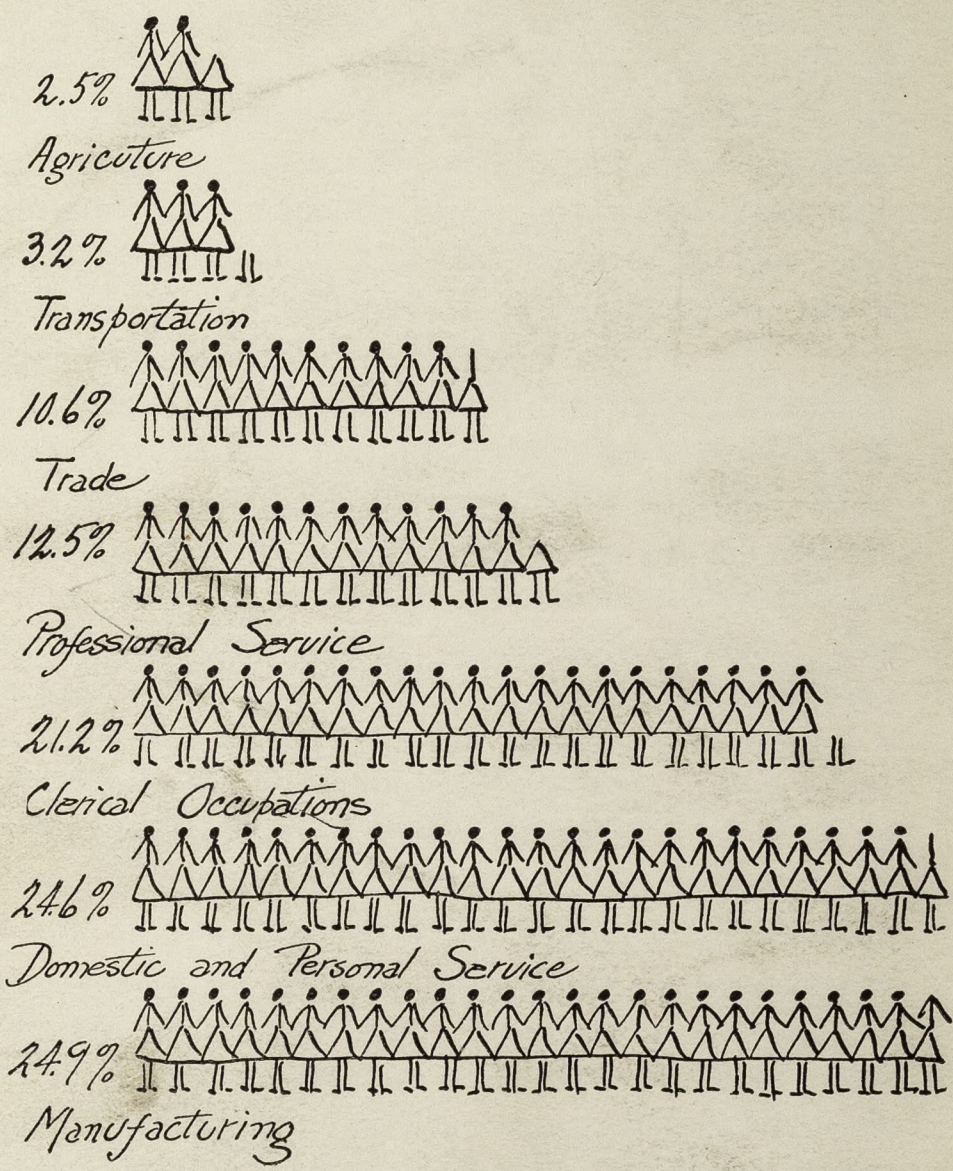




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OHIO'S WOMEN WORKERS



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OHIO COUNCIL
ON
WOMEN IN
INDUSTRY

305 Commerce-Guardian Bldg.
Toledo, Ohio

1, 1924, 1500

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INTRODUCTION

HERE in Ohio, fifty-four out of every hundred of us live in cities of ten thousand population or more. In forty-eight different cities, to be sure, but nevertheless that proportion of us have found it necessary or desirable to live in those communities where there are large groups. The other forty-six of the hundred people stay in smaller towns, or are out in the open country, seeing incidentally that those of us who have rushed to the city will have food; while others are in mining sections, supplying us with fuel.

The Ohio people, both those in the country and those in the city, are a busy group. There are exceptions, of course, but most of them are in school or at work. They raise crops, dig coal, and make things, things without number; things that are needed, unnecessary things; suits, automobiles, pottery, shoes and tobacco. The cooking, the washing, the cleaning, for nearly six million persons, is not an easy matter; it takes the time of a whole army of people simply to keep even, on that score.

The United States keeps a record of some of these activities in the Census which it takes every ten years, but only of some, and it is this cleaning and cooking which they barely record. Most of it is done in the homes, and Uncle Sam keeps books only of that part of it which is carried on for the public, and not for the family. In the record for 1920, for instance, we find that seventy-nine out of every one hundred men and boys are listed as working, while only eighteen out of every one hundred women and girls are so listed. When you first read the figures, you stand aghast that so few people can accomplish so much in the housekeeping line, that is, when you are a woman, and know about these things. But of course the secret of it is that most of the house-

Woman - Employment -
United States - Ohio
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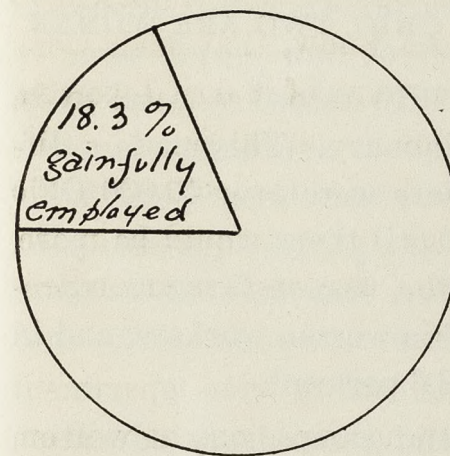
keepers are not listed, because, unless they are paid a wage, they are not counted among "occupied people". So in this study of Ohio women at work, you will find the largest and most important group neglected: the women at home doing the housework and caring for the children.

Here, then, we can tell you only about the other women, those who are included in the Census report on occupations, because they do something for which they earn money. Many of them do housework without a wage, in addition to the listed occupation, but the Census does not attempt to tell all that, and we will simply have to imagine it. You know, and I know, that such work at home is not only a part of the work of married women, but that many unmarried women and girls have the dishes to wash, the mending to do, before leaving in the morning, and the supper to cook upon returning in the evening. Wherever human beings live there is an endless round of duties.

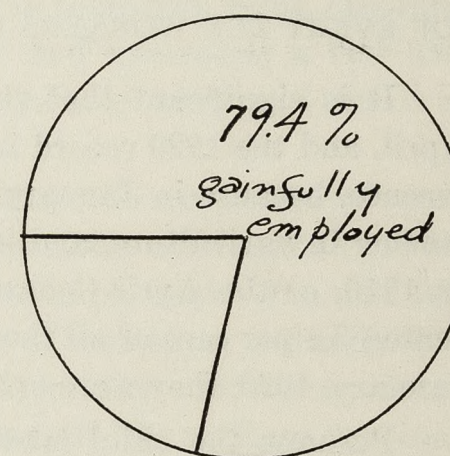
When the Bureau of the Census of the Department of Commerce collects facts on the occupations of women, it ignores all this work, and lists only those engaged in "gainful" labor, and by "gainful" the Bureau does not mean profitable, or advantageous, or useful, but uses the word in the limited sense of receiving payment for the work done. The Bureau explains the term, and says: "The term 'gainful workers' therefore includes all workers, except women doing housework in their own homes and children working at home merely on general housework, on chores or at odd times on other work." From the point of view of women, the excepted group must be nearly four times as large as the group listed. However, we will follow the Census in its listing of the gainful workers.

OHIO'S WOMEN WORKERS

IN January, 1920, when the Census enumerators made their rounds, there were 2,242,416 women and girls in Ohio, who were ten years of age and over. These enumerators found 363,696 more women than had been found ten years before, when the 1910 Census was taken. The number of women in the State had increased 19.4 per cent in ten years' time. In 1910, there were 91,507 more men in the State than women, and they have been gaining, for they have increased 20.9 per cent, and now outnumber the women by 139,624.



Women over 10 years of Age



Men over 10 years of Age

Of this total population of women and girls, there are 409,970 who are recorded as gainfully employed, and these make up 17.8 per cent of all Ohio's workers. This, you will be surprised to learn, represents an increase of only 18.2 per cent over the 346,712 who were at work in 1910. When you place this 18.2 per cent beside 19.4 per cent, which represents the increase in the total number of women, you are surprised to see that the women, as gainful workers, did not hold their own. Now, 18.3 per cent of women over ten years of age are at work, whereas, in

1910, 18.5 per cent were at work. To be sure, the ratio is the same, for all practical purposes; we are astounded only because we have been told very often in newspapers, in magazine articles and in lectures that we were all going to work outside the home, and to find that we are still less than one in five is surprising.



OF EVERY TEN WORKERS IN OHIO, TWO ARE WOMEN

It is significant that the 1910 record was taken in April, and the 1920 record in January. This made a difference, because in January there were over 10,000 Ohio women in agriculture, and in April there would be more. In 1910, or the April Census, the women farmers represented 3.4 per cent of all the Ohio women workers, and in January, 1920, they were only 2.6 per cent.

Perhaps the child labor and compulsory education laws had even more to do with preventing an increase. The laws are stricter now, and girls are remaining longer in school than they did ten years ago. There has been a great increase in our High School population.

Ohio has a smaller proportion of her women who are workers than the country as a whole, 18.3 per cent, as compared with 21.1 per cent. In fact, whereas Ohio is the fifth state in the number of her women workers, she is twenty-fourth in the proportion of her women over ten years of age who are at work. Only New York, Pennsylvania, Illinois and Massachusetts have more women workers, but 23 states have a larger percentage of women over ten years of age who are gainfully employed.

CLASSIFICATION

THE men and women who are engaged in gainful occupations are divided by the Census Bureau into nine great divisions of human activity. Agriculture, forestry and animal husbandry are in the first division—the fundamental process of raising and securing food. This keeps busy 10,658, or more than two women out of every 100 of the gainfully occupied. Obviously, this group is the one affected by the change in the date of the Census, and there is an actual decrease in the number since 1910. Most of these women are found on general farms, are farmers in their own right, laborers on home farms, and foremen and overseers; a few are florists and gardeners; a few raise poultry and one is a landscape gardener.

The second division includes the extraction of minerals, mining, securing raw materials, such as coal, which we need for heat, and iron for implements, and salt for food. From the point of view of women as workers, this division is only indirectly important. However, there are 214 women directly concerned, 100 of these are coal mine operators, and 107 operate salt wells and works. Only one is listed as a gas and oil well operative, one works in a quarry, and the other five are executives or officials.

The third division includes manufacturing and mechanical pursuits; for indispensable as agriculture and mining are, it is also important that the food should be prepared for use; the wheat made into flour, the flour into bread; that the iron should be moulded for use into the tool or machine. Here we begin to find the women who are numerically and proportionately more important. There are 102,075 women listed in this division. Forty-one per cent of all the workers in the state are in this

group, and one worker in every ten is a woman. Nine men are in manufacturing, for each woman, but one out of every four women workers is found in manufacturing. Almost half of the men find employment in this division.

The list of occupations which these 100,000 women follow is very long, and we find them listed as apprentices, laborers, and operatives in many different types of factories: food factories, factories making clothing, tobacco, furniture, leather goods, paper goods, boxes, rubber goods; in chemical factories and in potteries. There are those with highly skilled trades, such as nine carpenters, three electricians, one blacksmith, over 700 compositors, and 12,000 seamstresses. The numbers are to be found, however, among the semi-skilled operatives. Over 65,000 of these women are classed as semi-skilled operatives, and over 7,000 as laborers.

Almost at every stage in our scheme of things, comes the next division used by the Census—transportation; from the farm to the factory, from the factory to the wholesale house, from the wholesale house to the retail store, from the retail store to the home; the canned corn must travel, and at each stage there are workers. In addition to the things which must be carried, there are words and messages which must travel, and in this division are found the employees of the telephone and telegraph companies. In this division are 13,242 women; 11,613 of them are telephone operators, and nearly 1,000 are telegraph operators, while among the rest are found ticket agents, mail carriers, some switchmen and flagmen, and even two linemen. We have to consider these last interesting possibilities for women, rather than women's occupations. The chances of securing such jobs are evidently very poor for the average woman. Approximately one man in every twelve works at transportation, in some one of its many divisions, while only

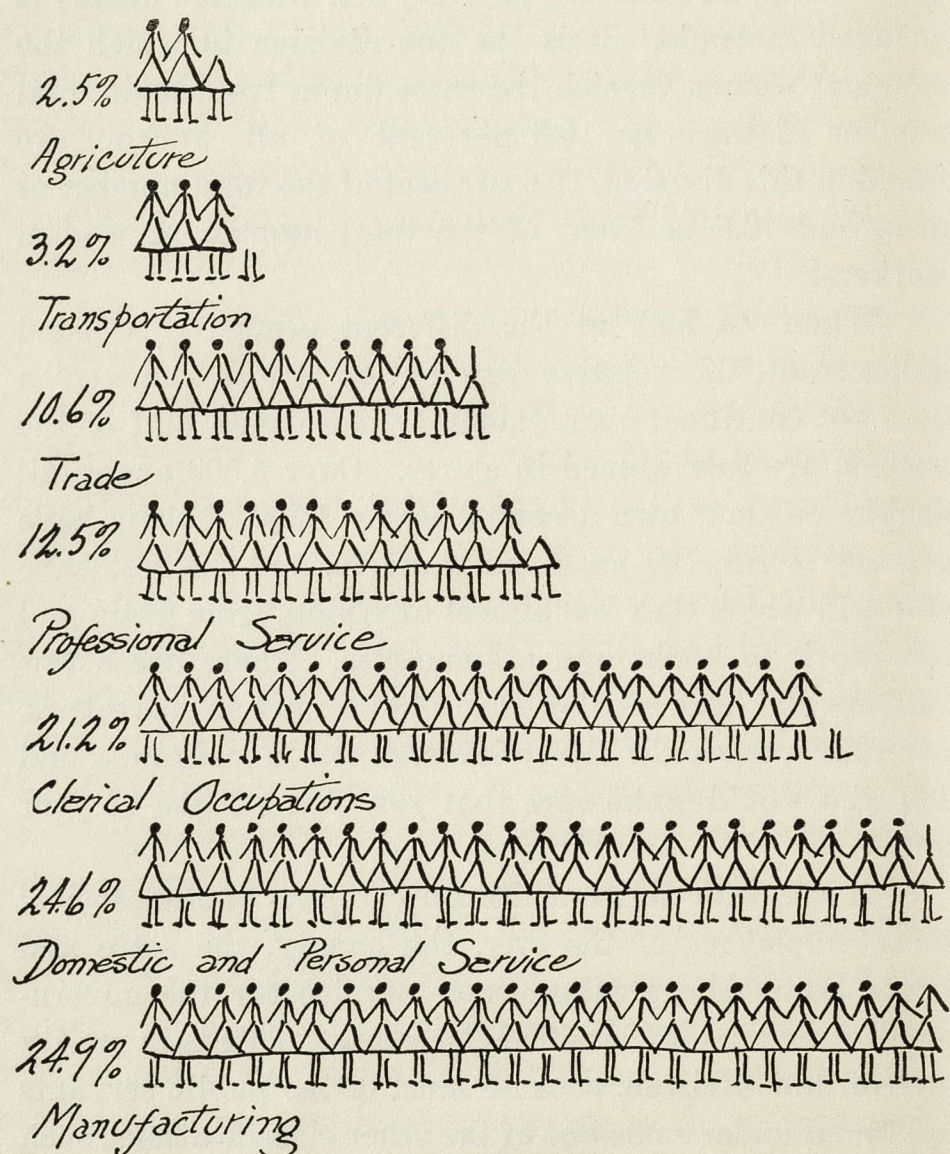
one working woman in every 33 is so occupied, but even so, the users of telephones have so increased that the number of women in this division increased 74 per cent in ten years' time.

In the fifth division, trade, are found all those persons who put the ultimate user of the product in touch with the producer: the wholesale merchant, the retail merchant, and all their sales-people. Here there are 43,600 women. One worker in every five in this division is a woman, and one out of every ten women workers is engaged in trade. It is the one division in which the men and women furnish the same quota from their total number of workers: 10.6 per cent of all workers are found in this division, 10.6 per cent of the total number of men, and 10.6 per cent of the total number of women workers.

When we look at the different occupations listed under trade, this relative distribution of men and women does not continue; over 24,000, or more than half of the women, are saleswomen in stores. Over 4,500 are retail dealers on their own account, nearly 1,500 of them have grocery stores, 700 have candy stores, and the rest have stores in which they sell almost anything, from grain and live stock to books and automobiles. There are a few bankers and brokers, there are 146 commercial travellers, over 200 who would like to interest you in insurance, and 400 who would make sure that you own a home of your own.

In the sixth division, the Bureau puts public service: those employees of the city, the county, the state and Uncle Sam, who perform some service for the government, which is not classified elsewhere. This is in reality an overflow division, because most of the public servants are found under some one of the other classifications, such as teachers and librarians, stenographers and clerks. In

this sixth division we find only those public servants not elsewhere classified. Women had not been voting long, in 1920. The 732 of them in this group represented only 2.2 per cent of the total number in the group, while the men filled 97.8 per cent of the positions. We find here only .1 per cent of all the women workers, but in spite of the deprivation of the vote, nearly half, or 323, of them were postmasters, some were probation officers, and some were inspectors for city, county, state or nation.



In the seventh division, called professional service, are found those whose service to the community requires some special training: doctors, lawyers, teachers. The service may be rendered in agriculture, in mining, as the mining engineer; in mechanical pursuits, as the architect; in public service, as the teacher; but evidently the enumerators have felt that it was better to group these occupations separately, rather than on a basis of the industry which they serve.

Five per cent of all the workers are required to meet professional needs, but 51,454, or 12.5 per cent of the women workers, make up 43.8 per cent of the total group of professional workers. The teachers account for this apparently strange situation: we have never thought of the professions as being occupied by the women, but the teachers bring up the proportion. Over 32,000 of them are in schools, and over 4,000 are trying to instill a little music into our prosaic lives. Trained nurses are also numerous, there being 6,654 of them, although the women doctors are few, 374 out of a total of 17,902, in the state. This is two per cent, and a better showing than the lawyers, 84 of whom represent only 1.2 per cent of all the lawyers. There are librarians, nearly 1,000 strong, artists, authors, architects to the number of eight, and one lone mechanical engineer.

Domestic and personal service form the eighth division, and here we find all the household services: the restaurant workers, the hotel workers, the laundresses and the cleaning women. We must be learning to do this better than formerly, for whereas it took the time of 33.6 per cent, or 116,785, of all the women workers to keep house for Ohio's population in 1910, in 1920 it took the time of only 100,898, or 24.6 per cent, of all the working women. Most of these, 44,651, are classified as servants, both in public places, such as hotels and restaurants,

and in private homes. Nearly 7,000 women kept boarding and lodging houses, while 11,854 are classed as housekeepers and stewards, over 16,000 are laundresses, or are in laundries, 1,500 are classified as charwomen, and 1,568 as janitresses, while 5,719 are classified as waitresses. Over 2,000 are practical nurses.

There are, in addition to these persons, all of whom are engaged in fundamental services, the hair-dressers and manicurists to the number of 1,642, some elevator operators, a very few women who have dance halls, and still fewer who keep billiard and pool rooms.

The ninth and last division groups all the clerical occupations, the writing of letters, the keeping of books and records. When there were not so many large scale establishments, and the carpenter kept his own books, and the shoemaker both made the shoes and kept the record of it, this was an unimportant division, because it was merely part of many occupations; but as business has become more concentrated, this record keeping and letter writing end of the work has become more and more an occupation in itself, and we find clerical occupations increasing by leaps and bounds. There are now 190,629 Ohio workers needed in this field, and 87,097, or 45.6 per cent, of these are women and girls. This represents an increase of 139.2 per cent over the number of women so engaged in 1910, and now one woman worker in every five is a clerical worker, whereas, in 1910, it was one in every ten. One working man in every twenty is in this field. Clerical work has increased for both men and women, but more for women. Of these women, 34,394 are stenographers and typists, 26,863 are classified as clerks, and probably do a thousand and one important tasks, such as filing, and operating office machines; 24,176 are called bookkeepers, cashiers or accountants, and the rest are agents, canvassers, or collectors.

This great increase in clerical occupations has not, however, drawn from the unoccupied woman, but apparently from the other groups. The number of women in Domestic and Personal Service has decidedly decreased, and the number in manufacturing has shown a slight decrease. These last are still women's chief occupations, and have about half of all the women workers, but still they have sacrificed many workers to clerical work. The three divisions, manufacturing, domestic service and clerical work, include nearly three-fourths, 70.7 per cent, of the women workers, and 93.8 per cent of them are found in five groups: manufacturing, trade, professional service, domestic service, and clerical work.

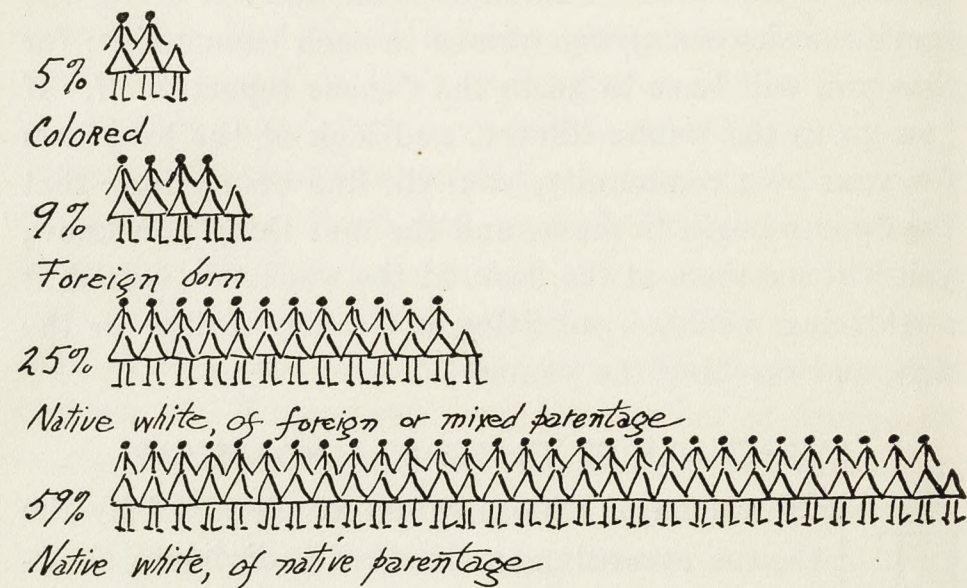
In an outline such as this we can give only the general divisions and principal occupations for the women of the whole state. This study can not tell of all the specific tasks occupying women in each community; for that you will have to go to the Census report itself. If you go to the public library, and look at the long lists for your own community, you will find before long that the figures begin to move, and the first thing you know, you will see them at the desk, at the wash tub, seated at a whirring machine, soliciting insurance, caring for the sick, and teaching the young.

WHO ARE THESE WOMEN?

THE women of Ohio are further classified by the Census according to Race, with divisions showing whether they were born in this country. "Native white of native parentage" is one column; "Native white of foreign or mixed parentage" is another, and "Foreign born white" is another.

Of the 1,411,006 women ten years of age and over who are native white of native parentage, 242,885, or 17.2 per cent, are engaged in gainful occupations; in

other words, this group does not give quite its full share to the gainfully employed, as the proportion of all employed women to the total population of women was, as we have seen, 18.3 per cent. But the white women with foreign parents, though less than one-third as numerous as these, contribute nearly half as many workers, and 102,534, or 21.5 per cent, of all the 476,496 women and girls in this group are at work. The girl with foreign parents, then, is more apt to be employed than the child of native parents. In direct contrast to this is the fact that of those women who were not born in this country, the foreign women themselves, only 14.1 per cent, or 39,948 out of 283,023, are employed. This is undoubtedly due to the fact that a very high percentage of foreign born women are married women.



The negro women are the greatest workers of all, 34.2 per cent of the total number of them in the state go to work; that is, 24,571, out of a total of 71,765. This is undoubtedly due to the extremely low wages paid to negro workers, which makes it necessary for the wives to supplement earnings with work outside the home.


If we look at these racial figures another way, we find that 59 per cent of all the women workers are native white, of native parentage; 25 per cent are white, of foreign or mixed parentage; nine per cent are foreign born; and five per cent are colored. Of the entire woman population over ten years of age, 63 per cent are native white of native parentage; 21 per cent are native white of foreign or mixed parentage; twelve per cent are foreign born; and three per cent are colored.


DO THEY WORK AFTER MARRIAGE?

THE Census classifies women workers into two groups in regard to their marital state, so that we can tell the number who are married. It does not aid us greatly in knowing how many are single or widows, because the second division in this classification puts the single, the widows, the divorced, and those whose marital condition is unknown, all together. The social relations of the single woman, the widow, the divorced woman to the community may differ very materially, but we will have to take them as we find them in the Census. Any conclusions as to the social significance of the number will of course have less value.

Nearly one-fifth of the Ohio women workers over 15 years of age are married, 18.7 per cent, or 76,655 women, while 81.3 per cent, or about four-fifths of them are single, widowed, divorced, or unknown. In 1910, less than one-sixth, or 15.8 per cent, or 53,958, of the women workers over 15 years of age were married.

If we take it another way, we find that 6.2 per cent of the married women in Ohio work for wages, and 44.4 per cent, or nearly half of the single, married and divorced women, over 15 years of age. The percentage of married women who work has been steadily increasing. Thirty years ago, in 1890, only 1.8 per cent of them were

1890 
1.8%

1900 
2.5%

1910 
5.4%

1920 
6.2%

gainfully employed; in 1900, the percentage was 2.5 per cent; in 1910, 5.4 per cent; and in 1920, 6.2 per cent, a gradual increase, not perhaps as rapid as we sometimes imagine, but an undoubted upward tendency.

Of the 76,655 married working women, 41,093 are native white, and the rest are distributed rather evenly in the other three racial divisions: 11,589 native white of foreign parents; 12,120 foreign born white; and 11,835 colored. This means that nearly one in every 20 native white married women works for money; one in every seventeen foreign born white; and more than one in every four of the married colored women.


There is a great variation in the proportion of workers who are married, in different cities, dependent upon the industries, and the nature of the population: in Loraine, for instance, only 13 per cent of the women workers are married, while in Lima, 27 per cent of them have their own families; in Springfield, 26 per cent; in Marion, 24 per cent; in Mansfield, 22 per cent. This does not mean that the others are not responsible for persons dependent upon them, as studies by the Women's Bureau show.


HOW OLD ARE THEY?

ANOTHER way of looking at these workers is a consideration of their ages; are they young, or old, or in the middle period of life? The Census has divided the workers into age groups. We know how many in 1920 were between the ages of ten and 13; how

many were 14, 15, 16 and 17 years, respectively; how many were 18 and 19; 20 to 24; 25 to 44; 45 to 64, and finally, over 65 years of age.

In spite of our child labor law, which in 1920 stated that a girl should be sixteen years of age before going to work, .7 per cent were under sixteen years; or 2,889 little girls were at work. Over 13,000 youngsters under 17 years were working for wages, or 3.2 per cent of all the

Under 16 
.7%

Under 17 
3.2%

Under 18 
7.2%

Under 20 
17.9%

women workers. Seven and two-tenths per cent were under 18 years of age, and 17.9 per cent were under twenty. Forty per cent of the total number were less than 25 years of age. Certainly a big proportion of these women workers are young. If we compare, we find that only 19.9 per cent of the men are under 25, and only 7.5 per cent are less than 20 years of age. To be sure, there are more young boys than young girls, but they are not relatively as important, because there is such a still

larger group of older men who can be counted on to organize, and look out for the rights of the group. Eighty per cent of the women and girls are under 45 years of age, and the women workers suffer from this loss of experience of the older women. In contrast, only 68.8 per cent of the men are less than 45 years old. Nearly half, 46.7 per cent, of the single women workers

<i>40% under 25 years</i>	
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Women Workers of Ohio

<i>19.9% under 25 years.</i>	
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Men Workers of Ohio

are less than 25 years of age, while only 18.7 per cent of the married women who work are so young.

So we see that the women of Ohio who are gainfully employed are not a cross section of the whole woman population: they are younger than the whole group; four-fifths of them are single, widowed, or divorced; they have a higher percentage of colored people, a smaller percentage of foreign born women, a slightly smaller percentage of native born of native parentage, and a higher percentage of native born of foreign parentage.

APPENDIX

TABLE No. 1

Number and Proportion of Females Ten Years of Age and Over, in Ohio, Engaged in Gainful Occupations, 1910-1920

	FEMALES TEN YEARS OF AGE AND OVER		
	Total Number	Engaged in Gainful Occupations Number	Per Cent
1910	1,878,720	346,712	18.5
1920	2,242,416	409,970	18.3

TABLE No. 2

Number and Proportion of Males Ten Years of Age and Over in Ohio, Engaged in Gainful Occupations, 1910-1920

	MALES TEN YEARS OF AGE AND OVER		
	Total Number	Engaged in Gainful Occupations Number	Per Cent
1910	1,970,027	1,572,343	79.8
1920	2,382,040	1,891,546	79.4

TABLE No. 3

Number and Proportion of Ohio Workers in Each Occupational Division, 1920

Occupation	Males		Females		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Agriculture	349,997	18.5	10,658	2.5	360,655	15.6
Extraction of Minerals	59,359	3.1	214	.05	59,573	2.5
Manufacturing and Mechanical Industries	857,307	45.3	102,075	24.9	959,382	41.6
Transportation	160,339	8.4	13,242	3.2	173,581	7.5
Trade	202,635	10.6	43,600	10.6	246,235	10.6
Public Service (not elsewhere classified)	31,522	1.6	732	0.1	32,254	1.4
Professional Service	66,016	3.4	51,454	12.5	117,470	5.1
Domestic and Personal Service.....	60,839	3.2	100,898	24.6	161,737	7.02
Clerical Occupations	103,532	5.4	87,097	21.2	190,629	8.2

TABLE No. 4

Proportion of Men and Women in Ohio in Each Occupational Division, 1920

	Men	Women
Total, All Occupations.....	82.3	17.7
Agriculture	97.1	2.9
Mining	99.7	.3
Manufacturing	89.4	10.6
Transportation	92.4	7.6
Trade	82.3	17.7
Public Service	97.8	2.2
Professional Service	56.2	43.8
Domestic and Personal Service.....	37.7	62.3
Clerical Occupations	54.4	45.6

TABLE No. 5
Number and Per Cent Increase or Decrease of Ohio Women Workers
in 1920, as Compared With 1910

	1910	1920	Increase or Number	Decrease Per Cent
Total Women Workers.....	346,712	409,970	+63,258	+18.2
Agriculture	12,881	10,658	-2,223	-17.2
Extraction of Minerals.....	106	214	+108	+101.8
Manufacturing and Me- chanical Industries	102,922	102,075	-847	-.8
Transportation	7,609	13,242	+5,633	+74.0
Trade	30,494	43,600	+13,106	+42.9
Public Service (not else- where specified).....	533	732	+199	+37.5
Professional Service.....	38,977	51,454	+12,477	+32.0
Domestic and Personal Service	116,785	100,898	-15,887	-13.6
Clerical Occupations.....	36,405	87,097	+50,692	+139.2

TABLE No. 6
Number and Per Cent Distribution, by Marital Condition, of the
Gainfully Occupied Women 15 Years of Age and
Over in Ohio, 1910-1920

	Total Number	Married		Single, Widowed, Divorced, Unknown	
		Number	Per Cent	Number	Per Cent
1910	342,573	53,958	15.8	288,615	84.2
1920	409,073	76,655	18.7	332,418	81.3

TABLE No. 7
Number and Proportion of Ohio Married Women 15 Years of Age and
Over, Engaged in Gainful Occupations, 1890-1920

Year	Total Number	Engaged in Gainful Occupations	
		Number	Per Cent
1890	689,331	12,567	1.8
1900	813,106	20,429	2.5
1910	991,870	53,958	5.4
1920	1,241,451	76,655	6.2

TABLE No. 8
Number and Proportion of Ohio Women in Each Principal Class of
the Population, Ten Years of Age and Over, Engaged
in Gainful Occupations, 1920

	Total Number	Engaged in Gainful Occupations	
		Number	Per Cent
Native White, of Native Parentage	1,411,006	242,885	17.2
Native White, of Foreign or Mixed Parentage	476,496	102,534	21.5
Foreign Born White.....	283,023	39,948	14.1
Colored	71,765	24,571	34.2

TABLE No. 9
Number and Proportion of Ohio Married Women 15 Years of Age and
Over, in Each Principal Class of the Population, 1920

Class of Population	Total Number	Engaged in Gainful Occupations	
		Number	Per Cent
Native White, of Native Parentage	756,513	41,093	5.4
Native White, of Foreign or Mixed Parentage	242,606	11,589	4.8
Foreign Born White.....	199,510	12,120	6.1
Colored	42,745	11,835	27.7

TABLE No. 10
Number of Ohio Workers in Each Age Period, by Sex, 1920

	Men	Women
Ten Years of Age and Over.....	1,891,546	409,970
Ten to 13 Years.....	3,226	395
14 Years	2,755	502
15 Years	9,249	1,992
16 Years	22,353	10,416
17 Years	29,555	16,269
18 and 19 Years.....	75,257	44,109
20 to 24 Years.....	234,050	90,712
25 to 44 Years.....	924,971	166,130
45 to 64 Years.....	499,456	68,458
65 Years and Over.....	89,102	10,612
Age Unknown	1,572	375

