	65	1	8	1	4
Separations to time not seeking work	27	32	24	29	15	25	9	4	3	3
Return to same job	15	22	14	20	9	18	5	2	1	2
Return to new job	11	5	9	5	6	5	3	0	2	0
No job by December 1935	1	5	1	4	0	2	1	2	0	1

Table 44.- NUMBER OF EMPLOYER SHIFTS, 1926-35, BY THE USUAL OCCUPATION

Number of shifts	Total persons		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent
Total persons ^a	356	100.0	327	100.0	283	100.0	44	100.0	29	100.0
None	113	31.7	101	30.9	89	31.4	12	27.3	12	41.4
1	88	24.7	83	25.4	66	23.3	17	38.6	5	17.2
2	71	20.0	62	19.0	53	18.7	9	20.5	9	31.0
3	41	11.5	39	11.9	37	13.1	2	4.5	2	6.9
4	22	6.2	21	6.4	18	6.4	3	6.8	1	3.5
5 and over	21	5.9	21	6.4	20	7.1	1	2.3	0	-
Median number of shifts										
Total	1.7		1.8		1.8		1.6		1.6	
Those reporting 1 or more shifts	2.5		2.5		2.6		1.9		2.4	

^aExcludes 1 man who did not report number of employer shifts.

WEAVERS AND LOOM FIXERS

Table 45.- NUMBER OF OCCUPATIONAL SHIFTS, 1926-35
BY THE USUAL OCCUPATION

Number of shifts	Total persons		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total persons	357	100.0	328	100.0	284	100.0	44	100.0	29	100.0
None	202	56.6	189	57.6	162	57.0	27	61.4	13	44.8
1	68	19.0	59	18.0	50	17.6	9	20.4	9	31.0
2	50	14.0	44	13.4	38	13.4	6	13.6	6	20.7
3	19	5.3	18	5.5	18	6.4	0	-	1	3.5
4	7	2.0	7	2.1	6	2.1	1	2.3	0	-
5 and over	11	3.1	11	3.4	10	3.5	1	2.3	0	-
Median number of shifts										
Total	0.9		0.9		0.9		0.8		1.2	
Those reporting 1 or more shifts	2.2		2.3		2.3		1.9		1.9	

Table 46.- NUMBER OF INDUSTRIAL SHIFTS, 1926-35
BY THE USUAL OCCUPATION

Number of shifts	Total persons		Weavers						Loom fixers (Men)	
			Total		Men		Women			
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total persons	357	100.0	328	100.0	284	100.0	44	100.0	29	100.0
None	207	58.0	190	57.9	167	58.8	23	52.3	17	58.6
1	65	18.2	59	18.0	47	16.6	12	27.2	6	20.7
2	54	15.1	48	14.7	42	14.8	6	13.6	6	20.7
3	13	3.7	13	4.0	12	4.2	1	2.3	0	-
4	9	2.5	9	2.7	8	2.8	1	2.3	0	-
5 and over	9	2.5	9	2.7	8	2.8	1	2.3	0	-
Median number of shifts										
Total	0.9		0.9		0.9		0.9		0.9	
Those reporting 1 or more shifts	2.2		2.2		2.3		1.9		2.1	

APPENDIX B

SCHEDULE AND DEFINITIONS OF TERMS USED

OCCUPATIONAL HISTORY SCHEDULE

I.	NAME	ENUMERATOR	DATE	CLEARANCE DATA
	ADDRESS	SCHEDULE NO.		

II.	AGE	SEX	RACE	PLACE OF BIRTH	MAR- ITAL STA- TUS	SCHOL- GRADE COM- PLETED	AGE LEAVING SCHOOL	H-1 USUAL OCCUPATION	PRESENT EMPLOYMENT STATUS	
										H-2 USUAL INDUSTRY
										H-3 YEARS AT USUAL
	A	B	C	D	E	F	G		I	

III.	TOTAL TIME UNEMPLOYED	TOTAL SEPARATIONS	TOTAL EMPLOYER SHIFTS	TOTAL OCCUPATIONAL SHIFTS	TOTAL INDUSTRY SHIFTS	AVERAGE LENGTH OF SERVICE PER JOB	AVERAGE LENGTH OF SERVICE PER EMPLOYER
	J	K	L	M	N	O	P

EMPLOYMENT HISTORY PRIOR TO 1926

IV.	PERIOD		JOBS (OR UNEMPLOYMENT) OF MORE THAN ONE MONTH'S DURATION				REASON FOR CHANGE	CHARACTER OF EMPLOYMENT
	BEGIN- NING	END- ING	OCCUPATION	INDUSTRY	NAME AND LOCATION OF EMPLOYER			
	MO. YR.	MO. YR.						

EMPLOYMENT AND UNEMPLOYMENT HISTORY 1926-1936

IV.								

WORKS PROGRESS ADMINISTRATION NATIONAL RESEARCH PROJECT

Note.- The reverse of the schedule provides for continuing the 1926-36 work history.

DEFINITIONS OF TERMS USED

Age: The person's age on his last birthday prior to the date of the interview was recorded.

Place of Birth: The country of birth was recorded for foreign-born persons; the State of birth, for native-born persons; and Philadelphia, for persons born in this city. The country of birth was recorded according to the national boundary lines at the time of the person's birth.

*Years in City:*¹ The number of years in the city was defined as the length in years of the most recent period of continuous residence in Philadelphia, disregarding absences of less than 1 year.

Years in the United States: The number of years in the United States was defined as the number of years of residence in the United States since the date of last entry into the country. (This item was recorded for foreign-born persons only.)

School Grade Completed: The number of grades completed, which led directly to a grammar-school certificate or a high-school or college diploma, were counted as the school grade completed. Returns for foreign-born workers were converted to the terms in use in the present system in Philadelphia.

Age Leaving School: The age on leaving school was defined as the person's age on his last birthday prior to the date of his first leaving school for a consecutive period of more than 1 year.

Age Began Work: The age of beginning work was defined as the person's age on his last birthday prior to the date of his beginning his first full-time job² after leaving school.

Date of Entering the Labor Market: No specific question regarding the date of entering the labor market was asked, but when there was sufficient information on the schedule, calculations were made to determine this date. However, when there was a difference in the person's age between the time he had left school and the time he began work and when there was no record of the intervening period, the year in which he had left school was considered to be the date he entered the labor market.

Usual Occupation: The usual occupation was defined as the occupation which the person considered his usual or customary oc-

¹In this study tabulations were made for "Year of Beginning Residence in Philadelphia" which was determined from the "Years in City."

²See below for the definition of first job.

cupation. In cases of doubt, the occupation at which the person had worked longest was considered his usual occupation. Of two work experiences of equal length, the more recent was considered the usual.

Usual Industry: The usual industry was defined as the industry in which the person was normally employed. If he had been employed at his usual occupation in two or more industries, the industry at which he had worked longest was considered the usual one.

Years at the Usual Occupation: The number of years employed at the usual occupation was defined as the individual's estimate of the number of years he actually worked at what he considered to be his usual occupation. Years spent as a paid apprentice or helper were included, but years spent as an unpaid apprentice or as a foreman were not included.

Present Employment Status: As of May 1, 1936 the individual was classified as "employed" or "unemployed."

(a) *Employed persons* were defined as those who had a job³ on May 1, 1936. Employment was considered full-time or part-time, according to the practice of the industry in May 1936.

(b) *Unemployed persons* were defined as those who did not have a job on May 1, 1936 but who were able and willing to work. Persons employed on Government emergency work and persons temporarily out of the labor market were included in this group.

Emergency work was used as an all-inclusive term to cover employment on work relief, Public Works projects, or Works Program projects whether financed by the city, the State, the Federal Emergency Relief Administration, the National Recovery Act of 1933, or the Emergency Relief Appropriation Act of 1935.

Persons who had been sick for less than a year but who were not permanently disabled were classified as temporarily out of the labor market.⁴

Job: A job was defined as continuous paid service at one occupational assignment for one employer for 1 or more months. (Employment on emergency work did not constitute a job, since emergency work employment was classified as unemployment.)

³See below for the definition of a job.

⁴Women who were occupied with household duties and were not seeking work on May 1, 1936 but who had reentered the labor market and were seeking work at the time of the interview were classified as temporarily out of the labor market and therefore have been included in the study.

When persons were working on their own account for 1 or more months, they were considered to have jobs. Persons who had casual work, such as longshoremen, truck drivers, and day workers, were considered to have jobs if they worked at the occupation for 1 or more months even though the work was for more than one employer. When persons were on sick leave with pay or vacation with pay, they were considered to have jobs.

(a) *First Job:* The first job was defined as the first full-time paid job after leaving school permanently. Summer jobs between school sessions and any jobs held while the individual was out of school for a period of only 1 year or less were not counted as the first job.

(b) *Longest Job:* The longest job was defined as the longest job beginning prior to 1926 for persons who had entered the labor market before that time. For persons who had entered the labor market during or after 1926, it was the longest job they had ever held. Of two jobs of equally long duration, the more recent one was considered the longest job.

(c) *Last Job:* The last job was defined as the last job beginning on or prior to May 1, 1936.

Time Elapsed Between Jobs: Periods of 1 or more months of unemployment or of time not seeking work between January 1926 and the time of interview were recorded on the schedule.

Unemployment periods included any time during which the individual was employed on emergency work, as well as time during which he did not have a job but was able and willing to work.

Time not seeking work included periods during which the individual was out of the labor market because he was sick (and not receiving pay), on strike, attending school, retired and living on income, or for personal reasons such as household duties.

Duration of Unemployment Since Last Job: The duration of unemployment since the last job⁵ was defined as the time unemployed (including time employed on emergency work) between the date of leaving the last job and May 1, 1936. This of course has application only to those who were unemployed on May 1, 1936.

Occupation: In recording occupations, the kind of work done on each job was stated as exactly as possible. The occupations were coded according to an adaptation of Bulletin #3, Occupation Code, Works Progress Administration, National Research Proj-

⁵In this study duration of employment was computed from the last job or from the last period of not seeking work.

ect in cooperation with the Industrial Research Department of the University of Pennsylvania (mimeo., April 1936).

Persons who owned an establishment and also worked in it were classified as owners. The term "factory laborer" was used only for persons who fetch and carry materials to and from the production workers or clean up after them. The occupations of production workers or factory hands were classified in accordance with the process or operation on which the workers were engaged.

Industry: In recording industries, the exact type of business or product made was specified, and general terms were avoided as much as possible. Industries were coded according to an adaptation of Bulletin #4, Industry Code, Works Progress Administration, National Research Project in cooperation with the Industrial Research Department of the University of Pennsylvania (mimeo., April 1936).

Reason for Change in Job: In entering the reason for leaving a job, the exact statement of the respondent was recorded as nearly as possible.

Character of Employment: Employment was classified either as full-time or part-time according to the practice of the industry during the time for which the information was obtained. In instances when employment with a firm had been both full-time and part-time but the respondent could not recall the exact dates of change, the character of employment was designated as combined full-time and part-time employment. When persons were working on their own account, the employment was classified as "self-employment."⁶

Both full- and part-time employment were further classified as "regular", "casual", or "intermittent." Casual employment was defined as work for one or more employers contracted for by the hour or by the day, as in the case of "day workers" in domestic service or laborers at odd jobs or by the load handled, as in the case of longshoremen and jobbing truck drivers. The term "intermittent" was used to identify the employment of workers who constitute a labor reserve in industries in which employment is usually not of a casual nature. The work of "spare hands" and "contingent" crews on call for a particular employer or of extra crews hired to complete orders in the "rush" season was classified

⁶The amount of self-employment was very small; so it was distributed proportionately between full-time and part-time employment in determining the average number of months of specified types of employment experience, 1928-35.

as intermittent. Regular employment included all work, except that of a casual or intermittent nature, arising from paid service with one employer.

Time Employed at the Usual Occupation: The time employed at the usual occupation from 1926 to 1935 included only the time the person was employed at occupations which had been assigned the same code number as that of the usual occupation.

Time Employed at Other Than the Usual Occupation: The time employed at occupations other than the usual one included the time the person was employed at all occupations which had been assigned code numbers different from that of the usual occupation.

Time Employed in the Usual Industry: The time employed in the usual industry from 1926 to 1935 included only the time the person was employed in industries which had been assigned the same code number as that of the usual industry.

Time Employed in Other Than the Usual Industry: The time employed in industries other than the usual one included the time the person was employed in all industries which had been assigned code numbers different from that of the usual industry.

Average Length of Service per Job at the Usual Occupation: In computing the average length of service per job at the usual occupation, only employment between January 1926 and December 1935 was included. (Thus, in the case of a job beginning in 1920 and ending in 1936, the average length was taken as 10 years.) Only jobs assigned the same occupational code number as that of the usual occupation were considered to be at the usual occupation.

Average Length of Unemployment Periods: In computing the average length of unemployment periods, only unemployment between January 1926 and December 1935 was included. Employment at emergency work was considered to be unemployment.

Separations From Jobs: Leaving one job to go to another, to become unemployed, or to experience a period of not seeking work was counted as separation from a job. Because of the definition of a job, a change from one occupation to another during continuous employment with one firm was counted as a job separation. On the other hand, a change in character of employment or in industry during continuous employment at one occupational assignment for one employer was not counted as a job separation.

Employer Shifts: An employer shift was defined as a change from one firm name to another, whether or not a period without work intervened. A change in location of the plant alone was not considered to be an employer shift; neither was a shift by the worker from one plant to another plant operated by the same firm. For casual work, "odd jobs" or "various employers" was sometimes recorded instead of an employer's name. These entries were treated as one employer, and the number of employer shifts determined accordingly.

Occupational Shift: An occupational shift was defined as a change from one occupation to another, whether or not a period without work intervened. These shifts were determined on the basis of the occupational code numbers.

Industrial Shift: An industrial shift was defined as a change from one industry to another, whether or not a period without work intervened. These shifts were determined on the basis of the industrial code numbers.

Occupational Group of Majority of Jobs at Other Than the Usual Occupation: The occupational group of the majority of jobs at other than the usual occupation for the period 1926 to 1935 was the occupational classification into which the majority of the jobs at occupations other than the usual fell. When there were an equal number of jobs in two different occupational groups, the group covering the greater length of time was selected as the occupational group of majority of jobs at other than the usual occupation.