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UNITED STATES DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
Bulletin No. 171

WAGES AND HOURS  
IN DRUGS AND MEDICINES AND IN  
CERTAIN TOILET PREPARATIONS

Pamphlet

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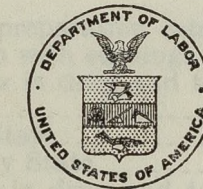
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WAGES AND HOURS  
IN DRUGS AND MEDICINES AND IN  
CERTAIN TOILET PREPARATIONS

BY

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BULLETIN OF THE WOMEN'S BUREAU, No. 171

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON: 1939



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WAGES AND HOURS IN DRUGS AND MEDICINES AND IN CERTAIN TOILET PREPARATIONS

INTRODUCTION

In 1938 the Women's Bureau made a survey of the drug and medicine manufacturing industry and of the manufacture of certain toilet preparations.

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,

WOMEN'S BUREAU,

Washington, April 24, 1939.

MADAM: I have the honor to transmit a report on wages and hours in 1938 in the manufacture of drugs and medicines and certain toilet preparations. The report is based on a survey made by this Bureau in order to secure data for the use of the Division of Public Contracts.

The report was written by Arthur T. Sutherland, of the editorial division.

Respectfully submitted.

MARY ANDERSON, Director.

HON. FRANCES PERKINS,

Secretary of Labor.



# WAGES AND HOURS IN DRUGS AND MEDICINES AND IN CERTAIN TOILET PREPARATIONS<sup>1</sup>

## INTRODUCTION

In 1938 the Women's Bureau made a survey of the drug and medicine manufacturing industry and of the small part of the toilet preparation and cosmetic industry that comes within the scope of the Public Contracts Act. As the United States Government purchases large quantities of many different drugs and medicinal preparations, a representative cross-section of this industry was covered by the survey. The purchase of toilet preparations, however, is limited to a small number of items—dental creams and powders, after-shaving creams and lotions, and hair washes and tonics; consequently, the survey of the toilet preparation and cosmetic industry was limited to plants in which the manufacture of these products predominated, and did not include plants engaged primarily in producing perfumes, face powders, and other so-called "beauty products."

The two industries surveyed are closely related, as the basic ingredients of certain types of toilet preparations are identical with the raw materials used in the preparation of some medicinal products, and also because in many cases the processes of manufacture are similar; in fact, a number of firms make both drugs and toilet preparations. Because of this close connection between the two industries, and also because the Women's Bureau survey was confined to the kind of toilet preparations purchased by the Government, which represents only a small part of the toilet preparation and cosmetic industry, the wage and hour data for the two have been combined in this report. Any important differences in wage and hour standards in the two industries will be shown in the sections dealing with these subjects.

The drug and medicine industry covers a wide variety of establishments that are engaged in extracting, purifying, refining, concentrating, compounding, synthesizing, or packaging substances that contain medicinal properties and that are obtained from a vast number of vegetables and plants, minerals, animals, and insects gathered from all parts of the world. These establishments range in size from small plants employing one pharmacist and a few helpers and making only one product, such as a simple cough remedy or tonic, to large and highly mechanized plants making hundreds or thousands of preparations.

In many of the small plants that extract, refine, or compound only one or a few closely related preparations, the manufacturing process is quite simple and requires very little machinery and few trained

<sup>1</sup> Dentifrices, after-shaving creams and lotions, and hair washes and tonics.



technical employees. However, in the large plants that manufacture complete lines of pharmaceutical, medicinal, chemical, or biological products, or a combination of these, great skill and care are necessary in processing the multitude of materials so that the identity, purity, and strength of each preparation are definitely established before it is sold. Many of these large firms operate auxiliary departments, such as box making, printing, glass making, and machine shops, in addition to the departments actually engaged in the processing or finishing of the products.

#### **Extent and location of the industry.**

According to the 1935 Census of Manufactures, there were 1,056 establishments in the drug and medicine manufacturing industry, with an average employment of 22,128 wage earners. On the basis of number of workers the most important States were New York with 3,938, Michigan with 3,044, Pennsylvania with 2,429, Illinois with 2,063, Indiana with 1,779, New Jersey with 1,541, Missouri with 1,391, Massachusetts with 878, and Ohio with 796. In Tennessee, Maryland, California, North Carolina, Minnesota, Iowa, Texas, and Nebraska there were fewer than 500 but more than 100 workers. The total value of drug and medicinal preparations at the factories was reported to be \$291,733,473.

The Census of Manufactures employment and wage figures for perfumes, cosmetics, and other toilet preparations are for the entire industry and separate figures are not available for the types of toilet preparations included in the current study.<sup>2</sup>

#### **Scope of the survey.**

The Women's Bureau survey covered 12,486 regular workers employed in 220 establishments. This figure does not include learners or minors, shown separately in this report, nor office workers, research experts or other technical experts not engaged in the actual processing of materials, nor yard and maintenance employees, as wage data were not obtained for these groups.

Of the total group, 11,645 workers were in 197 drug and medicine establishments; these represent each of the nine States reported by the Census as having more than 500 workers in 1935—New York, Michigan, Pennsylvania, Illinois, Indiana, New Jersey, Missouri, Massachusetts, and Ohio—and also seven States in which this industry is of less importance—Tennessee, Maryland, California, North Carolina, Iowa, Wisconsin, and Connecticut. Thus the Bureau's figures cover more than one-half (53 percent) of the number of workers and approximately one-fifth of the number of establishments reported by the Census of Manufactures.<sup>3</sup>

In the toilet preparation industry the data obtained covered 841 employees in 32 firms. Approximately seven-tenths of the workers were in Illinois, Iowa, and New Jersey; the remainder were in seven States—California, Indiana, Massachusetts, Michigan, Missouri, New York, and Ohio.

<sup>2</sup> The products classified in this industry by the Census of Manufactures are perfumes, toilet waters, creams other than shaving, rouges and lipsticks, dentifrices, depilatories, shampoos, face powders, talcum powders, other toilet powders, hair dyes, hair tonics, face lotions, hair dressings, deodorants (for persons), bath salts, manicure preparations, shaving creams (with no soap), and other toilet preparations. The total value of these products at the factories was given as \$129,437,652 in 1935. The value of products represented in this study (dentifrices, shaving creams and lotions, and hair washes and tonics) amounted to \$44,413,906.

<sup>3</sup> Field investigators visited also 72 firms from which, for various reasons, data were not obtainable.



TABLE 1.—Number of drug and toilet preparation establishments scheduled and number of men and women with earnings reported, by State

State <sup>1</sup>	Total number of establishments	All employees			Drugs and medicines				Toilet preparations			
		Total	Men	Women	Number of establishments	Number of employees			Number of establishments	Number of employees		
						Total	Men	Women		Total	Men	Women
Total.....	220	12,486	6,379	6,107	197	11,645	6,167	5,478	32	841	212	629
California.....	29	378	168	210	24	322	153	169	5	56	15	41
Illinois.....	27	1,304	564	740	22	1,030	498	532	8	274	66	208
Indiana.....	13	1,253	522	731	11	1,243	515	728	2	10	7	3
Iowa and Wisconsin.....	9	241	82	159	8	66	46	20	2	175	36	139
Maryland.....	4	138	52	86	4	138	52	86				
Massachusetts.....	27	316	176	140	25	309	172	137	2	7	4	3
Michigan.....	12	2,068	1,037	1,031	11	2,044	1,029	1,015	2	24	8	16
Missouri.....	16	970	626	344	14	911	606	305	5	59	20	39
New Jersey.....	15	1,517	902	615	13	1,379	871	508	3	138	31	107
New York and Connecticut.....	39	2,353	1,182	1,171	37	2,290	1,167	1,123	2	63	15	48
Ohio.....	10	286	136	150	9	251	126	125	1	35	10	25
Pennsylvania.....	11	1,255	737	518	11	1,255	737	518				
Tennessee and North Carolina.....	8	407	195	212	8	407	195	212				

<sup>1</sup> In 6 States—Wisconsin, Maryland, Connecticut, Tennessee, North Carolina, and Pennsylvania—only drug firms were scheduled. Nine firms of the total made both drugs and toilet preparations.



Nine firms made both drugs and toilet preparations, but the employees have been separated according to the type of product on which they were employed the major part of the time and are included in their proper classification.

Table 1 shows the number of establishments visited and the number of men and women for whom data were obtained. The establishments scheduled in Connecticut, North Carolina, Iowa, and Wisconsin were too few for separate tabulation, so the data for Connecticut have been combined with those for New York, the North Carolina data have been combined with those for Tennessee, and the data for Iowa and Wisconsin have been tabulated together.

In the drug and medicine industry slightly over one-half (53 percent) of the employees were men, though the proportion varied considerably by State. Men outnumbered women in all States but California, Illinois, Indiana, Maryland, and Tennessee and North Carolina; in Michigan, New York and Connecticut, and Ohio the difference was very small, and the numbers in the two groups were nearly equal. In toilet preparations, however, only one-fourth of the workers were men.

The size of the establishment, on the basis of number of productive workers, ranged from 1 to 1,200. Of the 220 firms included in the survey, 83 employed fewer than 10 workers each, 47 had 10 but fewer than 25, 37 had 25 but fewer than 50, and 25 had 50 but fewer than 100. Only 2 firms employed over 600 workers, but each of 22 others employed from 100 to 400.<sup>4</sup> From this it is apparent that a representative sample of small, medium, and large plants are included in the report.

The data relate to a pay period in March, April, or May, 1938 for all firms but those in Maryland, North Carolina, and Tennessee, in which States the pay period was one in September 1938. The payroll information comprises the hours worked and the wages earned by individual employees. This forms the basis for the major part of this report. In addition to wage and hour data, information was obtained as to the occupation of each worker, the method of wage payment in the plant, and the number of learners and minors employed and the amount of their earnings.

Due to incomplete or inadequate records in some plants, the number of workers for whom the different types of information were reported varied. Total earnings for a pay period were reported for 12,486 workers in the 220 plants. The number of hours worked in the period was reported for 12,303 workers in 208 plants, and for each of these workers hourly earnings have been computed by dividing the week's earnings by the number of hours worked. The occupation was reported for 12,027 workers in 208 plants.

### OCCUPATIONAL GROUPS

The largest group of workers were employed in finishing operations, that is, filling containers and labeling and packaging them. These operations form a much larger proportion of the work in plants largely engaged in repackaging drugs or in making toilet preparations than is

<sup>4</sup> Toilet preparation firms were considerably smaller than the drug and medicine firms, and of the 23 making toilet preparations only 8 employed as many as 25 workers (3 had 25 but fewer than 50, 4 had 50 but fewer than 75, and 1 had nearly 175).

the case in the preparation of drugs. Fewer ingredients or raw materials are utilized in the manufacture of toilet preparations, and the actual processing of these materials is much simpler than in the processing of drugs. In the limited number of plants studied, about 44 percent of all workers were engaged in finishing operations. Women usually were employed for this type of work.

One-fourth of the 12,027 workers for whom occupation was reported were engaged in the actual processing of materials, and the vast majority of these were men. Included in this group were the working pharmacists, chemists, and laboratory technicians; the laboratory workers, such as still operators, percolator operators, vacuum-machine operators, compressed-air syphon operators, filter-press operators, and many other machine operators; the grinders, compounders, and mixers; pill, tablet, and cigarette (medicated) makers, and pill and tablet coaters; animal caretakers; and many other skilled or semiskilled laboratory workers. The technical experts engaged in creative research work on new uses of the drug preparation or on new preparations (pharmacists, chemists and chemical engineers, biologists, bacteriologists, physicians, and so forth) were not included in this study.

About 4 percent of the workers were engaged in making or filling and finishing capsules or ampoules. These employees, a large proportion of whom were women, have not been combined with the finishing workers mentioned before because the preparation and filling of these types of containers differ considerably from the finishing of other types.

Men formed the vast majority of workers in the shipping departments and the auxiliary departments of box making, printing shop, and machine shop and powerhouse. These groups combined comprised approximately one-fifth (21 percent) of the workers; the shipping department alone, over one-seventh (15 percent). The remaining workers were inspectors or foremen.

### METHOD OF WAGE PAYMENT

The method of pay was reported for 12,215 of the workers; of these about four-fifths (78 percent) were on a time basis and the remainder were on a piece rate or on a guaranteed time rate plus a production bonus. The average (mean) hourly earnings of the straight-time workers amounted to 56.3 cents, or 3.9 cents less than the average for the group working at piece rates or on a time-and-bonus basis. The average earnings of the group last named are influenced strongly by the inclusion of a large firm that had the second highest average among all firms included in the survey. This firm employed 24 percent of the workers in this group, and the method of pay was a guaranteed rate with a quota bonus.

Average hourly earnings of time workers exceeded the average for those on a piece-rate or time-and-bonus basis in Illinois, Michigan, New York and Connecticut, Tennessee and North Carolina, and Pennsylvania, but were lower than such average in Indiana, Missouri, and New Jersey. In the other States the method of pay was predominantly on a time basis, ranging from 87 percent in Ohio to 100 percent in California, and in Iowa and Wisconsin combined.



## WEEK'S EARNINGS

## Week's earnings of all employees.

The amount of a week's earnings was reported for 12,486 employees in the 220 establishments—6,167 men and 5,478 women in drug and medicine establishments and 212 men and 629 women in toilet preparation establishments. The average (arithmetic mean) of the week's earnings of the entire group, without regard to the number of hours worked, amounted to \$22.25, but average earnings showed wide variations when tabulated by industry, State, and sex.

When the employees' earnings were distributed on the basis of \$5 intervals the largest group, just over one-fourth, fell at \$15 and under \$20, and the next largest group, over one-fifth, at \$20 and under \$25. Nearly one-fifth of the workers earned less than \$15, but almost as large a group (one-sixth) had earnings of \$30 or more.

The employees in the drug and medicine establishments averaged \$22.55, or 30 cents more than the average for both industries and \$4.20 above the average of \$18.35 earned by the relatively small group in the toilet preparation plants. The largest concentration of earnings of the workers in drugs and medicines was at \$15 and under \$25, 46 percent having such earnings, but in the toilet preparation group there were 48 percent with earnings of \$15 and under \$20 and 22 percent with earnings of \$10 and under \$15. Seventeen percent of the workers in drugs and medicines, in contrast to only 7 percent in toilet preparations, had earnings of \$30 or more.

Earnings of the workers in the two industries separately are not shown by State, but in each of six localities—California, New York and Connecticut, Illinois, Iowa and Wisconsin, New Jersey, and Missouri—in which there were 50 or more workers in each industry the average earnings of the drug and medicine workers exceeded those of the toilet preparation workers, the difference ranging from 40 cents to \$6.65.

TABLE 2.—Week's earnings of employees in drug and toilet preparation establishments, by State

State <sup>1</sup>	Total number of employees	Average week's earnings (mean)	Percent of employees who earned—									
			Under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30, under \$35	\$35, under \$40	\$40, under \$45	\$45, under \$50	\$50 and over
Total.....	12,486	\$22.25	3.0	16.5	25.9	21.2	17.5	8.7	3.7	1.9	0.8	0.9
California.....	378	21.80	4.5	2.4	44.7	19.6	18.0	7.7	2.1	1.1	-----	-----
Illinois.....	1,304	20.20	3.3	13.7	39.6	24.9	11.8	3.8	1.4	.4	.2	1.0
Indiana.....	1,253	24.75	1.1	15.6	12.1	21.0	27.0	13.1	5.9	3.0	.8	.6
Iowa and Wisconsin.....	241	18.25	14.1	8.7	47.7	12.4	7.5	3.7	2.5	2.1	-----	1.2
Maryland.....	138	18.30	9.4	39.9	18.8	16.7	8.0	1.4	2.2	1.4	-----	2.2
Massachusetts.....	316	21.40	9.5	18.4	28.2	11.7	13.9	6.6	4.4	3.2	2.5	1.6
Michigan.....	2,068	26.35	1.6	6.1	15.2	28.1	16.8	17.1	8.1	3.4	1.7	1.7
Missouri.....	970	23.70	.5	20.2	16.8	14.3	31.0	10.5	3.3	1.5	1.0	.7
New Jersey.....	1,517	23.25	1.7	11.2	26.2	18.2	26.2	9.8	3.5	2.2	.5	.5
New York and Connecticut.....	2,353	19.30	5.4	28.9	25.6	21.0	11.2	4.1	1.3	1.3	.8	.4
Ohio.....	286	21.10	3.8	28.0	26.6	15.0	11.2	6.6	2.4	2.0	1.4	2.8
Pennsylvania.....	1,255	21.55	2.0	15.9	31.5	24.1	15.1	6.1	3.2	.8	.6	.7
Tennessee and North Carolina.....	407	18.45	.5	22.6	52.1	13.5	5.7	2.5	1.2	1.0	.2	.7
Drugs and medicines.....	11,645	22.55	2.8	16.1	24.3	22.0	18.3	9.1	3.8	1.9	.9	.9
Toilet preparations.....	841	18.35	6.9	22.1	47.8	9.6	6.4	2.3	1.8	1.4	.4	1.3

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

From table 2 it is apparent that the best earnings among the various States were found in Michigan, with an average of \$26.35, followed by Indiana with \$24.75, Missouri with \$23.70, and New Jersey with \$23.25. In all other States the average earnings were below the general average of \$22.25; the lowest, ranging from \$18.25 to \$19.30, were in Iowa and Wisconsin, Maryland, Tennessee and North Carolina, and New York and Connecticut.

It is apparent that the concentration points varied considerably in the different States. In Ohio, New York and Connecticut, and Maryland from 28 to 40 percent of the workers earned \$10 and under \$15, and the second largest group earned \$15 and under \$20. The largest group in Massachusetts, Pennsylvania, Illinois, California, Iowa and Wisconsin, and Tennessee and North Carolina, varying from 28 to 52 percent, earned \$15 and under \$20; in Massachusetts and in Tennessee and North Carolina the second largest groups earned \$10 and under \$15, and in the other States the second largest groups earned \$20 and under \$25. In New Jersey similar proportions of the workers, 26 percent, earned \$15 and under \$20 and \$25 and under \$30. The concentration was at higher levels in Michigan, Missouri, and Indiana. In Michigan the largest group earned \$20 and under \$25 and the next group \$30 and under \$35; in Missouri the two largest groups earned \$25 and under \$30 and \$10 and under \$15; and in Indiana the largest concentration was in the two groups that together make \$20 and under \$30.

The proportion of workers with earnings in the high-wage intervals of \$30 and over ranged from 6 percent in Tennessee and North Carolina to 32 percent in Michigan; the proportion was 23 percent in Indiana, from 10 to 18 percent in California, Pennsylvania, Ohio, New Jersey, Missouri, and Massachusetts, and from 7 to 10 percent in the remaining States.

## Week's earnings of men.

A large proportion of the men in drug and medicine and toilet preparation plants do highly skilled work, particularly those employed in processing and mixing the raw materials and also the technicians, such as machinists, electricians, and others of this nature who are required to keep the intricate machinery in operation. Consequently the men's earnings were found to be higher than the general average previously discussed and much higher than the women's earnings (table 3).

On the basis of industry, week's earnings of men in the toilet preparation plants were slightly higher than the earnings of those in drug and medicine plants; the average of the former was \$27.60 compared with \$27.20 for the drug and medicine workers. The largest concentration of earnings of both groups was at \$20 and under \$30, earned by 55 percent of the men in drugs and medicines and by 51 percent of those in toilet preparations. Fourteen percent of the men in drugs and medicines, in contrast to 19 percent of those in toilet preparations, had earnings of \$35 or more.

Among the various States the best earnings were in New Jersey, Ohio, Missouri, Indiana, and Michigan, shown by average week's earnings varying from \$28.05 to \$32.55. In an intermediate position were California, Maryland, Massachusetts, and Iowa and Wisconsin, with averages of \$25.50 to \$27.25. The lowest average earnings, varying from \$21.70 to \$24.95, were in Tennessee and North Carolina, New York and Connecticut, Pennsylvania, and Illinois.



TABLE 3.—Week's earnings of men, by State

State <sup>1</sup>	Total number of men	Average week's earnings (mean)	Percent of men who earned—									
			Under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30, under \$35	\$35, under \$40	\$40, under \$45	\$45, under \$50	\$50 and over
Total.....	6,379	\$27.20	0.9	3.1	11.7	25.7	29.0	15.5	7.1	3.6	1.6	1.7
California.....	168	25.50	4.2	2.4	13.1	20.8	35.7	16.7	4.8	2.4	-----	-----
Illinois.....	564	24.95	1.4	2.5	15.6	38.8	26.8	8.3	3.2	.7	.4	2.3
Indiana.....	522	29.35	.8	1.1	5.9	26.6	23.9	18.0	13.2	7.1	1.9	1.3
Iowa and Wisconsin.....	82	27.25	1.2	2.4	14.6	31.7	22.0	11.0	7.3	6.1	-----	3.7
Maryland.....	52	25.55	-----	3.8	21.2	38.5	17.3	3.8	5.8	3.8	-----	5.8
Massachusetts.....	176	27.00	1.7	8.0	17.6	18.2	22.7	10.8	8.0	5.7	4.5	2.8
Michigan.....	1,037	32.55	.6	1.0	2.0	6.2	27.0	33.4	16.1	6.8	3.5	3.5
Missouri.....	626	28.10	.2	.8	6.5	18.5	47.6	16.1	5.1	2.4	1.6	1.1
New Jersey.....	902	28.05	.2	1.2	3.3	25.4	42.6	16.0	5.9	3.7	.9	.9
New York and Connecticut.....	1,182	24.20	1.5	6.3	17.3	38.2	21.2	8.1	2.6	2.5	1.5	.7
Ohio.....	136	28.10	.7	4.4	16.2	23.5	23.5	14.0	5.1	4.4	2.2	5.9
Pennsylvania.....	737	24.85	.8	4.6	19.8	31.5	24.7	9.9	5.3	1.2	1.1	1.1
Tennessee and North Carolina.....	195	21.70	-----	8.2	46.2	23.6	10.3	5.1	2.6	2.1	.5	1.5
Drugs and medicines.....	6,167	27.20	.9	3.1	11.5	25.7	29.2	15.7	7.1	3.5	1.6	1.6
Toilet preparations.....	212	27.60	-----	2.8	17.5	27.8	23.6	9.0	7.1	5.7	1.4	5.2

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

It is apparent that there was considerable variation in the concentration points of the week's earnings in the different States. Michigan had the highest level of wages, as 60 percent of the men had earnings of \$25 and under \$35 and 30 percent had earnings of \$35 or more. At the opposite position on the wage scale were Tennessee and North Carolina, and Maryland, where respectively 70 percent and 60 percent had earnings of \$15 and under \$25. In the remaining States the largest concentration was at \$20 and under \$30, though in Missouri, New Jersey, California, and Massachusetts the larger proportion earned \$25 and under \$30, and in Illinois, New York and Connecticut, Iowa and Wisconsin, Pennsylvania, and Indiana the largest group earned \$20 and under \$25. In Ohio equal proportions, 24 percent, earned \$20 and under \$25 and \$25 and under \$30. The proportion of men who earned as much as \$35 varied from 7 percent in California, Illinois, New York and Connecticut, and Tennessee and North Carolina, to 21, 24, and 30 percent, respectively, in Massachusetts, Indiana, and Michigan. The proportion of men with earnings falling at the other extreme, that is, less than \$15, varied from 1 or 2 percent in Missouri, New Jersey, Michigan, and Indiana, to 10 percent in Massachusetts; it was 5 percent or more also in Ohio, Pennsylvania, California, New York and Connecticut, and Tennessee and North Carolina.

#### Week's earnings of women.

The large majority of women are engaged in finishing operations, such as filling containers and packaging and labeling them, and as this work generally is nonskilled the wage level of women employees is considerably lower than that of men. The average week's earnings for the 6,107 women were \$17.10. The average in drug and medicine plants was \$17.30; that for the relatively small group in toilet preparation plants was \$15.25. Almost nine-tenths (87 percent) of the women in toilet preparations and about seven-tenths (69 percent)

of those in drugs and medicines earned \$10 and under \$20, but only 4 percent of the former, in contrast to 26 percent of the latter, had earnings of as much as \$20. Only 2 percent of all women earned \$30 or more (table 4).

By State the range in women's average earnings was from \$13.90 in Maryland to \$21.40 in Indiana. Michigan with an average of \$20.10 and California with \$18.80 also ranked relatively high, but all other States had earnings below the general average. In Maryland, New York and Connecticut, Massachusetts, Iowa and Wisconsin, and Ohio, the average was below \$15, and in Tennessee and North Carolina, Missouri, New Jersey, Illinois, and Pennsylvania, it varied from \$15.50 to \$16.80.

TABLE 4.—Week's earnings of women, by State

State <sup>1</sup>	Number of women	Average week's earnings (mean)	Percent of women who earned—							
			Under \$5	\$5, under \$10	\$10, under \$15	\$15, under \$20	\$20, under \$25	\$25, under \$30	\$30 and over	
Total.....	6,107	\$17.10	0.9	4.3	30.5	40.6	16.4	5.5	1.7	
California.....	210	18.80	1.4	3.3	2.4	70.0	18.6	3.8	.5	
Illinois.....	740	16.55	1.5	3.2	22.3	58.0	14.3	.4	.3	
Indiana.....	731	21.40	1.0	.4	25.9	16.4	17.0	29.1	10.3	
Iowa and Wisconsin.....	159	14.55	.6	20.1	11.9	64.8	2.5	-----	-----	
Maryland.....	86	13.90	3.5	11.6	61.6	17.4	3.5	2.3	-----	
Massachusetts.....	140	14.35	5.0	14.3	31.4	41.4	3.6	2.9	1.4	
Michigan.....	1,031	20.10	.4	2.2	11.3	28.5	50.2	6.6	.8	
Missouri.....	344	15.70	-----	1.2	55.5	35.5	6.7	.9	.3	
New Jersey.....	615	16.20	1.3	2.6	25.9	59.7	7.6	2.1	.8	
New York and Connecticut.....	1,171	14.35	1.1	8.1	51.7	34.1	3.8	1.0	.4	
Ohio.....	150	14.80	-----	6.7	49.3	36.0	7.3	-----	.7	
Pennsylvania.....	518	16.80	-----	3.7	31.9	48.1	13.7	1.4	1.4	
Tennessee and North Carolina.....	212	15.50	-----	.9	35.8	57.5	4.2	1.4	-----	
Drugs and medicines.....	5,478	17.30	1.0	3.8	30.7	38.6	17.9	6.1	2.0	
Toilet preparations.....	629	15.25	.5	8.7	28.6	58.0	3.5	.6	-----	

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

Seven of the localities—Massachusetts, Pennsylvania, Tennessee and North Carolina, Illinois, New Jersey, Iowa and Wisconsin, and California—had their largest groups, ranging from 41 percent to 70 percent, at \$15 and under \$20; in Michigan the largest group, 50 percent, earned \$20 and under \$25; and in Ohio, New York and Connecticut, Missouri, and Maryland the largest groups, comprising from 49 percent to 62 percent, fell at \$10 and under \$15.

The proportion of women with earnings falling at the lower extreme of the wage scale varied considerably by State. The group with earnings below \$10 constituted only 1 percent of the women in Indiana, Missouri, and Tennessee and North Carolina, and it was less than 5 percent also in California, Illinois, New Jersey, Pennsylvania, and Michigan; but it was as high as 15 percent in Maryland, 19 percent in Massachusetts, and 21 percent in Iowa and Wisconsin.

The proportion of women with earnings at the other extreme of the wage scale—\$20 and over—varied from 3 percent in Iowa and Wisconsin combined to 56 percent in Indiana (with 39 percent at \$25 or more) and 58 percent in Michigan. Other States in which a substantial group were paid as much as \$20 were California (23 percent), Pennsylvania (17 percent), and Illinois (15 percent).



The wide differences between men's and women's earnings, due largely to differences in occupation, may be seen in tables 3 and 4. In each State the average earnings of men exceeded greatly those of women. The least differences were \$6.20 in Tennessee and North Carolina and \$6.70 in California; but in seven cases—Maryland, New Jersey, Missouri, Michigan, Massachusetts, Iowa and Wisconsin, and Ohio—the men's average exceeded that of women by from \$11.65 to \$13.30. Nearly three-fifths (59 percent) of the men but less than one-tenth (7 percent) of the women had earnings of \$25 or more.

### HOURS WORKED

The number of hours worked during the period covered was reported for 12,303 workers; 11,466 were in drugs and medicines and 837 were in toilet preparations. In general, favorable working hours prevailed in these plants, as 48 percent of the employees worked 40 hours, and 31 percent worked less than 40 hours. Only 7 percent worked longer than 44 hours. There was little difference in hours in the two industries; 80 percent of the employees in drugs and medicines and 78 percent of those in toilet preparations worked 40 hours and less. On the other hand, 8 percent of the first named but only 5 percent of the second exceeded 44 hours (table 5).

TABLE 5.—Hours worked by employees in drug and toilet preparation establishments, by State

State <sup>1</sup>	Number of employees with hours worked reported	Percent of employees who worked—						
		Under 40 hours	40 hours	Over 40, including 44 hours	Over 44, under 48 hours	48, under 56 hours	56, under 60 hours	60 hours and over
Total.....	12,303	31.4	48.3	12.8	4.3	2.8	0.2	0.1
California.....	346	12.4	41.0	39.0	2.9	4.6		
Illinois.....	1,300	22.0	38.0	23.7	12.7	3.2	.3	.2
Indiana.....	1,249	31.6	61.2	4.5	1.4	.9	.2	.3
Iowa and Wisconsin.....	236	25.4	54.2	15.7	1.3	3.0	.4	
Maryland.....	138	10.1	89.9					
Massachusetts.....	281	26.0	42.3	9.3	19.9	2.5		
Michigan.....	2,060	46.2	42.6	5.1	1.9	3.3	.9	.1
Missouri.....	968	11.9	80.3	7.6	.2			
New Jersey.....	1,516	24.6	54.9	9.0	4.7	6.5	.1	.2
New York and Connecticut.....	2,276	45.4	39.9	8.9	4.2	1.6		
Ohio.....	282	29.8	31.9	24.8	5.7	7.4	.4	
Pennsylvania.....	1,244	33.8	41.5	23.6	.5	.7		
Tennessee and North Carolina.....	407	5.2	41.0	32.9	13.5	7.4		
Drugs and medicines.....	11,466	31.8	48.1	12.5	4.4	2.9	.2	.1
Toilet preparations.....	837	26.5	51.1	17.1	3.3	1.6	.4	

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

Among the States the proportions working 40 hours or less varied from 46 percent in Tennessee and North Carolina, and 53 percent in California, to 89 percent in Michigan, 92 percent in Missouri, 93 percent in Indiana, and 100 percent of the small group in Maryland. Less than 5 percent of the workers in Missouri, Pennsylvania, Indiana, and Iowa and Wisconsin, in contrast to 21 percent in Tennessee and North Carolina and 22 percent in Massachusetts, worked over 44 hours.



TABLE 6.—Hours worked by men and by women, by State

State <sup>1</sup>	Number of men with hours worked reported	Percent of men who worked—							Number of women with hours worked reported	Percent of women who worked—				
		Under 40 hours	40 hours	Over 40, including 44 hours	Over 44, under 48 hours	48, under 56 hours	56, under 60 hours	60 hours and over		Under 40 hours	40 hours	Over 40, including 44 hours	Over 44, under 48 hours	48, under 56 hours
Total.....	6,258	26.0	45.7	16.7	6.1	5.0	0.5	0.2	6,045	37.1	50.9	8.8	2.6	0.5
California.....	139	7.9	35.3	43.9	5.0	7.9	-----	-----	207	15.5	44.9	35.7	1.4	2.4
Illinois.....	561	17.6	31.4	30.5	13.4	6.1	.7	.4	739	25.3	43.0	18.5	12.2	.9
Indiana.....	518	24.3	61.0	9.1	2.7	1.7	.4	.8	731	36.8	61.3	1.2	.4	.3
Iowa and Wisconsin.....	79	3.8	49.4	34.2	3.8	7.6	1.3	-----	157	36.3	56.7	6.4	-----	.6
Maryland.....	52	1.9	98.1	-----	-----	-----	-----	-----	86	15.1	84.9	-----	-----	-----
Massachusetts.....	164	15.2	46.3	10.4	24.4	3.7	-----	-----	117	41.0	36.8	7.7	13.7	.9
Michigan.....	1,036	43.1	37.1	8.1	3.6	6.3	1.7	.2	1,024	49.4	48.1	2.1	.2	.2
Missouri.....	624	11.5	80.0	8.2	.3	-----	-----	-----	344	12.5	80.8	6.7	-----	-----
New Jersey.....	901	15.3	54.6	12.2	6.5	10.8	.2	.3	615	38.2	55.4	4.2	2.0	.2
New York and Connecticut.....	1,125	43.4	36.5	10.1	6.9	2.9	.1	-----	1,151	47.4	43.1	7.8	1.4	.3
Ohio.....	135	20.0	36.3	18.5	8.9	15.6	.7	-----	147	38.8	27.9	30.6	2.7	-----
Pennsylvania.....	729	24.7	34.8	38.4	.8	1.2	-----	-----	515	46.6	50.9	2.5	-----	-----
Tennessee and North Carolina.....	195	4.1	32.8	29.2	23.6	10.3	-----	-----	212	6.1	48.6	36.3	4.2	4.7
Drugs and medicines.....	6,050	26.2	45.5	16.7	6.0	5.0	.4	.2	5,416	38.0	50.9	7.9	2.6	.5
Toilet preparations.....	208	17.8	51.9	16.8	7.7	4.3	1.4	-----	629	29.4	50.9	17.2	1.9	.6

<sup>1</sup> In 6 States, drug firms only. (See table 1.)



The tables on week's earnings and hours worked show little relation between these in some of the States. For example, 54 percent of the employees in Tennessee and North Carolina worked more than 40 hours but only 25 percent earned as much as \$20. In Maryland only 10 percent of the employees worked less than 40 hours but 49 percent had earnings below \$15. In Michigan 46 percent worked less than 40 hours but only 8 percent earned less than \$15; and also in Michigan, 54 percent worked 40 hours or more and 77 percent had earnings of \$20 or over. In Indiana 68 percent worked 40 hours or more, and 71 percent had earnings of at least \$20.

In each of the States the workweek was longer for the men than for the women, though in Maryland and Missouri there was little difference. None of the employees in Maryland worked over 40 hours, but only 2 percent of the men, in contrast to 15 percent of the women, worked less than 40 hours. In Missouri 9 percent of the men and 7 percent of the women worked over 40 hours and a negligible number of men and no women worked more than 44 hours. In no State but Maryland and Missouri was the proportion of men who worked 40 hours and less so high as 90 percent; in New Jersey, Michigan, New York and Connecticut, and Indiana the proportion on such a workweek varied from 70 to 85 percent. More than half of the men in Illinois, California, and Tennessee and North Carolina worked longer than 40 hours.

The proportion of women who worked 40 hours or less was 100 percent in Maryland. It varied from 91 to 98 percent in New York and Connecticut, Iowa and Wisconsin, Missouri, New Jersey, Pennsylvania, Indiana, and Michigan, and from 55 to 78 percent in the remaining States. In Massachusetts, Pennsylvania, New York and Connecticut, and Michigan, from 41 to 50 percent of the women worked less than 40 hours.

## HOURLY EARNINGS

### Hourly earnings of all employees.

Hourly earnings were computed from the week's earnings and the hours worked for 11,466 employees in the drug and medicine plants and for 837 in the toilet preparation plants—a total of 12,303 employees. On the basis of product, wages were considerably higher in drugs and medicines than in toilet preparations. The average hourly earnings were 57.2 cents for the two industries combined; they were 58 cents in drugs and medicines and 47.4 cents in toilet preparations. This is an important difference and is due in large measure to the fact that finishing workers, the lower-paid employees, form a relatively larger proportion in toilet preparations than in drug and medicine manufacture.

The distribution of hourly earnings (see table 7) shows that the concentration was more pronounced for workers in toilet preparations than for those in drugs. In the distribution at 5-cent intervals, 32 percent in toilet preparations had earnings of 40 and under 45 cents and 21 percent earned 35 and under 40 cents. Only 15 percent earned 60 cents or more. In drugs and medicines, on the other hand, the largest concentration points were the 15 percent earning 40 and under 45 cents, and the 12 percent earning 35 and under 40 cents. Over two-fifths of the drug and medicine workers earned 60 cents or more; about one-eighth earned as much as 80 cents an hour.



TABLE 7.—Hourly earnings of employees in drug and toilet preparation establishments, by State

State <sup>1</sup>	Number of employees with hours worked reported	Average hourly earnings (mean)	Percent of employees with hourly earnings of—										
			Under 35 cents	35, under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60, under 65 cents	65, under 70 cents	70, under 75 cents	75, under 80 cents	80 cents and over
Total.....	12,303	Cents 57.2	3.7	12.6	15.7	9.4	9.3	10.2	8.2	8.0	6.3	4.8	11.8
California.....	346	52.1	3.5	3.8	13.3	33.2	13.6	6.9	14.5	3.2	2.9	2.3	2.9
Illinois.....	1,300	50.0	6.6	11.2	23.0	15.4	14.9	9.4	7.2	5.5	2.0	1.5	3.2
Indiana.....	1,249	63.9	.4	3.0	15.4	7.2	6.6	6.2	12.9	13.6	10.2	7.1	17.4
Iowa and Wisconsin.....	236	49.5	5.9	16.9	43.2	6.4	4.2	4.7	5.9	4.2	1.3	1.3	5.9
Maryland.....	138	46.9	14.5	37.7	8.0	8.0	9.4	6.5	5.1	2.2	1.4	1.4	5.8
Massachusetts.....	281	54.7	4.6	29.2	13.5	8.9	3.9	5.7	9.6	5.0	3.2	3.2	13.1
Michigan.....	2,060	69.2	.9	1.4	3.3	7.6	7.2	24.6	5.1	5.7	8.8	7.9	27.5
Missouri.....	968	59.5	1.8	21.5	7.5	3.9	6.0	5.4	9.6	15.3	11.0	5.2	12.9
New Jersey.....	1,516	57.8	2.2	9.4	18.1	6.9	11.6	7.7	8.6	12.7	8.5	5.1	9.2
New York and Connecticut.....	2,276	52.0	3.8	24.8	20.6	6.6	5.5	6.9	8.7	5.8	5.0	5.8	6.6
Ohio.....	282	53.6	<sup>2</sup> 16.7	9.6	22.3	5.3	11.0	6.0	5.3	4.3	5.7	3.2	10.7
Pennsylvania.....	1,244	55.4	1.8	9.8	14.6	15.3	17.3	11.0	8.6	7.5	3.7	2.3	8.1
Tennessee and North Carolina.....	407	43.3	<sup>3</sup> 19.7	22.6	28.5	10.3	7.4	2.7	2.7	2.0	.5	.7	2.9
Drugs and medicines.....	11,466	58.0	3.2	12.0	14.5	9.2	9.5	10.6	8.6	8.3	6.6	5.1	12.4
Toilet preparations.....	837	47.4	10.0	20.9	31.7	11.7	6.1	4.7	3.3	4.5	1.0	1.4	4.7

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

<sup>2</sup> Only 2.8 percent earned less than 30 cents.

<sup>3</sup> 10.1 percent earned less than 30 cents.

HOURLY EARNINGS



### Hourly earnings by State.

The range in average hourly earnings of workers in the various States was very wide, from 43.3 cents to 69.2 cents. Michigan, Indiana, Missouri, and New Jersey had average earnings in the upper brackets, varying from the high of 69.2 cents to 57.8 cents. States with average earnings just below the general average and ranging downward from 55.4 cents to 52 cents were Pennsylvania, Massachusetts, Ohio, California, and New York and Connecticut. At the lower wage levels, with averages of 50 cents or less, were Illinois, Iowa and Wisconsin, Maryland, and Tennessee and North Carolina.

From table 7, which gives the distribution of hourly earnings in 5-cent intervals, it is apparent that earnings had a wide range and that the concentration varied considerably by State. Because of such variation, there was little concentration for all employees as a group; 16 percent earned 40 and under 45 cents, 13 percent earned 35 and under 40 cents, and 10 percent earned 55 and under 60 cents. Twelve percent earned at least 80 cents and only 4 percent earned less than 35 cents.

Among the States, the largest concentration of earnings was at 40 and under 45 cents in Illinois, Indiana, Iowa and Wisconsin, New Jersey, Tennessee and North Carolina, and Ohio; at 35 and under 40 cents in Maryland, Massachusetts, Missouri, and New York and Connecticut; at 55 and under 60 cents in Michigan; at 50 and under 55 cents in Pennsylvania; and at 45 and under 50 cents in California.

In addition to these differences in concentration points, there were noticeable variations in the degree of concentration. For example, in Indiana the largest group in any 5-cent interval was only 15 percent and in Pennsylvania it was only 17 percent, in contrast to which the largest such group in Iowa and Wisconsin comprised 43 percent of the workers, in Maryland 38 percent, and in California 33 percent.

Because of these wide variations in the wages paid in the different States, a more simplified comparison of the wage levels is gained by use of the first quartiles and the medians—that is, the points in the wage scale below which fall respectively 25 percent and 50 percent of the workers. These are shown for each State in the following summary:

State <sup>1</sup>	Number of employees	First quartile of hourly earnings	Median of hourly earnings
		Cents	Cents
Total.....	12,303	42.0	53.9
California.....	346	45.2	49.1
Illinois.....	1,300	40.8	46.6
Indiana.....	1,249	47.5	63.8
Iowa and Wisconsin.....	236	40.7	44.5
Maryland.....	138	35.3	37.8
Massachusetts.....	281	37.0	45.5
Michigan.....	2,060	55.5	64.9
Missouri.....	968	40.4	62.1
New Jersey.....	1,516	42.9	55.5
New York and Connecticut.....	2,276	37.8	45.3
Ohio.....	282	39.3	45.6
Pennsylvania.....	1,244	44.1	52.1
Tennessee and North Carolina.....	407	36.4	40.5

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

This summary shows that the first quartile, below which fall 25 percent of the earnings figures, ranged from 35.3 cents in Maryland, 36.4 cents in Tennessee and North Carolina, and 37 cents in Massachusetts, to 55.5 cents in Michigan, a difference between low and high of 20.2 cents. States in the same section of the country also had wide differences, the first quartile in Illinois—in much the same region as Michigan and both States important in the manufacture of these products—being 14.7 cents lower than the first quartile in Michigan. In Indiana, also in the same area, the first quartile was practically midway between those of Illinois and Michigan. In the eastern area there was a difference of 6.3 cents between the quartiles in the neighboring States of New York (combined with Connecticut) and Pennsylvania—37.8 cents and 44.1 cents, respectively.

TABLE 8.—Average hourly earnings of employees in drug and toilet preparation establishments, by occupational group and by State

State <sup>1</sup>	Pay-roll records with occupation and hours worked reported			Processing workers		Capsule and ampoule department workers		Finishing workers		Inspectors	
	Number of firms reported	Number	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>
Total.....	208	12,027	57.6	3,007	67.2	445	61.2	5,320	46.5	302	59.9
California.....	27	346	52.1	86	56.8	4	—	202	46.7	—	—
Illinois.....	27	1,300	50.0	312	61.6	58	50.5	731	42.9	17	—
Indiana.....	12	1,249	63.9	269	72.5	160	69.7	514	55.7	126	65.2
Iowa and Wisconsin.....	8	236	49.5	37	—	—	—	134	41.6	11	—
Maryland.....	4	138	46.9	35	—	—	—	87	38.5	—	—
Massachusetts.....	25	244	55.3	64	72.9	1	—	112	41.8	—	—
Michigan.....	11	2,060	69.2	416	76.1	195	60.5	719	56.0	57	59.1
Missouri.....	16	968	59.5	385	70.0	4	—	389	46.5	3	—
New Jersey.....	15	1,516	57.8	577	63.4	—	—	604	47.4	21	—
New York and Connecticut.....	36	2,037	53.3	485	67.8	12	—	1,012	42.1	37	—
Ohio.....	9	282	53.6	59	72.0	4	—	148	39.8	5	—
Pennsylvania.....	10	1,244	55.4	233	63.8	7	—	454	46.5	25	—
Tennessee and North Carolina.....	8	407	43.3	49	—	—	—	214	37.0	—	—

State <sup>1</sup>	Shipping workers		Mechanical workers		Foremen and foreladies		Other <sup>3</sup>	
	Number of employees	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>	Number of employees	Average hourly earnings <sup>2</sup>
Total.....	1,806	60.7	233	83.0	370	80.8	544	71.8
California.....	31	—	—	—	16	—	7	—
Illinois.....	147	56.9	23	—	8	—	4	—
Indiana.....	77	71.6	18	—	10	—	75	62.1
Iowa and Wisconsin.....	39	—	3	—	5	—	7	—
Maryland.....	11	—	—	—	5	—	—	—
Massachusetts.....	31	—	—	—	20	—	16	—
Michigan.....	248	79.8	156	85.9	51	86.1	218	82.1
Missouri.....	117	61.4	—	—	26	—	44	—
New Jersey.....	229	61.0	4	—	58	82.0	23	—
New York and Connecticut.....	349	57.7	10	—	71	80.3	61	70.9
Ohio.....	32	—	13	—	13	—	8	—
Pennsylvania.....	431	55.0	—	—	74	84.7	20	—
Tennessee and North Carolina.....	64	42.5	6	—	13	—	61	55.4

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

<sup>2</sup> The arithmetic mean. Not computed where base less than 50.

<sup>3</sup> Includes printing, glass, and paper-box departments.



### Hourly earnings by occupation.

Hourly earnings showed a substantial variation among the occupational groups. Workers in the auxiliary occupations had the highest earnings. The averages for these groups were 83 cents for the mechanical workers, 80.8 cents for the foremen and foreladies, and 71.8 cents for the residual group "other," which includes the workers in the printing shops, the glassmaking shops, and the paper-box departments. Among the workers engaged in handling the products, the processing or laboratory workers had the highest average earnings, 67.2 cents, followed by the shipping employees with an average of 60.7 cents, and the workers on capsule and ampoule operations with 61.2 cents. The lowest-paid were the finishing workers, much the largest of the occupational groups, whose average hourly earnings were only 46.5 cents (table 8, page 15).

### Hourly earnings in individual firms.

For this comparison hourly earnings were tabulated for only those firms having 50 or more employees. The table shows that earnings varied as much between individual firms within a State as between different States. In 10 firms in New York and Connecticut average hourly earnings ranged from 40 and under 45 cents to 70 and under 75 cents; in 8 firms in New Jersey the average varied from 45 and under 50 cents to 65 and under 70 cents, and in 5 in Indiana it varied from 45 and under 50 cents to over 75 cents. The accompanying summary shows the average hourly earnings in firms with 50 or more employees, by State.

State	Number of firms reporting <sup>1</sup>	Number of firms in which the average hourly earnings were—							
		40, under 45 cents <sup>2</sup>	45, under 50 cents	50, under 55 cents	55, under 60 cents	60, under 65 cents	65, under 70 cents	70, under 75 cents	75, under 80 cents
Total.....	55	6	16	14	4	4	7	2	2
Illinois.....	8	-----	4	1	3	-----	-----	-----	-----
Indiana.....	5	-----	2	2	-----	-----	-----	-----	1
Michigan.....	4	-----	-----	-----	-----	1	2	1	-----
Missouri.....	4	-----	-----	1	-----	-----	2	-----	1
New Jersey.....	8	-----	3	2	-----	-----	3	-----	-----
New York and Connecticut.....	10	3	2	4	-----	-----	-----	1	-----
Pennsylvania.....	6	-----	1	2	1	2	-----	-----	-----
Other States <sup>3</sup> .....	10	3	4	2	-----	1	-----	-----	-----

<sup>1</sup> Includes only firms reporting 50 or more employees.

<sup>2</sup> Includes 1 firm with an average of 32.5 cents.

<sup>3</sup> California, 2 firms; Iowa, 1; Maryland, 1; Massachusetts, 1; North Carolina, 2; Ohio, 2; Tennessee, 1.

### Hourly earnings by sex.

As was the case with week's earnings, the hourly earnings of men were substantially higher than those of women. (Tables 9 and 10.) The average hourly earnings of the women, 45.6 cents, were only 67 percent of the men's average earnings. In five cases—California, Indiana, Tennessee and North Carolina, Pennsylvania, and Illinois—the average hourly earnings of women varied from 79 to 70 percent of the men's average, and in five others—Michigan, Iowa and Wisconsin, New Jersey, New York and Connecticut, and Massachusetts—the women's average was from 65 to 60 percent of the men's. The greatest differences were in Maryland, Ohio, and Missouri, where women's averages were only 59 to 56 percent of men's.



TABLE 9.—Hourly earnings of men, by State

State <sup>1</sup>	Number of men with hours worked reported	Average hourly earnings (mean)	Percent of men with hourly earnings of—												
			Under 40 cents	40, under 45 cents	45, under 50 cents	50, under 55 cents	55, under 60 cents	60, under 65 cents	65, under 70 cents	70, under 75 cents	75, under 80 cents	80, under 85 cents	85, under 90 cents	90 cents, under \$1	\$1 and over
Total.....	6,258	<i>Cents</i> 68.5	3.0	4.4	4.8	10.0	10.4	13.1	13.0	10.5	8.7	5.8	4.5	5.6	6.3
California.....	139	59.8	6.5	5.0	9.4	15.1	8.6	30.9	6.5	5.0	5.8	2.2	2.2	2.2	.7
Illinois.....	561	60.3	5.5	2.9	7.5	19.6	20.1	16.4	12.7	4.6	3.6	1.4	1.4	1.1	3.2
Indiana.....	518	74.4	.4	1.9	2.5	4.4	7.3	17.2	12.9	9.3	9.7	8.7	5.8	11.0	8.9
Iowa and Wisconsin.....	79	65.0	6.3	6.3	7.6	10.1	13.9	17.7	12.7	3.8	3.8	3.8	2.5	1.3	10.1
Maryland.....	52	63.3	5.8	7.7	11.5	19.2	17.3	13.5	1.9	3.8	3.8		5.8		9.6
Massachusetts.....	164	65.6	9.1	10.4	11.0	4.9	9.8	14.6	7.9	4.9	5.5	4.3	5.5	2.4	9.7
Michigan.....	1,036	83.8	.8	.7	.4	1.7	2.8	2.5	6.9	15.3	15.1	11.0	10.2	17.4	15.3
Missouri.....	624	70.6	1.3	1.1	2.7	5.1	7.1	14.3	23.6	17.0	7.9	7.2	4.8	3.7	4.3
New Jersey.....	901	67.9	.2	1.0	1.2	13.9	11.7	13.7	20.8	14.1	8.3	4.4	3.3	4.1	3.3
New York and Connecticut.....	1,125	64.4	3.5	7.1	5.6	8.1	12.7	17.2	11.5	9.8	11.6	6.1	2.2	1.3	3.2
Ohio.....	135	68.8	3.0	7.4	6.7	13.3	11.9	9.6	8.1	11.9	6.7	3.7	4.4	.7	12.6
Pennsylvania.....	729	62.2	2.0	8.2	9.3	18.2	14.0	12.9	12.5	6.0	3.7	2.7	3.7	2.9	3.7
Tennessee and North Carolina.....	195	50.0	<sup>2</sup> 24.1	21.5	16.4	14.9	5.6	5.1	3.6	1.0	1.5	.5	1.0	1.0	3.6
Drugs and medicines.....	6,050	68.5	3.0	4.4	4.8	9.9	10.2	13.1	12.9	10.7	8.8	5.9	4.6	5.7	6.1
Toilet preparations.....	208	67.5	2.9	4.3	5.3	14.4	16.3	12.0	16.8	3.8	5.8	2.4	2.4	1.4	12.0

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

<sup>2</sup> 10.3 percent earned less than 35 cents.



Men's average hourly earnings were highest in Michigan, 83.8 cents, followed by Indiana with 74.4 cents and Missouri with 70.6 cents. The lowest average earnings of men were in California with 59.8 cents and in Tennessee and North Carolina with 50 cents. In the remaining States the men's average varied from 60 to 69 cents.

There was little concentration of men's hourly earnings at any defined level, the largest group being the 26 percent at 60 and under 70 cents. Nearly one-third of the men had earnings of 75 cents or more.

The largest concentration in men's earnings in the various States fell in the following groups: 90 cents and over in Michigan; 65 to 75 cents in Missouri and New Jersey; 60 to 70 cents in Indiana; 55 to 65 cents in California, Iowa and Wisconsin, New York and Connecticut, and Massachusetts; 50 to 60 cents in Illinois, Maryland, Pennsylvania, and Ohio; and under 45 cents in Tennessee and North Carolina. Only in the locality last named did as many as one-tenth of the men earn less than 40 cents, but in this case practically one-fourth (24 percent) had such earnings. The proportion of men with earnings of 80 cents or over varied from 6 percent in Tennessee and North Carolina and 7 percent in California and in Illinois to a high of 54 percent in Michigan.

For the 6,045 women average hourly earnings were 45.6 cents, ranging by State from 37.1 cents in Maryland to 56.4 cents in Indiana, a difference of practically 20 cents. Average earnings in Michigan also were high, 54.5 cents, but they were at a somewhat lower level in California, Pennsylvania, New Jersey, Illinois, and Iowa and Wisconsin, varying in these localities from 47 cents to 41.7 cents. In the remaining States average earnings were below 40 cents.

TABLE 10.—Hourly earnings of women, by State

State <sup>1</sup>	Number of women with hours worked reported	Average hourly earnings (mean)	Percent of women with hourly earnings of—									
			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 under 65 cents	65 under 70 cents	70 cents and over
Total.....	6,045	Cents 45.6	1.7	4.9	23.4	27.4	14.1	8.6	10.1	3.2	2.8	3.8
California.....	207	47.0	3.9	3.9	18.8	49.3	12.6	5.8	3.4	1.0	1.4	
Illinois.....	739	42.3	2.6	8.0	16.6	38.3	21.4	11.4	1.2	.3	.2	
Indiana.....	731	56.4	.7	4.8	24.9	10.5	8.2	5.5	9.8	14.1	21.5	
Iowa and Wisconsin.....	157	41.7	1.3	6.4	23.6	61.8	5.7	1.3				
Maryland.....	86	37.1		23.3	57.0	8.1	5.8	3.5		2.3		
Massachusetts.....	117	39.4	2.6	4.3	61.5	17.9	6.0	2.6		2.6	.9	1.7
Michigan.....	1,024	54.5	.9	.7	2.2	6.0	14.8	12.8	46.6	7.7	4.6	3.7
Missouri.....	344	39.6	2.3	2.3	58.4	19.2	6.1	7.6	2.3	1.2	.3	.3
New Jersey.....	615	43.0	.5	4.9	22.8	43.1	15.3	8.3	2.0	1.1	1.0	1.1
New York and Connecticut.....	1,151	39.9	1.0	6.1	46.0	33.8	7.6	3.0	1.2	.4	.3	.6
Ohio.....	147	39.6	5.4	25.2	17.0	36.1	4.1	8.8	.7	1.4	.7	.7
Pennsylvania.....	515	45.9	.4	3.3	21.4	23.7	23.7	15.9	6.8	2.5	.4	2.0
Tennessee and North Carolina.....	212	37.2	17.5	10.8	30.7	34.9	4.7	.5		.5	.5	
Drugs and medicines.....	5,416	46.1	1.9	4.0	23.0	25.9	14.1	9.2	11.1	3.5	3.1	4.2
Toilet preparations.....	629	40.7	.3	12.7	27.2	40.7	13.8	3.3	.8	.5	.5	.2

<sup>1</sup> In 6 States, drug firms only. (See table 1.)

The range in hourly earnings of women was not nearly so wide and the concentration was much heavier than was the case in men's earnings, as 51 percent of the women earned 35 and under 45 cents and only 10 percent earned as much as 60 cents.

In 7 of the 13 States the largest concentration of women's hourly earnings was at 35 and under 45 cents. The proportions of the women with these earnings varied from 53 percent to 85 percent. In Iowa and Wisconsin, New Jersey, and Ohio the majority were in the upper half of the wage class. In Michigan 59 percent earned 50 and under 60 cents, and in Indiana, Pennsylvania, Illinois, and California from 35 to 68 percent earned 40 and under 50 cents. The wage level was much lower in Maryland, where 80 percent of the women earned 30 and under 40 cents, most of them 35 and more.

The proportion of women with earnings of 50 cents or more showed an extremely wide variation; from 1 to 8 percent in Iowa and Wisconsin, Tennessee and North Carolina, New York and Connecticut, Maryland, and Massachusetts, but as many as 59 percent in Indiana and 75 percent in Michigan, received these higher earnings.

## LEARNERS

There was very little agreement in the various firms in regard to the employment of learners. Of the 220 establishments scheduled, 99 reported that they employed learners; in 56 firms learners were employed in finishing operations, in 13 they were in laboratory department occupations, in 12 they were in shipping department or unskilled occupations, and in 25 they were started in any occupation.

Eighty-nine firms reported on length of the learning period. In 17 such period was less than 3 months, in 36 it was from 3 to 6 months, and in 10 it was a year or more. Twenty-six firms reported that the learning period varied according to the occupation or the ability of the learner.

Wage data were reported for 158 learners in 51 firms. Included in this group are 8 apprentices (employed in the printing, mechanical, and laboratory departments), and 2 handicapped workers, 1 aged worker, and 1 State ward employed at a lower rate than regular workers. Learners comprised slightly more than 1 percent of all employees for whom earnings were reported. By State, the proportion of learners among the total employees ranged from none in Maryland and less than 1 percent in Illinois, Iowa and Wisconsin, Michigan, Missouri, and New Jersey, to just over 3 percent in California, nearly 4 percent in Tennessee and North Carolina, and to a high of slightly more than 5 percent in Massachusetts.

The median or midpoint of learners' hourly earnings was 31.1 cents, and the largest group, 25 percent, had earnings of 30 and under 31 cents. About 4 percent earned less than 25 cents and 20 percent earned 25 and under 30 cents. Twenty-seven percent earned 35 and under 38 cents, and 15 percent earned 40 cents or more. The wage data for learners are not included in the tabulations relating to regular employees.

The range in the week's earnings of learners was from between \$2 and \$3 to nearly \$29, but the great majority (67 percent) had earnings of \$10 and under \$15; nearly three-tenths (28 percent) earned \$12 and under \$13. Less than one-tenth had earnings below \$10.



