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UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary

WOMEN'S BUREAU
MARY ANDERSON, Director



Hours and Earnings in Certain Men's-Wear Industries

WORK CLOTHING
WORK SHIRTS
DRESS SHIRTS



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REPORTS ON MEN'S-WEAR INDUSTRIES IN THIS SERIES

Work Clothing; Work Shirts; Dress Shirts.....	Bulletin 163-1
Knit Underwear; Woven Cotton Underwear.....	163-2
Seamless Hosiery.....	163-3
Welt Shoes.....	163-4
Raincoats; Sport Jackets.....	163-5
Caps and Cloth Hats; Neckwear; Work and Knit Gloves; Handkerchiefs.....	163-6

ii

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CONTENTS

	Page
Letter of transmittal.....	v
General introduction.....	1
Men's work clothing.....	2
Introduction.....	3
Earnings and hours.....	3
Week's earnings.....	5
Week's earnings of women.....	7
Week's earnings of men.....	9
Hours of work.....	11
Average hourly earnings.....	11
Average hourly earnings of women.....	14
Average hourly earnings of men.....	14
Earnings in individual firms.....	15
Earnings in union and nonunion establishments.....	16
Comparison of earnings of cutters with those of other workers.....	17
Work shirts.....	17
Introduction.....	17
Earnings and hours.....	17
Week's earnings.....	19
Hours worked.....	20
Average hourly earnings.....	21
Earnings in individual firms.....	22
Dress shirts.....	22
Introduction.....	22
Earnings and hours.....	23
Week's earnings.....	24
Hours worked.....	25
Average hourly earnings.....	25
Earnings in individual firms.....	27

TABLES

WORK CLOTHING

1. Number of establishments visited and number of men and women they employed, by State.....	2
2. Average and distribution of week's earnings, by State—All employees.....	4
3. Average and distribution of week's earnings, by State—Women.....	6
4. Average and distribution of week's earnings, by State—Men.....	8
5. Hours worked during the week, by State—All employees.....	10
6. Average and distribution of hourly earnings, by State—All employees.....	12
7. Average and distribution of hourly earnings, by State—Women.....	13
8. Average and distribution of hourly earnings, by State—Men.....	14

WORK SHIRTS

1. Average and distribution of week's earnings, by State.....	18
2. Hours worked during the week, by State.....	19
3. Average and distribution of hourly earnings, by State.....	20

DRESS SHIRTS

1. Average and distribution of week's earnings, by State.....	23
2. Hours worked during the week, by State.....	25
3. Average and distribution of hourly earnings, by State.....	26

iii

CONTENTS

1. General Introduction 1

2. Letter of Transmittal 1

3. List of Industries 2

4. Method of Survey 3

5. Summary of Results 4

6. Earnings and Hours in Certain Men's Wear Industries 5

7. Work-Clothing Industry 6

8. Work-Shirt Industry 7

9. Dress-Shirt Industry 8

10. Appendix 9

11. Index 10

EARNINGS AND HOURS IN CERTAIN
MEN'S WEAR INDUSTRIES

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 18, 1938.

MADAM: I have the honor to transmit a report on earnings and hours in the men's work-clothing, work-shirt, and dress-shirt industries, three of the surveys made by this Bureau in order to present current wage data for the use of the Division of Public Contracts in determining prevailing minimum wages. Though the 13 men's-wear industries surveyed constitute a closely related group, printing of these data in several pamphlets has been decided upon as a measure of economy in distribution.

The reports were written by Arthur T. Sutherland of the editorial division.

Respectfully submitted,

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

EARNINGS AND HOURS IN CERTAIN MEN'S-WEAR INDUSTRIES

GENERAL INTRODUCTION

In 1936 and 1937 the Women's Bureau conducted surveys in a number of men's-wear industries that come within the scope of the Public Contracts Act. The reports presented here are based on data obtained in surveys of the work-clothing, work-shirt, and dress-shirt industries.¹

The latest census of manufactures reports, for 1935, do not give employment data separately for each of these industries, but they include them in a "related-industry group" embracing work clothing, work shirts, dress shirts, nightwear, and cotton collars. In 1935 there were 1,176 establishments, employing 121,889 workers, in the related-industry group; 621 establishments, with 61,112 employees, made work clothing and work shirts; 546 establishments, with 59,944 employees, were in the dress-shirt and nightwear industries. On the basis of number of employees in the related-industry group, the most important States were Pennsylvania with 25,665 employees, New York with 13,604, Indiana with 8,468, Missouri with 7,951, Tennessee with 6,168, New Jersey with 6,111, and Maryland with 5,204. In each of 13 other States—Virginia, Texas, Connecticut, North Carolina, Ohio, Illinois, Mississippi, Georgia, Massachusetts, California, Kentucky, Alabama, and Iowa, listed in order of number of employees—there were over 1,000 and under 5,000 employees.

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that 37½ cents an hour, or \$15 for a 40-hour week, shall be the minimum wage for employees on Government contracts in these industries.

MEN'S WORK CLOTHING ¹

INTRODUCTION

The principal products manufactured by the firms included in this survey were men's service uniforms, overalls, unionalls, mechanics' suits, jackets, work pants and breeches, and washable service apparel, made in whole or in part of cotton. While some of these establishments also produced work shirts, plants whose major product was work shirts are considered separately. (See p. 17.)

In the work-clothing survey, wage and hour data were obtained in 154 establishments employing 21,308 workers. The information obtained was copied direct from the firms' pay rolls by agents of the Women's Bureau or, in some cases, was sent in by firms in cooperation with organized labor. Every effort was made to cover a pay-roll period regarded by the employer as one of normal factory operation.

As shown in table 1, 3 States had each over 2,000 workers—1 nearly 3,000—in the establishments visited, while from 1,000 to 2,000 were employed in each of 7 States, and from 400 to 700 in each of 5. The employees in Delaware, Kentucky, Massachusetts, Minnesota, and Wisconsin, and the one firm in California, less than 400 in each case, are considered as one group in this study because records were secured in too few establishments for separate tabulation.

TABLE 1.—Number of establishments visited and number of men and women they employed, by State

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	154	21,308	2,438	18,870	(1)
Arkansas.....	4	400	48	352	88.0
Connecticut.....	6	488	106	382	78.3
Georgia.....	15	2,728	445	2,283	83.7
Illinois.....	18	1,592	(2)	1,592	(2)
Indiana.....	9	2,017	332	1,685	83.5
Maryland ³	5	447	414	433	(1)
Missouri.....	15	2,103	244	1,859	88.4
New Jersey.....	4	646	107	539	83.4
New York.....	10	1,085	262	823	75.9
North Carolina.....	7	1,821	247	1,574	86.4
Pennsylvania.....	11	1,211	181	1,030	85.1
Tennessee.....	11	1,780	197	1,583	88.9
Texas.....	19	1,558	(2)	1,558	(2)
Virginia.....	6	1,650	146	1,504	91.2
West Virginia.....	5	698	(2)	698	(2)
Other States ⁵	9	1,084	⁶ 109	975	(1)

¹ Not obtainable; data for men not reported in all cases.

² Data for men not obtained.

³ Includes 1 establishment in the District of Columbia.

⁴ Data for men in 1 large firm not obtained.

⁵ 2 establishments each in Delaware (women only), Kentucky, and Minnesota, and 1 establishment each in California, Massachusetts, and Wisconsin.

⁶ Data for men in Delaware not obtained.

¹ A minimum-wage determination of the Secretary of Labor, which took effect February 9, 1937, stated that 37½ cents an hour, or \$15 for a 40-hour week, should be the minimum wage for employees on Government contracts in the work-clothing industry. This order was superseded by one for cotton garments and allied industries, effective August 2, 1937, which included work clothing and established the same rates.

The great majority of the workers in the industry are women. Data were not obtained for men in Delaware, Illinois, Texas, and West Virginia, nor from one large firm in Maryland.

Data on the number of hours worked by individual employees were copied where such records were available, but in some establishments the time worked was not recorded in hours, particularly for employees on a piece-rate basis. Figures on the number of hours worked were obtained for 17,821 workers, or 84 percent of the total; these were employed in 115 establishments. In Maryland, hour records were reported for only 50 percent of the employees, but in the other States the proportion varied from 66 to 99 percent.

Of the 115 establishments where hour records were available, 47 reported also whether or not they were operating under a union contract. All the establishments in New York and Connecticut with hours worked reported were union firms, so these two States are omitted in the comparison of union versus nonunion. Only the States with both union and nonunion firms are included in the comparison.

EARNINGS AND HOURS

Week's earnings.

The accompanying table 2 shows the number of employees and the average and distribution of their earnings in each State. These figures are the actual week's earnings of employees regardless of the hours worked, so they include under-time as well as full-time workers. The average of the week's earnings of all employees amounted to \$13.55. In the various States, however, the averages ranged from \$8.70 in West Virginia (women only) to \$17.10 in New York, a variation from low to high of nearly 100 percent. In addition to New York, earnings were relatively high in Missouri with an average of \$15.30, in Connecticut with an average of \$15.15, and in Indiana and in North Carolina, each with an average of \$15.10. The lowest average earnings reported were \$8.70 and \$9.55, in West Virginia and Virginia, respectively, while averages in Arkansas, Texas, Maryland, and Tennessee were only slightly higher, from \$9.65 to \$10.70. Three-tenths of all workers were employed in the six States where the averages were \$10.70 or less.

Nine percent of the workers had earnings below \$6. By State, the proportion with such low earnings varied from less than 2 percent in Connecticut to 23 percent in West Virginia and 24 percent in Virginia. It was 10 percent or more in six of the States reported. At the other extreme of the wage scale, only 10 percent of the workers earned \$20 or more. The proportion with such earnings in the various States ranged from none in West Virginia and less than 1 percent in Texas, to 25 percent in New York. It was less than 10 percent in eight of the States reported.

TABLE 2.—Average and distribution of week's earnings, by State—All employees

Week's earnings	Total	Arkansas	Connecticut	Georgia	Illinois	Indiana	Maryland	Missouri	New Jersey	New York	North Carolina	Pennsylvania	Tennessee	Texas	Virginia	West Virginia	Other States ¹
Number of employees.....	21,308	400	488	2,728	² 1,592	2,017	³ 447	2,103	646	1,085	1,821	1,211	1,780	² 1,558	1,650	² 698	1,084
Average earnings ⁴	\$13.55	\$9.65	\$15.15	\$12.65	\$14.75	\$15.10	\$10.25	\$15.30	\$13.85	\$17.10	\$15.10	\$13.80	\$10.70	\$9.80	\$9.55	\$8.70	\$16.50
<i>Percent of employees</i>																	
Under \$5.....	6.1	13.8	0.8	5.4	3.1	2.5	6.7	2.7	5.9	1.8	2.9	3.8	6.7	12.5	17.5	15.6	4.1
\$5, under \$10.....	23.1	34.5	10.9	23.5	10.4	15.4	42.7	14.2	19.8	10.5	12.5	20.2	37.2	37.6	37.3	48.0	19.5
\$10, under \$15.....	36.7	44.3	46.1	41.5	30.6	28.2	41.6	39.3	37.3	31.8	32.5	42.9	45.2	43.6	34.2	34.4	20.8
\$15, under \$20.....	24.1	6.0	27.7	25.8	48.3	40.7	6.7	23.7	24.6	31.3	38.5	22.2	8.7	5.4	9.4	2.0	25.6
\$20, under \$25.....	6.4	1.0	8.4	2.4	6.6	9.0	1.8	12.6	7.3	11.8	11.0	6.7	1.3	.9	1.0	-----	17.5
\$25, under \$30.....	2.0	.3	5.1	.8	.9	2.7	.2	4.0	2.9	5.3	1.9	2.4	.3	-----	.2	-----	7.2
\$30 and over.....	1.6	.3	1.0	.5	.1	1.5	.2	3.4	2.2	7.5	.8	1.8	.6	-----	.4	-----	5.4
<i>Cumulative percents</i>																	
Under \$6.....	9.0	20.3	1.8	8.0	4.2	4.4	10.3	4.3	8.4	2.6	4.8	5.6	11.1	17.6	23.6	22.8	6.1
Under \$8.....	17.1	33.3	3.8	16.2	8.4	10.1	24.6	9.4	16.5	5.8	8.9	12.3	23.1	31.5	36.4	39.5	13.7
Under \$10.....	29.2	48.3	11.6	28.8	13.4	18.0	49.4	16.9	25.8	12.3	15.4	24.0	43.9	50.0	54.8	63.5	23.6
Under \$12.....	43.7	75.1	27.4	44.8	21.5	26.4	73.3	32.4	42.8	23.6	23.6	39.2	65.7	67.0	72.0	83.1	32.0
Under \$14.....	59.8	89.5	48.0	64.3	35.4	40.0	87.5	49.0	54.6	38.0	38.7	59.0	84.7	90.2	85.1	96.3	40.5
\$14 and over.....	40.2	10.5	52.0	35.7	64.6	60.0	12.5	51.0	45.4	62.0	61.3	41.0	15.3	9.8	14.9	3.7	59.5
\$16 and over.....	27.5	5.6	35.8	24.8	42.5	45.2	6.2	35.1	28.6	46.7	41.6	26.3	7.2	4.1	7.2	.8	50.2
\$18 and over.....	16.3	4.1	24.6	13.6	13.8	22.6	3.5	26.6	19.8	34.7	24.0	16.3	4.0	2.0	3.4	.3	38.6
\$20 and over.....	10.0	1.6	14.5	3.7	7.6	13.2	2.2	20.0	12.4	24.6	13.7	10.9	2.2	.9	1.6	-----	30.1

¹ 2 establishments each in Delaware (women only), Kentucky, and Minnesota, and 1 each in California, Massachusetts, and Wisconsin.

² Data for men not obtained.

³ Includes 1 establishment in the District of Columbia.

⁴ The mean—the simple arithmetic average.

The most usual earnings were \$10 and under \$15, received by 37 percent of the employees. Practically one-fourth (24.1 percent) received \$15 and under \$20, and almost as many (23 percent) earned \$5 and under \$10. The wage group \$10 and under \$15 was the largest in nine States. In Indiana, Illinois (women only), and North Carolina the modal group was higher (\$15 and under \$20), but in Maryland, Virginia, and West Virginia it was \$5 and under \$10.

The proportion of workers who had earnings of less than \$14 ranged from 35 percent in Illinois to 96 percent in West Virginia, in each case for women only. In six States—Arkansas, Maryland, Tennessee, Virginia, Texas, and West Virginia (the last two for women only)—85 percent or more received such earnings for their week's work. Only in Missouri and New York did as many as one-fifth of the workers earn \$20 or more.

Week's earnings of women.

Week's earnings were reported for 18,870 women in the 154 establishments. The average earnings of all women amounted to \$12.55. The range among the States was from \$8.70 in West Virginia to \$15.10 in New York. The average was \$10 or less in Arkansas, Maryland, Texas, Virginia, and West Virginia, and it was only slightly above \$10 in Tennessee. In Georgia the average was \$12, in Pennsylvania it was \$12.85, and in the seven remaining States it ranged from \$13.05 to \$15.10.

In the 10 States in which both men's and women's earnings were reported, the average of the women's earnings was much less than the average for men, the difference ranging from \$3.50 in the case of Indiana to \$8.15 and \$8.30, respectively, in Missouri and New York.

State	No. of establishments	No. of women	Average weekly earnings	Range of earnings
Ohio	13	1,042	\$10.30	\$5.00 - \$15.00
Massachusetts	13	1,042	\$10.30	\$5.00 - \$15.00
Alabama	6	1,042	\$10.30	\$5.00 - \$15.00
Arizona	10	1,042	\$10.30	\$5.00 - \$15.00
Arkansas	11	1,042	\$10.30	\$5.00 - \$15.00
California	11	1,042	\$10.30	\$5.00 - \$15.00
Group Counties	2	1,042	\$10.30	\$5.00 - \$15.00
West Virginia	10	1,042	\$8.70	\$5.00 - \$15.00
Missouri	13	1,042	\$13.05	\$5.00 - \$20.00
Illinois	13	1,042	\$13.05	\$5.00 - \$20.00
Indiana	13	1,042	\$13.05	\$5.00 - \$20.00
Tennessee	13	1,042	\$13.05	\$5.00 - \$20.00
Georgia	13	1,042	\$12.00	\$5.00 - \$20.00
Connecticut	13	1,042	\$12.85	\$5.00 - \$20.00
Virginia	13	1,042	\$10.30	\$5.00 - \$15.00
North Carolina	13	1,042	\$13.05	\$5.00 - \$20.00
South Carolina	13	1,042	\$13.05	\$5.00 - \$20.00
Florida	13	1,042	\$13.05	\$5.00 - \$20.00
Mississippi	13	1,042	\$13.05	\$5.00 - \$20.00
Louisiana	13	1,042	\$13.05	\$5.00 - \$20.00
West Virginia	13	1,042	\$8.70	\$5.00 - \$15.00
Total	154	18,870	\$12.55	\$5.00 - \$20.00

TABLE 3.—Average and distribution of week's earnings, by State—Women

State	Number of establishments	Number of women employed	Average week's earnings ¹	Percent of women whose earnings were—												
				Under \$5	\$5, under \$10	\$10, under \$15	\$15, under \$20	\$20 and over	Under \$6	Under \$8	Under \$10	Under \$12	Under \$14	\$14 and over	\$16 and over	\$18 and over
Total.....	154	18,870	\$12.55	6.7	24.8	38.4	23.0	6.9	9.9	18.6	31.5	46.9	63.8	36.2	23.4	12.4
Arkansas.....	4	352	9.30	13.6	36.1	46.3	3.4	.6	19.8	33.5	49.7	78.4	92.6	7.4	2.7	2.1
Connecticut.....	6	382	13.95	1.0	12.0	53.7	25.9	7.3	2.3	4.6	12.9	31.5	55.0	45.0	27.0	16.2
Georgia.....	15	2,283	12.00	6.2	25.8	43.7	22.6	1.6	9.1	18.1	32.0	49.0	69.8	30.2	19.9	9.5
Illinois.....	18	1,592	14.75	3.1	10.4	30.6	48.3	7.6	4.2	8.4	13.4	21.5	35.4	64.6	42.5	13.8
Indiana.....	9	1,685	14.55	2.8	16.3	30.3	39.9	10.6	5.1	11.3	19.1	28.4	43.1	56.9	42.0	19.6
Maryland ²	5	433	10.00	6.9	44.1	42.0	6.2	.6	10.6	25.3	50.9	75.3	89.8	10.2	4.3	1.5
Missouri.....	15	1,859	14.35	2.9	15.8	42.5	23.6	15.2	4.6	10.3	18.6	35.8	54.0	46.0	30.0	21.3
New Jersey.....	4	539	13.05	6.9	20.0	40.1	24.9	8.1	9.7	17.7	27.0	44.9	57.3	42.7	24.5	15.0
New York.....	10	823	15.10	2.4	11.5	37.5	34.6	13.9	3.4	7.3	14.0	27.5	44.5	55.5	38.7	25.0
North Carolina.....	7	1,574	14.30	2.9	14.2	36.0	38.6	8.3	5.1	9.7	17.0	26.1	42.7	57.3	35.2	17.2
Pennsylvania.....	11	1,030	12.85	4.3	21.6	45.3	22.2	6.6	6.2	13.5	25.9	42.3	63.0	37.0	21.4	11.6
Tennessee.....	11	1,583	10.10	7.4	40.5	45.7	6.1	.4	12.1	25.2	47.9	70.9	89.5	10.5	3.4	1.2
Texas.....	19	1,558	9.80	12.5	37.6	43.6	5.4	.9	17.6	31.5	50.0	67.0	90.2	9.8	4.1	2.0
Virginia.....	6	1,504	9.10	19.1	38.4	33.9	8.1	.5	25.6	38.8	57.4	74.9	87.3	12.7	5.4	2.0
West Virginia.....	5	698	8.70	15.6	48.0	34.4	2.0	-----	22.8	39.5	63.5	83.1	96.3	3.7	.8	.3
Other States ³	9	975	15.80	4.5	21.0	21.2	24.6	28.7	7.3	15.0	25.5	34.5	43.0	57.0	48.0	37.2

¹ The mean—the simple arithmetic average.

² Includes 1 establishment in the District of Columbia.

³ 2 establishments each in Delaware, Kentucky, and Minnesota, and 1 each in California, Massachusetts, and Wisconsin.

As shown in table 3, 38 percent of the women, not far from two-fifths, had earnings of \$10 and under \$15. Slightly less than one-fourth were in each of two wage intervals—\$5 and under \$10, and \$15 and under \$20.

In nine of the States the largest group of women had earnings of \$10 and under \$15. In three States and the residual group other, the largest group earned \$15 and under \$20, Illinois leading with 48 percent. The residual group had only 25 percent of its women with such earnings, though they constituted the largest group. In three States the wage group with the largest number of women was \$5 and under \$10. These States were Virginia with 38 percent, Maryland with 44 percent, and West Virginia with 48 percent.

Only three States and the residual group had proportions at \$25 and over equal to or larger than the proportions at less than \$5. These States were Connecticut, New York, and Missouri. The proportion of women with earnings of less than \$5 ranged from 1 percent in Connecticut to 19 percent in Virginia. Besides Virginia, States with large proportions so paid were Texas, Arkansas, and West Virginia, with 13 to 16 percent of their women in this group. In four other States—Georgia, New Jersey, Maryland, and Tennessee—the proportion was 6 or 7 percent. From the column "under \$6" in the right-hand half of table 3 it is apparent that several hundred women had earnings of \$5 and under \$6, the proportion at under \$6 exceeding that at under \$5 by almost one-half.

None of the women in West Virginia, and less than 1 percent of those in Arkansas, Maryland, Tennessee, Texas, and Virginia, received as much as \$20.

Week's earnings of men.

Earnings were tabulated for 2,438 men employed in 107 of the 154 factories. These data represent all States for which women's earnings were secured except Delaware, Illinois, Texas, and West Virginia. Men's earnings were lowest in Virginia, Tennessee, and Georgia, with averages of \$14.15, \$15.75, and \$16.10, respectively. The highest averages were \$23.40 in New York and \$22.50 in Missouri. The middle averages, neither high nor among the lowest, ranged from the \$18.05 and \$18.10 of Indiana and New Jersey, respectively, to the \$20.25 of North Carolina.

State	Number of men	Average weekly earnings
Alabama	148	17.15
Arkansas	103	12.25
California	121	19.00
Colorado	283	19.25
Connecticut	263	23.40
Delaware	103	19.10
Florida	244	17.00
Georgia	223	16.10
Illinois	442	18.10
Indiana	108	18.05
Iowa	102	18.25
Kansas	102	18.25
Kentucky	102	18.25
Louisiana	102	18.25
Madison	102	18.25
Michigan	102	18.25
Minnesota	102	18.25
Mississippi	102	18.25
Missouri	102	22.50
Montana	102	18.25
Nebraska	102	18.25
Nevada	102	18.25
New Hampshire	102	18.25
New Jersey	102	18.10
New Mexico	102	18.25
New York	102	23.40
North Carolina	102	20.25
North Dakota	102	18.25
Ohio	102	18.25
Oklahoma	102	18.25
Oregon	102	18.25
Pennsylvania	102	18.25
Rhode Island	102	18.25
South Carolina	102	18.25
South Dakota	102	18.25
Tennessee	102	15.75
Texas	102	15.75
Utah	102	18.25
Vermont	102	18.25
Virginia	102	14.15
Washington	102	18.25
West Virginia	102	14.15
Wisconsin	102	18.25
Wyoming	102	18.25
Total	2,438	18.25

TABLE 4.—Average and distribution of week's earnings, by State—Men

State	Number of men employed	Average week's earnings ¹	Percent of men whose earnings were—											
			Under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30 and over	Under \$8	Under \$12	Under \$16	\$16 and over	\$18 and over	\$20 and over
Total ²	2,438	\$18.75	11.4	22.8	32.2	15.1	7.6	10.9	5.3	18.5	41.0	59.0	46.0	33.6
Connecticut.....	106	19.55	6.6	18.9	34.0	16.0	19.8	4.7	.9	12.2	32.1	67.9	54.7	40.5
Georgia.....	445	16.10	13.3	30.1	42.0	7.9	3.6	3.1	7.0	23.9	49.7	50.3	35.1	14.6
Indiana.....	332	18.05	11.7	17.2	44.6	11.7	7.2	7.5	3.6	15.6	38.3	61.7	37.8	26.4
Missouri.....	244	22.50	3.7	14.8	24.6	25.8	7.4	23.8	2.4	5.6	26.2	73.8	67.7	57.0
New Jersey.....	107	18.10	19.6	23.4	23.4	14.0	7.5	12.1	10.2	32.7	50.5	49.5	43.8	33.6
New York.....	262	23.40	7.3	13.7	21.0	17.6	14.1	26.3	1.6	11.5	28.3	71.7	64.9	58.0
North Carolina.....	247	20.25	4.0	9.7	37.7	33.2	10.5	4.9	2.8	6.4	16.6	83.4	68.0	48.6
Pennsylvania.....	181	19.00	13.8	28.7	22.1	12.7	10.5	12.2	5.6	22.2	46.4	53.6	42.6	35.4
Tennessee.....	197	15.75	12.7	41.1	28.9	10.2	2.0	5.1	7.0	25.3	61.4	38.6	27.0	17.3
Virginia.....	146	14.15	26.7	37.7	22.6	6.8	2.1	4.1	11.0	41.2	74.7	25.3	17.8	13.0
Other States ³	109	22.40	5.5	16.5	33.9	8.3	7.3	28.4	1.8	8.2	28.4	71.6	52.3	44.0

¹ The mean—the simple arithmetic average.

² Includes Arkansas and Maryland, not shown separately because of small numbers involved.

³ California, Kentucky, Massachusetts, Minnesota, and Wisconsin.

As appears in table 4, 32 percent of the men had earnings of \$15 and under \$20, a wage interval well above the \$10-and-under-\$15 class in which fell the largest group of women. The proportions of men with earnings of \$15 and under \$20 varied from 21 percent in New York to 45 percent in Indiana.

In Missouri, 26 percent of the men earned \$20 and under \$25, and in New York 26 percent earned \$30 and more.

Only three States and the residual group had proportions at \$30 and more equal to or larger than the proportions at under \$10. These States are New York (where the percentages are respectively 26 and 7), Missouri (where they are 24 and 4), and North Carolina (where they are 5 and 4). The proportions at less than \$10 vary from 4 percent in Missouri and North Carolina to 27 percent in Virginia. In Indiana, Tennessee, Georgia, and Pennsylvania from 12 percent to 14 percent of the men earned less than \$10; in New Jersey as many as 20 percent did so.

Hours of work.

At the time of the survey, all the States included but Indiana and West Virginia had laws that limited the number of hours that women might be employed during the week. The maximum hours established by these laws ranged from 48 in California, Connecticut, New York, and the District of Columbia to 60 in Georgia, Illinois, Kentucky, Maryland, and Virginia. The hour laws of Illinois and Virginia limited only the daily hours, but the operation of day-of-rest laws would limit the week to 6 days. Georgia's hour law, covering both men and women, applied only to cotton or woolen manufacturing establishments.

In actual practice, however, for the great majority of employees the workweek at the time of the survey was much shorter than the maximum allowed by law, and only 2,060 employees, or 12 percent of the 17,821 for whom hour records were reported, worked as much as 48 hours. More than one-fourth (26 percent) worked 40 hours, and no less than two-fifths (41 percent) worked less than 40. The extent of undertime existing in the industry is indicated by the fact that about one-sixth worked 35 and under 40 hours and practically one-fourth had less than 35 hours of work.

Nearly 1,600 of the 2,060 employees who worked 48 hours or more were women. Fifty-six percent of all employees who worked more than 40 hours were in establishments in North Carolina, Georgia, and Virginia.

TABLE 5.—Hours worked during the week, by State—All employees

State	Number of employees with hours worked reported	Percent who worked during the week—					
		Under 35 hours	35, under 40 hours	40 hours	Over 40, under 44 hours	44, under 48 hours	48 hours and over
Total.....	17,821	24.4	16.2	26.1	8.3	13.5	11.6
Arkansas.....	324	32.1	8.3	3.1	5.9	32.4	18.2
Connecticut.....	482	14.1	27.4	57.1	1.0	.4	
Georgia.....	2,070	17.1	7.7	22.9	5.7	13.9	32.7
Illinois ¹	1,538	19.8	17.6	54.9	1.8	5.9	.1
Indiana.....	1,907	16.6	14.7	50.4	5.5	9.6	3.1
Maryland ²	222	70.3		20.7		9.0	
Missouri.....	1,634	21.6	14.8	28.5	19.8	11.3	3.9
New Jersey.....	642	43.5	18.4	34.0	.8	3.3	.2
New York.....	971	51.8	23.9	20.7	1.3	2.2	.1
North Carolina.....	1,734	7.5	8.2	2.7	10.0	39.3	32.3
Pennsylvania.....	895	45.4	39.2	6.7	2.2	5.5	1.0
Tennessee.....	1,601	31.1	21.7	17.4	18.1	7.9	3.8
Texas ¹	1,231	33.9	16.7	28.9	7.7	12.5	.3
Virginia.....	1,080	10.5	10.6	2.3	8.1	31.4	37.1
West Virginia ¹	539	26.5	17.4	.4	12.2	17.4	26.0
Other States ³	951	20.5	18.7	40.1	13.4	5.0	2.3
Total women.....	15,771	25.6	16.6	26.3	8.4	13.1	10.6
Total men.....	2,050	14.9	13.3	24.3	7.4	16.3	23.9

¹ Data for men not obtained.² Includes 1 establishment in the District of Columbia.³ California, Delaware (women only), Kentucky, Minnesota, and Wisconsin.

As shown in table 5, there were striking differences in the hours worked in the various States. In six States, namely, Maryland, New Jersey, New York, Pennsylvania, Tennessee, and Texas, more than half of the employees worked less than 40 hours; in fact, from 31 percent in Tennessee to 70 percent in Maryland worked less than 35 hours. In Indiana, Illinois, and Connecticut, from 50 percent to 57 percent worked 40 hours, and from 31 percent to 42 percent worked less than 40.

No employee in Connecticut or Maryland, and 1 percent or less in Illinois, New Jersey, New York, Texas, and Pennsylvania, worked so long as 48 hours, but in Arkansas, Georgia, North Carolina, Virginia, and West Virginia a week of 44 hours or more was worked by substantial proportions of the employees. In Virginia 37 percent worked 48 hours or more and 31 percent worked 44 and under 48 hours; in North Carolina the proportions with such hours were 32 and 39 percent, and in Georgia 33 and 14 percent, respectively.

Arkansas, Georgia, and West Virginia establishments showed the most variation in hours of work; in these States there were fairly large groups with decided undertime and also large groups that worked long hours. In West Virginia 26 percent worked 48 hours or more and 27 percent had less than 35 hours of work; in Georgia the corresponding percentages were 33 and 17. In Arkansas 18 percent worked 48 hours or more and 32 percent worked 44 and under 48 hours; on the other hand, 32 percent worked less than 35 hours.

As women comprised such a large majority of the employees, their distribution according to hours worked is fairly similar to that just discussed; but in all States but Connecticut for which comparison is possible, larger proportions of men than of women worked long hours. In Pennsylvania, though 54 percent of the men worked less than 35

hours and 30 percent worked 35 and under 40, as many as 12 percent worked 44 hours or more. In New York 66 percent of the men worked less than 40 hours and only 5 percent worked as long as 44 hours.

In Arkansas, Georgia, North Carolina, and Virginia the largest group of men worked 48 hours or more; in all other States well over half of the men worked 40 and under 48 hours.

Average hourly earnings.

The individual earnings of the 17,821 employees for whom hour records were reported were reduced to an hourly basis by dividing them by the number of hours worked, and tabulations were made for the employees in each State. The average hourly earnings of the entire group were 37.2 cents, but differences in the averages for the various States are even more striking than those in week's earnings. Average hourly earnings ranged from 22.6 cents in West Virginia (women only), 24.2 cents in Virginia, and 24.8 cents in Arkansas, to 45.2 cents in the group of five States combined as "other" and to 52.5 cents in New York. Between these extremes, average hourly earnings in six States—Illinois (women only), Indiana, Connecticut, Missouri, Pennsylvania, and New Jersey—varied from 39.4 to 42.4 cents, and in the five remaining States—Tennessee, Texas (women only), Georgia, Maryland, and North Carolina—they were from 29.2 to 34.5 cents.

Table 6 shows the distribution of the employees according to hourly earnings. Nineteen percent of the workers earned 45 cents or more, in contrast to only 9 percent with earnings of less than 20 cents. The proportion earning 30 and under 35 cents was 21 percent, the largest group falling in any 5-cent interval. Well over one-fourth, 28 percent, earned 35 and under 45 cents, and 24 percent earned 20 and under 30 cents.

Fifty-six percent of the employees in New York earned 45 cents or more, but the State ranking next was 20 points below—Missouri with 36 percent. In New Jersey, Connecticut, Pennsylvania, Indiana, and Illinois from 34 to 19 percent earned such amounts. In these 7 States the proportion with earnings of 36 cents or more ranged from 54 percent in Missouri to 84 percent in New York, while low-paid workers who earned less than 20 cents an hour formed less than 6 percent of the employees in each of these States.

No employee in West Virginia earned so much as 45 cents an hour; in Virginia, Arkansas, Texas, Tennessee, Georgia, Maryland, and North Carolina, only from 1 to 11 percent, in the order named, earned 45 cents or more. More than three-tenths in Virginia and West Virginia, and from 10 to 16 percent in Texas, Tennessee, and Arkansas, had earnings of less than 20 cents.

Average hourly earnings of women.

The average hourly earnings of the 15,771 women with hours reported were 34.7 cents. The range in State averages was from 22.6 cents in West Virginia to 46.6 cents in New York. New Jersey ranked next to New York, with an average of 40.5 cents. Besides West Virginia, States with averages of 20 and under 30 cents were Arkansas, Virginia, Tennessee, and Texas. The other 8 States had averages of 30 and under 40 cents. Earnings averaged less than 25 cents in West Virginia, Virginia, and Arkansas.

TABLE 6.—Average and distribution of hourly earnings, by State—All employees

Hourly earnings (cents)	Total	Arkansas	Connecticut	Georgia	Illinois ¹	Indiana	Maryland ²	Missouri	New Jersey	New York	North Carolina	Pennsylvania	Tennessee	Texas ¹	Virginia	West Virginia ¹	Other States ³
Number of employees with hours worked reported.....	17,821	324	482	2,070	1,538	1,907	222	1,634	642	971	1,734	895	1,601	1,231	1,080	539	951
Average earnings ⁴ (cents).....	37.2	24.8	40.6	31.9	39.4	40.3	32.0	41.5	42.4	52.5	34.5	41.7	29.2	29.5	24.2	22.6	45.2
<i>Percent of employees</i>																	
Under 20.....	8.7	16.0	1.5	7.2	3.4	5.3	8.6	5.9	3.3	0.8	7.2	2.8	11.0	10.2	30.6	31.2	9.0
20, under 25.....	10.2	41.7	3.7	10.1	3.7	4.7	14.4	8.1	6.7	1.0	5.5	3.8	21.2	11.0	23.9	27.8	7.2
25, under 30.....	13.8	27.8	14.3	19.4	5.1	7.3	22.1	13.8	6.9	4.2	8.8	9.7	23.4	18.2	22.8	33.8	5.8
30, under 35.....	20.6	7.4	18.0	28.8	12.8	15.8	23.0	15.0	17.8	7.9	34.4	17.0	23.2	46.9	17.1	5.4	7.3
35, under 40.....	15.8	4.3	22.0	24.4	25.4	15.2	13.5	12.6	17.8	15.7	20.0	25.0	12.5	7.8	4.1	1.5	9.7
40, under 45.....	11.7	1.2	11.0	4.8	30.6	26.3	10.4	8.6	14.2	14.0	13.3	13.2	4.4	3.1	.6	.4	10.0
45 and over.....	19.3	1.5	29.5	5.1	19.1	25.3	8.1	36.0	33.5	56.3	10.9	28.5	4.3	2.8	.9	-----	51.1
<i>Cumulative percents</i>																	
Under 26.....	21.7	67.6	7.9	21.8	8.1	11.3	26.1	16.8	12.0	2.5	14.4	7.8	36.5	24.4	58.9	64.9	18.2
Under 28.....	27.1	79.0	12.7	29.9	9.9	13.9	33.8	23.0	14.6	3.8	17.9	11.1	45.3	30.0	65.8	85.3	20.5
Under 30.....	32.7	85.5	19.5	36.8	12.2	17.3	45.0	27.8	16.8	5.9	21.4	16.3	55.6	39.4	77.2	92.7	22.0
Under 32.....	41.7	88.5	25.7	50.2	15.8	20.5	55.0	32.1	22.6	8.9	35.5	22.2	68.2	69.8	87.5	95.3	24.3
Under 34.....	49.9	91.3	32.9	59.5	22.2	30.8	65.3	41.0	32.2	11.9	49.1	29.4	75.4	84.2	91.9	97.3	27.4
Under 36.....	56.9	93.8	44.4	73.7	27.4	35.8	72.1	46.1	36.0	15.8	61.4	38.5	83.1	89.3	95.3	98.4	30.7
36 and over.....	43.1	6.2	55.6	26.3	72.6	64.2	27.9	53.9	64.0	84.2	38.6	61.5	16.9	10.7	4.7	1.6	69.3
38 and over.....	35.8	2.7	47.7	14.3	61.6	57.8	22.5	47.9	52.5	74.7	30.2	49.9	12.0	7.8	2.5	.6	64.9
40 and over.....	30.9	2.7	40.5	9.9	49.6	51.7	18.5	44.6	47.7	70.4	24.2	41.6	8.7	5.9	1.5	.4	61.1

¹ Data for men not obtained.

² Includes 1 establishment in the District of Columbia.

³ California, Delaware (women only), Kentucky, Minnesota, and Wisconsin.

⁴ The mean—the simple arithmetic average.

The earnings class with the largest group of women was 30 and under 35 cents, with 21 percent of the total. Four States—Maryland, Georgia, North Carolina, and Texas—had their largest proportions in that earnings class, these ranging from 23 percent in Maryland to 47 percent in Texas.

TABLE 7.—Average and distribution of hourly earnings, by State—Women

State	Number of women reported	Average hourly earnings ¹ (cents)	Percent of women with hourly earnings of—						
			Under 20 cents	20, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45 cents and over
Total.....	15,771	34.7	9.4	11.0	14.7	21.3	15.6	11.5	16.5
Arkansas.....	278	23.7	17.3	45.7	28.1	6.5	1.8	0.4	0.4
Connecticut.....	378	37.1	1.9	4.5	16.9	21.2	24.3	10.8	20.4
Georgia.....	1,728	30.8	8.2	11.1	21.7	28.8	23.6	3.6	2.9
Illinois.....	1,538	39.4	3.4	3.7	5.1	12.8	25.4	30.6	19.1
Indiana.....	1,592	39.5	5.0	4.6	8.0	16.7	15.5	26.4	23.7
Maryland ²	220	31.9	8.6	14.5	21.8	23.2	13.6	10.5	7.7
Missouri.....	1,440	39.8	6.5	9.1	14.7	15.7	12.5	8.4	33.1
New Jersey.....	536	40.5	3.9	7.1	7.3	17.2	17.7	14.6	32.3
New York.....	732	46.6	1.0	1.4	4.9	9.8	17.9	16.8	48.2
North Carolina.....	1,496	33.0	8.3	6.3	9.6	38.4	19.6	11.6	6.2
Pennsylvania.....	768	38.9	3.3	3.6	10.4	18.2	27.3	14.1	23.0
Tennessee.....	1,420	28.0	12.0	23.5	24.5	22.8	11.6	3.6	1.9
Texas.....	1,231	29.5	10.2	11.0	18.2	46.9	7.8	3.1	2.8
Virginia.....	1,005	23.7	31.5	24.3	23.3	16.1	4.1	.4	.3
West Virginia.....	539	22.6	31.2	27.8	33.8	5.4	1.5	.4	-----
Other States ³	870	44.3	9.9	7.6	6.0	6.4	8.7	10.2	51.1

¹ The mean—the simple arithmetic average.

² Includes 1 establishment in the District of Columbia.

³ California, Delaware, Kentucky, Minnesota, and Wisconsin.

In seven States and the group "other," average earnings were at higher levels. In Connecticut and Pennsylvania, respectively 24 percent and 27 percent of the women had earnings of 35 and under 40 cents; in Indiana and Illinois, respectively 26 percent and 31 percent had earnings of 40 and under 45 cents; and in New Jersey, Missouri, New York, and the group of "other" States, respectively 32 percent, 33 percent, 48 percent, and 51 percent had earnings of 45 cents and more.

In only four States were the largest groups of women at wage levels below 30 cents an hour. These were Tennessee and West Virginia, with respectively 25 percent and 34 percent at 25 and under 30 cents; Arkansas, with 46 percent at 20 and under 25 cents; and Virginia, with 32 percent at less than 20 cents an hour.

The proportions of women with hourly earnings of less than 20 cents ranged from 1 percent in New York and 2 percent in Connecticut to 31 percent in West Virginia and 32 percent in Virginia. In only five States was the proportion so much as 10 percent. In a comparison of the proportions with earnings below 25 cents an hour, Arkansas ranks below all others; 63 percent of its women, in comparison with 59 percent of those of West Virginia and 56 percent of those of Virginia, averaged less than 25 cents an hour.

No State approaches New York's 48 percent in the proportion of women with hourly earnings of 45 cents and more, Missouri with 33 percent and New Jersey with 32 percent ranking respectively second and third. If the wage class be enlarged to 40 cents and more, the

proportion for New York becomes 65 percent and Indiana and Illinois follow with 50 percent in each case. In Virginia, West Virginia, and Arkansas less than 1 percent of the women employees earned as much as 40 cents an hour.

Average hourly earnings of men.

Men's hourly earnings were considerably higher than those of women, men's average being 48 cents in contrast to women's 34.7 cents. The range among the States, too, was greater for men, the extremes being 30.1 cents in Virginia and 70.5 cents in New York. Other relatively high averages were 58.9 cents in Pennsylvania, from 52.4 to 55 cents in New Jersey, Connecticut, Missouri, and the group of 4 States combined as "other," and 44.4 and 44.2 cents, respectively, in Indiana and North Carolina. In Tennessee and Georgia the averages were respectively 38.3 and 37.3 cents.

For the 2,050 men whose hourly earnings have been computed, the wage interval with the largest group was 60 cents and more, with 22 percent of the men. Five States and the group "other" also had their largest groups in this wage class, New Jersey having 30 percent with such earnings, Connecticut and Missouri each 33 percent, Pennsylvania 38 percent, and New York no less than 62 percent. For the residual group of States the proportion with earnings of 60 cents and more was 40 percent.

Of all the men reported, 13 percent had hourly earnings below 30 cents. In the various States the proportions ranged from 3 percent in New York and 5 percent in North Carolina to 53 percent in Virginia. Tennessee had 20 percent of its men with such earnings, Indiana and Georgia had 16 percent each, and Pennsylvania had 10 percent. No other State had more than 9 percent with an average of less than 30 cents an hour.

TABLE 8.—Average and distribution of hourly earnings, by State—Men

State	Number of men reported	Average hourly earnings ¹ (cents)	Percent with hourly earnings of—								
			Under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60 cents and over
Total ²	2,050	48.0	6.7	6.6	15.2	17.1	13.2	8.8	6.0	4.2	22.2
Connecticut.....	104	52.9	1.0	4.8	6.7	13.5	11.5	14.4	5.8	9.6	32.7
Georgia.....	342	37.3	7.6	7.9	28.9	28.7	10.5	4.4	3.5	3.2	5.3
Indiana.....	315	44.4	12.4	3.5	11.4	13.7	25.7	8.9	7.0	3.2	14.3
Missouri.....	194	54.7	1.5	7.2	9.8	13.4	9.8	14.4	5.7	5.2	33.0
New Jersey.....	106	52.4	4.7	4.7	20.8	17.9	12.3	5.7	1.9	1.9	30.2
New York.....	239	70.5	.4	2.1	2.1	8.8	5.4	5.0	6.7	7.1	62.3
North Carolina.....	238	44.2	1.3	3.4	9.2	22.3	23.5	17.2	12.6	3.4	7.1
Pennsylvania.....	127	58.9	4.7	5.5	9.4	11.0	7.9	11.0	7.1	5.5	37.8
Tennessee.....	181	38.3	6.1	14.3	26.0	19.3	11.1	8.8	5.0	2.8	6.6
Virginia.....	75	30.1	37.3	16.0	30.7	4.0	2.7	2.7	1.3	-----	5.3
Other States ³	81	55.0	2.5	3.7	16.0	19.8	7.4	1.2	3.7	6.2	39.5

¹ The mean—the simple arithmetic average.

² Includes Arkansas and Maryland, not shown separately because of small numbers involved.

³ California, Kentucky, Minnesota, and Wisconsin.

Earnings in individual firms.

Up to this point the analysis has considered all workers employed in a State as one group, but there were wide variations also in the wage standards within a State. The average hourly earnings were computed for 83 establishments, each reporting hours worked for 50

or more employees. The lowest average, 18 cents in a Texas establishment, was only 26.5 percent of the highest, 67.9 cents in a New York establishment.

As shown in the summary following, the largest difference among the averages in any one State was in Missouri, where the lowest was only 45 percent of the highest. Pennsylvania ranked next, the lowest average in this case being 52 percent of the highest. In the other States the percentage the lowest average was of the highest ranged from 57 percent in Texas to 90 percent in Arkansas. States in which the highest was at least half again as much as the lowest were Indiana, Missouri, New York, Pennsylvania, and Texas, and Virginia was practically in this class.

State	Number of establishments	Average hourly earnings ¹ (cents)		Percent lowest average is of highest
		Lowest	Highest	
Total.....	83	18.0	67.9	26.5
Arkansas.....	3	23.8	26.4	90.2
Connecticut.....	5	37.9	42.7	88.8
Georgia.....	6	26.1	36.2	72.1
Illinois ²	8	34.4	44.3	77.7
Indiana.....	6	31.0	49.3	62.9
Missouri.....	7	24.8	55.1	45.0
New Jersey.....	4	33.9	45.7	74.2
New York.....	6	42.4	67.9	62.4
North Carolina.....	3	31.0	35.8	86.6
Pennsylvania.....	7	28.3	54.4	52.0
Tennessee.....	6	23.0	32.1	71.7
Texas ²	7	18.0	31.5	57.1
Virginia.....	4	20.5	30.0	68.3
West Virginia ²	3	20.6	24.7	83.4
Other States ³	8	20.5	55.3	37.1

¹ The mean—the simple arithmetic average.

² Data for men not obtained.

³ Includes 2 establishments each in Maryland and Minnesota, and 1 each in California, Delaware (women only), Kentucky, and Wisconsin.

Earnings in union and nonunion establishments.

Hourly earnings data, when tabulated separately for union and nonunion establishments, indicate that, in general, the employees in firms under union contract had considerably higher wages than those employed in nonunion establishments. In New York and Connecticut the firms reporting hours worked were under union contract, and for all workers the average hourly earnings were 52.5 and 40.6 cents, respectively. In Virginia, Maryland, Georgia, and North Carolina the firms with hours reported were not union plants, and for workers in these States the averages ranged from 24.2 to 34.5 cents.

A more significant comparison can be made in the case of four States in which both union and nonunion firms were scheduled. In Missouri, New Jersey, and Pennsylvania the workers in establishments under union contract had much higher earnings than those in nonunion establishments, and in Indiana the average in union contract establishments was slightly above the average where there was no such contract. For the workers with hours reported in the firms with union contracts, 3,089 workers in the four States, the average was 44.8 cents, and for the 1,989 in nonunion firms the average was 35.4 cents, or about 20 percent lower.

The summary following shows the number of employees and their hourly earnings in union and in nonunion plants in the four States in which both types of establishment were surveyed.

Type of establishment	Number of establishments	Number of employees	Average hourly earnings ¹ (cents)	Percent of employees with hourly earnings of—							
				Under 20 cents	20, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50 cents and over
Union.....	14	3,089	44.8	3.4	3.3	6.3	12.8	18.5	13.6	11.8	30.3
Nonunion.....	17	1,989	35.4	7.0	9.9	15.2	21.1	13.1	21.6	5.4	6.7

¹ The mean—the simple arithmetic average.

Almost one-third of the employees in nonunion establishments, in contrast to just over one-eighth of those in union establishments, had earnings of less than 30 cents. Thirty percent of the organized workers earned 50 cents or more, but only 7 percent of those in nonunion plants earned as much as this.

Comparison of earnings of cutters with those of other workers.

As the earnings of the operators of various sewing machines were almost identical, no tabulation by occupation has been prepared. For cutters, however, the great majority of whom are men, earnings were considerably higher than the average, and to show this difference in wage levels a tabulation of cutters' earnings and those of other workers has been made for two States. All the 103 persons employed as cutters in one State and all but 11 of the 114 so employed in the other were men, and for those with hours worked reported the averages of the cutters' earnings were respectively 37 percent and 27 percent above the average for workers in other occupations.

State	All employees reported		Employees other than cutters		Cutters	
	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)
No. 1.....	2,070	31.9	1,989	31.5	81	43.3
No. 2.....	1,907	40.3	1,800	39.5	107	50.3

¹ The mean—the simple arithmetic average.

WORK SHIRTS¹

INTRODUCTION

The establishments included in this study were those whose major product was men's cotton work shirts, boys' play blouses also being made in most cases. Work shirts are made also in work-clothing plants and in dress-shirt factories, reported separately in this pamphlet.

The earnings and hours information was copied from the firms' pay rolls by the Bureau's field investigators. Every effort was made to select a pay period regarded by the management as representative of normal factory operation.

The survey covered 22 work-shirt factories in Delaware, Indiana, Maryland, Missouri, North Carolina, Pennsylvania, Tennessee, and Virginia. Pay-roll records were secured for 3,451 employees, of whom more than nine-tenths were women. Material in Delaware plants was obtained only for women.

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	22	3,451	234	3,217	(¹)
Delaware.....	3	196	(²)	196	(²)
Indiana.....	4	873	86	787	90.1
North Carolina.....	3	192	16	176	91.7
Tennessee.....	6	1,115	51	1,064	95.4
Other States ³	6	1,075	81	994	92.5

¹ Not obtainable; data for men not reported in all cases.

² Data for men not obtained.

³ 2 establishments each in Missouri and Pennsylvania and 1 each in Maryland and Virginia.

EARNINGS AND HOURS

Week's earnings.

The average week's earnings of all employees, regardless of time worked, are shown in table 1 to have been \$10.40. The averages for the various States with three or more firms reporting ranged from \$7.45 to \$10.75. Highest earnings for any one State were in Indiana, followed by Tennessee, but the residual group "other States" out-ranked these. The North Carolina average was nearly 10 percent below that in Tennessee, and the lowest-paid workers, with an average of only \$7.45, were in Delaware.

Earnings were largely concentrated in the wage intervals between \$5 and \$15, as 83 percent of the employees received such earnings. Between 7 and 8 percent were paid less than \$5, but only 2 percent earned as much as \$20.

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that 37½ cents an hour, or \$15 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the cotton-garment and allied industries, which include men's work shirts.

Over six-tenths of the workers in Delaware (women only) and North Carolina earned \$5 and under \$10, while in Indiana and Tennessee 42 and 48 percent, respectively, earned \$10 and under \$15. Over three-tenths of the women in the Delaware study were paid less than \$6; in Indiana, North Carolina, and Tennessee the proportion with such low earnings varied from 15 to 9 percent. No woman in Delaware earned so much as \$18, and less than 1 percent of the workers in North Carolina, just over 1 percent in Tennessee, and 5 percent in Indiana were paid \$18 or more.

TABLE 1.—Average and distribution of week's earnings, by State

Week's earnings	Total	Delaware	Indiana	North Carolina	Tennessee	Other States ¹	Total women	Total men
Number of employees.....	3,451	² 196	873	192	1,115	1,075	3,217	234
Average earnings ³	\$10.40	\$7.45	\$10.75	\$9.15	\$10.05	\$11.30	\$9.90	\$17.35
Percent of employees								
Under \$5.....	7.5	19.4	9.9	5.2	6.9	4.5	7.9	2.1
\$5, under \$10.....	41.4	62.8	35.2	62.0	40.7	39.6	43.9	6.8
\$10, under \$15.....	41.8	16.8	42.0	30.2	47.6	42.2	42.2	36.8
\$15, under \$20.....	7.0	1.0	9.7	2.1	4.2	9.7	5.3	29.9
\$20 and over.....	2.3	-----	3.2	.5	.6	4.0	.7	24.3
Cumulative percents								
Under \$6.....	12.3	31.6	14.6	10.9	10.9	8.8	13.1	2.1
Under \$8.....	27.4	60.7	26.8	32.8	24.7	24.0	29.0	5.9
Under \$10.....	48.9	82.1	45.2	67.1	47.6	44.2	51.8	8.9
Under \$12.....	68.5	94.4	63.5	90.0	70.6	61.8	72.2	17.0
Under \$14.....	86.6	98.0	81.7	96.9	93.5	79.6	89.9	41.0
\$14 and over.....	13.4	2.0	18.3	3.1	6.5	20.4	10.1	59.0
\$16 and over.....	6.5	.5	9.3	2.1	2.8	9.7	3.7	46.1
\$18 and over.....	3.6	-----	5.0	.5	1.3	5.8	1.6	31.2
Average earnings ³ of women.....	\$9.90	\$7.45	\$10.10	\$8.65	\$9.80	\$10.55	-----	-----
Average earnings ³ of men.....	17.35	(⁴)	16.70	(⁴)	14.45	20.40	-----	-----

¹ Maryland, Missouri, Pennsylvania, and Virginia.

² Data for men not obtained.

³ The mean—the simple arithmetic average.

⁴ Not computed; base less than 50.

The average earnings of women were very low, \$9.90 for all women, with a range in the various States of from \$7.45 to \$10.55. Of the States shown separately, only in Indiana was the average above \$10; in Delaware it was less than \$8, and in North Carolina it was only \$8.65.

About six-sevenths of the women earned \$5 and under \$15; 8 percent earned less than \$5 and only 6 percent earned \$15 or more. Unpublished data show that in Delaware and North Carolina, respectively 63 and 67 percent of the women earned \$5 and under \$10 and none earned so much as \$20. The largest groups in Indiana and Tennessee, 43 and 47 percent, respectively, earned \$10 and under \$15. The proportion with earnings of less than \$6 varied from 11 percent in Tennessee, 12 percent in North Carolina, and 16 percent in Indiana, to 32 percent in Delaware. Ninety-five percent of those in Delaware and 96 percent of those in North Carolina earned less than \$12.

The average earnings of the 234 men were \$17.35. The Indiana average was \$16.70, and in Tennessee, the only other State in which the number of men reported was large enough for the computation of an average, it was \$14.45. There was less concentration of men's earnings than of women's: More than one-third (37 percent) earned \$10 and under \$15, three-tenths earned \$15 and under \$20, and practically one-fourth (24 percent) had earnings of \$20 or more. Only 2 percent earned less than \$5.

The largest group of men in Tennessee, 63 percent, earned \$10 and under \$15. In Indiana one-third earned \$10 and under \$15 and nearly three-tenths earned \$15 and under \$20. None in Tennessee and only 6 percent in Indiana had earnings of less than \$5, while at the other extreme there were 6 percent in Tennessee and 26 percent in Indiana who earned \$20 or more.

Hours worked.

Of the 2,915 employees for whom hours worked were reported, 56 percent worked less than 40 hours, substantial proportions in each of the States being so reported. Approximately 80 percent in Delaware, 33 percent in Indiana, and 21 percent in Tennessee worked less than 35 hours, and 10, 27, and 25 percent, respectively, worked 35 and under 40 hours. Almost one-eighth worked 48 hours or longer, the proportions with such hours being 2 percent in Delaware, 6 percent in Tennessee, and 14 percent in Indiana.

TABLE 2.—Hours worked during the week, by State

State	Number of employees with hours worked reported	Percent who worked during the week—					
		Under 35 hours	35, under 40 hours	40 hours	Over 40, under 44 hours	44, under 48 hours	48 hours and over
Total ¹	2,915	31.5	24.2	17.0	10.0	5.2	12.0
Delaware ²	174	79.9	10.3	1.7	2.3	4.0	1.7
Indiana.....	872	32.5	27.4	3.7	14.6	8.4	13.5
Tennessee.....	723	21.3	25.2	29.0	13.7	4.8	6.1
Other States ³	1,033	32.0	22.5	24.0	1.5	2.1	17.8
Total women.....	2,688	33.4	25.7	16.3	9.9	4.6	10.0
Total men.....	227	9.3	6.6	25.6	11.0	12.3	35.2

¹ Includes 1 firm in North Carolina, not shown separately.

² Data for men not obtained.

³ Maryland, Missouri, Pennsylvania, and Virginia.

As shown in table 2, in general men worked considerably longer hours than women worked. Only 16 percent of the men, compared to 59 percent of the women, worked less than 40 hours, and 35 percent of the men, but only 10 percent of the women, worked 48 hours and more.

The largest groups in Tennessee, 42 percent of the men and 28 percent of the women, had worked 40 hours, but 49 percent of the women and only 6 percent of the men worked less than 40 hours. In Indiana 43 percent of the men worked 48 hours or longer and only 21 percent worked less than 40, compared to 35 percent of the women who worked less than 35 hours, 29 percent who worked 35 and under 40 hours, and only 10 percent who worked 48 hours or longer. Four-fifths of the

women in Delaware worked less than 35 hours; this large number with undertime was to a considerable extent the cause of the extremely low week's earnings.

Average hourly earnings.

The average hourly earnings of all workers for whom hours were reported (2,915) were 28.9 cents. Average earnings varied, by State, from 26.3 cents in Delaware (women only) and 26.8 cents in Tennessee, to 29.5 cents in Indiana.

TABLE 3.—Average and distribution of hourly earnings, by State

State	Number of employees with hours worked reported	Average hourly earnings ¹ (cents)	Percent of employees who earned—							Women employees		Men employees	
			Under 20 cents	20, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45 cents and over	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)
Total ²	2,915	28.9	15.4	21.2	22.5	22.1	9.6	3.5	5.6	2,688	28.0	227	39.0
Delaware	³ 174	26.3	3.4	31.0	52.3	12.6	0.6			174	26.3	(³)	
Indiana	872	29.5	19.5	15.3	13.8	28.9	11.5	3.4	7.7	786	28.7	86	36.8
Tennessee	723	26.8	13.4	21.2	33.9	24.3	5.0	1.8	.4	673	26.3	50	33.6
Other States ⁴	1,033	30.7	15.0	22.6	16.6	17.5	13.6	5.6	9.1	955	29.4	78	46.3

¹ The mean—the simple arithmetic average.

² Includes 1 establishment in North Carolina, not shown separately.

³ Data for men not obtained.

⁴ Maryland, Missouri, Pennsylvania, and Virginia.

Two-thirds of the workers had hourly earnings of 20 and under 35 cents. Twenty-one percent averaged 20 and under 25 cents; 23 percent, 25 and under 30 cents; and 22 percent, 30 and under 35 cents. Fifteen percent were paid less than 20 cents an hour, and only 9 percent earned 40 cents or more.

In each of the States shown separately, 34 or 35 percent of the employees had earnings of under 25 cents.

In Delaware only 3 percent earned less than 20 cents, but more than four-fifths (83 percent) earned 20 and under 30 cents. Only women were reported, and no earnings were so high as 40 cents. The average was highest in Indiana, where about one-tenth of the employees were men; 29 percent earned 30 and under 35 cents, and 11 percent earned 40 or more. In Tennessee, slightly more than one-third earned 25 and under 30 cents.

One-sixth of the women earned less than 20 cents, and between 20 and 24 percent were found in each of the 5-cent intervals that combined from 20 and under 35 cents. Less than 5 percent earned as much as 45 cents. The average for all women was 28 cents. For the three States shown separately, the range was from 26.3 cents to 28.7 cents.

The average of men's earnings amounted to 39 cents but considerable proportions earned more than 40 cents. More than one-fifth earned 45 cents or more and 23 percent earned 35 and under 45 cents. Only 8 percent were paid less than 25 cents.

Earnings in individual firms.

Variations of earnings occurred not only from State to State, but from firm to firm within a State. In Indiana the lowest average, 18.7 cents, was less than half as much as the highest, 42.7 cents. In Tennessee the difference between the lowest and the highest average was only 4.7 cents. The summary following shows the range in average earnings by State.

State	Number of establishments	Average hourly earnings ¹ (cents)		Percent lowest average is of highest
		Lowest	Highest	
Total	15	23.1	56.4	41.0
Indiana	4	18.7	42.7	43.8
Tennessee	4	23.5	28.2	83.3
Other States ²	7	23.1	56.4	41.0

¹ The mean—the simple arithmetic average.

² 2 establishments in Pennsylvania and 1 each in Delaware, Maryland, Missouri, North Carolina, and Virginia.

DRESS SHIRTS¹

INTRODUCTION

In the study of the dress-shirt industry, earnings data were assembled from 59 factories whose major or only product was men's cotton wash dress shirts. Factories producing custom-made or evening shirts were not scheduled. Those making chiefly work shirts are covered in a separate study (see p. 17).

The data were copied from pay rolls by agents of the Women's Bureau or were sent in by firms in cooperation with organized labor. Every effort was made to cover a pay-roll period regarded by the employer as one of full-time factory operation.

The 59 firms employed 14,705 workers, of whom the very great majority were women. Records of men's earnings were not obtained in Tennessee or Delaware, but in other States with as many as three firms reported men constituted only a small part of the workers, ranging from less than 6 percent in New Jersey to about 12 percent in New York and Pennsylvania.

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	59	14,705	1,505	13,200	(¹)
Maryland.....	4	912	93	819	89.8
Missouri.....	4	1,257	116	1,141	90.8
New Jersey.....	3	764	43	721	94.4
New York.....	8	2,448	299	2,149	87.8
Pennsylvania.....	31	6,423	778	5,645	87.9
Tennessee.....	3	417	(²)	417	(²)
Other States ³	6	2,484	176	2,308	(¹)

¹ Not obtainable; data for men not reported in all cases.

² Data for men not obtained.

³ 2 establishments in Indiana, and 1 each in Connecticut, Delaware (women only), Georgia, and Kentucky.

Hour records were secured in 45 of the establishments, which employed 11,496, or 78 percent, of the workers. In only two States, Pennsylvania and Maryland, was the number with hours worked reported less than 90 percent of the total; the proportions in these States were 59 and 40 percent, respectively.

EARNINGS AND HOURS

Detailed earnings of men and women in the various States are not shown separately in the following discussion. Women formed such a large majority of the workers that their earnings distribution was almost identical with that of all employees. However, the distribu-

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that 37½ cents an hour, or \$15 for a 40-hour week, shall be the minimum wage for employees on Government contracts in the cotton-garment and allied industries, which include men's dress shirts.

tion is presented by sex for all States combined, and the average for each sex is given by State.

Week's earnings.

The average of the week's earnings for the 14,705 workers in these dress-shirt factories was \$14.10, but the variation among the States was wide—from \$15.95 for the 2,448 employees in New York (about 1 in 8, men) to \$5.55 for the 417 (all women) in Tennessee. Maryland, New Jersey, and Pennsylvania, in the order named, ranked next to New York, but their averages were only \$14.60, \$14.45, and \$14.40, respectively. Missouri was considerably below, with \$12.60, and the great drop to \$5.55, for women in Tennessee, followed. The extremely low average for Tennessee women is due in part to the fact, noted later, that a large majority had considerable undertime during the week surveyed, but reference to table 3 on hourly earnings shows that the chief cause was the low wage standards in this industry in Tennessee.

The average earnings of the 13,200 women amounted to \$13.40. Excluding Tennessee, where the average was only \$5.55, the range was from \$11.70 in Missouri to \$14.70 in New York.

The men's average earnings were very much higher (57 percent) than those of women, \$21 as compared to \$13.40. Highest earnings were in New York, where the average was \$25.05. In Pennsylvania and Maryland the averages were respectively \$19.35 and \$18.80.

TABLE 1.—Average and distribution of week's earnings, by State

Week's earnings	Total	Maryland	Missouri	New Jersey	New York	Pennsylvania	Tennessee	Other States ¹	Total women	Total men
Average earnings ³	\$14.10	\$14.60	\$12.60	\$14.45	\$15.95	\$14.40	\$5.55	\$13.90	\$13.40	\$21.00
Percent of employees										
Under \$5.....	4.0	1.6	6.1	2.0	1.9	2.8	45.6	2.5	4.3	1.1
\$5, under \$10.....	17.0	15.2	24.3	15.3	9.8	16.0	47.7	19.0	18.3	5.9
\$10, under \$15.....	40.5	43.4	44.5	43.7	38.9	41.1	6.7	41.9	42.5	22.8
\$15, under \$20.....	27.9	24.8	19.0	28.0	32.9	29.4	-----	29.2	28.0	27.0
\$20, under \$25.....	6.9	10.7	3.2	8.2	9.6	7.1	-----	5.0	5.8	16.9
\$25, under \$30.....	1.8	3.3	.7	1.0	3.5	1.9	-----	.6	1.0	9.2
\$30 and over.....	2.0	.9	2.2	1.7	3.4	1.7	-----	1.8	.2	17.1
Cumulative percents										
Under \$6.....	5.9	2.9	9.6	3.6	2.7	4.2	60.9	3.9	6.3	2.0
Under \$8.....	11.8	6.9	19.8	8.7	5.2	9.5	82.5	11.1	12.6	4.3
Under \$10.....	21.0	16.8	30.3	17.4	11.7	18.8	93.3	21.5	22.5	7.1
Under \$12.....	34.4	30.7	50.0	32.7	23.5	31.9	97.6	34.7	36.7	13.8
Under \$14.....	51.4	51.6	67.2	50.7	39.9	49.3	100.0	52.2	54.5	23.7
\$14 and over.....	48.6	48.4	32.8	49.3	60.1	50.7	-----	47.8	45.5	76.3
\$16 and over.....	30.1	31.0	18.4	30.7	40.4	31.2	-----	27.2	26.5	62.2
\$18 and over.....	17.9	18.9	10.7	18.6	25.1	18.5	-----	15.2	14.1	51.6
\$20 and over.....	10.7	14.9	6.1	10.9	16.5	10.7	-----	7.4	7.0	43.2
Average earnings ³ of women.....	\$13.40	\$14.15	\$11.70	\$14.00	\$14.70	\$13.70	\$5.55	\$13.30	-----	-----
Average earnings ³ of men.....	21.00	18.80	21.20	(⁴)	25.05	19.35	(²)	21.95	-----	-----

¹ Connecticut, Delaware (women only), Georgia, Indiana, and Kentucky.

² Data for men not obtained.

³ The mean—the simple arithmetic average.

⁴ Not computed; base less than 50.

Forty-one percent of all employees earned \$10 and under \$15, 28 percent earned \$15 and under \$20, and 17 percent earned \$5 and under \$10. Slightly over one-tenth were in the wage intervals above \$20.

With the exception of Tennessee, the largest group of workers in each State had earnings of \$10 and under \$15, and in each State but Missouri the second largest group earned \$15 and under \$20. In Missouri the group second in rank earned \$5 and under \$10.

In Tennessee very few of the workers (women only reported) received a wage high enough for them to maintain a decent standard of living; none earned so much as \$13 and only 7 percent earned so much as \$10. Almost half of the workers (48 percent) earned \$5 and under \$10, and no less than 46 percent earned below \$5.

In the other States relatively small proportions, ranging from 3 percent in New York and Maryland to 10 percent in Missouri, had earnings of less than \$6. At the other extreme the number earning \$20 or more, though somewhat larger than the number with very low earnings, formed a relatively small proportion of all workers. The proportion with such earnings varied from 6 percent in Missouri to 17 percent in New York. The largest proportion in any State earning as much as \$30 was only 3 percent, in New York.

The largest group of women, 43 percent, earned \$10 and under \$15; 28 percent earned \$15 and under \$20, and 18 percent \$5 and under \$10. Less than one-twelfth, 7 percent, earned \$20 and over, and only 4 percent were paid less than \$5. Omitting the women of Tennessee, whose earnings have been discussed (see p. 23), the largest groups in all the States earned \$10 and under \$15. In each State but Missouri, the next largest group earned \$15 and under \$20; in Missouri the second largest group earned \$5 and under \$10.

Earnings of less than \$10 were received by proportions of women ranging from 13 percent in New York to 32 percent in Missouri, but much smaller proportions had earnings of \$20 or more. From 3 percent in Missouri to 12 percent in Maryland earned \$20 or more, but none in Missouri earned so much as \$25 and none in Maryland so much as \$30.

Approximately half of the 1,505 men earned \$10 and under \$20; 43 percent earned \$20 or more and only 7 had earnings of less than \$10. In New York, Pennsylvania, Maryland, and Missouri the proportions of men with earnings of less than \$10 were 2, 7, 11, and 12 percent, respectively, while at the other end of the wage scale from 9 percent in Maryland to 26 percent in New York earned \$30 or more. Modal groups were at \$30 and more in New York, \$15 and under \$20 in Pennsylvania, and \$10 and under \$15 in Maryland and Missouri.

Hours worked.

Hours varied from State to State, but as a general rule women's hours were 40 and below and men's hours were 40 and above. Of the 11,496 employees for whom hours worked were reported, 24, 23, and 25 percent, respectively, worked under 35 hours, 35 and under 40 hours, and 40 hours even. Only 8 percent worked 48 hours or longer.

Considerable short time existed in the various States, as indicated by the large number of employees who worked less than 40 hours—at least 35 percent in 5 of the 7 cases reported, and respectively 63 percent and 74 percent in New York and Tennessee. From 7 percent of the

workers in Maryland to 43 percent of those in Tennessee worked less than 35 hours.

In Maryland and Missouri the largest groups of workers, 56 and 34 percent, respectively, worked 44 and under 48 hours, but in New Jersey 58 percent, and in Pennsylvania 32 percent, worked 40 hours. The largest group in New York, 38 percent, worked 35 and under 40 hours. In Tennessee, as already stated, 43 percent worked less than 35 hours.

None of the women in Tennessee and less than 2 percent of the employees in Maryland, New Jersey, Pennsylvania, and New York worked as much as 48 hours, but in Missouri almost one-third had a workweek of such length.

TABLE 2.—Hours worked during the week, by State

State	Number of employees with hours worked reported	Percent who worked during the week—					
		Under 35 hours	35, under 40 hours	40 hours	Over 40, under 44 hours	44, under 48 hours	48 hours and over
Total.....	11,496	24.0	23.4	25.0	8.0	11.2	8.4
Maryland.....	369	7.0	7.3	6.2	21.7	55.8	1.9
Missouri.....	1,256	11.9	6.8	8.7	5.4	34.3	32.9
New Jersey.....	744	12.1	23.4	57.8	4.8	.5	1.3
New York.....	2,441	25.2	38.0	23.7	8.5	4.2	.4
Pennsylvania.....	3,804	30.0	25.3	31.7	7.2	5.0	.8
Tennessee.....	1,408	42.9	30.6	1.2	12.3	13.0
Other States ²	2,474	22.5	15.9	21.2	8.1	12.1	20.3
Total women.....	10,342	25.1	24.4	23.4	8.2	10.7	8.2
Total men.....	1,154	13.4	15.1	39.0	6.0	15.5	11.0

¹ Data for men not obtained.

² Includes Connecticut, Delaware (women only), Georgia, Indiana, and Kentucky.

Larger proportions of women than of men worked short hours. Only 27 percent of all women reported worked over 40 hours; less than one-twelfth worked 48 hours or more. Twenty-five percent worked less than 35 hours, 24 percent worked 35 and under 40 hours, and 23 percent worked 40 hours even. Unpublished figures show that from 7 percent of the women in Maryland to 43 percent of those in Tennessee worked less than 35 hours; from 1 percent in Tennessee to 57 percent in New Jersey worked 40 hours even; and none in New York and Tennessee, less than 2 percent in Pennsylvania, New Jersey, and Maryland, but as many as 33 percent in Missouri, worked 48 hours or more.

The largest group of men, 39 percent, worked 40 hours even. Though 11 percent worked 48 hours or longer, as many as 29 percent worked less than 40 hours, 13 percent even less than 35 hours. Unpublished data on the hours of men employed in Missouri, New York, and Pennsylvania show that one-third of those in Missouri, in contrast to less than 5 percent in New York and Pennsylvania, worked 48 hours or more.

Average hourly earnings.

Hourly earnings were computed for 11,496 employees in 45 dress-shirt factories. Average earnings of all workers were 37.3 cents, but they ranged in the different States from 15.7 cents in Tennessee to

43.4 cents in New York. The averages in other States were 40.5 cents in Pennsylvania, 38 cents in New Jersey, 29.6 cents in Maryland, and 28.9 cents in Missouri.

As shown in table 3, the proportions at various earnings intervals varied from 8 percent earning 20 and under 25 cents and 9 percent earning under 20 cents, to 21 percent earning 35 and under 40 cents and 21 percent earning 45 cents and over.

Very large differences appear among the States, as indicated by the modal groups in New York and Tennessee. One-third of the workers in New York had an average of 45 cents or more, in contrast to three-fourths of those in Tennessee with an average of less than 20 cents. Modal groups in each of the other States, and less than three-fourths of the workers in each instance, were in the following 5-cent wage intervals: In Pennsylvania and New Jersey, 35 and under 40 cents; in Maryland, 25 and under 30 cents and 30 and under 35 cents (alike); and in Missouri, 20 and under 25 cents.

Three-fourths of the women workers in Tennessee earned less than 20 cents, one-fifth earned 20 and less than 25 cents, and less than one-half of 1 percent averaged as much as 30 cents. In the other States the proportion earning less than 20 cents ranged from 2 percent in Pennsylvania to 19 percent in Missouri, while a little over 5 percent in Maryland and Missouri, and from 21 to 34 percent in New Jersey, Pennsylvania, and New York, earned 45 cents or more.

TABLE 3.—Average and distribution of hourly earnings, by State

State	Number of employees with hours worked reported	Average hourly earnings ¹ (cents)	Percent of employees who earned—							Women employees		Men employees	
			Under 20 cents	20, under 25 cents	25, under 30 cents	30, under 35 cents	35, under 40 cents	40, under 45 cents	45 cents and over	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)
Total...	11,496	37.3	8.5	7.9	10.6	16.7	21.3	14.1	20.9	10,342	35.6	1,154	53.4
Maryland.....	369	29.6	12.5	16.8	23.6	23.6	14.9	3.5	5.1	334	29.1	35	(²)
Missouri.....	1,256	28.9	18.9	22.1	19.4	16.6	12.3	5.0	5.7	1,141	27.3	115	45.1
New Jersey....	744	38.0	4.2	6.3	12.9	21.0	22.3	12.8	20.6	706	37.0	38	(²)
New York.....	2,441	43.4	2.1	3.6	7.0	15.2	22.4	16.3	33.5	2,146	40.4	295	65.6
Pennsylvania..	3,804	40.5	1.7	3.7	7.1	15.9	27.4	19.2	25.1	3,309	39.1	495	50.0
Tennessee.....	³ 408	15.7	75.5	19.6	4.4	.5	-----	-----	-----	408	15.7	(³)	-----
Other States ⁴ ..	2,474	35.3	9.5	8.7	13.6	19.7	19.5	13.1	15.8	2,298	34.1	176	50.6

¹ The mean—the simple arithmetic average.

² Not computed; base less than 50.

³ Data for men not obtained.

⁴ Includes Connecticut, Delaware (women only), Georgia, Indiana, and Kentucky.

The average hourly earnings of women showed little variation from the average for all employees, the greatest difference being 3 cents (40.4 cents for women, 43.4 cents for all) found in the case of New York.

More than one-fifth of the women earned 35 and under 40 cents, 18 percent earned 45 cents or more, and 17 percent earned 30 and under 35 cents. In the other earnings intervals the proportion ranged from 8 to 14 percent. Only 9 percent had earnings of less than 20 cents, but this represents the range from 2 percent in New York and Pennsylvania to 76 percent in Tennessee already cited.

Hourly earnings were computed for 1,154 men and for these the average was 53.4 cents, exactly half again as high as women's average. Of the States for which men's hourly earnings were tabulated separately, New York had the highest average—65.6 cents. Almost one-half (49 percent) of the men in New York were paid 60 cents or more and only 2 percent earned less than 30 cents. In Pennsylvania 26 percent earned 35 and under 40 cents, 24 percent earned 60 cents or more, and almost 5 percent received less than 30 cents. In Missouri 31 percent earned 60 cents or more, almost one-third earned 25 and under 40 cents, and one-tenth earned 40 and under 55 cents, but as many as 26 percent earned less than 25 cents.

Earnings in individual firms.

A tabulation of average earnings was made for 38 individual firms, each employing 50 or more workers. The range in averages of the entire group was from 14.1 cents in a Tennessee firm to 46 cents in a New York firm. As shown in the summary following, the greatest difference between the lowest and the highest average in any State was 15.1 cents in Missouri, and the least difference was 2.2 cents in New Jersey. The difference in other States ranged from 3.4 cents to 7.3 cents.

State	Number of establishments	Average hourly earnings ¹ (cents)		Percent lowest average is of highest
		Lowest	Highest	
Total.....	38	14.1	46.0	30.7
Maryland.....	2	28.3	32.0	88.4
Missouri.....	4	20.0	35.1	57.0
New Jersey....	3	36.9	39.1	94.4
New York.....	9	38.7	46.0	84.1
Pennsylvania..	12	36.2	43.5	83.2
Tennessee ²	2	14.1	17.5	80.6
Other States ³ ..	6	19.8	40.7	48.6

¹ The mean—the simple arithmetic average.

² Data for men not obtained.

³ Includes 2 establishments in Indiana and 1 each in Connecticut, Delaware, Georgia, and Kentucky.

