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WOMEN'S BUREAU
Bulletin No. 150

WOMEN'S EMPLOYMENT IN
WEST VIRGINIA

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WEST VIRGINIA

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By
HARRIET A. BYRNE



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MARY ANN KENNEDY, CHIEF

WOMEN'S EMPLOYMENT IN
WEST VIRGINIA



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WOMEN'S EMPLOYMENT IN WEST VIRGINIA

INTRODUCTION

West Virginia's position among States in industrial importance. West Virginia, one of the smaller States, ranking twenty-seventh in population and fourth in approximate land area among the States of the Union, is the second largest State in the production of Pennsylvania in the production of bituminous coal. It is of interest in a study of women's employment in the coal-mining industry.

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
 WOMEN'S BUREAU,
 Washington, January 14, 1937.

MADAM: I have the honor to transmit a report on the wages and hours of women workers in West Virginia. The survey, made at the request of the State Commissioner of Labor, was conducted in the summer of 1936.

I very much appreciate the cooperation of employers in supplying the figures requested. Besides current pay-roll data, changes after the N. R. A. codes were no longer in effect were made available by 75 establishments.

The survey was conducted by Ethel Erickson, industrial supervisor. The report has been written by Harriet A. Byrne, assistant editor.

Respectfully submitted,
 MARY ANDERSON, *Director.*
 HON. FRANCES PERKINS,
 Secretary of Labor.

Arranged in order of importance, the five largest groups of women employed in West Virginia are: (1) manufacturing and mechanical industries in clerical occupations and in trade. Only the first, third, and last of these groups have been included in this survey and will be discussed here.

Data secured are representative. The Commissioner of Labor in West Virginia requested the Women's Bureau to make a survey of hours and wages for women employed in the State, so that facts would be available to him and other interested persons. This study was conducted in June, July, and August, 1936.

U. S. Bureau of the Census. Fifteenth Census, 1930. Abstract, pp. 35, 36, 37.
 U. S. Bureau of the Census. Research Center of Manufactures, 1933, pp. 47, 48.
 U. S. Bureau of the Census. Fifteenth Census, 1930. Population, Occupations, vol. IV, p. 174.
 U. S. Bureau of the Census. Fifteenth Census, 1930. Population, United States Summary, p. 26.

WOMEN'S EMPLOYMENT IN WEST VIRGINIA

INTRODUCTION

West Virginia's position among States in industrial importance.

West Virginia, one of the smaller States, ranking twenty-seventh in population and fortieth in approximate land area among the States of the Union, is an important mining State, second only to Pennsylvania in the production of bituminous coal.¹ However, mining is not of interest in a study of women's work, since it is not a woman-employing industry. Two industries in which women are employed and which are important in the State are the manufacture of glass and glass products and the making of pottery. West Virginia ranks second in value of products in both of these, being surpassed by Pennsylvania in the former and by Ohio in the latter.² In chemical and other allied industries, also, West Virginia has a place among the more important States.

Status of women workers.

At the time of the 1930 census approximately one-sixth of the more than one-half million women 15 years of age and over in West Virginia were gainfully occupied,³ yet the State has no labor law regulating the work of women, with the exception of one requiring a reasonable number of seats in factories, mercantile establishments, mills, or workshops.

Of these gainfully employed women, roughly 82,000 in number, somewhat more than one-half were single or not reported as to marital condition, close to three-tenths were married, and the remainder were widowed or divorced.³

Somewhat more than one-third of the gainfully occupied women who were as much as 16 years of age were homemakers as well.⁴

Occupational groups entered by working women.

Arranged in order of importance, the five largest groups of the 81,844 women, according to the 1930 census, were those engaged in domestic and personal service, in professional service, in manufacturing and mechanical industries, in clerical occupations, and in trade. Only the first, third, and last of these groups have been included in this survey and will be discussed here.

Data secured are representative.

The Commissioner of Labor in West Virginia requested the Women's Bureau to make a survey of hours and wages for women employed in the State, so that facts would be available to him and others interested. This study was conducted in June, July, and August of 1936.

¹ U. S. Bureau of the Census. Fifteenth Census, 1930. Abstract, pp. 10, 504, 845.

² Ibid. Biennial Census of Manufactures, 1933, pp. 407, 418.

³ Ibid. Fifteenth Census, 1930. Population, Occupations, vol. IV, p. 1744.

⁴ Ibid., p. 1740 and U. S. Bureau of the Census. Fifteenth Census, 1930. Families, United States Summary, p. 50.

The 199 establishments visited—factories, stores, laundries, hotels, and restaurants—were in 26 cities and towns.⁵ Seventy-nine factories, employing about 33,750 persons (21,200 men and 12,550 women), were included. Approximately 3,000 women employed as saleswomen or clerks in stores and more than 700 in laundries and dry cleaners were surveyed. In addition to these, about 800 women workers were covered in hotels and restaurants, many of them employed in store restaurants or lunchrooms.

Pay-roll data were secured for a week in 1936 considered as representative by the management. For most of the firms the week fell in May, for some in March or April, and for the remainder in June, July, or August. For purposes of comparison, data were secured also from pay rolls a year earlier than those for 1936, as well as for a 12-month period for some of the women in manufacturing.

The scope of the survey is made clear in the following table.

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

Industry	Number of establishments	Total number of employees	Number of—	
			Men	Women
Total.....	1 199	39, 177	22, 699	16, 478
Manufacturing	79	33, 746	21, 202	12, 544
Clothing:				
Men's work clothing.....	5	827	128	699
Women's wash dresses ¹	4	1, 033	89	944
Food products.....	3	233	182	51
Glass products:				
Bottles and containers.....	4	2, 833	1, 988	845
Tableware and novelties.....	16	3, 093	2, 448	645
Metal products.....	11	8, 522	6, 607	1, 915
Paper boxes and bags.....	9	550	377	173
Pottery.....	9	5, 870	3, 819	2, 051
Tobacco and tobacco products.....	5	1, 400	408	992
Textiles ²	8	8, 617	4, 770	3, 847
Miscellaneous ⁴	5	768	386	382
Stores:				
General mercantile.....	27	2, 126	552	1, 574
Limited-price.....	25	822	81	741
Women's apparel.....	10	111	8	103
Laundries and dry cleaners:				
Laundries.....	16	742	160	582
Dry cleaners.....	13	234	104	130
Hotels and restaurants	50	1, 396	592	804

¹ Details aggregate more than the total number of plants because 12 store restaurants are included also with stores and 9 dry cleaners with laundries.

² Includes 1 firm making men's and women's pajamas.

³ Includes 1 plant in which the women's occupations are similar to those in textiles, though the industry itself belongs to another group.

⁴ 2 plants manufacturing shoes; 1, wooden cigar boxes; 1, matches; and 1, wood veneer.

⁵ Berkeley Springs, Buckhannon, Bunker Hill, Cameron, Chester, Charleston, Clarksburg, Dunbar, Fairmont, Glen Dale, Grafton, Huntington, McMechen, Martinsburg, Morgantown, Moundsville, Newell, New Martinsville, Paden City, Parkersburg, Ranson, Sabraton, Weirton, Wellsburg, Weston, and Wheeling.

SUMMARY OF FINDINGS

Scope of survey.

Establishments visited in 26 cities and towns..... 199
Number of women they employed..... 16, 478

Three-fourths of the women were in manufacturing.

The three most important groups in manufacturing were—

Textiles, about 3 in 10 women.

Pottery, about 1 in 6.

Metal products, about 1 in 6.

One-seventh of the women were in stores.

About two-thirds were in general mercantile stores.

One in 25 were in laundry and dry-cleaning plants.

One in 20 were in hotels and restaurants.

FACTORIES

[Pay-roll data for 10,393 women]

Hours.

Hours, though unregulated, were not long.

Scheduled daily hours were 8 or less for nine-tenths of the women.

Scheduled weekly hours were 40 or less for three-fourths.

Hours worked were 40 or less for seven-tenths.

Earnings.

Median week's earnings⁶ were \$12.70.

Range for various industries was from \$9.05 to \$14.90.

Average hourly earnings were 34.5 cents.

Range for various industries was from 23.6 to 39 cents.

Percent of women with week's earnings of—	All manu- facturing industries	Pottery (with highest median)	Men's work clothing (with low- est median)
Under \$5.....	6	4	16
\$5, under \$10.....	20	16	48
\$10, under \$15.....	47	31	34
\$15, under \$20.....	24	35	2
\$20 and over.....	4	14	—

Percent with hourly earnings of—

Under 20 cents.....	3	(7)	31
20, under 25 cents.....	6	1	28
25, under 30 cents.....	13	3	34
30, under 35 cents.....	30	23	5
35, under 40 cents.....	31	48	2
40 cents and over.....	18	25	(7)

Week's earnings increased in 1936 over 1935.

Hourly earnings decreased in same period.

Year's earnings, taken for 6 percent of the women, had a median of \$670.

Only 1 woman in 34 earned as much as \$1,000.

STORES

[Pay-roll data for 2,403 women]

Hours of regular employees.

Scheduled daily hours in department stores and specialty shops were less than 8 for about four-fifths of the women.

In limited-price stores the largest group had scheduled hours of 8.

Weekly hours in department stores were less than 48 for well over one-half of the women.

In specialty shops they were less than 48 for one-half and more than 48 for one-half.

In limited-price stores they were more than 48 for close to two-thirds.

⁶ Half received less and half received more than the amount stated.

⁷ Less than half of 1 percent.

Hours worked were 48 or longer—

For one-third of the department-store employees.

For more than two-fifths of the specialty-shop workers.

For four-fifths of the limited-price employees.

Earnings of regular employees.	Median weekly earnings			Median hourly earnings (cents)
	Department stores	Specialty shops	Limited-price stores	
In department stores	\$12.70			27.2
In specialty shops	15.25			31.0
In limited-price stores	11.25			23.5
Percent of regular workers with week's earnings of—				
\$5, under \$10	5	9	24	
\$10, under \$15	70	35	73	
\$15 and over	23	56	1	
Percent with hourly earnings of—				
Under 20 cents	1	3	17	
20, under 25 cents	24	4	66	
25, under 30 cents	42	28	16	
30, under 35 cents	19	34	1	
35 cents and over	14	31	--	

In department stores, week's earnings were higher in 1936 than 1935.

In the other stores, there was little or no difference.

Due to longer hours in 1936, hourly earnings were lower than in 1935.

Earnings of part-time employees.	Median weekly earnings		Median hourly earnings (cents)
	Department stores	Limited-price stores	
In department stores	\$2.75		25
In limited-price stores	2.20		21

LAUNDRIES AND DRY CLEANERS

[Pay-roll data for 712 women]

Hours.

More than three-fifths of the laundry women worked 48 hours or more.

About one-sixth worked at least 55 hours.

About one-tenth in dry cleaning worked 48 but less than 52 hours.

Well over one-half worked 52 and more; one-fourth worked at least 60.

Earnings.	Median weekly earnings		Median hourly earnings (cents)
	Laundries	Dry cleaners	
Women in laundries	\$11.50		23
Women in dry cleaners	14.90		30

Percent of women with week's earnings of—	Laundries	Dry cleaners
	\$5, under \$10	24
\$10, under \$15	55	35
\$15 and over	18	48

Laundries had only 3 percent at less than \$5; just over 1 percent earned \$20 and more.

Dry cleaners had 7 percent at less than \$5; 18 percent earned \$20 and more.

Percent of women with hourly earnings of—	Laundries	Dry cleaners
	20, under 25 cents	56
25, under 30 cents	23	14
30, under 35 cents	7	51
35 cents and over	6	29

Laundries had 9 percent at less than 20 cents; only 1 percent earned 40 cents and more.

Dry cleaners had 2 percent at less than 20 cents; 9 percent earned 40 cents and more.

In both industries week's earnings were higher in 1936 than in 1935.

Hours worked increased in 1936.

HOTELS AND RESTAURANTS

[Pay-roll data for 791 women]

Hours.

Practically one-half of the hotel and restaurant workers had a 7-day week. These were chiefly in hotels.

Hours from beginning to end of day were very long for some workers.

On most days actual hours of work were 8 or less.

	Percent of employee-days with—	
	Hours of work of over 8	Spread of hours of 12 and more
Hotels:		
Lodging departments	15	10
Restaurant departments	39	63
Independent restaurants	29	33
Store restaurants	15	6

Earnings.

Median week's earnings were—

Total—all women	\$8.50
Hotels	8.45
Lodging departments	8.95
Restaurant departments	7.05
Dining-room workers	6.55
Kitchen workers	8.10
Independent restaurants	8.65
Dining-room workers	8.45
Kitchen workers	10.05
Store restaurants	8.40
Dining-room workers	7.15

Percent of women earning—

	Under \$5	\$5, under \$10	\$10, under \$15	\$15 and over
	Total—all women	12	64	22
Hotels	11	68	19	2
Lodging departments	6	64	27	3
Restaurant departments	19	74	6	1
Dining-room workers	23	75	1	1
Kitchen workers	11	72	15	2
Independent restaurants	5	69	22	4
Dining-room workers	3	76	18	2
Kitchen workers	4	46	39	12
Store restaurants	25	43	28	4
Dining-room workers	30	44	25	2

FACTORIES

HOURS

When women's hours of work are analyzed it is the practice to discuss two types of hours—the scheduled time or normal working hours of the establishment, and the actual time worked, taking into consideration overtime or undertime, as shown on pay-roll records.

Daily scheduled hours were 8 or less for nine in ten women.

Just over two-fifths of the 12,544 women whose scheduled daily hours were specified had a day of less than 8 hours, slightly less than one-half had a day of 8 hours, and practically one-tenth had a day of more than 8. For fewer than 1 in 100 of the women the scheduled day was as long as 10 hours.

All the women making glass bottles and containers had a scheduled day of 6 hours. Approximately three-fourths of those in the pottery industry (the great majority of whom made china tableware) had a 7-hour day; more than three-fifths of those in the textile industry—which includes woolen goods, rayon and silk yarn, and hosiery—had a day of $7\frac{1}{4}$ or $7\frac{1}{2}$ hours. Large proportions of the women in the manufacture of glass tableware and novelties, paper boxes and bags, metal products, and tobacco and tobacco products were scheduled to work 8 hours.

Longer scheduled hours predominated in the two clothing industries surveyed. Not far from three-fifths of the women making men's work clothing and practically two-thirds of those making women's wash dresses (the latter including one firm making pajamas) had a day of more than 8 hours. The remainder in both industries had an 8-hour day.

Three in four women had a scheduled week of 40 hours or less.

Three-fifths of the women for whom scheduled weekly hours were reported had a week of 40 hours. These were followed by just over one-fifth with a scheduled week of more than 40 but less than 48 hours and close to one-sixth with a week of less than 40 hours. The small remainder, less than 4 percent, worked at least 48 hours or irregularly.

As noted for the group as a whole, large proportions of the women making glass tableware and novelties, metal products, paper boxes and bags, pottery, tobacco and tobacco products, textiles, and the miscellaneous group were scheduled to work 40 hours. In all these industries but textiles this group stood out predominantly, having from 68 to 96 percent of the women; in textiles the proportion with these hours was about two-fifths, the remainder being equally divided between $37\frac{1}{2}$ hours and more than 40 but less than 48.

No woman should work on more than 6 days.

More than seven-tenths of the women in manufacturing had a 5-day week, and the remainder had one of more than 5. For some of these the week comprised $5\frac{1}{2}$ days, for some 6, and for some a 7-day week was scheduled.

No tabulation has been made of Saturday hours nor of lunch periods.

The following table shows the scheduled daily and weekly hours at time of survey of the women in manufacturing, by industry.

TABLE 2.—Scheduled daily and weekly hours in manufacturing, by industry

Manufacturing industry	Number of women with scheduled hours reported	Percent of women whose scheduled daily hours were—			Percent of women whose scheduled weekly hours were—				
		Less than 8	8	More than 8	Less than 40	40	More than 40, less than 48	48	More than 48
Total: Number	12,544	5,205	6,135	1,204	1,888	7,560	2,608	371	117
Percent distribution.....	100.0	41.5	48.9	9.6	15.1	60.3	20.8	3.0	.9
Clothing:									
Men's work clothing.....	699		41.8	58.2		41.8	58.2		
Women's wash dresses.....	944		34.1	65.9		34.1	65.9		
Food products.....	51		80.4	19.6		25.5	43.1	11.8	19.6
Glass products:									
Bottles and containers.....	845	100.0			75.1		24.9		
Tableware and novelties.....	645	3.9	87.1	9.0		68.4	31.6		
Metal products.....	1,915	15.8	84.2			85.2		14.8	
Paper boxes and bags.....	173	23.1	76.9		23.1	76.9			
Pottery.....	2,051	73.8	26.2			96.5		3.5	
Tobacco and tobacco products.....	992	7.4	92.6		7.4	92.6			
Textiles.....	3,847	62.5	37.5		29.6	40.7	29.7		
Miscellaneous.....	382		72.0	28.0		69.4		2.6	28.0

¹ These women were on an irregular schedule.

Hours worked are affected by undertime and overtime.

Close to three-fifths of the 9,436 women in manufacturing for whom hours actually worked were reported worked less than 40 hours in the week recorded, indicating, when the figures are compared with those in table 2, considerable loss of time. Somewhat more than one-tenth worked 40 hours, and the remainder, more than three-tenths, more than 40. Women in 9 industries worked longer than 48 hours, though for only 2 groups was this the schedule.

Large proportions of the women in some manufacturing lines worked less than 40 hours. Only in four industries—food, women's wash dresses, paper boxes and bags, and men's work clothing—were these proportions less than one-half, ranging from about one-sixth in food manufacture to well over two-fifths in men's work clothing. In the remaining industries the proportions ranged from slightly more than one-half in glass tableware and novelties to close to seven-eighths in glass bottles and containers.

More than four-fifths of the women in food, the largest proportion in any industry, worked over 40 hours, more than one-half exceeding 48 hours. Likewise, large proportions of the women making women's wash dresses, paper bags and boxes, men's work clothing, metal products, pottery, and glass tableware and novelties, ranging downward from five-eighths to three-tenths, worked longer than 40 hours. Smaller proportions, one-sixth or less, of those making textiles and glass bottles and containers worked in excess of 40. No women in tobacco and tobacco product plants worked so long.

The table following shows the great variation in the number of hours worked as distinct from the hours scheduled.

TABLE 3.—Hours worked by women in manufacturing in the pay-roll week recorded in 1936, by industry

Manufacturing industry	Number of women with hours worked re-reported	Percent whose hours worked were—									
		Less than 30	30, less than 35	35, less than 40	40	Over 40, less than 45	45	Over 45, less than 48	48	Over 48, less than 54	54 and more
Total: Number	9,436	1,931	1,156	2,323	1,071	1,348	262	413	132	546	254
Percent distribution	100.0	20.5	12.3	24.6	11.4	14.3	2.8	4.4	1.4	5.8	2.7
Clothing:											
Men's work clothing	539	13.9	12.6	17.4	.4	17.4	3.9	8.3	3.3	22.6	-----
Women's wash dresses	941	13.7	8.6	14.8	.3	25.7	.6	12.0	1.2	22.4	.8
Food products	51	7.8	2.0	7.8	-----	9.8	-----	17.6	3.9	27.5	23.5
Glass products:											
Bottles and containers	843	23.6	27.2	35.8	-----	13.0	.1	.2	-----	-----	-----
Tableware and novelties	546	28.4	9.3	14.7	17.2	12.8	2.4	3.7	1.3	9.2	1.1
Metal products	1,894	21.4	11.9	20.4	6.8	20.7	.8	4.6	3.5	2.8	7.1
Paper boxes and bags	161	15.5	13.7	9.3	9.3	14.9	.6	4.3	.6	5.6	26.1
Pottery	1,538	27.2	14.6	15.5	4.7	18.2	3.6	7.3	.9	4.7	3.4
Tobacco and tobacco products	960	16.5	7.7	35.2	40.6	-----	-----	-----	-----	-----	-----
Textiles	1,689	10.9	9.9	42.3	20.5	7.2	8.1	.7	.1	.2	-----
Miscellaneous	274	65.3	4.0	4.7	6.9	2.9	4.7	2.6	4.0	4.0	.7

EARNINGS

Pottery the manufacturing industry with highest week's earnings.

The median week's earnings⁸ of the 10,393 women in manufacturing for whom earnings were reported were \$12.70. The lowest median was \$9.05 for the 698 women making men's work clothing (the only median below \$10) and the highest was \$14.90 for the 2,054 making pottery. Other medians of \$14 or higher were those for the women making food products, metal products, and paper boxes and bags.

The highest hourly earnings were in glass-bottle manufacturing.

Median hourly earnings for the 9,436 women for whom hours and earnings were reported were 34.5 cents. The lowest median was 23.6 cents, for the women making men's work clothing, and the highest was 39 cents, for those making glass bottles and containers. In every case but two, men's work clothing and women's wash dresses, the median hourly earnings were 30 cents or higher.

Men's work clothing the most poorly paid industry.

Among the 10,393 women in manufacturing, practically one-fourth had earnings of less than \$10, somewhat less than one-half earned \$10 but less than \$15, and the remainder earned \$15 or more. Less than 1 percent earned as much as \$25.

Week's earnings at the time of survey are shown in table 4.

⁸ Half received more and half received less than the amount stated.

The table following shows the great variation in the number of hours worked as distinct from the hours scheduled.

TABLE 4.—Median and distribution of week's earnings of women in manufacturing, pay-roll week recorded in 1936, by industry

Manufacturing industry	Number of women with earnings reported	Median earnings	Percent of women whose earnings were—				
			Less than \$5	\$5, less than \$10	\$10, less than \$15	\$15, less than \$20	\$20 and more
Total	10,393	\$12.70	5.5	19.8	47.0	23.5	4.2
Clothing:							
Men's work clothing	698	9.05	15.6	48.0	34.4	2.0	-----
Women's wash dresses	941	11.80	7.1	26.9	46.9	16.8	2.3
Food products	51	14.70	3.9	3.9	47.1	21.6	23.5
Glass products:							
Bottles and containers	843	13.55	5.0	11.7	61.1	21.4	.8
Tableware and novelties	546	11.85	7.5	22.6	57.9	11.1	.9
Metal products	1,895	14.40	5.6	12.2	40.1	39.1	3.1
Paper boxes and bags	173	14.35	5.8	16.2	33.5	30.6	13.9
Pottery	2,054	14.90	4.2	15.9	31.1	35.1	13.7
Tobacco and tobacco products	992	11.30	2.4	27.0	66.6	3.8	.1
Textiles	1,722	12.65	3.4	12.9	59.4	23.3	1.0
Miscellaneous	382	10.55	5.5	39.5	39.8	13.4	1.8

Close to one-half of the women making men's work clothing earned \$5 but less than \$10; and not far from one-sixth earned less than \$5. Together these form a proportion (64 percent) more than twice that in any other single industry but wash dresses, which had 34 percent of its women so paid. In wash dresses, however, about 1 woman in 5, in contrast to 1 in 50 in work clothing, earned \$15 and more. In 8 of the industries, as in the total, the largest proportions were paid \$10 and under \$15. In metal products, paper boxes and bags, food products, and pottery at least 40 percent—twice that much in 1 case—earned \$15 and more.

Approximately one-fifth of the 9,436 women with hours and earnings reported had average hourly earnings⁹ of less than 30 cents. Practically three-tenths averaged 30 but less than 35 cents and another three-tenths 35 but less than 40. Almost one-fifth had hourly earnings of 40 cents or more.

Practically three-fifths of the women making men's work clothing had average hourly earnings of less than 25 cents, though no other industry had quite one-fourth of its women so paid, and in 5 cases the proportion was trifling. Practically 3 in 8 of the women making wash dresses averaged 25 but less than 30 cents an hour, and a similar proportion averaged 30 cents or more.

From an examination of the table following may be learned the hourly earnings for each industry.

⁹ Arrived at by dividing each woman's earnings for the week by the number of hours she worked.

Hourly earnings for the most part remained the same or decreased. When hourly earnings are scrutinized, medians are found to have been unchanged in the two types of glass manufacture but to have

TABLE 5.—Median and distribution of hourly earnings of women in manufacturing, pay-roll week recorded in 1936, by industry

Manufacturing industry	Number of women with earnings and hours reported	Median hourly earnings (cents)	Percent of women whose average hourly earnings were—					
			Less than 20 cents	20, less than 25 cents	25, less than 30 cents	30, less than 35 cents	35, less than 40 cents	40 cents and more
Total.....	9,436	34.5	3.2	6.0	12.6	29.6	30.5	18.1
Clothing:								
Men's work clothing.....	539	23.6	31.2	27.8	33.8	5.4	1.5	.4
Women's wash dresses.....	941	28.6	6.0	18.9	37.7	26.6	6.5	4.3
Food products:								
Food products.....	51	32.0			23.5	31.4	31.4	13.7
Glass products:								
Bottles and containers.....	843	39.0				.2	82.7	17.1
Tableware and novelties.....	546	30.0		2.7	10.8	68.7	10.8	7.0
Metal products:								
Metal products.....	1,894	36.9		.9	7.6	19.1	45.0	27.5
Paper boxes and bags:								
Paper boxes and bags.....	161	34.0		.6	6.8	52.2	31.1	9.3
Pottery:								
Pottery.....	1,538	38.0	.1	.5	3.1	23.1	47.9	25.3
Tobacco and tobacco products:								
Tobacco and tobacco products.....	960	32.1	4.3	11.6	20.0	47.1	11.0	6.0
Textiles:								
Textiles.....	1,689	32.5		4.2	10.2	46.4	15.8	23.4
Miscellaneous:								
Miscellaneous.....	274	33.1	13.5	5.5	5.8	30.3	10.2	34.7

Longer hours resulted in higher earnings.

The median earnings of the women in manufacturing whose hours of work were less than 40 ranged from \$7.50 in men's work clothing to \$12.90 in glass bottles and containers, and of those with hours of more than 40 from \$10.60 in men's work clothing to \$17.70 in paper boxes and bags. With very few exceptions, as hours increased in the various industries an increase was noted in median earnings.

CHANGES IN IDENTICAL PLANTS OVER A PERIOD OF ONE YEAR**Have the longer hours in 1936 increased women's earnings?**

To determine this, pay-roll data were examined for more than 9,800 women in manufacturing in the same 75 firms for a period in the last months of the N. R. A. as well as for the period in 1936—in the early summer of 1935 and in that of 1936, respectively. In 7 industries—food, paper boxes and bags, glass tableware and novelties, women's wash dresses, pottery, metal products, glass bottles and containers—with roughly three-fourths of the total number of firms and two-thirds of the women, the median week's earnings increased within the year, though the percent of increase varied considerably. The firms making glass bottles and containers, employing roughly 800 women at both dates, showed the lowest percentage increase in earnings, only about 2 percent, and the food firms, employing only some 50 women, the highest, almost 75 percent.

In the manufacture of tobacco and tobacco products and textiles, earnings had a downward tendency—the decreases in medians amounting to about 3 percent. In men's work clothing—employing approximately 700 women at both dates—the decrease in earnings between early and late dates was close to 25 percent, in spite of the fact that hours worked in this industry showed marked increases.

Hourly earnings, for the most part, remained the same or decreased.

When hourly earnings are scrutinized, medians are found to have been unchanged in the two types of glass manufacture but to have

decreased in every other industry but food and pottery. Less than 1 percent decrease was noted in metal and tobacco manufacture, but the decline was close to 30 percent in the work-clothing industry.

These findings indicate that increases in median week's earnings are due not to any advance in rates but to an increase in hours of work. These indications are borne out by the following comments on hours worked.

Hours worked were longer in 1936 than in 1935.

On examining the hours worked by the women in manufacturing in 1935 and 1936 the figures show longer hours in the later year. About 1 in 3 of the women in manufacturing in 1936, as compared with only about 1 in 10 of those in 1935, worked more than 40 hours. The most marked increases were in the clothing industry. In men's work clothing well over one-half of the women in 1936 worked longer than 40 hours, though none in 1935 had done so, and more than 3 in 5 of those making women's wash dresses worked these hours as compared with only 1 in 200 at the early date. In food, where the increase in median week's earnings was great though median hourly earnings rose but slightly, the proportion of women working longer than 40 hours was four-fifths at the late date as compared with one-fifth at the early. In metal manufacture, in the two types of glass making, in paper products, in pottery, and in textiles, the proportions working longer than 40 hours were all larger in 1936 than in 1935.

The median of the week's earnings for all women in manufacturing who worked 40 hours in both periods decreased from \$14.10 in 1935 to \$13.20 in 1936. In only five separate industries could the median week's earnings on both dates be computed, and in four of these the earnings were only slightly lower in the later year. The greatest difference was 40 cents, a decrease from \$13.15 to \$12.75, in textiles; the least was 20 cents, from \$13.55 to \$13.35, in tobacco. Glass tableware and pottery fell between these. Though these decreases were slight, the fact that there was a decline in earnings for the same time worked is not a good indication.

A different situation was found to exist when the medians of the women working longer than 40 hours were examined. The median for all women in manufacturing who worked more than 40 hours in both periods decreased from \$15.75 in 1935 to \$15.55 in 1936. Here again five industries—glass bottles, glass tableware, metal products, textiles, and pottery—had median earnings available for comparison, and in every case but textiles the earnings were higher in 1936 than in 1935. The amounts of increase varied from 25 cents to \$1.50.

In 10 of the 11 industries medians could be computed for the women working less than 40 hours in both years, and decreases were noted in 8 of the 10. The greatest decrease was in the men's clothing industry, where the median was only \$7.50 in 1936, or \$4.10 less than that in 1935. All the women in this industry reported in 1935 worked less than 40 hours, as compared with only somewhat more than 2 in 5 of those in 1936. The least decline in earnings was in the manufacture of glass bottles, where the median was \$12.90 at the later date as compared with \$13 at the earlier.

YEAR'S EARNINGS

Should steadily employed factory workers have such low year's earnings?

Though one week's earnings represent the amount a woman has to live on for that period of time, a year's earnings are a better indication of the standard of living that she must establish for herself. In copying records of a year's earnings only the more steadily employed women are included. For this reason, such earnings may be considered as representing the entire amount on which a woman must support herself, and in many cases dependents, for the year.

Year's earnings were available for approximately 650 women in factories in West Virginia. Half these women earned less than \$670 and half earned more. Ninety-four, or about one-seventh of the group of women, had year's earnings of less than \$500; close to three-fifths, of \$500 but less than \$750; and the remainder, of \$750 and more. Only 19 women earned as much as \$1,000. And for most of these women these amounts represent the total year's income.

Which industry pays most to the women?

In six separate manufacturing industries sufficient women were reported for the computation of median year's earnings. In only four of these were one-half the women making as much as \$700. Of 98 women steadily employed in the pottery industry, where earnings were highest, only one-half made more than \$730; of 55 making glass bottles and containers only one-half earned more than \$720. The median earnings dropped to \$710 for the 74 women in textiles, and to \$700 for the 154 in metal products. Half the 89 women making glass tableware and novelties earned less than \$600, and half the 67 employed on tobacco and tobacco products less than \$535.

All but 2 of the 25 women with year's earnings recorded in men's work clothing and 10 of the 37 in women's wash dresses earned less than \$500. None of the 15 women in the manufacture of food products nor of the 23 in paper boxes and bags earned so little.

Weekly earnings (year's earnings divided by 52) had a median of \$12.95 for the 657 women employed in manufacturing. The medians ranged from \$10.35 for the women in tobacco manufacture to \$15.20 for those in pottery.

STORES

Are stores justified in hiring many part-time employees?

The problem of women's employment as saleswomen in department stores or smaller establishments is one of special interest and importance. Over a long period of years women were employed regularly for the hours in which the stores were open for business. In ever-increasing numbers an extra force is now employed for only part of the store's working time. These women may be employed only for Saturday work, with its increase in business, or they may be employed regularly for parts of other days, or in time of extended sales or busy seasons they may work the same weekly hours as regular workers.

There are several different opinions in regard to these so-called part-time workers. One theory is that such employment is beneficial, for some workers—for example, married women—can give part time without detriment to their own plan of living and thus augment the income on which they must live. In other cases unmarried women who are needed in their homes for part of the time may supplement their income by such work. Though there are no published data of a personal nature regarding these part-time workers, one opinion is that these workers desire full-time employment and are eking out a meager existence on what they earn for part time. The report of a survey of the subject by the Women's Bureau is now being written, from which facts regarding these part-time workers will be available.

In the stores included in the West Virginia survey there were part-time as well as regular workers. Sixty-two stores were visited; of these 27 were department, 25 were limited-price, and 10 were shops selling women's apparel. A total of 1,559 women, close to three-fourths of whom were regular employees, were included in the department-store survey. Close to two-thirds of the 103 employees in the specialty shops were regular workers. In limited-price stores the proportion was considerably smaller, more than one-half of the 741 women being part-time workers.

HOURS

Scheduled hours were longest in limited-price stores.

Scheduled daily hours (exclusive of Saturday) of women employed in department stores were less than 8 for close to four-fifths of the women and were 8 for somewhat less than one-fifth. In specialty shops the hours scheduled were less than 8 for more than four-fifths of the women and were 8 for the remainder. In limited-price stores the largest proportion were scheduled to work 8 hours, a somewhat smaller proportion for less than 8.

Well over one-half of the women in department stores had a scheduled week of less than 48 hours; about three-tenths had one longer than 48. Equal proportions of the women in specialty shops had a week of less than 48 and of more than 48 hours. Close to two-thirds of the women in limited-price stores had a week of more than 48 hours and close to one-fourth had one of 48 hours.

Hours worked were long.

For more than nine-tenths of the women regularly employed the hours reported as actually worked were in excess of 40 in each of the three types of stores. More than two-fifths of the department-store women worked 44 but less than 48 hours and almost one-third worked 48 but less than 52 hours. In limited-price stores more than four-fifths worked 48 hours or longer, and one woman worked as long as 52 hours. Exactly one-half of the regular employees in specialty shops worked 44 but less than 48 hours and well over two-fifths worked 48 but less than 52. None worked longer.

Roughly seven-tenths of the part-time workers in department stores and in limited-price stores worked less than 16 hours in the week.

The percentages of regular and of part-time women working specified hours in the three types of shops are given below.

	Department stores (1,107 women)	Specialty shops (68 women)	Limited-price stores (352 women)
<i>Regular employees</i>			
Less than 40 hours-----	7.3	5.9	5.4
40 hours-----	.3	---	.6
More than 40, less than 48 hours-----	59.9	50.0	13.6
48 hours and more-----	32.4	44.1	80.4
<i>Part-time employees</i>			
	(379 women)	(34 women)	(389 women)
Less than 40 hours-----	92.3	(¹⁰)	87.1
40 hours-----	1.3	---	.8
More than 40, less than 48 hours-----	3.4	---	11.3
48 hours and more-----	2.9	(¹⁰)	.8

EARNINGS**Median earnings are highest in specialty shops.**

Due to the number of part-time workers in the three classes of stores, no analysis will be made of the earnings of both types of workers combined.

The median week's earnings of the 1,134 women regularly employed in department stores were \$12.70, for the 68 in specialty shops \$15.25, and for the 352 in limited-price stores \$11.25. Only for department and limited-price stores could medians of the part-time workers be computed. For the former (425 women) they were \$2.75 and for the latter (389 women) \$2.20.

The same relation was noted when the median hourly earnings were scrutinized. The highest median was for the women regularly employed in specialty shops, the next in department stores, and the lowest in limited-price stores, the figures being respectively 31, 27.2, and 23.5 cents. The median hourly earnings for the part-time workers were 25 cents in department stores and 21 cents in limited-price stores.

Seven-tenths of the women regularly employed in department stores and close to three-fourths of the regular limited-price workers earned \$10 but less than \$15. Close to one-fourth of those in department stores earned \$15 and more, though only about 1 in 70 in limited-price stores earned that much. In the specialty shops well over two-fifths

¹⁰ Not computed; base less than 50.

of those regularly employed earned \$15 but less than \$20, over one-eighth \$20 and more.

As would be expected, almost three-fourths of the part-time workers in department and in limited-price stores earned less than \$5.

Average hourly earnings.

For more than two-fifths of the regular workers in department stores average hourly earnings—computed separately for each worker—fell in the 25-but-less-than-30-cent group; about one-fourth had an average of less than 25 cents. In the limited-price stores practically two-thirds of the regularly employed women had earnings of 20 but less than 25 cents; about one-sixth earned less than 20 cents and about one-sixth earned more than 25. Practically one-third of the regular employees in specialty shops had average earnings of 30 but less than 35 cents, and almost as large a proportion averaged 35 cents or more.

The percent distribution of regular workers according to week's and hourly earnings is shown in the summary below.

	Department stores (1,134 women)	Specialty shops (68 women)	Limited-price stores (352 women)
<i>Week's earnings</i>			
Less than \$5-----	2.1	---	1.7
\$5, less than \$10-----	4.5	8.8	23.9
\$10, less than \$15-----	70.0	35.3	73.0
\$15 and more-----	23.4	55.8	1.4
<i>Hourly earnings (cents)</i>			
	(1,107 women)	(68 women)	(352 women)
Less than 20 cents-----	0.6	2.9	17.3
20, less than 25 cents-----	24.3	4.4	65.6
25, less than 30 cents-----	42.0	27.9	16.2
30, less than 35 cents-----	18.6	33.8	.9
35 cents and more-----	14.4	31.0	---

Earnings and hours worked.

Department stores.—Little difference was noted in the medians for the three groups of regular workers who worked more than 40 but less than 44 hours, 44 but less than 48 hours, and 48 but less than 52. They were respectively \$12.75, \$12.95, and \$12.65. Practically three-fourths of the 1,023 women whose hours worked exceeded 40 earned \$10 but less than \$15; somewhat more than one-sixth earned \$15 but less than \$20, and most of the remainder \$20 and more.

Of the part-time workers, less than one-tenth worked as much as 40 hours; almost three-fourths worked less than 16 hours. For the latter group the median earnings were \$2.35; only about 1 in 10 of these 276 women earned as much as \$3, more than three-fifths earning \$2 but less than \$3. No doubt a large number worked only 1 day in the week.

Specialty shops.—All but a very few of the 68 women regularly employed in specialty shops worked over 40 hours. The hours of this group were 44 but less than 52, and the median earnings were \$15.40. Somewhat under one-half of these workers earned \$15 but less than \$20 and about one-seventh earned \$20 but less than \$30.

Only 1 of the 34 part-time workers in specialty shops worked as much as 40 hours; a large part of them (23) worked less than 16 hours. None of the 23 made as much as \$5, 19 earning less than \$3.

Limited-price stores.—Practically 95 percent of the 352 women regularly employed in limited-price stores worked longer than 40 hours. The median earnings for this group were \$11.35. More than three-fourths of them earned \$10 but less than \$15, only 5 earning as much as \$15.

Only about one-eighth of the 389 part-time employees worked as much as 40 hours; for a large part of them the hours were less than 16. For the 339 women working less than 40 hours the median was \$1.95. All the women who worked less than 16 hours had earnings of less than \$4. Two-thirds of these women earned less than \$2.

CHANGES IN 1936 AS COMPARED WITH 1935

Were earnings lower in 1936 than in 1935?

With one exception little or no difference was noted in the median week's earnings of store employees in identical establishments for the two years compared. The median earnings of approximately 400 part-time employees in limited-price stores were very nearly one-fifth less in 1936 than in 1935—\$2.20 in contrast to \$2.70. This decrease in medians must have been due to a lowering of rates rather than to a shortening of hours, for about one and one-half times as many of these workers were employed 40 hours or longer at the late as at the early date.

When distribution of actual earnings is examined, the earnings of the regular department-store employees were found to be higher in 1936 than in 1935—23.2 percent in 1936, as compared with 18 percent in 1935, earning \$15 or more. In specialty shops the opposite was true, close to 56 percent of the regular employees on the early pay roll, in contrast to about 46 percent at the later date, earning \$15 and more.

Less difference was noted in the wages of women regular employees in limited-price stores, though there was a drop when 1936 data were examined for the part-time workers. Only 4.1 percent of the regular workers in 1936, compared with 6.8 percent of those in 1935, earned as much as \$10.

Hourly earnings showed a drop in 1936.

In every case where median hourly earnings could be compared for 1936 and 1935 a decrease was noted in the later year. This decrease ranged from 3.8 percent for the part-time workers in department stores to 16 percent for such workers in limited-price establishments.

Average hourly earnings of 30 cents or more were reported for practically one-half of the regular employees in department stores in 1935, while only about three-tenths were so reported in 1936. Of the part-time workers, 7.7 percent in 1936, as compared with 15.6 percent in 1935, had average earnings of 30 cents or more. A decrease was noted also in the proportion of regular employees in specialty shops whose earnings were 30 cents or more, 54.3 percent in 1936 as compared with 76.5 percent in 1935.

Much more marked decreases were noted for the workers in limited-price stores. Close to seven-tenths of the regular employees in 1935, as compared with only about one-sixth in 1936, had average hourly earnings of as much as 25 cents. Well over one-half of the part-time workers in 1935, as compared with only 1 in 25 of those in 1936, had hourly earnings of 25 cents or more.

Hours worked were longer in 1936 than in 1935.

For the three types of shops the percentages of all employees working longer than 40 hours are seen to have increased when 1936 figures are compared with those of 1935. The greatest difference was for the regular employees in specialty shops, 52.9 percent at the early date in contrast to 94.3 percent at the late date. The regular employees in department stores followed closely; the percentage for the earlier year was 59.7 as compared with 92.6 at the later date. For part-time workers in limited-price stores the proportions were 8.1 percent in 1935 and 12.1 percent in 1936.

Median earnings for the women employed longer than 40 hours, where comparisons were possible, changed very much less in the year than did the proportions working these hours. For regular workers in department stores the median earnings were slightly higher at the later date, while for those in limited-price stores the median was slightly lower than in 1935.

LAUNDRIES AND DRY CLEANERS

Sixteen laundries, employing 582 women, were included in the study. Nine of these had dry-cleaning departments also. In these 9 and the 4 separate dry-cleaning establishments 130 women were employed.

HOURS

Hours worked were long in laundries and even longer in dry cleaners.

All but 1 of the 16 laundries reported actual hours worked by women in the selected week. More than nine-tenths of the 547 women for whom hours worked were reported worked longer than 40 hours. The great majority of the women, more than three-fifths, worked 48 hours or longer; about one-sixth worked at least 55 hours. Four women worked as long as 70 hours.

In dry-cleaning establishments practically three-fourths of the women worked longer than 40 hours; about one-tenth worked 44 but less than 48 hours, about one-tenth 48 but less than 52, and well over one-half worked 52 or longer. Nearly one-half of the group last mentioned worked 60 hours or more. Three women worked 67½ hours in the week.

EARNINGS

Earnings were higher in dry cleaners than in laundries.

The median week's earnings of the 582 women in laundries were \$11.50, and of the 130 in dry cleaning they were considerably higher, \$14.90. The median hourly earnings for the two groups were respectively 23 cents and 30 cents.

Well over one-half of the women in laundries earned \$10 but less than \$15; something over one-sixth earned as much as \$15. More than one-fourth received less than \$10 a week, about 1 in 30 receiving less than \$5.

Of the dry-cleaning women slightly more than one-third earned \$10 but less than \$15, three-tenths \$15 but less than \$20, and not far from one-fifth \$20 and more. Slightly more than one-sixth earned less than \$10.

The summary following shows the percent distribution of women in laundries and dry-cleaning plants according to week's earnings.

	Laundries (582 women)	Dry cleaners (130 women)
Less than \$5.....	2.9	6.9
\$5, less than \$10.....	24.2	10.0
\$10, less than \$15.....	54.8	34.6
\$15, less than \$20.....	16.7	30.0
\$20 and more.....	1.4	18.4

For approximately seven-eighths of the laundry workers the average hourly earnings—computed separately for each worker—were less than 30 cents, and for almost all the remainder they were more than

30 cents. About one-tenth of the women had average hourly earnings of more than 15 but less than 20 cents, and for well over one-half they were 20 but less than 25 cents. The earnings of women were much higher in dry-cleaning establishments than in laundries. Practically four-fifths averaged 30 cents or more, a large part of these having an average of 30 but less than 40.

The percent distribution of women according to their average hourly earnings is shown in the summary below.

	Laundries (547 women)	Dry cleaners (98 women)
Less than 20 cents.....	8.8	2.0
20, less than 25 cents.....	55.9	4.1
25, less than 30 cents.....	22.7	14.3
30, less than 35 cents.....	7.1	51.0
35, less than 40 cents.....	4.6	19.4
40 cents and more.....	.9	9.2

Long hours do not always bring high earnings.

Up to a certain point median earnings in laundries were higher with an increase in hours worked. For the 138 women who worked 44 but less than 48 hours they were \$10.45; for the next hour group, 48 but less than 52, they were \$11.80; and for the next, 52 but less than 55, they were \$13.75. The median for the group of women employed 55 but less than 60 hours was approximately 10 percent smaller than that for the group just below, or \$12.45.

None of the women with week's earnings of less than \$5 worked so long as 24 hours. However, hours worked exceeded 40 for practically four-fifths of the 136 women with wages of \$5 but less than \$10 whose hours also were reported. Moreover, more than two-thirds of the 304 who received \$10 but less than \$15 worked 48 hours or longer. Eighteen of these worked 60 hours or more, two for as long as 70 hours.

COMPARISON OF DATA FOR 1935 AND 1936

Week's earnings were higher in 1936 than in 1935.

Median week's earnings of both laundry and dry-cleaning workers were higher in 1936 than in 1935, the former about one-tenth higher and the latter about one-sixth.

Three-fourths of the laundry workers in 1936, as compared with about three-fifths of those in 1935, earned \$10 or more. The proportions of dry-cleaning employees who earned \$10 or more were practically the same in the 2 years, about 93 percent in 1935 and 94 percent in 1936, but a much larger proportion in 1936 earned \$20 or more, 27.5 percent in contrast to only 7 percent in 1935.

Average hourly earnings were higher in dry cleaning.

For laundry workers and for dry-cleaning employees, the median hourly earnings—respectively 23 and 30 cents—were the same in both years. On both pay rolls the largest proportion of laundry employees had average hourly earnings of 20 but less than 25 cents; about one-third of the group averaged 20 cents. In dry-cleaning establishments the largest proportion at both dates averaged 30 but less than 35 cents, the figure being 30 cents for a large part of the group.

Hours worked were longer in 1936.

Larger proportions of women in 1936 than in 1935 worked longer than 40 hours. More than one-third of the laundry employees at the late date as compared with about one-eighth at the early date, and more than five-eighths of the dry-cleaning workers at the late as compared with about one-fifth at the early date, worked 52 hours or more. These increased hours in the later year explain in part the lower hourly earnings in 1936 as compared with 1935.

Median earnings of the laundry women on the late pay roll who worked 52 hours or longer were \$13.60, or 70 cents higher than those at the early date. In dry cleaning the increase in the median for women working longer than 40 hours was more than one-fifth, \$18.40 as compared with \$15.05. The median for the women on the late pay roll who worked as long as 52 hours was \$19.50. Too few women were reported for 1935 to make possible the computation of a median.

HOTELS AND RESTAURANTS

Establishments visited.

Fifteen hotels, 13 of them with restaurants, 21 independent restaurants, and 14 restaurants in stores were included in the West Virginia survey. Approximately 800 women, somewhat more than one-tenth of whom were Negroes, were employed in these establishments. In the lodging departments of the 15 hotels 229 women, 60 of whom were Negroes, were surveyed. The 562 restaurant workers included both kitchen and dining-room workers. Of these women, 416, or about three-fourths, worked in the dining rooms and the remainder in the kitchens of the restaurants. Only 28 of the restaurant employees were Negroes.

HOURS

Should employees be compelled to work long hours and on 7 days?

For 756 hotel and restaurant workers the scheduled days and hours per week were reported. Somewhat under one-twentieth had a scheduled week of 5 days or less, and for most of these the schedule of hours was less than 24. Approximately equal proportions of the remainder worked on 6 and on 7 days.

It is surprising to find practically one-half of the women scheduled to work on 7 days, since a prohibition of such conditions was included in the N. R. A. code. As the N. R. A. had been out of existence approximately a year at time of survey, it is probable that the firms had returned to their former hour schedules.

Of the 355 women whose week was 6 days long, 12 worked more than 54 hours; and of the 368 whose scheduled week was 7 days, practically two-fifths had a schedule of over 54 hours. All women with a schedule of more than 54 hours had a 6- or a 7-day week. A 54-hour week was the maximum set by the N. R. A. for both women and men hotel workers and for men in restaurants; women's work in restaurants could not exceed 48 hours.

Seven in 8 of the 219 women employed in the lodging departments of hotels had a week of 7 days. For almost seven-tenths of the 219, scheduled hours were more than 48; for more than one-tenth they were over 54.

In the hotel restaurants about 6 in 10 of the 142 women had a schedule of 7 days and for more than two-thirds the week was longer than 48 hours. Two-fifths of the women had a week of over 54 hours, 6 women having scheduled hours in excess of 65.

This long week was not so usual among the independent restaurants or those in stores. However, practically one-third of the 253 women in restaurants run independently had a scheduled week of 7 days. For more than one-half of the women the week's hours were more than 48; for almost three-tenths, more than 54. For a large part of those on a 7-day week hours exceeded 54. Only 6 of the 142 workers in store restaurants (all in drug stores) had a schedule of 7 days and only 23 women had a schedule longer than 48 hours.

The summary following shows the number of women with hour schedules reported and the number employed on each specified number of days.

		5 days or less	6 days	7 days
All types.....	756	33	355	368
Hotels:				
Lodging departments.....	219	--	27	192
Restaurant departments.....	142	--	56	86
Store restaurants.....	142	29	107	6
Independent restaurants.....	253	4	165	84

Hours from beginning to end of day are very long for some employees.

In many cases the hours worked by women in hotels and restaurants are irregular, some days being short and others long. To analyze such hours, the time worked is converted to employee-days, on the order of man-hours in industry, the number of days usually aggregating 6 or 6½ times the number of women.

Employee-days of lodging workers.

Of the 1,464 employee-days of women in the lodging departments of hotels, spread of hours—the time from beginning to end of the day—was 8 hours or less for close to four-fifths. On almost one-tenth of the days, however, the spread was 12 hours or longer; on one-twentieth it was 16 hours or more. Some plan should be evolved for the long-hour occupations that would do away with over-all hours of 12 and 16.

When hours actually worked by the women are examined the picture is a more favorable one, but still long days are noted. More than five-sixths of the employee-days that showed hours actually worked were of 8 hours or less, but on 1 in 16 of the days the hours of work were 10 or 11.

Workers in hotel restaurants have a long day.

In hotel restaurants the spread of hours is considerably longer than in the lodging departments, well over three-fifths of the 938 employee-days having a spread of 12 hours or longer, about 1 in 7 a spread of 14 hours or more. Actual hours worked were shorter, but here too long hours were noted. Close to two-fifths of the employee-days had hours of work in excess of 8, 1 in 25 being in excess of 10.

Restaurants in stores and in independent establishments.

Of the 718 employee-days in store restaurants, three-eighths had a spread of more than 8 hours, 1 in 16 of them a spread of 12 hours or longer. When actual hours worked are considered, about one-seventh of the employee-days are found to exceed 8 hours. For many women the spread of hours in independent restaurants was longer. Of the 1,563 employee-days more than five-sixths were longer than 8 hours and one-third were of 12 hours or longer. Actual days worked were not so long, about seven-tenths being of 8 hours or less.

EARNINGS

The median earnings of the total group of women (791) were \$8.50. For the 703 white women they were 5 cents higher and for the 88 Negro women they were 10 cents lower.

Do supplements to wages compensate for low earnings?

The median earnings for the women in the lodging departments of hotels were \$9.40 for white women and \$8.30 for Negroes. Somewhat over one-fourth of the women were given meals or lodging in addition to their cash wage, but none received tips. In hotel dining rooms, where all the workers were white, the median was only \$6.55. It was reported by the managers that all these women received some meals in addition to their cash wage, and that three-fourths of them received tips. The median earnings of the 54 women employed in kitchen work were \$8.10. All these received meals or lodging. Naturally, they did not receive tips.

In store restaurants the median for the white workers in dining rooms was \$7.90. Practically four-fifths of the store-restaurant employees were reported to have meals or lodging, though less than one-fourth received tips.

For dining-room workers in restaurants exclusive of hotel and store establishments, all of whom were white, the median was \$8.45, as compared with \$10.05, the median for the kitchen workers. All the employees in independent restaurants received some meals or lodging and almost four-fifths of the women in the dining rooms were reported to receive tips.

Median earnings for the women employed in hotels and restaurants are shown in the following.

	Number of women	Median earnings	Median earnings for those receiving addi- tions to cash wage ¹¹
Total workers.....	791	\$8. 50	\$8. 30
Hotels.....	378	8. 45	7. 60
Lodging departments.....	229	8. 95	8. 35
Restaurant departments.....	149	7. 05	7. 05
Dining-room workers.....	95	6. 55	6. 55
Kitchen workers.....	54	8. 10	8. 10
Independent restaurants.....	261	8. 65	8. 65
Dining-room workers.....	204	8. 45	8. 45
Kitchen workers.....	57	10. 05	10. 05
Store restaurants.....	152	8. 40	8. 45
Dining-room workers.....	117	7. 15	6. 85
Kitchen workers.....	35	(¹²)	(¹²)

Proper standards of living are impossible on such wages.

Close to two-thirds of the employees of hotel lodging departments had earnings of \$5 but less than \$10. Somewhat under three-fifths of the white women fell in this group, as compared with close to nine-tenths of the Negroes. Seven-tenths of the lodging workers who earned \$5 but less than \$10 had no meals in addition; none had lodgings furnished. Little difference in these supplements was noted by race.

A much larger proportion of the white women than of Negroes earned \$10 but less than \$15—1 in 3 as compared with 1 in 15. No

¹¹ All the women in hotel and in independent restaurants, about four-fifths of those in store restaurants, and one-fourth of those in hotel lodging departments had some supplement to their cash wage in the form of meals or lodging.

¹² Not computed; base less than 50.

Negro and only 7 of the 57 white women in this group had lodging or meals.

Only 7 women, all of whom were white, earned as much as \$15. All but 1 of these were given something in addition to their cash wage.

Week's earnings of less than \$5 were reported for about 6 percent of the women workers in the lodging departments of hotels. Of the 14 women whose earnings were so meager, 8 had nothing in addition to their wage.

No employee in the lodging department of a hotel was reported by the manager to have received tips.

Tips are too uncertain to be considered part of wage.

Of the 95 dining-room employees in hotels, all white, somewhat more than one-fifth were reported to receive no tips. All the dining-room workers were given meals, as were all the kitchen workers; 6 of the 54 kitchen employees had lodging as well.

In the kitchens 8 of the 54 employees were Negroes. Practically three-fourths of the kitchen workers fell in the \$5-but-less-than-\$10 group; one-sixth earned \$10 or more. No tips were received by kitchen workers. Almost three-fourths of the 74 dining-room workers who received meals and tips earned \$5 but less than \$10; the remainder earned less than \$5.

Wages in store restaurants.

Of the 152 employees in store restaurants, 117 were in dining-room work. Less than one-third of these were reported to have received any tips. The stores in which restaurants were included were chiefly limited-price stores.

Of the 35 dining-room employees who received tips, about one-half had earnings of \$5 but less than \$10 and well over one-third earned less than \$5. All the workers received some meals.

Almost two-thirds of the 82 dining-room employees who received no tips were given meals. More than two-fifths of the 82 earned \$5 but less than \$10, and almost one-third earned \$10 or more. Of the 34 whose earnings were \$5 but less than \$10, 19 had meals given them, and the same number of the 26 whose earnings were \$10 or more were given meals.

Among the 35 kitchen workers in store restaurants all but 2 were given meals. Over one-half of the kitchen employees earned \$10 or more, and two-fifths earned \$5 but less than \$10. All but one in each group had meals in addition.

Independent restaurants depend on tips to compensate employees.

In independent restaurants 261 women were employed—204 in dining rooms and 57 in kitchens. Almost four-fifths of the 204 dining-room workers received tips and meals in addition to their wage. More than three-fourths of these 160 women earned \$5 but less than \$10; about one-sixth earned \$10 or more.

All the 44 women in dining rooms who received no tips were given meals. Practically two-thirds of these women earned \$5 but less than \$10 and all but 1 of the remainder earned \$10 or more.

In the kitchens all the 57 women had meals in addition but received no tips. Approximately one-half of the 57 earned \$10 or more, and all but 2 of the remaining women earned \$5 but less than \$10.

APPENDIX

SCHEDULE FORMS

SCHEDULE I

This schedule was used for recording the firm's scheduled hours, the number of employees, and other information from firm interviews.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WEST VIRGINIA

1. Establishment _____ Industry _____ Product _____
Address _____ City _____ Home office _____
Person interv _____ Position _____
2. Pay roll: Date of current _____ Pay period _____ No. work days _____
Date of early _____ Pay period _____ No. work days _____
3. Number employed:

	Current pay roll						Early pay roll		
	Total	White	Negro	Shift 1	Shift 2	Shift 3	Total	White	Negro
Men.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
Women.....	-----	-----	-----	-----	-----	-----	-----	-----	-----
Total.....	-----	-----	-----	-----	-----	-----	-----	-----	-----

4. Number of F25 cards.....
5. Scheduled hours for women employees:

	Shift 1				Shift 2				Shift 3			
	Begin	End	Lunch	Total	Begin	End	Lunch	Total	Begin	End	Lunch	Total
Daily.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Saturday.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Other.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Total weekly....	Days.....	Hrs.....	-----	-----	Days.....	Hrs.....	-----	-----	Days.....	Hrs.....	-----	-----

6. Changes in scheduled hours since June 1935: (Give dates, daily and weekly changes, and reasons) _____

7. Changes in rates since June 1935: _____

8. Supplements to wages: _____

Agent _____ Date _____

SCHEDULE II

Pay-roll information was copied onto this card, one card being used for each woman employee.

F. 24

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

Firm				Address		
Name or Number of Employee				Sex	Race	Learner
Department				Occupation		
Basis of Payment	Piece	Hour	Day	Week	Month	Other
		\$	\$	\$	\$	
Hours worked		Overtime hours		Days on which worked		
Earnings this period		Additions		Deductions		
NOTES:					Sch. hrs.	
					Days	
					Date	

The stores in which restaurants were included were chiefly...

Of the 55 dining-room employees who received...

had earnings of \$5 but less than \$10...

than \$5...

Alma...

55 earned \$5 but less than \$10...

to 015 earned \$5 but less than \$10...

Other...

Total weekly...

Changes in scheduled hours since June 1933: (Give dates, days and weekly...

in 402 - payrolls now 162...

changes and reasons...

More than three-fourths of 160 women earned \$5 but less than...

room in the dining room...

Changes in rates since June 1933 - average gain in average...

Practically two-thirds of 55 women earned \$5 but less than...

from 015 earned \$5 but less than \$10...

Supplements to wages...

to 015 earned \$5 but less than \$10...

and...

Agent...

Date...

F. 25—U. S. DEPARTMENT OF LABOR—WOMEN'S BUREAU

Name or No. of Employee } _____ Occupation _____ Firm _____
 Earnings _____ Bonus _____ Total _____ Address _____

Date	Earnings	Date	Earnings	Date	Earnings	Date	Earnings
1	_____	14	_____	27	_____	40	_____
2	_____	15	_____	28	_____	41	_____
3	_____	16	_____	29	_____	42	_____
4	_____	17	_____	30	_____	43	_____
5	_____	18	_____	31	_____	44	_____
6	_____	19	_____	32	_____	45	_____
7	_____	20	_____	33	_____	46	_____
8	_____	21	_____	34	_____	47	_____
9	_____	22	_____	35	_____	48	_____
10	_____	23	_____	36	_____	49	_____
11	_____	24	_____	37	_____	50	_____
12	_____	25	_____	38	_____	51	_____
13	_____	26	_____	39	_____	52	_____

This schedule was used to record earnings for each week in the year of individual women.

SCHEDULE III

APPENDIX

PAMPHLET