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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

KNIT UNDERWEAR
WOVEN COTTON UNDERWEAR



BULLETIN OF THE WOMEN'S BUREAU, No. 163-2

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Pamphlet

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HOURS AND EARNINGS IN CERTAIN MEN'S-WEAR INDUSTRIES

GENERAL INTRODUCTION

This study of the men's-wear industry is based on several surveys of men's-wear industries that were made under the auspices of the Public Contracts Act, 1935.

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, June 13, 1938.

MADAM: I have the honor to transmit a report on earnings and hours in the men's knit-underwear and woven-cotton-underwear industries, two 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.

KNIT UNDERWEAR

INTRODUCTION

According to the Census of Manufactures for 1935, there were at that time 186 establishments with 34,333 employees in the knit-underwear industry. This number includes all establishments whose product was valued at \$1,000 or more. It includes boys', women's, misses', and children's garments, as well as men's. The census did not report figures by State. However, the location of establishments in this industry is shown in Division's knit goods trade directory for 1935, according to which authorities there were 230 firms making knit shirts and wristlets, undershirts, and undersweaters. The most important States were Pennsylvania with 22 plants and New York with 43, Massachusetts

The minimum wage established by the Federal Government in 1937 was that the minimum hour of the week for a full-time worker in the knit-underwear industry should be 40 hours, with the minimum wage for such workers in the knit-underwear industry.

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HOURS AND EARNINGS IN CERTAIN MEN'S-WEAR INDUSTRIES

GENERAL INTRODUCTION

This study of the men's-underwear industry, one of several surveys of men's-wear industries that come under the scope of the Public Contracts Act, was made by the Women's Bureau in order to furnish wage and hour data to the Division of Public Contracts set up to administer the act.¹ The data were copied from the firms' pay rolls by agents of the Women's Bureau, and in each instance a pay period was selected that was considered by the management as one representative of normal factory operation. Only those plants were scheduled whose principal products were men's undergarments.

Because of the differences in the manufacturing processes, the data secured are divided according to whether the materials were knit or woven. In the knit-underwear section, comprising plants whose products consisted chiefly of knit union suits, drawers, shirts, athletic garments, and polo shirts, the fabric was knit and the garments were cut and fashioned on the premises. Some establishments had spinning departments and spun their own yarn, but, as these departments generally are classed with the cotton-textile industry, they have been omitted from this study.

The second section, woven underwear, comprises plants that manufacture woven athletic underwear, pajamas, and other sleeping garments from woven fabrics prepared in other plants. Where a single plant was producing both types of garment, the departments were separated and are included in their respective divisions.

KNIT UNDERWEAR

INTRODUCTION

According to the Census of Manufactures for 1935, there were at that time 186 establishments with 34,930 employees in the knit-underwear industry. This number includes all establishments whose product was valued at \$5,000 or more. It includes boys', women's, misses', and children's garments, as well as men's. The census did not report figures by State. However, the location of establishments in this industry is shown in Davison's knit goods trade directory for 1935, according to which authority there were 230 firms making knit anklets and wristlets, union suits, and underwear. The most important States were Pennsylvania with 82 plants and New York with 43; Massachu-

¹ A minimum-wage determination of the Secretary of Labor, which took effect August 2, 1937, states that 35 cents an hour or \$14 for a 40-hour week in the North, and 32½ cents an hour or \$13 for a 40-hour week in the South, shall be the minimum wage for employees on Government contracts in the men's-underwear industry.

setts followed with 13, and Illinois with 10. In each of 9 States there were 5 to 9 plants, and in each of 10 others there were fewer than 5.

In the Women's Bureau survey data were obtained from 72 firms in 12 States—Alabama, Georgia, Illinois, Indiana, Massachusetts, New York, North Carolina, Ohio, Pennsylvania, Tennessee, Virginia, and Wisconsin. These establishments employed 16,921 workers, or approximately 48 percent of the number reported by the Bureau of the Census. As shown in the summary following, the largest group of the employees reported were in New York, 4,667, followed by Pennsylvania with 3,841, and Tennessee with 3,153. In this report Illinois, Indiana, and Ohio are combined as "other Midwest" and Alabama, Georgia, and North Carolina as "other South," because too few firms were scheduled in each of these for separate tabulation.

The great majority of the workers, 79 percent, were women; they comprised over 80 percent of the work force in Wisconsin, Pennsylvania, and the group "other South," and were from 75 to 80 percent in the other State groups.

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	72	16,921	3,636	13,285	78.5
Massachusetts	5	1,294	286	1,008	77.9
New York	19	4,667	1,188	3,479	74.5
Pennsylvania	27	3,841	686	3,155	82.1
Tennessee	5	3,153	675	2,478	78.6
Virginia	5	1,180	290	890	75.4
Wisconsin	3	490	58	432	88.2
Other Midwest ¹	5	1,436	288	1,148	79.9
Other South ²	3	860	165	695	80.8

¹ Includes 2 establishments each in Indiana and Ohio, and 1 in Illinois.

² Includes 1 establishment each in Alabama, Georgia, and North Carolina.

EARNINGS AND HOURS

Though it is not always possible to obtain complete data concerning earnings and hours, this information was reported for the vast majority of the employees in the plants visited. Week's earnings were recorded for 16,386 workers, and the number of hours worked for 15,498.

Week's earnings.

The average week's earnings of all workers, regardless of the number of hours worked, amounted to \$14.05. The average of \$16.10 in Wisconsin was much the highest for any State. Also above the total were the averages for Pennsylvania, Massachusetts, New York, and "other Midwest," which varied only from \$14.50 to \$14.75. The group "other South" had the lowest wages, their average being only \$11.25. Other relatively low averages were the \$12.55 for Tennessee and the \$13.55 for Virginia.

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

Week's earnings	Total	Mas-sachu- setts	New York	Penn- syl- vania	Ten- nes- see	Vir- ginia	Wis- con- sin	Other Mid- west ¹	Other South ²	Total women	Total men
Number of em- ployees	16,386	1,294	4,667	3,841	2,618	1,180	490	1,436	860	13,285	3,101
Average earn- ings ³	\$14.05	\$14.65	\$14.75	\$14.50	\$12.55	\$13.55	\$16.10	\$14.75	\$11.25	\$12.70	\$19.70
Percent of employees											
Under \$5	5.2	5.7	2.8	2.8	3.0	1.4	0.4	2.4	8.4	3.5	1.8
\$5, under \$10	17.8	16.2	19.0	16.1	20.6	15.7	8.0	12.7	30.3	20.8	5.1
\$10, under \$15	43.8	34.5	37.9	39.9	61.5	53.2	38.6	42.2	45.3	49.0	21.5
\$15, under \$20	24.6	29.9	25.0	28.6	12.6	23.7	39.8	32.7	12.7	23.0	31.5
\$20, under \$25	6.4	7.0	8.2	8.8	1.8	4.2	6.9	6.3	1.7	3.2	20.0
\$25, under \$30	2.2	3.9	3.6	2.1	.2	.9	3.5	1.6	.6	.4	9.9
\$30 and over	2.0	2.9	3.5	1.6	.2	.8	2.9	2.0	.9	.1	10.2
Cumulative percents											
Under \$8	11.1	15.4	12.2	8.6	11.3	7.0	3.3	9.0	23.4	12.8	3.8
Under \$10	21.0	21.9	21.9	19.0	23.6	17.0	8.4	15.2	38.7	24.3	7.0
Under \$12	35.4	29.4	35.3	33.0	47.0	32.0	11.6	25.7	55.6	40.8	12.5
Under \$14	55.8	45.9	51.1	50.5	77.8	61.8	37.1	41.7	78.0	63.5	22.5
\$14 and over	44.2	54.1	48.9	49.5	22.2	38.2	62.9	58.3	22.0	36.5	77.5
\$16 and over	27.2	34.3	33.8	32.5	8.6	20.2	40.6	30.4	11.0	18.5	64.7
\$18 and over	16.0	19.4	21.2	19.9	3.6	10.2	25.7	15.5	5.1	7.9	50.7
\$20 and over	10.6	13.7	15.3	12.5	2.2	5.9	13.3	9.9	3.3	3.7	40.0
\$25 and over	4.2	6.7	7.1	3.7	.4	1.7	6.3	3.6	1.5	.5	20.1
Average earnings of women	\$12.70	\$12.80	\$12.55	\$13.50	\$11.90	\$12.70	\$15.00	\$13.30	\$10.45		
Average earnings of men	\$19.70	\$21.10	\$21.35	\$19.25	\$15.10	\$16.15	\$24.30	\$20.45	\$14.80		

¹ Illinois, Indiana, and Ohio.

² Alabama, Georgia, and North Carolina.

³ The mean—the simple arithmetic average.

⁴ 10.2 percent at \$30 and over.

From the foregoing it is apparent that the most common earnings were in the two wage intervals that combined form \$10 and under \$20. In each locality with the exception of Wisconsin, the largest group of workers, varying from 35 to 62 percent, had earnings of \$10 and under \$15; and in each of these but Tennessee and "other South," the second largest group earned \$15 and under \$20. In Tennessee and "other South," the second largest group earned \$5 and under \$10. The largest group in Wisconsin, 40 percent, earned \$15 and under \$20, but practically as many, 39 percent, had earnings of \$10 and under \$15.

Because of the concentration of earnings just described, the proportions at the extremes of the earnings scale were small. In only two localities were as many as 1 in 20 of the workers paid less than \$5; these were Massachusetts with 6 percent, and "other South" with 8 percent. In only three States were as many as 1 in 20 paid \$25 or more—6 percent in Wisconsin and 7 percent in Massachusetts and in New York.

That men's earnings were considerably higher than women's earnings is shown in table 2. Women averaged \$12.70 and men \$19.70, a difference of \$7. Twenty-four percent of the women, in contrast to 7 percent of the men, had earnings below \$10; and only 8 percent of the women, in contrast to 51 percent of the men, earned \$18 or more.

As usual there was wide variation in men's and women's earnings in the different States. Women's average ranged from a low of \$10.45 in the group "other South" to a high of \$15 in Wisconsin. Other relatively high averages were \$13.50 in Pennsylvania and \$13.30 in "other Midwest." For men the highest average was \$24.30 in Wisconsin, followed by New York with an average of \$21.35, Massachusetts with \$21.10, and "other Midwest" with \$20.45. In the other localities men averaged less than \$20, the lowest figure being \$14.80 for "other South."

It is interesting to note that in the Southern States, where wages were relatively low, the difference between men's and women's earnings also was much less than the average, the men's average exceeding the women's average by only \$3.20 in Tennessee, \$3.45 in Virginia, and \$4.35 in the "other South." In Wisconsin, on the other hand, where the earnings were highest, men averaged \$9.30 more than women. The difference in favor of men was very large also in New York (\$8.80) and Massachusetts (\$8.30).

Hours worked.

As the week's earnings are materially affected by hours worked, it is important to know the hour standards obtaining in the various States. The data as to hours worked by the 15,498 employees for whom this information was reported are shown in table 3. In the week recorded, well over one-fifth (23 percent) of all employees worked 40 hours, and two-fifths worked more than 40 hours. In Massachusetts, Tennessee, Wisconsin, and the group "other South," larger proportions worked less than 40 hours than worked either 40 or more than 40, and in the group "other Midwest" the proportion who worked less than 40 hours was nearly as large as the proportion who worked 40 hours. In the other States—New York, Pennsylvania, and Virginia—the largest groups of employees worked more than 40 hours.

TABLE 3.—Hours worked in the week recorded, by sex and State

State	All employees				Women				Men			
	Total	Percent who worked—			Total	Percent who worked—			Total	Percent who worked—		
		Under 40 hours	40 hours	Over 40 hours		Under 40 hours	40 hours	Over 40 hours		Under 40 hours	40 hours	Over 40 hours
Total.....	15,498	38.2	22.9	38.9	12,504	43.6	23.4	33.0	2,994	15.9	20.7	63.4
Massachusetts.....	1,289	42.2	33.6	24.2	1,008	47.6	30.3	22.1	281	22.8	45.6	31.7
New York.....	4,620	38.1	12.3	49.6	3,451	46.9	12.1	41.0	1,169	12.0	12.9	75.1
Pennsylvania.....	3,488	28.4	12.5	59.1	2,852	31.1	11.9	57.0	636	16.5	15.4	68.1
Tennessee.....	2,616	44.7	40.0	15.3	2,476	49.5	43.6	6.9	140	27.1	27.1	45.7
Virginia.....	722	25.5	19.4	55.1	445	35.3	22.2	42.5	277	9.7	14.8	75.5
Wisconsin.....	489	58.7	25.8	15.5	431	61.5	26.0	12.5	58	37.9	24.1	37.9
Other Midwest ¹	1,415	36.0	36.4	27.6	1,146	40.7	37.8	21.6	269	16.4	30.5	53.2
Other South ²	859	44.5	24.3	31.2	695	49.9	20.3	29.8	164	21.3	41.5	37.2

¹ Illinois, Indiana, and Ohio.

² Alabama, Georgia, and North Carolina.

The comparison of wage and hour standards among the States indicates that Wisconsin firms maintained the most favorable wage and hour standards, and those in Virginia and Pennsylvania had relatively low standards. Though Wisconsin ranked first in respect to average

week's earnings, a larger proportion of the workers in this State than in any other worked less than 40 hours. In Pennsylvania and Virginia, on the other hand, though much more than half the employees worked over 40 hours, the average week's earnings ranked fifth and sixth, respectively, among the localities. In Tennessee and the group "other South," the combination of a relatively large proportion at less than 40 hours and low hourly earnings (see table 4) results in the lowest weekly earnings among all localities.

It is obvious from these figures that much larger proportions of women than of men worked short hours. In each locality but Pennsylvania and Virginia the largest group of women worked less than 40 hours, though in New York, Tennessee, and "other Midwest," a group with longer hours was nearly as large. In Pennsylvania and Virginia the chief groups, 57 and 43 percent, respectively, worked over 40 hours.

The largest proportion of men in each locality but Massachusetts, "other South," and Wisconsin, and ranging from 46 to 76 percent, worked over 40 hours. In Massachusetts and "other South" the largest groups, respectively 46 and 42 percent, worked 40 hours, and the second largest groups worked over 40 hours; and in Wisconsin the proportions who worked less than 40 hours and over 40 hours were equal, 38 percent in each case.

Average hourly earnings.

For the 15,498 employees for whom hours worked were reported, hourly earnings were computed by dividing the week's earnings of each employee by the number of hours he or she worked in the pay period. The range in hourly earnings was very wide, from less than 10 cents to \$1.88, with an average for the total of 35.5 cents. On the basis of 5-cent intervals, the largest concentration occurred at 30 and under 40 cents—28 percent earning 30 and under 35 cents, and 21 percent earning 35 and under 40 cents. More than one-fourth, 26 percent, had earnings below 30 cents, 5 percent earning below 20 cents.

Among the States the best earnings were in Wisconsin, with an average for all employees of 42 cents, followed by Massachusetts, with an average of 40 cents. Though the largest group in Wisconsin, 25 percent, had earnings of 30 and under 35 cents, as many as 19 percent were in each of three intervals above this, including 50 cents and over. This proportion at the highest wage level was not approached by any other locality. In Massachusetts and in "other Midwest" the largest group of workers had earnings of 35 and under 40 cents.

Lowest earnings were found in the group "other South," where the workers averaged only 30.9 cents, and in Virginia, where they averaged 31.7 cents. In "other South" the largest proportion, 24 percent, had earnings of 30 and under 35 cents, but over two-fifths (43 percent) were in the earnings intervals below this. In Virginia equal proportions, 26 percent in each case, earned 25 and under 30 cents, and 30 and under 35 cents.

In each State there was a wide range in hourly earnings, but the proportions of workers with earnings at the two extremes of the wage scale differed materially. The proportion earning less than 25 cents was as high as 32 percent in the group "other South," and 19 and 17 percent, respectively, in Pennsylvania and Virginia, in contrast to

only 5 and 7 percent, respectively, in Wisconsin and Massachusetts, 8 percent in Tennessee and in the group "other Midwest," and 12 percent in New York. At the other end of the wage scale were only from 1 to 4 percent in Tennessee, Virginia, and "other South," compared to 12, 14, and 19 percent, respectively, in New York, Massachusetts, and Wisconsin, with earnings of 50 cents and over.

TABLE 4.—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, under 50 cents	50 cents and over	Number	Average hourly earnings ¹ (cents)	Number	Average hourly earnings ¹ (cents)
Total.....	15,498	35.5	4.5	8.6	13.1	28.2	21.3	11.4	4.9	8.0	12,504	33.4	2,994	44.2
Massachusetts.....	1,289	40.0	.6	6.2	5.5	20.2	28.2	18.8	7.0	13.5	1,008	36.3	281	53.1
New York.....	4,620	36.7	4.1	7.9	13.9	26.0	19.6	11.8	4.9	11.6	3,451	33.5	1,169	46.4
Pennsylvania.....	3,488	34.5	7.5	11.8	14.1	23.9	18.4	10.8	5.5	8.2	2,852	32.6	636	42.7
Tennessee.....	2,616	33.4	2.5	5.0	15.7	48.4	20.3	6.0	1.2	.9	2,476	32.5	140	36.9
Virginia.....	722	31.7	5.0	11.6	25.8	25.5	19.9	8.0	1.8	2.4	445	31.0	277	32.6
Wisconsin.....	489	42.0	.4	4.7	.6	24.5	19.4	18.8	12.9	18.6	431	39.6	58	59.9
Other Midwest ²	1,415	37.1	.6	7.0	9.0	20.8	35.0	14.3	7.4	5.9	1,146	34.9	269	46.3
Other South ³	859	30.9	14.9	16.6	11.3	24.0	14.6	10.7	4.0	4.0	695	29.9	164	35.2
Total women.....	12,504	33.4	5.3	9.9	14.4	30.3	22.7	10.6	3.9	3.0	12,504	33.4		
Total men.....	2,994	44.2	1.4	3.4	7.8	19.0	15.4	14.7	9.2	4.9			2,994	44.2

¹ The mean—the simple arithmetic average.

² Illinois, Indiana, and Ohio.

³ Alabama, Georgia, and North Carolina.

⁴ 6.7 percent earned 70 cents or more.

The foregoing table shows the great difference in men's and women's hourly earnings. The average for all women was 33.4 cents, and the majority of them, 53 percent, earned 30 and under 40 cents. Less than one-fifth (18 percent) of the women earned 40 cents or more. By locality the women's hourly earnings ranged from 29.9 cents in "other South" and 31 cents in Virginia to 39.6 cents in Wisconsin.

Men's average hourly earnings amounted to 44.2 cents. Practically three-fourths of the men earned 50 cents and over, and not far from one-fourth earned 40 and under 50 cents. State averages for men varied from 32.6 cents in Virginia to 53.1 cents in Massachusetts and 59.9 cents in Wisconsin.

WOVEN COTTON UNDERWEAR

INTRODUCTION

In the woven-cotton-underwear industry earnings data were secured from 22 establishments in nine States. More than 2,000 persons were included in Maryland, but in the other States the numbers ranged from 82 to 556. The 22 firms employed 4,665 workers, of whom the very great majority were women. Data were not obtained for men employees in Delaware.

State	Number of establishments	Number of employees	Number of men	Women	
				Number	Percent of total
Total.....	22	4,665	280	4,385	(¹)
Delaware.....	3	383	(²)	383	(²)
Maryland.....	6	2,105	156	1,949	92.6
Missouri.....	3	420	³ 18	402	(¹)
Pennsylvania.....	3	471	38	433	91.9
Other States ⁴	7	1,286	68	1,218	94.7

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

² Data for men not obtained.

³ Data for men in 1 establishment not obtained.

⁴ Includes 2 establishments each in Illinois and Indiana, and 1 each in New York, Ohio, and Virginia.

EARNINGS AND HOURS

Week's earnings.

The average of the week's earnings of the 4,665 employees was \$11.85. Earnings were highest in Pennsylvania, where the average was \$12.75; they were somewhat lower in Missouri, \$12.25, and in Maryland, \$11.65, and were lowest in Delaware (women only), \$8.60.

More than two-fifths of all the workers earned \$10 and under \$15, while about three-fourths earned \$5 and under \$10 and over one-sixth were paid \$15 and under \$20. Seven percent earned less than \$5 and only 5 percent earned as much as \$20.

In Pennsylvania, Maryland, and Missouri, the largest groups, ranging from 31 to 48 percent, earned \$10 and under \$15; in Delaware the largest group earned \$5 and under \$10. Nearly one-fourth (24 percent) of the workers in Delaware (women only) were paid less than \$6, but in the other States the proportion in this group was small, ranging only from 9 percent in Maryland and in Missouri to 13 percent in Pennsylvania. Less than 1 percent of the women in Delaware earned as much as \$16, but in the other States the proportions with such earnings were 14 percent in Maryland, 17 percent in Missouri, and 25 percent in Pennsylvania.

The average week's earnings of the 4,385 women were \$11.40, only 45 cents less than the average for all employees. The women in Pennsylvania had the highest earnings, shown by an average of \$12.10, followed by Missouri and Maryland with averages of \$11.85 and

\$11.20, respectively. Lowest earnings were in Delaware, the average in this State being only \$8.60. Only 2 percent of the women earned as much as \$20, and 11 percent earned less than \$6. The largest group, 43 percent, earned \$10 and under \$15, and the second largest group, 31 percent, \$5 and under \$10.

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

Week's earnings	Total	Delaware	Maryland	Missouri	Pennsylvania	Other States ¹	Total women	Total men
Number of employees.....	4,665	² 383	2,105	³ 420	471	1,286	4,385	280
Average earnings ⁴	\$11.85	\$8.60	\$11.65	\$12.25	\$12.75	\$12.65	\$11.40	\$18.85
<i>Percent of employees</i>								
Under \$5.....	7.0	17.0	6.9	5.5	8.3	4.2	7.4	1.4
\$5, under \$10.....	29.2	44.9	29.5	23.6	29.3	25.9	30.5	8.6
\$10, under \$15.....	41.7	35.5	44.2	47.6	31.2	41.4	42.6	28.2
\$15, under \$20.....	17.5	2.6	15.6	19.0	19.7	23.9	17.3	21.8
\$20, under \$25.....	3.1	-----	2.4	3.3	7.4	3.4	2.1	19.3
\$25 and over.....	1.5	-----	1.4	.9	4.0	1.2	.2	20.7
<i>Cumulative percents</i>								
Under \$6.....	10.1	23.8	9.1	9.3	12.8	7.0	10.7	1.4
Under \$8.....	20.6	41.3	20.2	18.6	22.5	15.1	21.7	3.9
Under \$10.....	36.2	61.9	36.4	29.0	37.6	30.1	37.9	10.0
Under \$12.....	52.7	80.9	55.2	44.3	49.9	43.8	55.0	16.4
Under \$14.....	70.7	95.0	74.0	70.5	63.1	61.0	73.1	33.2
\$14 and over.....	29.3	5.0	26.0	29.5	36.9	39.0	26.9	66.8
\$16 and over.....	15.8	.8	13.7	16.9	25.4	19.6	13.1	57.9
\$18 and over.....	8.3	-----	6.9	8.6	16.5	10.0	6.0	43.9
\$20 and over.....	4.5	-----	3.8	4.3	11.4	4.7	2.3	40.0
Average earnings of women.....	\$11.40	\$8.60	\$11.20	\$11.85	\$12.10	\$12.20	-----	-----
Average earnings of men.....	\$18.85	(⁵)	\$17.55	(⁵)	(⁵)	\$20.85	-----	-----

¹ Includes 2 firms each in Illinois and Indiana, and 1 each in New York, Ohio, and Virginia.

² Data for men not obtained.

³ Data for men in 1 establishment not obtained.

⁴ The mean—the simple arithmetic average.

⁵ Not computed; base less than 50.

The average earnings of the 280 men amounted to \$18.85, about 65 percent above the average for women. In only one separate State, Maryland, could the average be computed for men, and here it was \$17.55. The largest group of men in all States combined, 28 percent, had earnings of \$10 and under \$15; 22 percent earned \$15 and under \$20 and 19 percent earned \$20 and under \$25. Only 1 percent earned less than \$5, and 11 percent earned \$30 or more.

Hours worked.

As shown in table 2, hours worked were reported for 3,859 employees, the largest group of whom worked 44 and under 48 hours. More than one-tenth worked 48 hours or longer. The proportions who worked under 35 hours, 35 and under 40, and 40 hours, varied only from 14 to 15 percent.

In Pennsylvania, Delaware, and Missouri, the largest groups of employees, ranging from 34 to 56 percent, worked 44 hours or more:

in Maryland the largest group, 55 percent, worked 44 and under 48 hours, and only 4 percent worked 48 or more. The proportion who worked less than 40 hours varied from 10 percent in Missouri to 36 percent in Delaware.

TABLE 2.—Hours worked in the week recorded, 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.....	3,859	14.0	14.3	14.9	9.4	36.4	11.0
Delaware.....	¹ 301	26.9	8.6	2.3	12.6	11.6	37.9
Maryland.....	1,747	12.5	13.5	11.1	3.9	55.2	3.8
Missouri.....	² 294	6.8	3.1	.3	9.9	24.1	55.8
Pennsylvania.....	234	12.8	8.5	-----	16.7	28.2	33.8
Other States ³	1,283	15.0	20.3	29.2	14.7	20.7	.2
Total women.....	3,642	14.6	15.0	15.0	9.6	35.6	10.2
Total men.....	217	3.7	3.2	13.8	6.0	48.8	24.4

¹ Data for men not obtained.

² Data for men in 1 firm not obtained.

³ Illinois, Indiana, New York, Ohio, and Virginia.

Much larger proportions of women than of men worked short hours. In all States combined only one-tenth of the women worked 48 hours or more, compared to 15 percent who worked less than 35 hours and 15 percent who worked 35 and under 40 hours. The largest group, however, 36 percent, worked 44 and under 48 hours. In Pennsylvania, Delaware, and Missouri from 31 to 55 percent of the women worked 48 hours or more; in Maryland the largest group worked 44 and under 48 hours.

Practically one-half (49 percent) of the 217 men with hours worked reported worked 44 and under 48 hours, and 24 percent worked 48 hours or more. A little more than one-eighth worked 40 hours and only 7 percent worked less than 40. In Maryland three-fifths of the men worked 44 and under 48 hours, and one-fourth worked 48 hours or more.

Average hourly earnings.

Average hourly earnings were computed for 3,859 employees. Twenty-two percent earned 25 and under 30 cents; 18 percent earned under 20 cents; and 17 percent in each case averaged 30 and under 35 cents and 20 and under 25 cents. Fourteen percent averaged 40 cents or more.

The largest groups in Maryland and Missouri averaged 25 and under 30 cents, and in Delaware under 20 cents. Thirty cents or more was earned by only 16 percent of the workers in Delaware, but 26 percent in Missouri and 37 percent in Maryland had such earnings.

Hourly earnings were computed for 3,642 women, and for these the average amounted to 28.4 cents. Earnings were highest in Maryland, shown by an average of 27.6 cents, and lowest in Delaware, with 22.8. Missouri earnings were about half-way between. The distribution of earnings was about the same for women as for all employees.

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 3,859	29.2	18.0	16.6	22.1	17.1	12.3	7.7	6.1	3,642	28.4	217	43.0
Delaware.....	³ 301	22.8	30.6	27.2	26.2	15.0	1.0	---	---	301	22.8	(³)	---
Maryland.....	1,747	28.4	17.1	17.3	28.8	17.6	8.9	6.1	4.2	1,624	27.6	123	39.0
Missouri.....	⁴ 294	25.7	24.1	14.3	36.1	13.9	4.8	5.1	1.7	284	25.3	⁴ 10	(⁵)
Other States ⁶	1,283	32.3	13.4	14.8	10.8	17.9	21.4	12.2	9.5	1,215	31.4	68	49.8

¹ The mean—the simple arithmetic average.

² Includes employees in 1 Pennsylvania establishment, not shown separately.

³ Data for men not obtained.

⁴ Data for men in 1 establishment not obtained.

⁵ Not computed; base less than 50.

⁶ Illinois, Indiana, New York, Ohio, and Virginia.

Average earnings for the 217 men were 43 cents; for those in Maryland they were 39 cents. Almost one-fifth of the men earned 60 cents or more, and only 9 percent earned less than 25 cents. Almost one-fifth (19 percent) earned 30 and under 35 cents.

Earnings in individual firms.

Average hourly earnings were computed for 15 of the 22 establishments, and the range in these was from 20.5 cents to 42.3 cents, a difference of 21.8 cents.

State	Number of establishments	Average hourly earnings ¹ (cents)		Percent lowest average is of highest
		Lowest	Highest	
Total.....	15	20.5	42.3	48.5
Delaware ²	2	21.4	29.0	73.8
Maryland.....	5	24.3	32.4	75.0
Missouri.....	2	23.7	30.3	78.2
Other States ³	6	20.5	42.3	48.5

¹ The mean—the simple arithmetic average.

² Data for men not obtained.

³ Illinois, Indiana, New York, and Pennsylvania.

As shown in the summary, the difference between the lowest and the highest averages in the States shown separately ranged only from 6.6 cents to 8.1 cents. In the group of States combined as "other" the difference between the lowest and the highest average was 21.8 cents, indicating the strikingly different wage levels existing.