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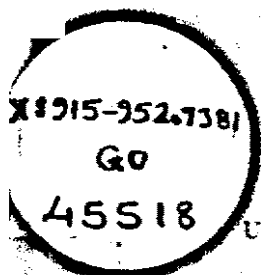
EARNINGS OF WOMEN IN BUSINESS AND THE PROFESSIONS

BY

MARGARET ELLIOTT

AND

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UNIVERSITY OF MICHIGAN
SCHOOL OF BUSINESS ADMINISTRATION
BUREAU OF BUSINESS RESEARCH
ANN ARBOR
1930

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AUTHORS' NOTE

This study is an adventure in co-operative research in the occupational achievement of business and professional women. Late in 1926, the National Federation of Business and Professional Women's Clubs agreed to co-operate with the Bureau of Business Research of the University of Michigan in making an occupational study to be based upon the work histories of the members of the National Federation. It was arranged that the Federation should oversee the distribution and "follow-up" of the questionnaire sent to more than 46,000 Federation members through their local clubs. The Bureau, in turn, was to assume entire financial and executive responsibility for the undertaking.

Sceptics who looked at the eight-page questionnaire on which it was proposed to base the study predicted returns varying anywhere from fifty to five hundred. Apparently, however, they failed to reckon with the enthusiastic interest of the group which was to supply the factual material. In spite of the detailed information sought, 14,858, or 31.8 per cent of the 46,760 questionnaires distributed, were returned, and of these 14,073 contained enough facts to be useable.

For counsel and assistance in the collection and analysis of the data contained in this study, our indebtedness is both real and widespread. The high percentage of questionnaires returned is largely due to the persistent efforts of the national, state, and local officers of the Federation, under the able leadership of the president, Lena Madesin Phillips, and to the generosity of the editor of *The Independent Woman*, the official organ of the Federation, who gave space for publicity.

Of the members of the staff of the Bureau of Business Research who have assisted in the tabulation and analysis of the data, we wish especially to acknowledge the responsible share taken by Richard C. Moore, Charlotte S. Horner, Esther A. Weil, Elizabeth H. Sams, and William H. Shannon. Through the various phases of the study, Dr. Edmund E. Day, formerly Dean of the School of Business Administration of the University of Michigan, Dean Clare E. Griffin, Professor C. S. Yoakum, and Professor O. W. Blackett have given generously of their counsel.

MICHIGAN BUSINESS STUDIES

This monograph, which is the first of a series now in preparation, analyzes the present occupational status of the group, with special emphasis on earnings in the various occupations and types of work. Later monographs will include studies of promotions based on full occupational histories of the group, occupational interests, and special vocational groups, such as clerical workers. Together they will, it is hoped, help to remove from the realm of conjecture some debated questions concerning the economic position of women workers above the wage-earning level. More immediately, however, they may be of assistance to vocational counsellors in advising women in their choice of work.

The text has purposely been adapted to persons unfamiliar with statistical analysis. This was done in the belief that those who have a more scientific interest in the results of the study will be best served by the tabulations themselves rather than by an interpretation of their contents. To those who attach a certain finality to the testimony of figures, our analysis may at times seem equivocal and inconclusive. Yet it is perhaps better to err on the side of reading too little rather than too much into the indicated relationships, especially in so complex a subject as possible causes of differences in earnings.

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FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, AND TOTAL
GAINFULLY EMPLOYED WHITE WOMEN TEN YEARS OF AGE
AND OVER IN THE UNITED STATES IN 1920¹

Geographic Division and State	Per Cent of Gainfully Employed White Women in U. S. in 1920	Per Cent of National Federation B.P.W.C. Membership June, 1927	Per Cent of Reporting Group
NEW ENGLAND	12.3	7.5	6.4
Maine	0.9	3.4	2.8
New Hampshire	0.7	0.5	0.6
Vermont	0.4	0.7	0.6
Massachusetts	7.1	1.4	1.1
Rhode Island	1.1	..	..
Connecticut	2.1	1.5	1.3
MIDDLE ATLANTIC	28.7	6.2	5.9
New York	15.6	1.3	1.1
New Jersey	3.9	1.0	0.9
Pennsylvania	9.2	3.9	3.9
EAST NORTH CENTRAL	21.4	24.8	27.8
Ohio	5.5	5.9	4.6
Indiana	2.5	7.0	8.0
Illinois	7.4	6.8	8.2
Michigan	3.4	3.2	5.1
Wisconsin	2.6	1.9	1.9
WEST NORTH CENTRAL	10.5	22.7	25.2
Minnesota	2.4	2.6	2.2
Iowa	2.0	3.6	5.4
Missouri	3.1	3.4	3.5
North Dakota	0.4	0.8	1.3
South Dakota	0.4	0.8	1.1
Nebraska	1.0	2.5	3.7
Kansas	1.2	9.0	8.0
SOUTH ATLANTIC	8.7	10.0	9.6
Delaware	0.2	0.2	0.1
Maryland	1.4	0.4	0.2
District of Columbia	0.9	..	..
Virginia	1.1	2.0	2.6
West Virginia	0.7	1.2	1.4
North Carolina	1.5	1.9	1.7
South Carolina	0.9	0.3	0.3
Georgia	1.5	0.7	0.6
Florida	0.5	3.3	2.7

¹U. S. Census of 1920, Vol. IV.

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TABLE 1--(CONTINUED)

Geographic Division and State	Per Cent of Gainfully Employed White Women in U. S. in 1920	Per Cent of National Federation B.P.W.C. Membership June, 1927	Per Cent of Reporting Group
EAST SOUTH CENTRAL	4.4	5.8	5.1
Kentucky	1.4	2.4	2.2
Tennessee	1.2	1.6	1.6
Alabama	1.1	1.0	0.9
Mississippi	0.7	0.8	0.4
WEST SOUTH CENTRAL	5.6	8.5	7.2
Arkansas	0.8	1.9	2.1
Louisiana	0.8	1.0	0.6
Oklahoma	1.1	3.4	2.6
Texas	2.9	2.2	1.9
MOUNTAIN	2.4	7.9	7.4
Montana	0.4	0.6	0.3
Idaho	0.2	1.3	1.5
Wyoming	0.1	0.8	0.7
Colorado	0.9	2.4	2.2
New Mexico	0.2	0.6	0.6
Arizona	0.2	1.0	0.8
Utah	0.3	1.1	1.3
Nevada	0.1	0.1	—
PACIFIC	6.0	6.4	5.3
Washington	1.3	3.0	3.1
Oregon	0.8	1.7	1.0
California	3.9	1.7	1.2
HAWAII	..	0.2	0.1
Total per cent	100.0	100.0	100.1
Total number	6,962,246	46,700	14,073

TABLE 2—GEOGRAPHIC DISTRIBUTION OF REPORTING GROUP BY SIZE OF COMMUNITY COMPARED WITH THAT OF TOTAL WHITE FEMALE POPULATION IN THE UNITED STATES IN 1920

Geographic Division	Percentage in Communities with Population of												Per Cent of Total in U. S.	Per Cent of Total Reporting Group
	Less than 2,500		2,500 to 10,000		10,000 to 25,000		25,000 to 100,000		100,000 to 500,000		500,000 and Over			
	U. S.	Reporting Group	U. S.	Reporting Group	U. S.	Reporting Group	U. S.	Reporting Group	U. S.	Reporting Group	U. S.	Reporting Group		
New England	20.2	2.9	12.4	23.4	14.4	12.6	23.3	43.9	19.6	17.2	10.1	0.0	7.9	6.4
Middle Atlantic	24.8	0.0	9.4	15.5	7.7	11.8	10.7	41.5	9.2	15.4	38.2	15.8	23.3	5.9
East North Central	39.3	1.1	9.9	25.8	7.4	22.3	12.5	34.9	10.5	13.6	20.4	2.3	22.0	27.8
West North Central	61.8	14.0	9.6	38.2	5.7	26.0	6.0	12.8	10.9	8.8	6.0	0.2	12.8	25.2
South Atlantic	66.0	12.1	7.0	25.5	4.0	25.5	8.1	29.1	8.2	4.2	6.7	2.6	10.2	9.6
East South Central	76.9	3.5	7.0	31.8	3.7	25.9	4.5	16.0	7.9	22.8	...	...	6.8	5.1
West South Central	69.4	3.9	9.4	39.1	5.2	29.9	6.3	15.4	9.7	11.7	...	...	8.4	7.2
Mountain	61.1	14.0	13.9	47.9	7.3	23.6	5.6	6.4	12.1	8.1	...	...	3.2	7.4
Pacific	35.0	14.1	10.7	22.2	6.0	18.3	11.6	18.1	16.6	19.9	20.1	7.4	5.4	5.3
Hawaii	...	...	...	...	...	...	5.3	...	94.7	...	...	...	...	0.1
Total females in U. S. in 1920	Number	21,143,803	4,454,524		3,220,117		4,790,888		5,038,194		7,742,734		46,390,260	
	Per cent	45.6	9.6		6.9		10.3		10.9		16.7		100.0	
Total reporting group	Number	1,060	4,337		3,219		3,423		1,715		319		14,073	
	Per cent	7.5	30.8		22.9		24.3		12.2		2.3		100.0	

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TABLE 3—PROPORTION OF NON-MANUAL WOMEN WORKERS¹ IN THE REPORTING GROUP, IN THE NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, AND IN THE UNITED STATES IN 1920 ENGAGED IN DIFFERENT TYPES OF WORK

Type of Work ²	Per Cent of Non-Manual Women Workers		
	Reporting Group	National Federation B. P. W. C.	U. S. in 1920
Clerical	43.0	39.5	32.5
Teaching	19.7	17.0	16.9
Sales, publicity, purchasing, and personnel	12.4	17.0	15.1
Health	6.6	6.7	4.1
Finance	4.5	0.3	2.9
Production and planning	3.1	4.4	15.9
Food, housing, and personal service	3.0	5.7	12.4
Welfare and religious	2.4	1.8	0.9
Library	1.5	1.2	0.3
Legal and protective	1.3	1.0	0.1
Editorial	1.2	1.2	0.2
Not elsewhere classified	1.3	1.6	1.3
Information missing	...	...	...
Total per cent	100.0	100.0	100.0
Total number	14,022	39,666	4,285,455

¹"Non-manual workers" as defined here exclude factory workers, agricultural and other laborers, and domestic servants, but include skilled needle-workers and other skilled manual workers not in factories, such as arts and crafts workers. It was necessary to exclude factory workers, agricultural and other laborers, and domestic servants in making this comparison, since only 51 of the reporting group are engaged in these occupations, as against approximately fifty per cent of all gainfully employed women in the country.

²Because of the census practice of giving a single total for several occupations, some of which according to the classification used here belong in one group, and some in another, there is unavoidable error in the regrouping of the federal census figures, but not enough to invalidate general conclusions. For the same reason, minor changes in the classification used throughout the study were necessary in this table.

EARNINGS OF WOMEN

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TABLE 4—AGE OF REPORTING GROUP AND EARNINGS

Age in 1927 (years)	Number of Women	Median Earnings ¹	Age in 1927 (years)	Number of Women	Median Earnings ¹
Less than 18	2	....	46-46.9	282	\$1,742
18-18.9	15	\$ 712	47-47.9	321	1,802
19-19.9	70	908	48-48.9	297	1,836
20-20.9	148	912	49-49.9	303	1,821
21-21.9	197	996	50-50.9	236	1,808
22-22.9	288	1,031	51-51.9	282	1,804
23-23.9	385	1,152	52-52.9	250	1,750
24-24.9	409	1,231	53-53.9	186	1,836
25-25.9	424	1,262	54-54.9	207	1,700
26-26.9	381	1,293	55-55.9	178	1,816
27-27.9	470	1,330	56-56.9	133	1,882
28-28.9	399	1,397	57-57.9	136	1,823
29-29.9	412	1,395	58-58.9	115	1,594
30-30.9	405	1,504	59-59.9	93	1,595
31-31.9	459	1,541	60-60.9	66	1,520
32-32.9	469	1,549	61-61.9	73	1,800
33-33.9	430	1,606	62-62.9	59	1,617
34-34.9	390	1,596	63-63.9	44	1,450
35-35.9	495	1,580	64-64.9	52	1,975
36-36.9	420	1,624	65-65.9	31	1,750
37-37.9	486	1,735	66-66.9	26	1,550
38-38.9	451	1,757	67-67.9	21	1,500
39-39.9	458	1,715	68-68.9	16	....
40-40.9	423	1,700	69-69.9	11	....
41-41.9	438	1,693	70-70.9	8	....
42-42.9	404	1,817	71-71.9	4	....
43-43.9	380	1,813	72-72.9	2	....
44-44.9	327	1,803	73-73.9	2	....
45-45.9	366	1,813	74-74.9	2	....
			Information missing	236	1,690
			Total group	14,073	\$1,526

¹Figured on \$200 class intervals.

TABLE 5—PERCENTAGE DISTRIBUTION OF REPORTING GROUP ACCORDING TO OCCUPATIONAL RESPONSIBILITY AND SIZE OF COMMUNITY

Description of Occupational Responsibility	Population									
	Less than 2,500	2,500 to 4,999	5,000 to 9,999	10,000 to 24,999	25,000 to 49,999	50,000 to 99,999	100,000 to 249,999	250,000 to 499,999	500,000 to 999,999	1,000,000 and Over
Unskilled manual	0.4%	0.2%	0.1%	0.2%	...	...	...	...	...	...
Routine, no special training	8.7	10.2	8.7	6.0	6.5%	8.0%	5.8%	5.0%	5.3%	2.8%
Routine, special training	26.2	29.0	33.1	28.0	21.1	22.5	20.4	20.2	9.5	3.6
Non-routine, special training	7.4	7.6	9.1	12.1	13.4	17.0	16.5	17.2	21.9	25.7
Non-routine, supervisory, special training	5.6	5.7	6.3	6.7	7.2	7.9	10.8	11.4	10.9	10.1
Highly trained special worker, non-executive	19.0	13.7	12.3	13.9	13.7	12.0	10.2	10.1	8.6	2.7
Professionally trained non-executive	8.2	9.1	6.9	8.9	10.5	6.7	7.8	7.1	10.5	6.4
Professionally trained minor executive	3.3	2.6	3.7	5.3	6.9	4.9	4.6	4.7	7.6	8.3
Professionally trained major executive	4.0	5.0	4.7	4.0	4.8	3.6	4.1	1.9	5.7	8.3
Minor executive, including department heads	6.0	4.7	4.4	5.0	5.2	6.6	6.6	9.6	8.1	13.8
Major executive, salaried	1.2	2.1	2.4	1.9	2.6	3.2	4.1	4.7	4.3	5.5
Proprietor, partner	7.1	6.6	5.7	5.7	4.9	5.1	6.5	5.7	6.2	10.1
Information missing	2.9	3.5	2.6	2.3	3.2	2.5	2.6	2.4	1.4	2.7
Total per cent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number	1,055	1,853	2,484	3,219	1,969	1,454	1,121	594	210	109

APPENDIX II

EARNINGS BY OCCUPATIONS¹

TABLE 1—MEDIAN AND QUARTILE EARNINGS FOR ALL OCCUPATIONS REPRESENTED IN REPORTING GROUP BY TEN OR MORE WOMEN
(Occupations are classified by types of work)

Occupation	Number of Women	Number Reporting Earnings	Earnings ²		
			First Quartile	Median	Third Quartile
CLERICAL					
Proprietor, public stenographic, mimeographing, or letter service bureau	38	26	\$1,350	\$1,900	\$3,017
City or county clerk or recorder	46	46	1,412	1,790	2,250
Deputy city or county clerk or deputy recorder	53	51	1,238	1,483	1,644
Office manager	287	285	1,555	1,831	2,461
Office manager and bookkeeper	39	39	1,519	1,817	2,145
Office manager and other clerical work	13	12	1,750	2,033	2,300
Assistant office manager	15	15	1,575	1,950	2,312
Chief clerk	85	84	1,590	1,857	2,167
Chief clerk and other clerical work	13	13	1,325	1,550	1,738
Head bookkeeper (including head of accounting or billing departments)	67	66	1,450	1,733	2,117
Head clerical department (including charge of comptometer, correspondence, and filing)	26	26	1,425	1,800	2,445
Head stenographer	18	18	1,517	1,667	2,250
Accountant (including cost accountant)	57	57	1,606	1,895	2,225
Statistician	14	14	1,575	2,100	2,275
Court reporter or deputy court reporter (including clerk and reporter)	53	51	1,834	2,175	2,554
Private secretary or secretary to official	539	534	1,429	1,733	2,095
Secretary	554	539	1,310	1,582	1,887

¹For women in positions where maintenance is provided without charge, such as hospital officials, private duty nurses, and housekeepers, the following amounts have been added to their stated annual earnings, if it was clear that they received maintenance without charge, and had themselves made no allowance for it: officials in hospitals and institutions, \$600; housekeepers and clerks in institutions, \$450; teachers in boarding schools, \$450 (on a 9 months' basis); cafeteria managers, waitresses, etc. receiving board only, \$250 (assuming 50 weeks' employment per year); private duty nurses, \$300 (assuming 40 weeks' employment per year). For example, yearly earnings for a trained nurse on private duty who stated that her weekly earnings in 1927 were \$40 plus maintenance were estimated by multiplying by 40 and adding \$300, making a total of \$1,900.

²See p. 201 for definitions of median and quartile earnings.

TABLE 1—(Continued)

Occupation	Number of Women	Number Reporting Earnings	Earnings ²		
			First Quartile	Median	Third Quartile
Secretary and other clerical work	44	43	1,488	1,869	2,131
Assistant secretary	79	79	1,242	1,546	1,975
Assistant to official	20	20	1,450	1,833	2,050
Abstractor, copyist, or examiner	45	45	1,275	1,555	2,125
Bookkeeper and assistant secretary	33	32	1,375	1,840	2,060
Office machine operator	26	26	1,017	1,250	1,375
Bookkeeper	781	752	1,046	1,317	1,595
Bookkeeper and cashier	145	140	1,033	1,343	1,570
Bookkeeper and general office clerk	57	52	900	1,250	1,520
Bookkeeper and sales clerk	28	27	775	992	1,342
Bookkeeper and stenographer	560	549	1,044	1,305	1,556
Bookkeeper and typist	15	14	950	1,100	1,283
Assistant bookkeeper	29	26	912	1,200	1,550
Stenographer	1,046	1,029	1,026	1,295	1,567
Stenographer and cashier	12	12	1,100	1,450	1,700
Stenographer and clerk	146	143	1,235	1,396	1,602
Typist	26	25	905	1,150	1,325
Clerk	370	352	1,064	1,264	1,569
Billing clerk	29	29	1,162	1,388	1,579
Special clerk (including discount, voucher, record, and shipping)	90	89	1,138	1,470	1,897
File clerk	13	11	1,038	1,450	1,575
Cashier	135	135	949	1,253	1,645
Assistant cashier	18	17	1,012	1,275	1,675
Reporter, registrar, or miscellaneous office worker	17	17	962	1,275	1,675
Timekeeper or assistant timekeeper	20	10	1,525	1,633	1,750
TEACHING					
Professor, college or university	19	19	2,175	2,625	3,625
Assistant professor, college or university	15	15	2,125	2,275	2,725
Instructor, college or university	19	19	1,778	2,012	2,325
Training or critic teacher, normal school	12	12	2,050	2,500	2,575
Instructor, normal school	37	37	1,781	2,250	2,588
County superintendent of schools	42	42	1,839	2,033	2,275
Assistant county superintendent of schools	13	13	1,125	1,282	1,675
Supervisor, public schools, elementary or secondary	103	103	1,462	1,907	2,345
Principal, public schools, elementary or secondary	216	216	1,439	1,700	2,100

¹See footnote 1, p. 127.²See p. 201 for definitions of median and quartile earnings.

EARNINGS OF WOMEN

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TABLE 1—(Continued)

Occupation	Number of Women	Number Reporting Earnings	Earnings ²		
			First Quartile	Median	Third Quartile
Principal, public schools, elementary	174	174	1,425	1,700	2,125
Principal, high school	35	35	1,512	1,725	2,225
Assistant principal, high school	12	12	1,800	2,350	3,150
Dean of girls, high school	12	12	1,650	2,150	2,450
Teacher and department head, high school	31	31	1,515	1,850	2,056
Teacher and cafeteria manager, high school	10	10	1,617	1,700	1,850
Director of physical education	39	39	1,395	1,625	2,125
Teacher, high school	651	649	1,385	1,615	1,889
Teacher, public elementary school	933	925	1,070	1,289	1,800
Teacher, public school, unspecified	73	72	1,200	1,510	1,800
Kindergarten director, or assistant director and teacher	28	28	1,167	1,350	1,700
Proprietor, business college	11	10	1,550	2,400	2,950
Teacher, business college	26	25	1,225	1,462	1,769
Teacher, school for handicapped or mentally defective	18	18	1,450	1,650	1,950
Teacher, private lessons in music, art, dancing, or expression	97	77	742	1,290	1,695
SALES AND PUBLICITY					
Proprietor, sales organization	324	237	1,217	1,992	3,093
Partner, sales organization	119	86	1,256	2,033	3,055
Secretary of sales organization	12	12	1,950	2,600	3,850
Manager, sales organization	77	68	1,250	1,633	2,200
Assistant manager, sales organization	27	27	992	1,325	1,862
Assistant sales manager	10	10	1,550	2,100	2,183
Advertising manager	20	20	1,550	1,900	2,550
Assistant advertising manager	10	10	1,875	2,067	2,450
Assistant to husband	47	13	342	750	1,275
Head of department, retail store	61	59	1,158	1,383	1,605
Underwriter	18	17	1,825	2,150	2,575
Sales clerk and buyer	12	12	1,033	1,400	1,550
Sales clerk and assistant buyer	13	12	900	1,050	1,200
Sales agent or solicitor	190	150	1,282	1,860	3,012
Sales agent or solicitor, life insurance	68	50	1,475	1,880	3,010
Sales agent or solicitor, fire and miscellaneous insurance	37	32	1,550	2,525	3,350
Sales agent, real estate	20	14	1,750	3,067	3,950
Sales agent or solicitor, manufacturing	24	18	1,025	1,800	2,083
Post office clerk (stamps, money order, general delivery)	80	80	2,136	2,140	2,176
Sales clerk (all)	308	279	730	932	1,100

¹See footnote 1, p. 127.²See p. 201 for definitions of median and quartile earnings.

TABLE 1—(Continued)

Occupation	Number of Women	Number Reporting Earnings	Earnings ^a		
			First Quartile	Median	Third Quartile
HEALTH					
Superintendent or night superintendent, hospital	42	42	2,138	2,460	2,717
Supervisor, hospital or other health organization ¹	18	18	1,250	1,600	1,883
Physician (private practice)	55	44	2,500	3,088	5,550
Physician (in organization)	13	13	1,862	2,750	3,088
Physician (both private and in organization)	68	57	2,412	3,055	4,838
Osteopathic physician	65	51	2,075	3,012	4,525
Director or superintendent of nurses, hospital ¹	17	17	2,162	2,488	3,088
Supervisor of nurses, hospital ¹	22	22	1,688	2,100	2,450
Nurse, city board of education	34	34	1,475	1,640	1,808
Nurse, county health department	25	25	1,825	1,862	1,899
Private duty nurse ¹	77	55	1,316	1,544	1,853
Hospital nurse (graduate) ¹	32	31	1,468	1,664	1,906
Nurse, department of health, city and county	60	60	1,800	1,856	2,000
Nurse, with doctor	30	30	1,375	1,600	1,842
Nurse, business or industrial organization	11	11	1,515	1,570	1,812
Trained nurse (all)	291	270	1,558	1,783	1,882
Practical nurse, private duty ¹	12	11	775	1,050	1,325
Supervisor of nursing, school or public health department	11	11	1,810	1,888	1,975
Dental hygienist	12	12	1,100	1,350	1,700
Chiropractor	39	28	1,750	2,050	3,050
Chiroprapist	10	9	1,112	1,450	2,075
Optometrist	10	8	1,500	2,150	3,000
Assistant to dentist	16	15	919	1,025	1,362
Assistant to physician	53	52	725	1,050	1,271
Office assistant to dentist	17	16	650	1,000	1,367
Office assistant to physician	27	26	662	900	1,090
FINANCE					
Treasurer	52	52	1,700	2,100	3,033
Secretary and treasurer	81	81	1,662	2,030	3,016
Assistant secretary and treasurer	14	14	1,550	2,600	3,083
Assistant deputy city or county treasurer	21	20	1,225	1,350	1,700
Assistant treasurer	17	17	1,862	2,462	3,058
Assistant bank cashier	54	53	1,462	1,844	2,455
Auditor	22	22	1,838	2,200	3,017
Deputy city, county, or state auditor	14	14	1,288	1,575	1,817
Credit manager	34	32	1,900	2,150	2,600
Credit manager and bookkeeper	20	20	1,400	1,633	1,900
Manager, savings department	15	14	1,517	1,700	2,150
Bank teller	90	87	1,298	1,553	1,775
Bookkeeper and bank teller	11	10	1,225	1,400	1,775

¹See footnote 1, p. 127.²See p. 201 for definitions of median and quartile earnings.

EARNINGS OF WOMEN

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TABLE 1—(Continued)

Occupation	Number of Women	Number Reporting Earnings	Earnings ²		
			First Quartile	Median	Third Quartile
PRODUCTION AND PLANNING					
Proprietor, manufacturing, farming, or stock raising	56	45	1,312	2,017	3,044
Proprietor, manufacturing company	45	36	1,400	1,900	3,033
Secretary of manufacturing company	13	13	2,008	2,650	4,075
Manager, manufacturing company	14	12	1,600	2,050	3,050
Branch or department manager, manufacturing company	13	13	1,362	1,650	1,858
Chief operator, telephone company	46	44	983	1,228	1,350
Forelady or supervisor	28	28	1,150	1,425	1,950
Milliner or trimmer	18	17	775	1,062	1,525
Dressmaker, modiste, seamstress, or tailor	84	58	682	1,040	1,483
Fitter or alterer	24	20	750	967	1,100
Linotype operator	19	19	1,219	1,550	1,862
Telephone operator	23	23	554	682	881
FOOD, HOUSING, AND PERSONAL SERVICE					
Proprietor, restaurant, cafeteria, tearoom, or other food shop	19	13	925	1,850	2,536
Director or manager, restaurant, cafeteria, tea room, or other food shop ¹	26	25	1,325	1,925	2,475
Dietician	23	23	1,694	2,070	2,325
Matron ¹	15	14	1,250	1,500	1,825
Housekeeper ²	11	11	675	975	1,212
Home demonstration agent	44	44	2,033	2,475	2,700
Proprietor, beauty shop	78	65	1,053	1,590	2,375
Beauty specialist	33	26	938	1,233	1,538
Hair dresser or manicurist	11	10	1,017	1,150	1,550
WELFARE					
Superintendent or director, welfare organization	30	30	1,842	2,100	2,525
Executive secretary, welfare organization (excluding Y.W.C.A.)	68	68	1,822	2,025	2,462
General secretary, Y.W.C.A.	55	55	1,839	2,150	2,542
Departmental secretary, Y.W.C.A.	24	24	1,638	1,725	1,900
Welfare or social service worker	40	39	1,388	1,650	1,882
LIBRARY					
Librarian	141	140	1,247	1,595	2,200
Assistant librarian	31	29	862	1,275	1,938
Reference librarian	10	10	1,550	1,700	1,950
LEGAL AND PROTECTIVE					
Clerk of court	25	24	1,200	1,400	2,067
Deputy clerk of court	31	30	1,283	1,567	1,888
Lawyer, own practice or partnership	36	30	1,562	2,533	4,075
Lawyer, law firm	15	13	1,862	2,682	3,038
Probation officer	11	11	1,675	1,842	1,888

¹See footnote 1, p. 127.²See p. 201 for definitions of median and quartile earnings.

TABLE 1--(Continued)

Occupation	Number of Women	Number Reporting Earnings	Earnings ²		
			First Quartile	Median	Third Quartile
EDITORIAL					
Society editor	25	25	1,075	1,536	1,775
Reporter	32	31	825	1,225	1,556
Proofreader	26	25	1,262	1,570	1,858
PURCHASING					
Buyer	50	50	1,070	1,580	2,125
Buyer and department manager	15	15	1,062	1,275	1,825
Buyer and sales clerk	29	27	992	1,150	1,342
Assistant buyer	21	19	1,088	1,350	1,581
RESEARCH					
Laboratory technician	35	35	1,519	1,842	2,142
PERSONNEL					
Personnel director	21	21	1,725	2,375	3,092
Employment manager	15	15	1,775	2,083	2,625
SERVICE					
Postmistress	19	19	2,538	2,825	3,612
Assistant postmistress	11	11	2,275	2,383	2,725
PROPRIETORS					
Clerical	38	26	1,350	1,900	3,017
Food, housing, and personal service	118	89	1,053	2,058	2,512
Production and planning	56	45	1,342	2,017	3,044
Sales and publicity	124	107	1,217	1,992	3,093
Teaching	16	15	1,575	2,525	3,062
All proprietors	588	446	1,244	2,023	3,053

¹See footnote 1, p. 127.²See p. 201 for definitions of median and quartile earnings.

APPENDIX III

CENSUS OF OCCUPATIONS OF REPORTING GROUP AND NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS

TABLE 1—SUMMARY BY TYPE OF WORK

Type of Work	Federation		Reporting Group	
	Number of Women	Per Cent of Total	Number of Women	Per Cent of Total
Clerical	15,674	39.3	5,862	42.8
Teaching	6,760	17.0	2,689	19.7
Sales and publicity	6,340	15.9	1,469	10.8
Health	2,641	6.7	894	6.5
Finance	1,139	2.9	609	4.5
Production and planning	1,881	4.7	463	3.4
Food, housing, and personal service	2,292	5.8	418	3.1
Welfare	647	1.6	315	2.3
Library	465	1.2	205	1.5
Legal and protective	415	1.0	182	1.3
Editorial	491	1.2	168	1.2
Purchasing	317	0.8	141	1.0
Research	136	0.3	80	0.6
Personnel	100	0.2	75	0.5
Service	138	0.3	45	0.3
Professional, not elsewhere classified	239	0.6	34	0.2
Religious	62	0.2	18	0.1
Administrative, not elsewhere classified	29	0.1	12	0.1
Amusements	57	0.1	7	0.1
Political	27	0.1	2	..
Information missing	384	..	385	..
Total	40,234	100.0	14,073	100.0

TABLE 2—OCCUPATIONS CLASSIFIED BY TYPE OF WORK¹

CLERICAL			
Occupation	Employer	Number in Federation	Number in Reporting Group
Proprietor	Office service	42	38
Partner	Office service	1	
Manager	Office service	1	2
City clerk		30	13
County clerk		22	10
County recorder		35	23
City recorder		2	

¹In some occupations, the totals for the reporting group exceed those for the Federation. This may be due in part to the fact that some of our group were not included in the Federation census. More probably, however, it is because the occupational titles for this study were reported by the persons engaged in them, while the titles included in the census were reported by a club officer, frequently the treasurer in charge of the local census. The titles for the groups included here are more accurate because the description of duties given served as a check on the correctness of the job title.

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Recorder, unspecified	Government	7	
County register of deeds		23	
Register of deeds, unspecified	Government	15	
Head, clerical department	Bank, investment company, or other financial organization	3	14
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Real estate or insurance company	5	8
	Retail store	2	2
	Wholesale house	3	
	Retail and wholesale house	1	
	College or university		1
	State government	1	
	Public utility	2	6
	Iron and steel manufacturing company	3	1
	Lumber or furniture manufacturing company		3
	Newspaper, printing, or publishing company	2	
	Textile or clothing manufacturing company	1	
	Coal or other mining company		1
	Railroad		1
	Telephone company		1
	Unspecified	1	4
Asst. manager, clerical dept.	Bank, investment company, or other financial organization		3
	Real estate or insurance company		1
Asst. manager and stenographer clerical department	Real estate or insurance company		1
	Retail store		1
	State government		1
	Public utility		1
	Manufacturing company, not elsewhere classified		1
	Unspecified		1
Supervisor, mail order dept.	Retail store		1
Deputy U. S. clerk		7	
Deputy county clerk		80	32
Deputy city clerk		8	11
Deputy clerk, unspecified	Government	14	2
Deputy county recorder		19	4
Deputy recorder, unspecified	Government	4	
Deputy county register of deeds		4	
Deputy register of deeds, unspecified	Government	5	
Office manager	Government	3	4
	Theater, moving picture house, or entertainment bureau	2	1
	Bank, investment company, or other financial organization	16	17
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	21	5
	Abstract company, advertising, collection or employment bureau, or office service	9	14
	Real estate or insurance company	59	43
	Retail store	77	45
	Wholesale house	13	20
	Retail and wholesale house	5	12
	Board of education	1	4
	College or university	3	4
	Elementary school		1
	Vocational or technical school	4	1
	Government, U. S.	2	
	Government, state	2	2
	Government, county	2	1
	Government, city or town	4	
	Government, unspecified	2	
	Building and construction company (including building materials)	8	9
	Oil, drug, paint, or other chemical manufacturing company		12

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Office manager	Public utility	10	2	
	Food manufacturing or packing company	22	6	
	Iron and steel manufacturing company	14	9	
	Lumber or furniture manufacturing company	7	5	
	Metal manufacturing company (not iron and steel)	2	2	
	Manufacturing company, not elsewhere classified	18	24	
	Newspaper, printing, or publishing company	12	16	
	Textile or clothing manufacturing company	15	7	
	Farm, nursery, or greenhouse	2		
	Coal or other mining company	5		
	Live stock or poultry farm		2	
	Chiroprapist		1	
	Accountant	1		
	Engineer	1	1	
	Law firm	10	7	
	Optometrist	4		
	Chamber of commerce or other civic organization	7		
	Hospital, Y. W. C. A., or other health or welfare organization	6	5	
	Women's or men's club or other fraternal organization	1		
	Political organization	1		
	Church or religious association	1	1	
	Express company	1	1	
	Railroad	1	1	
	Taxicab or transfer and trucking company	4		
	Telegraph company	2	1	
	Telephone company	16	2	
	Unspecified	40	13	
	Office manager and accountant	Wholesale house		1
		Public utility		1
		Lumber or furniture manufacturing company		1
	Office manager and statistician	Manufacturing company, not elsewhere classified		1
		Wholesale house		1
Office manager and bookkeeper	Bank, investment company, or other financial organization		1	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1	
	Real estate or insurance company		2	
	Retail store	4	11	
	Wholesale house	1	5	
	Retail and wholesale house		1	
	Government, U. S.		1	
	Government, city		1	
	Building and construction company (including building materials)		1	
	Public utility		2	
	Food manufacturing or packing company		1	
	Iron and steel manufacturing company		2	
	Manufacturing company, not elsewhere classified	1	2	
	Newspaper, printing, or publishing company	2	3	
	Farm, nursery, or greenhouse	1		
	Hospital, Y. W. C. A., or other health or welfare organization		2	
	Telephone company		1	
	Unspecified	1	2	
	Office manager and private secretary	Manufacturing company, not elsewhere classified		1
		Law firm		2
Hospital, Y. W. C. A., or other health or welfare organization			1	

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Office manager and secretary . . .	Trade association		4
	Theater	1	
	Bank	1	
	Real estate or insurance company	1	
	Retail store	2	
	Retail and wholesale house	1	
Office manager and stenographer	Lumber or furniture manufacturing company	1	
	Law firm	2	
	Real estate or insurance company	2	
	Manufacturing company, not elsewhere classified	1	
Office manager and cashier	Law firm	1	
	Real estate or insurance company	3	1
	Retail store	1	1
	College or university		1
Asst. office manager	Manufacturing company, not elsewhere classified		1
	Abstract company, advertising, collection or employment bureau, or office service		3
	Bank, investment company, or other financial organization	2	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	2
	Real estate or insurance company	1	1
	Retail store	4	3
	Wholesale house		1
	Retail and wholesale house		1
	Building and construction company (including building material)	1	
	Oil, drug, paint, or other chemical manufacturing company		1
	Public utility	1	
	Food manufacturing or packing company	1	
	Iron and steel manufacturing company	1	
	Lumber or furniture manufacturing company		1
	Manufacturing company, not elsewhere classified		2
	Textile or clothing manufacturing company	1	
	Unspecified	2	1
Asst. office manager and book-keeper	Bank, investment company, or other financial organization	1	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Retail store	1	
	Manufacturing company, not elsewhere classified		1
	Law firm		1
Asst. office manager and stenographer	Bank, investment company, or other financial organization		1
	Real estate or insurance company		1
	Oil, drug, paint, or other chemical manufacturing company		1
Chief clerk	Bank, investment company, or other financial organization	1	4
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Abstract company, advertising, collection or employment bureau, or office service	3	1
	Real estate or insurance company	8	5
	Retail store	2	1
	Wholesale house	1	
	Retail and wholesale house		3
	Board of education	2	3
	College or university	7	2
	Government, U. S.		4

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Chief clerk	Government, state	15	9
	Government, county	2	2
	Government, city or town	7	4
	Government, unspecified	1	3
	Building and construction company (including building materials)		1
	Oil, drug, paint, or other chemical manufacturing company	5	1
	Public utility	15	12
	Food manufacturing or packing company		1
	Iron and steel manufacturing company	4	1
	Lumber or furniture manufacturing company		1
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	1	3
	Newspaper, printing, or publishing company	3	
	Accountant		1
	Law firm		1
	Hospital, Y. W. C. A., or other health or welfare organization	2	
	Trade association	1	
	Railroad	15	12
	Telegraph company	1	
	Telephone company	4	8
Unspecified	5	4	
Chief file clerk	Retail store		1
	Bank, investment company, or other financial organization	2	
	Manufacturing company, not elsewhere classified		2
Chief voucher clerk	Railroad	1	
Chief clerk and bookkeeper	Real estate or insurance company		2
	College or university		1
Chief clerk and cashier	Government, state		1
	Real estate or insurance company		1
	Government, state		1
	Public utility		3
Chief clerk and inspector	Telephone company		1
	Government, state		1
Asst. chief clerk	Railroad		2
Head bookkeeper	Railroad	1	
	Bank, investment company, or other financial organization	2	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
	Abstract company, advertising, collection or employment bureau, or office service		2
	Real estate or insurance company		2
	Retail store	6	8
	Wholesale house	1	8
	Retail and wholesale house	1	2
	College or university		1
	Government, state	1	
	Oil, drug, paint, or other chemical manufacturing company	1	1
	Public utility	4	
	Food manufacturing or packing company	1	1
	Iron and steel manufacturing company		2
	Manufacturing company, not elsewhere classified		6
	Newspaper, printing, or publishing company		5
	Farm, nursery, or greenhouse	1	
	Hospital, Y. W. C. A., or other health or welfare organization		1
	Railroad		1
	Telephone company	1	
	Unspecified	1	5

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Head bookkeeper and cashier	Public utility		1
Head bookkeeper and secretary to president	Lumber or furniture manufacturing company		1
Head bookkeeper and secretary to proprietor	Lumber or furniture manufacturing company		3
Head cashier	Retail store	3	
Head stenographer	Bank, investment company, or other financial organization		1
	Abstract company, advertising, collection or employment bureau, or office service	1	
	Real estate or insurance company		1
	Government, state		1
	Building and construction company (including building materials)		1
	Oil, drug, paint, or other chemical manufacturing company		3
	Public utility	2	1
	Iron and steel manufacturing company		2
	Metal manufacturing company (not iron and steel)		2
	Manufacturing company, not elsewhere classified	1	6
	Newspaper, printing, or publishing company	1	
	Railroad	1	
	Unspecified	1	
Paymaster	Retail store	3	
	Newspaper, printing, or publishing company	1	
	Textile or clothing manufacturing company	1	1
	Railroad		1
Paymaster and cashier	Telephone company		1
District accountant	Telephone company		2
Cost accountant	Retail and wholesale house		1
	Manufacturing company, not elsewhere classified		2
Accountant	Theater, moving picture house, or entertainment bureau	1	
	Bank, investment company, or other financial organization	11	3
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Real estate or insurance company	8	5
	Retail store	31	7
	Wholesale house	10	7
	Retail and wholesale house	2	1
	College or university	2	2
	Normal school or teachers' college	2	1
	Government, U. S.		1
	Government, state	3	1
	Government, county	2	1
	Government, city or town	2	
	Government, unspecified	1	
	Oil, drug, paint, or other chemical manufacturing company	5	3
	Public utility	8	
	Food manufacturing or packing company	3	
	Iron and steel manufacturing company	5	
	Lumber or furniture manufacturing company	2	
	Metal manufacturing company (not iron and steel)		1
	Manufacturing company, not elsewhere classified	1	1
	Newspaper, printing, or publishing company	5	4
	Textile or clothing manufacturing company	7	
	Live stock or poultry farm	8	2
	Coal or other mining company	1	
	Coal or other mining company	2	
	Law firm	1	2

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Accountant	Hospital, Y. W. C. A., or other health or welfare organization	4	1
	Express company	1	
	Railroad	15	4
	Taxicab or transfer and trucking company		1
	Telephone company	2	
Accountant and cashier	Unspecified	29	5
	Bank, investment company, or other financial organization		1
	Retail and wholesale house		1
	Oil, drug, paint, or other chemical manufacturing company		1
Accountant and secretary	Newspaper, printing, or publishing company		1
	Normal school or teachers' college		1
	Oil, drug, paint, or other chemical manufacturing company		1
Asst. accountant	Wholesale house	1	1
	Retail and wholesale house		1
	Government, U. S.		1
	Newspaper, printing, or publishing company	1	
Auditor	Railroad	1	1
	Real estate or insurance company		2
Auditor and cashier	Public utility		1
Asst. auditor	Newspaper, printing, or publishing company		1
	Abstract company, advertising, collection or employment bureau, or office service	1	
Asst. auditor and cashier	Real estate or insurance company		1
	Oil, drug, paint, or other chemical manufacturing company		1
	Unspecified		2
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
Statistician	Bank, investment company, or other financial organization		2
	Abstract company, advertising, collection or employment bureau, or office service	1	
	Real estate or insurance company	1	1
	Retail store	1	1
	Retail and wholesale house	1	
	College or university	1	
	Government, state	5	1
	Government, city or town	1	
	Oil, drug, paint, or other chemical manufacturing company	3	2
	Public utility	1	3
	Lumber or furniture manufacturing company	1	1
	Manufacturing company, not elsewhere classified		1
	Doctor	1	
	Chamber of commerce or other civic organization		1
	Hospital, Y. W. C. A., or other health or welfare organization	1	
	Street railway company	1	
	Taxicab or transfer and trucking company	1	
Telephone company		1	
Asst. statistician	Unspecified	2	
	Hospital, Y. W. C. A., or other health or welfare organization	1	
Court reporter	Government, U. S.	2	1
	Government, state	4	5
	Government, county	20	
	Government, city or town	2	
	Government, unspecified	51	10
Reporter and secretary	Railroad		1
Deputy court reporter	Government, state		1
			1

MICHIGAN BUSINESS STUDIES

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Clerk and reporter, probate court	Government, county		6
Sales secretary	Chamber of commerce or other civic organization		1
Private secretary	Theater, moving picture house, or entertainment bureau	1	1
	Bank, investment company, or other financial organization	44	38
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	6	2
	Abstract company, advertising, collection or employment bureau, or office service	4	3
	Real estate or insurance company	32	37
	Retail store	18	16
	Wholesale house	7	22
	Retail and wholesale house	3	22
	Board of education	16	43
	College or university	39	30
	Normal school or teachers' college	1	2
	Private school, unspecified		2
	Professional school (law, medicine, or music)	1	
	School for handicapped	1	
	Secondary school	3	4
	School, unspecified	5	2
	Educational institution, unspecified		1
	Vocational or technical school, public	2	1
	Vocational or technical school, private		4
	Government, U. S.	5	6
	Government, state	14	26
	Government, county	3	6
	Government, city or town	10	2
	Government, unspecified	5	1
	Building and construction company (including building materials)	7	7
	Oil, drug, paint, or other chemical manufacturing company	18	15
	Public utility	17	24
	Food manufacturing or packing company	2	3
	Iron and steel manufacturing company	33	18
	Lumber or furniture manufacturing company	5	
	Metal manufacturing company (not iron and steel)	6	5
	Manufacturing company, not elsewhere classified	18	55
	Newspaper, printing, or publishing company	20	11
	Textile or clothing manufacturing company	7	6
	Coal or other mining company	1	3
	Accountant	5	1
	Architect	9	3
	Auditor	1	
	Author	3	
	Chiropractor		1
	Dentist	3	
	Doctor	58	14
	Osteopathic physician	3	
	Engineer	4	1
	Golf architect	1	
	Lawyer	74	36
	Oculist	1	
	Optometrist	1	
	Chamber of commerce or other civic organization	5	2
	Hospital, Y. W. C. A., or other health or welfare organization	5	17
	Women's or men's club or other fraternal organization	1	1
	Church or religious association	1	5

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Private secretary	Trade association	5	1
	Express company	1	1
	Transportation company, miscellaneous	1	
	Railroad	7	10
	Street railway company	1	
Secretary	Telephone company	6	4
	Unspecified	71	15
Secretary	Theater, moving picture house, or entertainment bureau	6	1
	Bank, investment company, or other financial organization	99	36
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	21	5
	Abstract company, advertising, collection or employment bureau, or office service	37	10
	Real estate or insurance company	131	53
	Retail store	112	14
	Wholesale house	42	16
	Retail and wholesale house	13	15
	Board of education	39	25
	College or university	77	38
	Normal school or teachers' college	3	1
	Private school, unspecified		5
	Professional school (law, medicine, or music)	3	
	School for handicapped	3	4
	Secondary school	13	1
	School, unspecified	15	1
	Vocational or technical school, public or private	8	4
	Educational institution, unspecified	3	
	Government, U. S.	13	5
	Government, state	44	22
	Government, county	19	6
	Government, city or town	32	10
	Government, unspecified	12	1
	Building and construction company (including building materials)	36	17
	Oil, drug, paint, or other chemical manufacturing company	51	2
	Public utility	44	20
	Food manufacturing or packing company	22	3
	Iron and steel manufacturing company	35	9
	Lumber or furniture manufacturing company	14	6
	Metal manufacturing company (not iron and steel)	18	3
	Manufacturing company, not elsewhere classified	43	27
	Newspaper, printing, or publishing company	28	7
	Textile or clothing manufacturing company	21	5
	Farm, nursery, or greenhouse	5	2
	Live stock or poultry farm	4	
	Coal or other mining company	10	2
	Dentist		1
	Doctor		5
	Engineer	2	2
	Law firm	111	75
	Chamber of commerce or other civic organization	44	7
	Hospital, Y. W. C. A., or other health or welfare organization	93	23
	Women's or men's club or other fraternal organization	20	4
	Political organization	2	
	Nurses' or other professional organization	5	1
	Church or religious association	40	17
	Trade association	31	3

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Secretary	Express company	3		
	Transportation company, miscellaneous	1		
	Railroad	33	7	
	Street railway company	2		
	Telegraph company	1		
	Telephone company	5	2	
	Water transportation company	3		
Business secretary	Unspecified	222	29	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1	
Secretary of estate			4	
Secretary and auditor	Private school		1	
Secretary, bookkeeper, and asst. office manager	Bank, investment company, or other financial organization		1	
	Abstract company, advertising, collection, or employment bureau, or office service		1	
Secretary and manager, collection department	Bank, investment company, or other financial organization	2		
	Abstract company, advertising, collection or employment bureau, or office service	1		
Secretary and stenographer	Real estate or insurance company	4		
	Retail store	3		
	Wholesale house	1		
	Building and construction company (including building materials)	2		
	Public utility	2		
	Food manufacturing or packing company	3		
	Iron and steel manufacturing company	1		
	Manufacturing company, not elsewhere classified	1		
	Law firm	14		
	Unspecified	31	1	
	Secretary and cashier	Retail store	1	
		Wholesale house	1	
		Unspecified	1	
	Secretary and other work	Bank, investment company, or other financial organization		4
		Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
		Real estate or insurance company		4
		Retail store		2
Wholesale house			2	
College or university			1	
Government, state			1	
Government, city or town			1	
Public utility			1	
Iron and steel manufacturing company			3	
Metal manufacturing company (not iron and steel)			1	
Manufacturing company, not elsewhere classified			2	
Newspaper, printing, or publishing company			1	
Accountant			1	
Law firm			3	
Railroad			2	
Water transportation company			2	
Asst. secretary		Theater, moving picture house, or entertainment bureau	2	
		Bank, investment company, or other financial organization	29	15
		Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	2	
		Abstract company, advertising, collection or employment bureau, or office service	3	6
	Real estate or insurance company	12	10	

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. secretary	Wholesale house	2	2
	Retail and wholesale house		1
	Commercial company, unspecified	2	
	Board of education	1	1
	College or university	2	2
	School, unspecified	1	
	Government, U. S.	3	
	Government, state	3	3
	Government, city or town	2	
	Government, unspecified	1	
	Building and construction company (including building materials)	2	4
	Oil, drug, paint, or other chemical manufacturing company	1	2
	Public utility		1
	Food manufacturing or packing company	1	
	Iron and steel manufacturing company	1	
	Lumber or furniture manufacturing company	1	1
	Metal manufacturing company (not iron and steel)		
	Manufacturing company, not elsewhere classified	1	2
	Newspaper, printing, or publishing company	3	1
	Textile or clothing manufacturing company	1	
	Live stock or poultry farm	1	
	Dentist	1	
	Engineer		1
	Chamber of commerce or other civic organization	11	26
	Hospital, Y. W. C. A., or other health or welfare organization	2	2
	Women's or men's club or other fraternal organization		1
	Trade association	4	1
Railroad	1		
Street railway company	1		
Unspecified	5	2	
Asst. secretary to governor	Government, state		1
Asst. secretary to president	Real estate or insurance company		1
	College or university		1
Asst. to president	Iron and steel manufacturing company	1	
Asst. to manager	Theater, moving picture house, or entertainment bureau	1	
	Bank, investment company, or other financial organization	1	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Abstract company, advertising, collection or employment bureau, or office service	1	
	School, unspecified		2
	Building and construction company (including building materials)	1	
	Food manufacturing or packing company		1
	Telephone company	1	
Asst. to secretary	Real estate or insurance company	2	
	College or university	1	
	Chamber of commerce or other civic organization	1	
	Trade association	1	
Asst. to official	Bank, investment company, or other financial organization		1
	Real estate or insurance company		1
	Retail store		2
	Wholesale house		1
	Board of education		2
	Oil, drug, paint, or other chemical manufacturing company		1

MICHIGAN BUSINESS STUDIES

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. to official	Food manufacturing or packing company		1
	Iron and steel manufacturing company		1
	Manufacturing company, not elsewhere classified		1
	Newspaper, printing, or publishing company		2
	Chamber of commerce or other civic organization		1
	Hospital, Y. W. C. A., or other health or welfare organization		1
	Telephone company		1
Asst. to commercial agent	Railroad		1
Asst. to supt. of schools	Board of education	1	
Asst. to registrar and treasurer	School, unspecified		1
Asst. to auditor	Government, county	2	
Asst. to collector	Government, U. S.	1	
Abstractor	Bank, investment company, or other financial organization		3
	Abstract company	32	46
	Real estate company	3	
	Government, U. S.	1	
	Law firm	1	
	Unspecified	2	
Asst. abstractor	Abstract company		1
Corresponding secretary	Chamber of commerce or other civic organization		1
	Bank, investment company, or other financial organization	1	
	Unspecified	4	1
Correspondent	Bank, investment company, or other financial organization	1	
	Real estate or insurance company	1	2
	Retail store	3	
	Retail and wholesale house		1
Sales correspondent	Oil, drug, paint, or other chemical manufacturing company	1	
Policy writer	Insurance company	1	
Copyist	Government, county		2
Copyist and examiner	Retail store		2
	Wholesale house		1
	Oil, drug, paint, or other chemical manufacturing company		1
	Iron and steel manufacturing company		1
	Manufacturing company, not elsewhere classified		1
Examiner	Textile or clothing manufacturing company		1
	Real estate or insurance company		6
	Manufacturing company, not elsewhere classified		1
Copyist and proofreader	Government, city or town		1
	Unspecified	3	
Addressograph operator	Public utility		1
Billing machine operator	Metal manufacturing company (not iron and steel)		1
	Railroad		5
Bookkeeping machine operator	Real estate or insurance company	1	
	Retail store		2
	Food manufacturing or packing company		1
Comptometer operator	Bank, investment company, or other financial organization	3	
	Retail store	2	1
	Wholesale house	1	
	Oil, drug, paint, or other chemical manufacturing company	2	4
	Retail and wholesale house	1	
	Iron and steel manufacturing company	3	

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Comptometer operator	Metal manufacturing company (not iron and steel)	2	
	Manufacturing company, not elsewhere classified		2
	Newspaper, printing, or publishing company	1	
	Railroad	9	
Dictaphone operator	Unspecified	7	
	Real estate or insurance company	1	
	Vocational or technical school	1	
	Manufacturing company, not elsewhere classified		2
Ediphone operator	Unspecified		5
	Oil, drug, paint, or other chemical manufacturing company		1
Multigraph operator	Bank, investment company, or other financial organization		1
	Real estate or insurance company	1	
	College or university	1	
	Food manufacturing or packing company	1	
	Iron and steel manufacturing company	1	
Bookkeeper	Unspecified	1	
	Theater, moving picture house, or entertainment bureau	3	
	Bank, investment company, or other financial organization	480	113
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	166	16
	Abstract company, advertising, collection or employment bureau, or office service	27	8
	Real estate or insurance company	168	38
	Retail store	1,316	202
	Wholesale house	172	66
	Retail and wholesale house	70	24
	Board of education	5	3
	College or university	16	4
	Public school, elementary	1	
	Normal school or teachers' college	1	
	Private school		1
	Professional school (law, medicine, or music)	1	
	Public school, secondary	1	
	Vocational or technical school		
	Government, U. S.	5	2
	Government, state	15	5
	Government, county	29	9
	Government, city or town	23	9
	Government, unspecified	5	
	Building and construction company (including building materials)	67	14
	Oil, drug, paint, or other chemical manufacturing company	32	9
	Public utility	183	32
	Food manufacturing or packing company	143	25
	Iron and steel manufacturing company	88	15
	Lumber or furniture manufacturing company	27	18
	Metal manufacturing company (not iron and steel)	16	5
	Manufacturing company, not elsewhere classified	58	28
	Newspaper, printing, or publishing company	121	34
	Textile or clothing manufacturing company	54	10
	Farm, nursery, or greenhouse	12	3
	Live stock or poultry farm	8	1
	Coal or other mining company	11	3
	Auditor		1
	Dentist	4	2
	Doctor	38	7
	Engineer		4

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Bookkeeper	Interior decorator	3		
	Law firm	1	1	
	Lawyer	1		
	Oculist	1	1	
	Private medical clinic	2		
	Chamber of commerce or other civic organization	1	1	
	Hospital, Y. W. C. A., or other health or welfare organization	54	8	
	Women's or men's club or other fraternal organization	4		
	Political organization	1		
	Nurses' or other professional organization	1		
	Church or religious association	1		
	Trade association	14		
	Express company	2		
	Railroad	12	6	
	Transportation company, miscellaneous		1	
	Street railway company	1		
	Taxicab or transfer and trucking company	12	2	
	Telephone company	5	1	
	Telephone company	74	6	
	Water transportation company	1		
Unspecified	449	46		
Bookkeeper and manager	Real estate or insurance company	1		
	Wholesale house	1		
Bookkeeper and proofreader	Unspecified	1		
	Newspaper, printing, or publishing company	2		
Bookkeeper and secretary	Real estate or insurance company		2	
	Retail store	1	1	
	Retail and wholesale house		5	
	Hospital, Y. W. C. A., or other health or welfare organization		4	
Bookkeeper and asst. secretary	Theater, moving picture house, or entertainment bureau		1	
	Bank, investment company, or other financial organization		1	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1	
	Real estate or insurance company		1	
	Retail store		5	
	Wholesale house		3	
	Oil, drug, paint, or other chemical manufacturing company		1	
	Public utility		1	
	Food manufacturing or packing company	1	1	
	Manufacturing company, not elsewhere classified	2		
	Newspaper, printing, or publishing company		1	
	Coal or other mining company		1	
	Doctor	1	1	
	Law firm	1	2	
	Unspecified		1	
	Bookkeeper and cashier	Bank, investment company, or other financial organization	6	
		Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	2	1
		Abstract company, advertising, collection or employment bureau, or office service		1
		Real estate or insurance company	3	13
Retail store		37	65	
Wholesale house		4	3	
Retail and wholesale house		2	2	
Building and construction company (including building materials)			2	
Public utility		8	13	
Food manufacturing or packing company		2	1	

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Bookkeeper and cashier	Iron and steel manufacturing company		1	
	Lumber or furniture manufacturing company	1	1	
	Metal manufacturing company (not iron and steel)	1	2	
	Manufacturing company, not elsewhere classified	1	6	
	Newspaper, printing, or publishing company	2	7	
	Railroad		1	
	Textile or clothing manufacturing company		3	
	Hospital, Y. W. C. A., or other health or welfare organization		2	
	Taxicab or transfer and trucking company		1	
	Telephone company		1	
Bookkeeper and asst. cashier ...	Unspecified		4	
	Bank, investment company, or other financial organization		10	
Bookkeeper and clerk	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		3	
	Real estate or insurance company	1		
	Retail store	2		
	Wholesale house	20	3	
	Government, city or town		1	
	Oil, drug, paint, or other chemical manufacturing company		1	
	Public utility	1		
	Food manufacturing or packing company	1		
	Newspaper, printing, or publishing company	2	1	
	Railroad	3		
	Taxicab or transfer and trucking company	1		
	Telephone company	1		
	Bookkeeper and stenographer ...	Theater, moving picture house, or entertainment bureau		1
		Bank, investment company, or other financial organization	21	48
		Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	4	5
Abstract company, advertising, collection or employment bureau, or office service		3	7	
Real estate or insurance company		44	84	
Retail store		86	115	
Wholesale house		26	47	
Retail and wholesale house		7	33	
College or university		1	3	
Private school			1	
Public school, secondary		1		
School, unspecified		2	1	
Vocational or technical school			1	
Government, U. S.			5	
Government, state			6	
Government, county		3	7	
Government, city or town		2	5	
Government, unspecified		2		
Building and construction company (including building materials)		5	23	
Oil, drug, paint, or other chemical manufacturing company		2	8	
Public utility		6	13	
Food manufacturing or packing company		16	19	
Iron and steel manufacturing company		5	5	
Lumber or furniture manufacturing company	8	7		
Metal manufacturing company (not iron and steel)	1	2		
Manufacturing company, not elsewhere classified	9	11		
Newspaper, printing, or publishing company	9	5		
Textile or clothing manufacturing company	5	3		

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Bookkeeper and stenographer	Farm, nursery, or greenhouse		2
	Live stock or poultry farm		1
	Accountant		2
	Doctor		7
	Engineer		2
	Law firm	18	32
	Chamber of commerce or other civic organization	1	1
	Hospital, Y. W. C. A., or other health or welfare organization	4	6
	Women's or men's club, or other fraternal organization	1	1
	Church or religious association		2
	Trade association	4	
	Railroad		4
	Telephone company		4
Unspecified		26	31
Bookkeeper and general office work	Bank, investment company, or other financial organization		4
	Real estate or insurance company		7
	Retail store		12
	Wholesale house		7
	Retail and wholesale house		1
	College or university		1
	Government, state		1
	Government, county		2
	Government, city or town		1
	Lumber or furniture manufacturing company		1
	Manufacturing company, not elsewhere classified		4
	Doctor		1
	Women's or men's club, or other fraternal organization		1
	Unspecified		8
Bookkeeper and abstractor	Abstract company		1
	Law firm		1
Bookkeeper and collector	Bank, investment company, or other financial organization		1
	Real estate or insurance company		2
	Government, city or town		1
	Building and construction company (including building materials)		1
	Public utility		1
Bookkeeper and sales clerk	Unspecified		1
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
	Real estate or insurance company		1
	Retail store		23
	Wholesale house		7
Bookkeeper and designer	Iron and steel manufacturing company		1
	Retail store		1
Bookkeeper and non-clerical work, not elsewhere classified	Retail store		2
	Wholesale house		2
	Iron and steel manufacturing company		2
	Manufacturing company, not elsewhere classified		1
Bookkeeper and operative	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
Bookkeeper and optician	Retail store		1
Bookkeeper and typist	Bank, investment company, or other financial organization		1
	Real estate or insurance company		3
	Retail store		1
	Wholesale house		2

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Bookkeeper and typist	Retail and wholesale house		1
	Private school		1
	Public utility		2
	Food manufacturing or packing company ..		1
	Manufacturing company, not elsewhere clas- sified		2
	Newspaper, printing, or publishing company Unspecified		1
Asst. bookkeeper	Bank, investment company, or other financial organization	2	5
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Real estate or insurance company		2
	Retail store	3	2
	Wholesale house	2	3
	Retail and wholesale house	1	1
	Government, U. S.		1
	Government, state	1	
	Oil, drug, paint, or other chemical manu- facturing company	1	
	Public utility	1	1
	Food manufacturing or packing company ..	2	5
	Manufacturing company, not elsewhere clas- sified	4	3
	Newspaper, printing, or publishing company	1	
	Textile or clothing manufacturing company..	1	1
	Law firm	1	
Hospital, Y. W. C. A., or other health or welfare organization	1		
Railroad	1		
Telephone company		1	
Unspecified		3	
Asst. bookkeeper and clerk	Wholesale house		1
	Retail and wholesale house	1	
Asst. bookkeeper and bill clerk...	Telegraph company		1
Asst. bookkeeper and cashier ...	Retail store	1	2
	Retail and wholesale house		1
	Manufacturing company, not elsewhere clas- sified		1
Asst. bookkeeper and stenographer	Retail store	1	2
	Wholesale house	1	
	Retail and wholesale house		1
	Food manufacturing or packing company ..		1
	Iron and steel manufacturing company		1
	Coal or other mining company		1
	Chamber of commerce or other civic organi- zation		1
Stenographer and asst. cashier...	Bank, investment company, or other financial organization		1
	Real estate or insurance company		1
	Retail store		2
Public stenographer	Public stenographic office	190	
Public stenographer and notary public	Public stenographic office	3	
Stenographer	Theater, moving picture house, or entertain- ment bureau	7	3
	Bank, investment company, or other financial organization	346	110
	Hotel, restaurant, beauty shop, laundry, mort- ician, or other living or personal service	13	6
	Abstract company, advertising, collection or employment bureau, or office service	78	38
	Real estate or insurance company	418	95
	Retail store	324	35
	Wholesale house	133	57
	Retail and wholesale house	55	25

MICHIGAN BUSINESS STUDIES

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Stenographer	Board of education	25	3
	College or university	56	24
	Normal school or teachers' college	2	2
	School for handicapped	1	
	Secondary school, public	7	1
	School, unspecified	10	
	Vocational or technical school	4	
	Government, U. S.	51	12
	Government, state	73	24
	Government, county	100	16
	Government, city or town	50	12
	Government, unspecified	61	7
	Building and construction company (including building materials)	59	12
	Oil, drug, paint, or other chemical manufacturing company	80	21
	Public utility	145	34
	Food manufacturing or packing company	87	26
	Iron and steel manufacturing company	110	34
	Lumber or furniture manufacturing company	53	20
	Metal manufacturing company (not iron and steel)	39	5
	Manufacturing company, not elsewhere classified	123	55
	Newspaper, printing, or publishing company	70	12
	Textile or clothing manufacturing company	55	12
	Farm, nursery, or greenhouse	12	1
	Live stock or poultry farm	5	
	Coal or other mining company	19	3
	Accountant	3	1
	Architect	2	1
	Dentist	1	
	Doctor	21	1
	Engineer	6	3
	Law firm	530	198
	Veterinary	1	
	Chamber of commerce or other civic organization	31	7
	Hospital, Y. W. C. A., or other health or welfare organization	41	4
	Women's or men's club or other fraternal organization	12	1
	Political organization	1	1
	Church or religious association	2	1
	Trade association	19	5
	Express company	5	
	Transportation company, miscellaneous	1	1
	Railroad	198	56
	Street railway company	10	
	Taxicab or transfer and trucking company	9	2
	Telegraph company	5	
	Telephone company	22	8
	Water transportation company	1	
	Unspecified	634	42
Stenographer and abstractor	Abstract company	4	1
Stenographer and cashier	Bank, investment company, or other financial organization		1
	Real estate or insurance company		5
	Retail store	2	2
	Oil, drug, paint, or other chemical manufacturing company		2
	Public utility		1
	Railroad		1
	Telephone company	1	
	Unspecified	1	
Stenographer and clerk	Bank, investment company, or other financial organization	12	20

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Stenographer and clerk	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1		
	Abstract company, advertising, collection or employment bureau, or office service	2	1	
	Real estate or insurance company	4	11	
	Retail store	9	3	
	Wholesale house	4		
	Retail and wholesale house	1	5	
	Board of education	1	2	
	College or university	1	2	
	Secondary school, public	1		
	School, unspecified		1	
	Government, U. S.	5	12	
	Government, state	5	5	
	Government, county	3	4	
	Government, city or town	4	1	
	Government, unspecified	4	1	
	Building and construction company (including building materials)		3	
	Oil, drug, paint, or other chemical manufacturing company	5	5	
	Public utility	4	2	
	Food manufacturing or packing company	1	1	
	Iron and steel manufacturing company	1	3	
	Lumber or furniture manufacturing company		1	
	Metal manufacturing company (not iron and steel)	1	2	
	Manufacturing company, not elsewhere classified	1	13	
	Newspaper, printing, or publishing company	2	2	
	Textile or clothing manufacturing company		6	
	Law firm	2	1	
	Hospital, Y. W. C. A., or other health or welfare organization	1		
	Women's or men's club or other fraternal organization	1	1	
	Railroad	12	26	
	Street railway company	2		
	Telephone company	1		
	Unspecified	5	7	
	Stenographer and biller	Wholesale house		4
		Building and construction company (including building materials)	1	
	Stenographer and clerical work, not elsewhere classified	Food manufacturing or packing company		1
		Government, unspecified		1
	Stenographer and shipping clerk	Oil, drug, paint, or other chemical manufacturing company		1
		Building and construction company (including building materials)		1
	Stenographer and court reporter	Government, U. S.		1
		Law firm		1
Stenographer and sales clerk	Real estate or insurance company		2	
	Retail store		1	
Stenographer and miscellaneous sales work	Retail store		1	
Stenographer and asst. in sales department	Food manufacturing or packing company		1	
Stenographer and miscellaneous non-clerical work	Bank, investment company, or other financial organization		1	
	Real estate or insurance company		1	
	Retail store		1	
Stenographer and undertaker's asst.	Mortician		2	

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Typist	Bank, investment company, or other financial organization	2	1
	Abstract company, advertising, collection or employment bureau, or office service	9	3
	Real estate or insurance company	4	3
	Wholesale house		1
	Board of education		1
	Government, U. S.	1	
	Government, state	2	
	Government, county	4	3
	Government, city or town	1	
	Government, unspecified		1
	Building and construction company (including building materials)		2
	Oil, drug, paint, or other chemical manufacturing company	4	1
	Public utility		2
	Food manufacturing or packing company	1	1
	Iron and steel manufacturing company	1	2
	Lumber or furniture manufacturing company	2	
	Metal manufacturing company (not iron and steel)		1
	Manufacturing company, not elsewhere classified	1	1
	Newspaper, printing, or publishing company	2	
	Textile or clothing manufacturing company	2	
	Law firm	1	
	Church or religious association	1	
	Street railway company	1	
Unspecified		10	
Typist and file clerk	Real estate or insurance company		1
	Manufacturing company, not elsewhere classified		1
Typist and genealogist	Church or religious association		1
Clerk	Theater, moving picture house, or entertainment bureau	5	
	Bank, investment company, or other financial organization	246	58
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	34	2
	Abstract company, advertising, collection or employment bureau, or office service	25	6
	Real estate or insurance company	127	32
	Retail store	163	18
	Wholesale house	33	10
	Retail and wholesale house	7	5
	Board of education	20	8
	College or university	23	4
	Normal school or teachers' college		1
	Secondary school, public	4	
	School, unspecified	5	1
	Educational institution, unspecified		1
	Government, U. S.	34	23
	Government, state	72	10
	Government, county	131	34
	Government, city or town	51	11
	Government, unspecified	68	1
	Building and construction company (including building materials)	4	1
	Oil, drug, paint, or other chemical manufacturing company	21	7
	Public utility	109	14
	Food manufacturing or packing company	22	10
	Iron and steel manufacturing company	35	3
	Lumber or furniture manufacturing company	9	2
	Metal manufacturing company (not iron and steel)	18	2

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Clerk	Manufacturing company, not elsewhere classified	46	16	
	Newspaper, printing, or publishing company	65	12	
	Textile or clothing manufacturing company	26	10	
	Farm, nursery, or greenhouse	4	1	
	Coal or other mining company	3		
	Accountant		1	
	Architect	1	1	
	Dentist	6		
	Doctor	26		
	Engineer		1	
	Law firm	22	2	
	Optometrist	3		
	Chamber of commerce or other civic organization	3		
	Hospital, Y. W. C. A., or other health or welfare organization	23	7	
	Women's or men's club or other fraternal organization	9		
	Church or religious association	1	1	
	Trade association	7	1	
	Express company	5	1	
	Transportation company, miscellaneous	1		
	Railroad	140	28	
	Street railway company	5		
	Taxicab or transfer and trucking company	4		
	Telegraph company	6	1	
Telephone company	33	4		
Clerk, abstract	Unspecified	192	21	
	Government, U. S.	1		
Clerk, bill	Government, city or town	1		
	Railroad	1	8	
Clerk, bill	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1		
	Retail store	7	1	
	Wholesale house	6	9	
	Retail and wholesale house		1	
	Government, U. S.	1		
	Building and construction company (including building materials)		1	
	Oil, drug, paint, or other chemical manufacturing company	2	2	
	Public utility	3	1	
	Food manufacturing or packing company	1		
	Iron and steel manufacturing company	2	1	
	Lumber or furniture manufacturing company	2	1	
	Metal manufacturing company (not iron and steel)	2		
	Manufacturing company, not elsewhere classified	5	2	
	Newspaper, printing, or publishing company	2	1	
	Textile or clothing manufacturing company	1	1	
	Railroad	5	5	
	Telephone company	1		
	Clerk, cost	Unspecified	2	3
		Retail store	1	1
		Wholesale house	1	4
Clerk, complaint	Building and construction company (including building materials)		1	
	Lumber or furniture manufacturing company	1	1	
Clerk, file	Public utility		3	
	Bank, investment company, or other financial organization	3	3	
Clerk, file	Abstract company, advertising, collection or employment bureau, or office service	1		
	Real estate or insurance company	3	1	
	Retail store	2		

MICHIGAN BUSINESS STUDIES

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Clerk, file	Wholesale house	1	
	College or university	1	1
	Government, U. S.	1	
	Government, state	3	3
	Government, county	1	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Public utility	6	
	Iron and steel manufacturing company	2	1
	Lumber or furniture manufacturing company	3	
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	3	
	Textile or clothing manufacturing company	1	
	Law firm	1	
	Hospital, Y. W. C. A., or other health or welfare organization	1	
	Trade association	2	
	Railroad	2	
	Telephone company	1	
Unspecified	8	3	
Clerk, freight	Railroad	3	
Clerk, invoice	Building and construction company (including building materials)	1	
	Oil, drug, paint, or other chemical manufacturing company	1	1
	Food manufacturing or packing company	1	
	Iron and steel manufacturing company		1
	Manufacturing company, not elsewhere classified		1
	Newspaper, printing, or publishing company		1
	Textile or clothing manufacturing company	1	
	Lumber or furniture manufacturing company	1	
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	2	
Clerk, order	Textile or clothing manufacturing company	2	
	Oil, drug, paint, or other chemical manufacturing company	1	
Clerk, payroll	Public utility	2	
	Lumber or furniture manufacturing company	2	
	Manufacturing company, not elsewhere classified	1	2
Clerk, postoffice	Textile or clothing manufacturing company	2	1
	Unspecified	1	
Clerk, postoffice	Government, U. S.	179	20
Clerk, special, not elsewhere classified	Bank, investment company, or other financial organization	2	8
	Abstract company, advertising, collection or employment bureau, or office service	1	8
	Real estate or insurance company		5
	Retail store	1	18
	Wholesale house	1	2
	Government, county		3
	Oil, drug, paint, or other chemical manufacturing company		2
	Public utility		2
	Food manufacturing or packing company	1	1
	Iron and steel manufacturing company		1
	Lumber or furniture manufacturing company		1
	Metal manufacturing company (not iron and steel)		2
	Manufacturing company, not elsewhere classified		1

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Clerk, special, not elsewhere classified	Newspaper, printing, or publishing company		1
	Farm, nursery, or greenhouse		1
	Coal or other mining company		3
Clerk, statistical	Railroad	2	
	Telephone company	1	4
	Unspecified		6
	Real estate or insurance company	1	
	Retail store	1	
	College or university	2	2
	Government, U. S.		2
	Government, state	1	1
	Government, city or town	1	1
	Oil, drug, paint, or other chemical manufacturing company	1	1
Clerk, voucher	Public utility	4	
	Metal manufacturing company (not iron and steel)		1
	Telegraph company	1	
	Unspecified		1
	Retail and wholesale house		1
	College or university	1	
	Government, state	1	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Public utility	1	
	Clerk and typist	Abstract company, advertising, collection or employment bureau, or office service		1
Retail store			1
Government, state			1
Oil, drug, paint, or other chemical manufacturing company			1
Government, state		2	
Asst. clerk	Government, county	6	
	Government, city or town	7	
	Government, unspecified	2	
	Engineer		1
Asst. clerk, shipping	Wholesale house		1
Cashier	Theater, moving picture house, or entertainment bureau	8	2
	Financial organization (not bank)	15	6
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	19	3
	Abstract company, advertising, collection or employment bureau, or office service	1	10
	Real estate or insurance company		21
	Retail store	118	20
	Wholesale house	12	9
	Retail and wholesale house	2	4
	College or university	3	1
	Government, U. S.	1	
	Government, state	6	2
	Government, county		1
	Government, city or town	4	2
	Government, unspecified	2	
	Building and construction company (including building materials)	3	
	Oil, drug, paint, or other chemical manufacturing company	1	1
	Public utility	66	13
	Food manufacturing or packing company	14	1
	Iron and steel manufacturing company	5	2
	Lumber or furniture manufacturing company		1
	Metal manufacturing company (not iron and steel)	1	1
	Manufacturing company, not elsewhere classified	2	
	Newspaper, printing, or publishing company	7	1

CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Cashier	Accountant	1		
	Hospital, Y. W. C. A., or other health or welfare organization		1	
	Women's or men's club or other fraternal organization	2		
	Express company	2	1	
	Railroad	10	4	
	Street railway company	2		
	Taxicab or transfer and trucking company	1		
	Telegraph company	3		
	Telephone company	16	22	
	Unspecified	30	7	
Cashier and timekeeper	Newspaper		1	
Asst. cashier	Financial organization (not bank)	3		
	Real estate or insurance company	2	4	
	Retail store	3	4	
	Government, state	1		
	Oil, drug, paint, or other chemical manufacturing company		1	
	Public utility	9	3	
	Metal manufacturing company (not iron and steel)		1	
	Manufacturing company, not elsewhere classified	1		
	Railroad	1	1	
	Street railway company	1	1	
	Unspecified	2	1	
	Asst. cashier and accountant	Financial organization (not bank)		1
	Asst. abstractor	Abstract company	2	
Historian	Oil, drug, paint, or other chemical manufacturing company	1		
Office assistant	Government, county		1	
	Building and construction company (including building materials)		1	
	Public utility		1	
	Accountant	1		
Reader	Chemist	1		
Cataloguer and mounter	Clipping bureau	1	1	
	Retail store		2	
Checker	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1	
	Trade association		1	
Brand recorder	Government, state		1	
Recorder	Government, county	1		
Asst. recorder	Government, county	1		
Receptionist	Retail store	1		
	Commercial, unspecified	1		
Registrar	Abstract company, advertising, collection or employment bureau, or office service	3		
	Government, state	1		
	Government, unspecified		1	
	Hospital, Y. W. C. A., or other health or welfare organization	3	4	
	Trade association	2		
	Unspecified		1	
Cataloguer	Iron and steel manufacturing company	1		
Coder	Government, state	1		
Meter reader	Public utility	1		
Timekeeper	Iron and steel manufacturing company	3		
	Lumber or furniture manufacturing company	1		
	Manufacturing company, not elsewhere classified		2	
	Newspaper, printing, or publishing company		1	
	Textile or clothing manufacturing company	2		
	Express company		1	
	Railroad	10		
Asst. timekeeper	Railroad		6	

EARNINGS OF WOMEN

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CLERICAL, continued

Occupation	Employer	Number in Federation	Number in Federation Group
Switchboard operator	Bank, investment company, or other financial organization	4	1
	Abstract company, advertising, collection or employment bureau, or office service		1
	Retail store	3	1
	Wholesale house	1	
	Government, state	3	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Public utility	3	
	Iron and steel manufacturing company	1	
	Manufacturing company, not elsewhere classified	2	1
	Newspaper, printing, or publishing company		1
	Textile or clothing manufacturing company	2	
	Farm, nursery, or greenhouse	1	
	Doctor	1	
	Hospital, Y. W. C. A., or other health or welfare organization	1	1
	Railroad	3	
Unspecified	1	1	
File clerk and switchboard operator	Manufacturing company, not elsewhere classified		1
Telegraph operator	Bank, investment company, or other financial organization	1	1
	Iron and steel manufacturing company	3	1
	Lumber or furniture manufacturing company	2	1
	Manufacturing company, not elsewhere classified	1	
Unspecified clerical work	Newspaper, printing, or publishing company	1	
	Retail store		1
	Normal school or teachers' college		1
	Manufacturing company, not elsewhere classified		1
	Unspecified		7
Group total		<u>15,674</u>	<u>5,862</u>

TEACHING

Alumnae secretary	College or university		1
Secretary	College or university	1	1
Asst. secretary	College or university	1	1
Registrar	College or university	8	5
Asst. registrar	College or university	10	4
Recorder	College or university	2	
Asst. recorder of faculties	College or university	1	
Organizer	College or university	1	
Field secretary	College or university	1	
Executive secretary	College or university	4	
Dean of college	College or university	1	1
Dean of women	College or university	16	6
Dean of women and professor	College or university		4
Dean of women and assoc. professor	College or university		1
Dean of women and instructor	College or university		2
Asst. dean of women	College or university	1	
Director of home economics	College or university	1	
Director of music	College or university	1	
Director of physical education	College or university	3	
Department head	College or university	5	
Asst. director of home economics	College or university	1	
Professor and dean	College or university	1	1

TEACHING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
President, extension division	College or university	1	
Professor	College or university	11	19
Associate professor	College or university	4	6
Asst. professor	College or university	11	15
Teacher	College or university	122	19
Critic teacher	College or university		1
Lecturer	College or university	1	
Departmental asst.	College or university	1	
Extension service worker	College or university	3	
Unspecified	College or university		6
Superintendent and principal, teachers' training	Normal school or teachers' college	2	
Principal	Normal school or teachers' college	1	1
Registrar	Normal school or teachers' college	2	1
Asst. secretary	Normal school or teachers' college		1
Asst. state director of special education	Normal school or teachers' college	1	
Dean of women	Normal school or teachers' college	7	5
Dean of women and teacher	Normal school or teachers' college	1	1
Director of rural education	Normal school or teachers' college	1	
Director of teachers' training	Normal school or teachers' college	1	
Supervisor, asst. supervisor, or asst. principal	Normal school or teachers' college		4
Supervisor	Normal school or teachers' college		3
Director of music	Normal school or teachers' college	1	
Director of physical education	Normal school or teachers' college	3	
Department head	Normal school or teachers' college	10	
Department head and professor	Normal school or teachers' college		8
Asst. professor	Normal school or teachers' college	6	5
Instructor	Normal school or teachers' college	61	37
Teacher and cafeteria manager	Normal school or teachers' college		1
Critic teacher	Normal school or teachers' college	26	12
Asst. instructor	Normal school or teachers' college		2
Departmental asst.	Normal school or teachers' college	3	
Extension service worker	Normal school or teachers' college	1	
Supervisor of department, elementary schools	Board of education	43	43
Supervisor of department, secondary schools	Board of education	12	
Director of department, elementary schools	Board of education		2
Director of dramatic art, secondary schools	Board of education	1	
Director of music, secondary schools	Board of education	1	
Director of physical education, elementary schools	Board of education		1
Director of physical education, secondary schools	Board of education	4	39
Director of vocational guidance, secondary schools	Board of education	1	1
Supervisor of attendance	Board of education, city		1
Counselor, elementary schools	Board of education	1	
Counselor, secondary schools	Board of education	2	
Counselor, schools unspecified	Board of education	1	
Examiner, committee on education	Board of education		1
Principal	Elementary school	171	174
	Secondary school	29	35
Principal and teacher	Elementary school	27	
	Secondary school	1	
Asst. principal	Elementary school	2	1
	Secondary school	14	12
Dean of girls	Secondary school	14	13
Registrar	Elementary school	1	1
	Secondary school	2	4

EARNINGS OF WOMEN

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TEACHING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. registrar or executive secretary	Elementary school		2
State superintendent of schools		3	2
State supervisor of high schools			1
State supervisor of rural schools			1
State supervisor		1	1
Director, special schools for deaf and blind	State dept. of education		1
Commissioner of schools	Board of education, county		5
	Board of education, city or town	2	
County superintendent of schools		79	42
Asst. county superintendent of schools		10	13
Director of special classes	Board of education, county		1
Director of elementary schools	Board of education, county	1	
Supervisor	Board of education, county		3
Member	Board of education, county	1	1
Chairman	Board of education, city	2	
Member	Board of education, city	3	
Superintendent of elementary schools	Board of education	2	
City superintendent of schools			1
Asst. city superintendent of schools		13	6
Director of exceptional schools		1	1
Executive secretary	Board of education	1	
Supervisor of elementary schools	Board of education	18	6
Supervisor of high schools	Board of education	3	
Asst. supervisor of elementary schools	Board of education	2	
Asst. supervisor, school unspecified	Board of education	2	
Department head	Elementary school	1	
	Secondary school	5	
Teacher and dept. head	Secondary school		31
Supervising teacher	Elementary school		2
	Secondary school		
Head teacher	Elementary school	1	
	Secondary school	1	
Teacher	Elementary school	2,177	961
	Secondary school	1,421	669
Teacher and cafeteria manager	Secondary school		10
Critic teacher	Elementary school		1
Asst. teacher	Elementary school	1	2
	Secondary school		2
Study hall keeper	Secondary school	1	
Substitute teacher	Elementary school	4	
	Secondary school	6	1
Proprietor	Elementary school, private	2	1
	Secondary school, private		1
	School, unspecified, private	4	
Principal	Secondary school, private		1
	School, unspecified, private		5
Business manager	Secondary school, private	2	1
Secretary	Secondary school, private		1
Registrar	Military school		1
Department head	Secondary school, private		2
Supervising teacher	University high school		1
Professor	School, unspecified, private		1
Teacher	Secondary school, private		2
	School, unspecified, private		4
Teacher and department head	Secondary school, private		1
Asst. teacher	School, unspecified, private		1
Proprietor	Professional school	5	2
Director	Professional school	3	
Director and teacher	Professional school	1	
Manager	Professional school	1	

TEACHING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Principal	Professional school	1	3
Principal and teacher	Professional school	1	
Asst. principal	Professional school	1	1
Dean	Professional school		1
Registrar	Professional school		1
Secretary and teacher	Professional school	1	
Director of music	Professional school	2	
Teacher	Professional school	21	13
Proprietor	Technical or vocational school	25	11
Partner	Technical or vocational school	3	
President	Technical or vocational school	3	2
Vice-president	Technical or vocational school	1	
Vice-president and secretary	Technical or vocational school	1	
Secretary	Technical or vocational school	1	
Superintendent	Technical or vocational school	1	
Manager	Technical or vocational school	6	3
Promoter	Technical or vocational school		1
Asst. manager	Technical or vocational school	2	
Business manager	Technical or vocational school	1	
Principal	Technical or vocational school	9	6
Asst. principal	Technical or vocational school	1	
Supervisor	Technical or vocational school	2	1
Dean of women	Technical or vocational school	1	
Vocational guidance director	Technical or vocational school	1	1
Registrar	Technical or vocational school		1
Department head	Technical or vocational school	2	5
Teacher	Technical or vocational school	13	32
Disciplinarian	Technical or vocational school	1	
Asst. to manager	Technical or vocational school	1	
Superintendent	School for handicapped	4	3
Principal	School for handicapped	6	3
Supervisor	School for handicapped	1	1
Director of educational activities	School for handicapped		1
Director of physical education	School for handicapped	1	
Department head	School for handicapped	1	
Teacher	School for handicapped	4	23
Educational director	Retail store	4	3
	Manufacturing company, not elsewhere classified		1
	Textile or clothing manufacturing company		1
Manager of training school	Telephone company	1	
Director of domestic science	Food manufacturing or packing company	1	
Director of physical education	Club, social or recreational	1	
Teacher	Real estate or insurance company		1
	Retail store	6	3
	Food manufacturing or packing company	1	
	Iron and steel manufacturing company	2	1
	Manufacturing company, not elsewhere classified	2	
	Textile or clothing manufacturing company	1	
	Telephone company	11	4
Parliamentarian	Service bureau	1	
Director of music	Musical organization		1
Choral director	Musical organization	2	
Director of home economics	Hospital, Y. W. C. A., or other health or welfare organization	1	
Director of physical education	Y. W. C. A.	4	1
Director of religious education	Church or religious association	4	4
Asst. physical director	Y. W. C. A.	1	
Superintendent training school department	Y. W. C. A. or other welfare organization	1	
Instructor of nurses	Hospital or other health organization	10	
Instructor, religious	Unspecified	1	
Teacher	Government, U. S.		1
Instructor	Hospital, Y. W. C. A., or other health or welfare organization	10	4
	Church or religious association	1	1

EARNINGS OF WOMEN

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TEACHING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Lecturer	Chautauque		2
Asst. teacher	Hospital, Y. W. C. A., or other health or welfare organization		
Teacher	Private lessons	502	102
Tutor	Private lessons	6	4
Unspecified	Private lessons		2
President	School, unspecified	1	
President and principal	School, unspecified	1	
Superintendent	School, unspecified	3	
Superintendent fresh air school	Unspecified	1	
Director	School, unspecified		1
Asst. superintendent	School, unspecified	1	
Principal	School, unspecified	99	7
Principal and teacher	School, unspecified	9	
Asst. principal	School, unspecified	4	
Asst. manager	School, unspecified	1	
Dean	School, unspecified	1	
Dean of girls	School, unspecified	3	
Educational director	School, unspecified	3	1
Director of extra curricular activities	School, unspecified		2
Supervisor	School, unspecified	5	52
Registrar	School, unspecified	1	
Asst. registrar or executive secretary	School, unspecified		2
Attendance officer and voca- tional director	School, unspecified	1	
Department head	School, unspecified	62	
Director of dramatic art	School, unspecified	3	
Director of music	School, unspecified	2	
Director of physical education	School, unspecified	5	
Director of vocational guid- ance in schools	School, unspecified	1	
Asst. director of physical edu- cation	School, unspecified	1	
Asst. director of vocational training	School, unspecified	1	
Supervising teacher	School, unspecified		1
Teacher and department head	School, unspecified		1
Teacher	School, unspecified	895	77
	Educational institution, unspecified	339	2
Lecturer	School, unspecified	1	
Extension worker	School, unspecified		1
Visiting teacher	School, unspecified	1	
Substitute teacher	School, unspecified	6	9
Teacher and stenographer	School, unspecified	1	
Departmental asst.	School, unspecified	1	
Educator	Educational institution, unspecified	7	
Group total		6,760	2,689

SALES

Proprietor	Theater, moving picture house, or entertain- ment bureau	1	
	Abstract company, advertising, collection or employment bureau, or office service	33	10
	Real estate or insurance company	153	45
	Retail store	1,569	264
	Wholesale house	23	5
	Retail and wholesale house	7	
	Commercial, unspecified	13	
Partner	Abstract company, advertising, collection or employment bureau, or office service	4	1
	Real estate or insurance company	13	23

SALES, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Partner	Retail store	200	77
	Wholesale house	3	11
	Retail and wholesale house	4	3
Partner and manager	Commercial, unspecified	1	6
	Retail store	4	
Partner and secretary-treasurer	Retail store	1	
Partner and bookkeeper	Retail store	2	
Partner and cashier	Retail store	1	
President	Real estate company	2	
	Retail store	10	
	Wholesale house	4	
	Real estate company	2	
Vice-president	Retail store	10	4
	Wholesale house	2	1
	Real estate company	1	
	Real estate company	1	
Vice-president and office manager	Abstract company, advertising, collection or employment bureau, or office service	1	1
Secretary	Real estate company	7	
	Retail store	1	5
	Wholesale house		2
	Retail and wholesale house		4
Director	Retail store		2
Director, financial campaigns	Abstract company, advertising, collection or employment bureau, or office service		1
Director, travel tours	Service bureau (not office)	1	
Asst. to husband	Abstract company, advertising, collection or employment bureau, or office service		2
	Real estate company		2
	Retail store		35
	Retail and wholesale house		2
	Commercial company, unspecified		1
	Unspecified		5
Superintendent	Real estate company	3	
	Retail store	2	
Manager	Abstract company, advertising, collection or employment bureau, or office service	3	2
	Real estate company	41	7
	Retail store	324	54
	Wholesale house	16	6
	Retail and wholesale house	3	4
	Commercial company, unspecified	5	
	College or university	2	
	Unspecified	3	4
Manager and buyer	Retail store	5	6
Manager and bookkeeper	Retail store	1	2
Business manager	Real estate company	2	
Business manager	Retail store	2	
Asst. general manager and bookkeeper	Newspaper, printing, or publishing company	6	
	Retail store		2
	Wholesale house		1
Asst. manager	Abstract company, advertising, collection or employment bureau, or office service	1	
	Real estate company	9	1
	Retail store	67	19
	Wholesale house	4	3
	Retail and wholesale house	1	2
	Commercial company, unspecified	1	2
	Retail store	1	
Asst. manager and buyer	Retail store	1	
District manager	Real estate company	13	
	Retail store	1	
	Wholesale house	2	
	Retail store	1	
Branch manager	Wholesale house		2
	Retail and wholesale house	1	1
	Retail and wholesale house	1	1
	Newspaper, printing, or publishing company		1

EARNINGS OF WOMEN

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SALES, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Sales manager	Real estate company	2	2
	Retail store	6	1
	Wholesale house	2	1
	Commercial company, unspecified	1	
	Oil, drug, paint, or other chemical manufacturing company	1	1
	Food manufacturing or packing company	1	1
	Manufacturing company, not elsewhere classified	1	2
	Newspaper, printing, or publishing company	1	1
	Unspecified	1	
Export sales manager	Manufacturing company, not elsewhere classified	1	
Asst. sales manager	Real estate company	2	2
	Retail store		1
	Wholesale house		1
	Retail and wholesale house	1	1
	Building and construction company (including building materials)	1	
	Food manufacturing or packing company	1	
	Iron and steel manufacturing company		2
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	2	1
	Newspaper, printing, or publishing company		1
Unspecified		1	
District sales manager	Real estate company		1
	Retail store		1
	Wholesale house		1
	Oil, drug, paint or other chemical manufacturing company		1
	Manufacturing company, not elsewhere classified		1
Asst. export manager	Textile or clothing manufacturing company		1
	Oil, drug, paint, or other chemical manufacturing company	1	
Advertising manager	Bank, investment company, or other financial organization	1	2
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
	Retail store	14	6
	Wholesale house	3	
	Manufacturing company, not elsewhere classified		2
	Government, state	1	
	Unspecified	3	1
	Abstract company, advertising, collection or employment bureau, or office service	1	
	Newspaper, printing, or publishing company	9	3
	Director of publicity	Real estate company	1
	Public utility		1
	Chamber of commerce or other civic organization		3
	Y. W. C. A.		1
Asst. advertising manager	Bank, investment company, or other financial organization		1
	Abstract company, advertising, collection or employment bureau, or office service		1
	Retail store	1	1
	Retail and wholesale house		1
	Newspaper, printing, or publishing company	2	4
	Chamber of commerce or other civic organization	2	
	Railroad		1
	Unspecified	1	1
Circulation manager	Newspaper printing, or publishing company	9	5

SALES, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. circulation manager	Newspaper, printing, or publishing company	2	2
Manager clearing house	Real estate development		1
Department manager, unspecified	Public utility	1	
	Iron and steel manufacturing company	1	
	Manufacturing company, not elsewhere classified	2	
	Newspaper, printing, or publishing company	1	
	Textile or clothing manufacturing company	1	
Manager, foreign division	Manufacturing company, not elsewhere classified		1
Manager, insurance department	Real estate and insurance company		1
Manager, new business department	Real estate and insurance company		4
Manager, resale department	Real estate and insurance company		3
Manager, real estate department	Real estate and insurance company		1
Manager, women's department	Real estate and insurance company		4
	Retail store		2
Manager, art department	Retail store		4
Manager, china sales department	Retail store		7
Manager, order department	Retail and wholesale house		1
	Iron and steel manufacturing company		1
	Retail and wholesale house	1	1
Manager, department, unspecified	Real estate company	15	
	Retail store	116	47
	Wholesale house	3	
	Commercial company, unspecified	2	
Department head and buyer	Retail store	20	3
Department head and asst. buyer	Retail store		1
Asst. department manager	Real estate company	1	1
	Retail store	1	6
Efficiency manager	Newspaper, printing, or publishing company	1	
Executive secretary	Real estate company		1
Advertiser	Retail store	1	
	Wholesale house	1	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Iron and steel manufacturing company	1	
Advertising counselor	Abstract company, advertising, collection or employment bureau, or office service	1	
Advertising asst.	Newspaper, printing, or publishing company	5	
Publicity agent	Bank, investment company, or other financial organization	1	
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Unspecified	2	
Sales instructor and editor	Textile or clothing manufacturing company		1
Station agent	Railroad	1	1
Asst. ticket agent	Railroad	5	1
	Street railway company		1
	Railroad, city		1
Field supervisor	Real estate company		1
	Retail store		1
	Wholesale house		2
Head sales clerk	Retail store	12	6
Floor lady	Retail store	7	2
Underwriter	Bank, investment company, or other financial organization		1
	Insurance company	25	18
Examiner	Insurance company	4	
Director of home economics	Food manufacturing or packing company		1
Sales clerk and asst. manager	Retail store		1
Sales clerk and buyer	Retail store	57	11
	Newspaper, printing, or publishing company		1
Sales clerk and asst. buyer	Retail store		13
Asst. to manager	Retail store	2	
	Wholesale house	1	

EARNINGS OF WOMEN

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SALES, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. to com'l agent	Railroad		1
Rental agent	Real estate company	2	
Sales agent	Bank, investment company, or other financial organization	23	4
	Abstract company, advertising, collection or employment bureau, or office service		1
	Real estate or insurance company	445	109
	Retail store	24	21
	Wholesale house	2	3
	Retail and wholesale house	2	1
	Commercial company, unspecified		1
	Oil, drug, paint, or other chemical manufacturing company	1	1
	Public utility	9	1
	Food manufacturing or packing company	7	
	Iron and steel manufacturing company	1	3
	Lumber or furniture company	1	
	Manufacturing company, not elsewhere classified	3	3
	Newspaper, printing, or publishing company	9	1
	Textile or clothing manufacturing company	3	10
Sales clerk	Theater, moving picture house, or entertainment bureau	7	
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	3	
	Retail store	2,302	282
	Wholesale house	7	1
	Retail and wholesale house		2
	Commercial company, unspecified		3
	Building and construction company (including building materials)		1
	Public utility	2	1
	Food manufacturing or packing company	0	1
	Iron or steel manufacturing company	1	
	Manufacturing company, not elsewhere classified	2	
	Newspaper, printing, or publishing company	2	
	Unspecified	170	19
Sales clerk and bookkeeper	Retail store	2	
Sales clerk and cashier	Retail store		5
	Unspecified		1
Sales clerk and special instructor	Retail store		2
Sales clerk and demonstrator	Public utility	2	1
Traveling saleswoman	Retail store	5	
	Wholesale house	2	
	Commercial company, unspecified		1
	Public utility		1
	Food manufacturing or packing company	1	
	Manufacturing company, not elsewhere classified	1	
	Newspaper, printing, or publishing company	1	1
	Unspecified	2	
Tourist agent	Chamber of commerce or other civic organization	2	
Promoter	Bank, investment company, or other financial organization	1	
	Real estate or insurance company	1	
Organizer educational courses	Retail store		1
Traveling organizer	Textile or clothing manufacturing company		1
Solicitor	Private technical school		1
	Abstract company, advertising, collection or employment bureau, or office service	2	1
	Real estate or insurance company	25	21
	Retail store	2	
	Newspaper, printing, or publishing company	4	5
	Street railway company	1	
	Taxicab or transfer and trucking company	1	
	Unspecified		1

SALES, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Advertising solicitor	Newspaper, printing, or publishing company	1	
Post office clerk	Government, U. S.	59	80
Ticket agent	Railroad	12	5
	Unspecified	2	
District agent	Newspaper, printing, or publishing company	1	
Special agent	Real estate or insurance company	12	
Representative	Theater, moving picture house, or entertain- ment bureau	1	
	Bank, investment company, or other financial organization	1	
	Real estate or insurance company	18	
	Retail store	5	
	Wholesale house	1	
	Food manufacturing or packing company	1	
	Newspaper, printing, or publishing company	2	
	Railroad	4	
	Telephone company	2	
Field worker	Abstract company, advertising, collection or employment bureau, or office service	1	
	Retail store	1	
Canvasser	Retail store	1	
	Unspecified	2	
Agent	Unspecified	2	
Asst. agent	Food manufacturing or packing company	1	
Corsetiere	Retail store	37	9
	Textile or clothing manufacturing company	1	1
	Unspecified	17	2
Demonstrator	Real estate or insurance company	1	
	Retail store	15	7
	Wholesale house	1	
	Public utility	12	1
	Food manufacturing or packing company	3	
	Manufacturing company, not elsewhere clas- sified	1	
	Unspecified	6	1
Lecturer	Dairy company	1	
	Hospital, Y. W. C. A., or other health or welfare organization	2	
	Women's or men's club or other fraternal organization	2	
Interior decorator	Retail store	4	2
	Unspecified	23	1
Interior decorator and sales- woman	Retail store	1	
Student in training dept.	Retail store	1	
Florist and bookkeeper	Retail store	1	
Florist and stenographer	Retail store	1	
Asst. florist	Retail store	6	
Asst. at filling station	Retail store	1	
Sales worker, unspecified	Abstract company, advertising, collection or employment bureau, or office service	1	
	Real estate or insurance company	1	
	Retail store	8	
	Manufacturing company, not elsewhere clas- sified	1	1
	Food manufacturing or packing company	1	
Group total		<u>6,340</u>	<u>1,469</u>

HEALTH

Proprietor	Hospital or other health organization	14
	Physiotherapy laboratory	3
	Sanipractor institute	1
	Sulphur bath	1
	X-ray laboratory	1

EARNINGS OF WOMEN

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HEALTH, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Partner	Hospital or other health organization	1	
Partner and superintendent	Hospital or other health organization		2
President	Hospital or other health organization	1	
	Health association	1	
Superintendent	Hospital or other health organization	90	31
	Emergency hospital, miscellaneous manufacturing company		2
Director or superintendent	Visiting nurses' association or public health nurses		8
Superintendent and manager	Hospital or other health organization		3
Director	Hospital	1	
Night superintendent	Hospital		11
Manager	Hospital, or other health organization	10	
	Mineral baths	1	
Director	Health organization (not hospital)		2
Asst. superintendent	Hospital	6	2
Business manager	Hospital or other health organization	1	2
	Nurses' or other professional association		1
Chairman	Red Cross committee on seals		1
Superintendent of public health	Government, state		2
	Government, city or town		1
Director of child hygiene	Government, state	1	
	Hospital or other health organization		1
Director of dental hygiene	Government, state	1	
Director of dietetics	Hospital or other health organization	1	
Director of health	School, unspecified	1	
	Government, state	1	
	Government, city or town	1	
	Government, unspecified	2	
Director of health education	Hospital or other health organization	1	
Director of medical inspection and welfare nursing	Government, city or town	2	
Asst. health officer	Government, county		1
Supervisor	Hospital or other health organization	23	2
Supervisor of health	Board of education		4
	Elementary school, public		1
	School, unspecified	1	
Supervisor of health work	Hospital or other health organization	1	12
Supervisor of public health	Government, U. S.		1
	Government, state	1	
	Government, unspecified	1	
Executive secretary	Government, state	1	
	Hospital or other health organization	4	9
	Nurses' or other professional association		2
	Unspecified		1
Field secretary	Government, unspecified		1
Asst. secretary	Tuberculosis association, county		1
Asst. supervisor of bureau of child hygiene	Government, state	1	
Medical examiner	Insurance company	1	
	College or university		2
	Government, unspecified		1
	Hospital or other health organization		1
Physician	Real estate or insurance company	1	
	Board of education	1	2
	College or university	1	1
	Normal school or teachers' college	1	
	Professional school (law, medicine, or music)	1	
	Secondary school, public		2
	School, unspecified	1	
	Government, state	4	
	Government, county	2	
	Government, city or town	1	1
	Government, unspecified	1	
	Manufacturing company, not elsewhere classified		2

HEALTH, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Physician	Own practice	182	58
	Hospital or other health organization	9	4
	Women's or men's club or other fraternal organization	1	
Orthopedic surgeon	Own practice		1
Oculist	Own practice	1	
Asst. physician	College or university		1
	Private medical clinic		1
Osteopathic physician	Own practice	186	65
	Hospital or other health organization	1	
Dentist	Own practice	39	8
Superintendent of nurses	Government, county	1	
	Government, city or town	1	
	Hospital or other health organization	41	17
	Unspecified	3	
Superintendent of visiting nurses	Government, city or town	1	
Asst. superintendent of nurses	Hospital or other health organization	2	6
Head nurse	College or university		1
	Hospital or other health organization		3
Supervising nurse	Hospital or other health organization	25	25
Supervisor of nurses	School for handicapped	1	
	Government, county	1	
	Government, state	1	
	Government, city or town	1	
	Government, unspecified	2	1
	Coal or other mining company	1	
Supervisor of school nurses	Board of education		3
	School, unspecified	1	
Supervisor, public health nursing	Government, unspecified		7
Supervisor of operating room	Hospital	4	2
Surgical supervisor	Unspecified		1
Obstetrical supervisor	Hospital	1	2
Floor supervisor	Hospital or other health organization	2	3
Supervisor of nursing service	School, unspecified	1	
Director, school of nursing	School of nursing		1
and superintendent	Hospital		1
Department supervisor	Hospital or other health organization	2	
Nurse, executive	Government, county		2
	Hospital or other health organization		5
Nurse	Real estate or insurance company	10	2
	Retail store	3	
	Wholesale house	1	
	Board of education		36
	College or university	6	2
	Elementary school, public	9	
	Normal school or teachers' college	2	
	Professional school (law, medicine, or music)	1	
	Secondary school, public	3	
	School, unspecified	98	
	Vocational or technical school	1	
	Government, U. S.	6	1
	Government, state	10	2
	Government, county	56	25
	Government, city or town	44	7
	Government, unspecified	28	29
	Oil, drug, paint, or other chemical manufacturing company		1
	Public utility	2	
	Food manufacturing or packing company	3	
	Iron and steel manufacturing company	20	
	Lumber or furniture manufacturing company	1	
	Metal manufacturing company (not iron and steel)	2	1
	Manufacturing company, not elsewhere classified	23	9

EARNINGS OF WOMEN

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HEALTH, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Nurse	Newspaper, printing, or publishing company	1	
	Textile or clothing manufacturing company	2	
	Coal or other mining company	1	
	Chiropractor		1
	Dentist	13	8
	Doctor	79	30
	Osteopathic physician	1	
	Chamber of commerce or other civic organization	2	
	Hospital or other health organization	349	58
	Women's or men's club or other fraternal organization	2	
	Nurses' association	1	
	Railroad	5	2
	Taxicab or transfer and trucking company	1	
	Telephone company	2	
	Unspecified	94	6
Nurse, private duty		449	77
Nurse, anaesthetic	Hospital		2
Nurse, obstetrical	Private duty		1
Nurse, surgical	Hospital		1
Nurse, visiting	Unspecified	10	
Nurse and bookkeeper	Doctor	1	
Nurse and technician	Doctor	2	
	Hospital or other health organization	1	
Asst. surgical supervisor	Doctor		1
Asst. nurse	Hospital or other health organization	1	
	Railroad	1	
	Unspecified	1	
Asst. nurse, visiting	Hospital	6	1
Student nurse		16	13
Nurse, practical	Hospital or other health organization	4	1
Pathologist	Hospital or other health organization	1	
Asst. pathologist	Board of education		2
Dental hygienist	Government, city or town	2	
	Dental firm	10	9
	Own practice	5	1
	Unspecified	3	
Asst. orthodontist	Dentist		1
Asst. dental supervisor and X-ray technician	Government, city or town	1	
Pharmacist	Hospital or other health organization	3	3
Asst. pharmacist	Government, state	1	
Chiropractor	Own practice	132	39
Naprapath	Own practice	6	1
Naturopath	Unspecified	1	
Physioatrix	Government, unspecified	1	
Podiatrist	Own practice	1	
Radiologist	Doctor		4
	Hospital or other health organization		4
Physiotherapist	Own practice	12	4
	Doctor	2	6
	Hospital or other health organization	7	2
	Unspecified	2	
Physiotherapist and masseuse	Own practice	1	
Electrotherapist	Own practice		2
Hydrotherapist	Own practice	2	
X-ray technician	Government, county	1	
	Government, unspecified	1	
	Dentist	1	
	Doctor	8	
	Hospital or other health organization	9	
	Unspecified	5	
Masseuse	Beauty shop	3	
	Own practice	14	5
	Hospital or other health organization	2	1
	Unspecified	4	

HEALTH, Continued

Occupation	Employer	Number in Federation	Number in Reporting Concern
Anaesthetist	Surgeon		
	Hospital or other health organization	8	
Optometrist	Retail store		
	Own practice	29	1
	Optometrists		
Ophthalmologist	Own practice	1	
Chiropodist	Own practice	41	1
Food inspector	Government, state	1	
	Government, city or town	1	
Nutritionist	Board of education		
	Unspecified	1	
Health worker	Government, U. S.	1	
	Government, state	1	
	Hospital or other health organization	2	
	Unspecified	2	
Health and hygiene inspector	School, unspecified	1	
Chief dental asst.	Hospital or other health organization	1	
Dental asst.	Dentist	82	3
Asst. technician and office nurse	Doctor		
Asst. to doctor	Doctor	135	8
Asst. to oculist	Doctor		
Asst. to osteopathic physician	Doctor		
Asst. to chiropodist	Doctor	2	
Asst. to chiropractor	Doctor	4	
Asst. to health officer	Government, unspecified	1	
Asst. to optometrist		2	
Asst., dept. of health and welfare	Government, city or town		
Asst. in clinic	Hospital or other health organization	1	
Assistant (health)	Insurance company		
Office asst.	Unspecified		
Office asst. (health)	Manufacturing company, not elsewhere classified		
Health work, unspecified	Unspecified		
Group total		2,641	89

FINANCE

Proprietor	Bank, investment company, or other financial organization	10	1
	Abstract company	1	1
	Accounting firm	5	1
Partner	Bank, investment company, or other financial organization	3	
	Accounting firm	1	
President	Bank, investment company, or other financial organization	2	
	Real estate or insurance company		1
President and treasurer	Bank, investment company, or other financial organization	1	
	Abstract company	1	
	Real estate or insurance company	1	
	Unspecified	1	
Vice-president	Bank, investment company, or other financial organization	4	1
Vice-president and director	Bank, investment company, or other financial organization		
Vice-president and treasurer	Bank, investment company, or other financial organization		
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Lumber or furniture manufacturing company	1	
	Newspaper, printing, or publishing company	1	
Trustee of estate		1	1
Cashier	Bank	30	4
	Real estate or insurance company		1

EARNINGS OF WOMEN

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FINANCE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Cashier	Manufacturing company, not elsewhere classified		1
Capitalist, independent		2	1
Secretary	Bank, investment company, or other financial organization	11	4
	Insurance company		4
Treasurer	Theater, moving picture house, or entertainment bureau		3
	Bank, investment company, or other financial organization	4	1
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	5	1
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Real estate or insurance company	6	4
	Retail store	15	
	Wholesale house	4	1
	Retail and wholesale house	1	4
	Commercial company, unspecified	2	
	Board of education	1	
	College or university	1	
	Government, state	1	
	Government, county	38	15
	Government, city or town	14	9
	Building and construction company (including building materials)	5	1
	Oil, drug, paint, or other chemical manufacturing company		2
	Public utility	2	1
	Food manufacturing or packing company	3	
	Iron and steel manufacturing company	2	
	Lumber or furniture manufacturing company		1
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	3	5
	Newspaper, printing, or publishing company	5	2
	Textile or clothing manufacturing company	3	
	Chamber of commerce or other civic organization	1	
	Hospital, Y. W. C. A., or other health or welfare organization	1	
	Nurses' or other professional association	1	
	Church or religious association	1	
	Street railway company	2	1
	Unspecified	8	2
Treasurer and manager	Bank, investment company, or other financial organization	1	
	Manufacturing company, not elsewhere classified	1	
Treasurer and office manager	Abstract company, advertising, collection or employment bureau, or office service		1
	Real estate or insurance company		2
	Food manufacturing or packing company		1
	Coal or other mining company		1
	Street railway company	1	
Treasurer and bookkeeper	Real estate or insurance company	1	
	Vocational or technical school	1	
	Government, state	1	
	Newspaper, printing, or publishing company	1	
	Taxicab or transfer and trucking company	1	
Treasurer and cashier	Bank, investment company, or other financial organization		1
	Wholesale house		1
	Oil, drug, paint, or other chemical manufacturing company		1
Treasurer and clerk	Government, city or town	3	

MICHIGAN BUSINESS STUDIES

FINANCE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Director	Bank, investment company, or other financial organization	2	
Secretary and treasurer	Theater, moving picture house, or entertainment bureau	2	
	Bank, investment company, or other financial organization	13	5
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	5	1
	Abstract company, advertising, collection or employment bureau, or office service	4	1
	Real estate or insurance company	17	2
	Retail store	51	17
	Wholesale house	13	9
	Retail and wholesale house	3	7
	Government, U. S.	1	
	Building and construction company (including building materials)	7	6
	Oil, drug, paint, or other chemical manufacturing company	6	3
	Public utility	7	
	Food manufacturing or packing company	1	2
	Iron and steel manufacturing company	6	4
	Lumber or furniture manufacturing company	2	
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	6	8
	Newspaper, printing, or publishing company	8	6
	Textile or clothing manufacturing company	1	2
	Farm, nursery, or greenhouse	1	
	Coal or other mining company	2	
	Architect	1	
	Accountant		1
	Hospital, Y. W. C. A., or other health or welfare organization	1	1
	Transportation company, miscellaneous	1	
	Taxicab or transfer and trucking company	2	
	Water transportation company		1
	Unspecified	4	5
Secretary-treasurer and manager	Abstract company, advertising, collection or employment bureau, or office service		1
	Food manufacturing or packing company		1
	Newspaper, printing, or publishing company		1
	Dental laboratory	1	
	Trade association	1	
Secretary-treasurer and book-keeper	Retail store	1	
Secretary and asst. treasurer	Bank, investment company, or other financial organization	1	
	Abstract company, advertising, collection or employment bureau, or office service	1	
	Retail store	1	1
	Wholesale house		1
	Oil, drug, paint, or other chemical manufacturing company	3	1
	Public utility	2	
	Church or religious association		1
Asst. secretary	Bank, investment company, or other financial organization	4	2
Asst. secretary and actuary	Insurance company		1
Asst. secretary and treasurer	Bank, investment company, or other financial organization	1	8
	Abstract company, advertising, collection or employment bureau, or office service		1
	Real estate or insurance company	1	1
	Retail store	1	
	Wholesale house		1

EARNINGS OF WOMEN

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FINANCE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. secretary and treasurer	Iron and steel manufacturing company		1
	Manufacturing company, not elsewhere classified	1	
	Farm, nursery, or greenhouse	1	
	Coal or other mining company		1
	Unspecified		1
Deputy treasurer	Government, U. S.	1	
	Government, county	24	
	Government, city or town	2	
Asst. treasurer	Theater, moving picture house, or entertainment bureau	1	
	Bank, investment company, or other financial organization	11	4
	Abstract company, advertising, collection or employment bureau, or office service	1	
	Real estate or insurance company	8	2
	Retail store	4	2
	Wholesale house		2
	Retail and wholesale house	1	
	College or university	1	
	Government, county	18	18
	Government, city or town	1	1
	Public utility	1	2
	Iron and steel manufacturing company	2	1
	Manufacturing company, not elsewhere classified		1
	Hospital, Y. W. C. A., or other health or welfare organization	1	1
	Trade association		1
	Unspecified	4	1
Asst. treasurer and office manager	Public utility	1	
	Manufacturing company, not elsewhere classified	1	2
	Chamber of commerce or other civic organization		1
Asst. treasurer and bookkeeper	Wholesale house	1	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Iron and steel manufacturing company		1
	Hospital, Y. W. C. A., or other health or welfare organization		1
Asst. deputy treasurer	Government, county		1
Asst. trust officer	Bank, investment company, or other financial organization	2	
Asst. to president	Bank, investment company, or other financial organization	1	1
Manager	Bank, investment company, or other financial organization	10	
	Abstract company	1	
	Collection and credit agency	2	2
Executrix of estate	Unspecified	1	
Asst. manager	Bank, investment company, or other financial organization	4	1
	Abstract company	2	1
Asst. manager and stenographer	Abstract company		1
Asst. department manager	Bank, investment company, or other financial organization	3	
Asst. cashier	Bank	79	55
	Insurance company		1
Asst. cashier and director	Bank	1	
Asst. cashier and auditor	Bank	1	
Investor	Bank	1	
Officer, unspecified	Bank	6	
Asst. receiver	Bank		1
	Retail store	1	
Accountant	Unspecified	17	8

FINANCE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Accountant, Jr.	Accountant	1	2
Income tax expert	Unspecified	1	
Division auditor	Public utility		1
Auditor	Bank, investment company, or other financial organization	4	3
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	11	5
	Abstract company, advertising, collection or employment bureau, or office service	1	
	Real estate or insurance company	1	1
	Retail store	7	1
	Wholesale house	2	
	Retail and wholesale house	1	
	College or university		1
	Government, U. S.	2	2
	Government, state	2	
	Government, county	5	3
	Government, city or town	9	1
	Government, unspecified	1	
	Oil, drug, paint, or other chemical manufacturing company	3	1
	Public utility	4	
	Food manufacturing or packing company ..	2	
	Iron and steel manufacturing company	1	1
	Lumber or furniture manufacturing company ..	1	
	Manufacturing company, not elsewhere classified	2	1
	Newspaper, printing, or publishing company ..	4	1
	Trade association	1	1
	Telephone company	3	
	Unspecified	11	
Auditor and bookkeeper	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service ..	1	
Auditor and office manager	Iron and steel manufacturing company	1	
Auditor and secretary	Transportation company, miscellaneous	1	
Comptroller	Real estate or insurance company	1	
	Retail store	1	
Asst. comptroller	Government, state	1	
Asst. auditor	Government, city or town		3
	Abstract company, advertising, collection or employment bureau, or office service		1
	Government, state	1	1
	Government, county	4	10
	Government, city or town	2	
	Public utility	1	1
Deputy auditor	Government, state	1	
	Government, county	12	
	Government, city or town	4	
	Government, unspecified	2	
Asst. auditor and accountant ...	Bank, investment company, or other financial organization		1
	Government, city or town		1
Bursar	College or university	3	2
	Private school	1	
Credit manager	Bank, investment company, or other financial organization	2	2
	Abstract company, advertising, collection or employment bureau, or office service	3	1
	Retail store	37	14
	Wholesale house	8	4
	Retail and wholesale house	1	
	Commercial company, unspecified	1	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Food manufacturing or packing company ...		1
	Lumber or furniture manufacturing company ..	1	1

EARNINGS OF WOMEN

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FINANCE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group	
Credit manager	Manufacturing company, not elsewhere classified	1	5	
	Newspaper, printing, or publishing company	1		
	Textile or clothing manufacturing company	2	1	
	Coal or other mining company		1	
	Hospital, Y. W. C. A., or other health or welfare organization		1	
	Trade association	1		
	Unspecified		3	
Credit manager and asst. secretary and treasurer	Retail store		1	
Credit and office manager	Retail store	2	3	
	Lumber or furniture manufacturing company		1	
Credit manager and bookkeeper	Newspaper, printing, or publishing company	1		
	Unspecified	1		
	Abstract company, advertising, collection or employment bureau, or office service		1	
	Retail store	2	10	
	Wholesale house		5	
	Retail and wholesale house		1	
	Iron and steel manufacturing company		1	
Credit manager and asst. bookkeeper	Lumber or furniture manufacturing company		1	
	Textile or clothing manufacturing company		1	
Asst. credit manager	Retail store		1	
	Bank, investment company, or other financial organization		1	
	Retail store	8	1	
	Wholesale house	1		
	Food manufacturing or packing company	1		
	Manufacturing company, not elsewhere classified		1	
	Hospital, Y. W. C. A., or other health or welfare organization		1	
Credit and collection manager	Unspecified		1	
	Public utility	1		
Director of school savings	Bank, investment company, or other financial organization	1		
Director of women's benefit	Insurance company	1		
Financial manager	Real estate or insurance company		1	
	Wholesale house		1	
	College or university		1	
	Coal or other mining company		1	
Head, financial department	Bank, investment company, or other financial organization	42	38	
	Abstract company, advertising, collection or employment bureau, or office service	5	1	
	Real estate and insurance company	1	2	
	Retail store	1		
	Wholesale house	1		
	College or university		1	
	Public utility		1	
	Miscellaneous manufacturing		1	
	Asst. head, financial department	Bank, investment company, or other financial organization		6
	Commissioner (finance)	Government, city	1	
Deputy commissioner of revenue	Government, state		2	
	Government, city	1		
Loan inspector	Government, state	1		
Loan officer	Bank, investment company, or other financial organization	1		
	Bank, investment company, or other financial organization	1		
Supervisor	Bank, investment company, or other financial organization	1		
Head teller	Bank	1		
Teller	Bank	167	89	
	College bank		1	
Teller and asst. cashier	Bank		1	

FINANCE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Teller and bookkeeper	Bank	2	11
	College bank		1
Teller and stenographer	Bank	1	1
	College bank		1
Asst. teller	Bank	2	3
Asst. teller and stenographer	Bank		2
Assessor	Government, county	2	2
	Government, city		2
Deputy assessor	Government, county	8	6
	Government, city	1	
	Government, unspecified	5	
Tax collector	Government, U. S.	1	
	Government, state	2	
	Government, county	2	
	Government, city	8	
	Government, unspecified	2	
Asst. tax collector	Government, U. S.	1	2
	Government, county	5	3
	Government, city	1	
	Government, unspecified	3	3
Collector	Bank, investment company, or other financial organization	1	
	Abstract company, advertising, collection or employment bureau, or office service	4	1
	Real estate or insurance company	5	
	Retail store	4	
	Food manufacturing or packing company	1	
	Newspaper, printing, or publishing company	2	
	Doctor	1	
	Taxicab or transfer and trucking company	1	
	Unspecified	7	
Collector and office clerk	Private school		1
Deputy collector	Government, U. S.	4	
	Government, county	4	
	Government, city or town	1	
	Government, unspecified	1	
Budget specialist	Nurses' or other professional association	1	
Financial secretary	Bank, investment company, or other financial organization	2	
	Retail store	1	
	College or university	1	
	Lumber or furniture manufacturing company	1	
	Church or religious association		2
	Hospital, Y. W. C. A., or other health or welfare organization		1
	Unspecified	1	
Fiscal agent	Government, U. S.	1	
Asst. financial secretary	Bank, investment company, or other financial organization		1
	Government, U. S.		1
	Church or religious association	1	
Vault custodian	Bank	3	3
Unspecified (financial)	Unspecified		1
Group total		<u>1,139</u>	<u>609</u>

PRODUCTION AND PLANNING

Proprietor	Building and construction company (including building materials)	13	3
	Oil, drug, paint, or other chemical manufacturing company	5	3
	Food manufacturing or packing company	62	5
	Real estate or insurance company	3	1
	Retail store	12	

EARNINGS OF WOMEN

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PRODUCTION AND PLANNING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Proprietor	Wholesale house	46	8
	Retail and wholesale house	144	25
	Farm, nursery, or greenhouse	7	8
	Live stock farm	6	3
	Coal or other mining company	2	
	Farm or ranch	59	
	Gardens	11	
Partner	Turkey raising	1	
	Building and construction company (including building materials)	2	3
	Oil, drug, paint, or other chemical manufacturing company	1	
	Food manufacturing or packing company	15	4
	Iron and steel manufacturing company	1	
	Lumber or furniture manufacturing company	2	
	Manufacturing company, not elsewhere classified	2	1
	Newspaper, printing, or publishing company	8	3
	Textile or clothing manufacturing company	4	8
	Farm, nursery, or greenhouse		1
Partner and manager	Live stock farm	1	
	Food manufacturing or packing company	2	
Partner and asst. manager	Live stock farm	1	
President	Oil, drug, paint, or other chemical manufacturing company	1	
	Public utility	1	
	Food manufacturing or packing company	1	
	Manufacturing company, not elsewhere classified	3	
	Newspaper, printing, or publishing company	2	
President and treasurer	Food manufacturing or packing company	1	
	Newspaper, printing, or publishing company	1	
Vice-president	Building and construction company (including building materials)	2	1
	Oil, drug, paint, or other chemical manufacturing company		1
	Public utility	1	
	Iron and steel manufacturing company	3	
	Manufacturing company, not elsewhere classified	1	
Director and secretary	Newspaper, printing, or publishing company	4	
	Textile or clothing manufacturing company	1	
Secretary	Building and construction company (including building materials)	3	
	Oil, drug, paint, or other chemical manufacturing company	2	2
	Public utility	1	
	Food manufacturing or packing company		1
	Iron and steel manufacturing company		1
	Manufacturing company, not elsewhere classified		7
	Newspaper, printing, or publishing company	1	1
	Textile or clothing manufacturing company	1	1
	Poultry raising	1	
	Newspaper, printing, or publishing company	2	
County road commissioner	Government, county	1	
Superintendent	Building and construction company (including building materials)	1	
	Manufacturing company, not elsewhere classified	1	
	Building and construction company (including building materials)	1	1
Manager	Oil, drug, paint, or other chemical manufacturing company	4	
	Public utility	9	
	Food manufacturing or packing company	22	3
	Iron and steel manufacturing company	6	

PRODUCTION AND PLANNING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Manager	Lumber or furniture manufacturing company	3	1
	Metal manufacturing company (not iron and steel)	3	
	Manufacturing company, not elsewhere classified	6	2
Manager of medical equipment	Newspaper, printing, or publishing company	19	3
	Textile or clothing manufacturing company	9	1
Manager	Manufacturing company		1
	Farm, nursery, or greenhouse	13	3
Asst. manager	Live stock farm	5	
	Coal or other mining company	1	
	Railroad	1	
	Telegraph company	23	9
	Telephone company	10	3
	Building and construction company (including building materials)	1	1
	Oil, drug, paint, or other chemical manufacturing company	1	
Asst. business manager	Public utility	2	
	Food manufacturing or packing company	3	1
	Iron and steel manufacturing company	1	
	Lumber or furniture manufacturing company	1	
	Manufacturing company, not elsewhere classified	1	
	Newspaper, printing, or publishing company	6	3
	Textile or clothing manufacturing company	4	1
	Live stock farm	1	
	Coal or other mining company	1	
	Telephone company	1	1
District supervisor	Telephone company	2	
Asst. superintendent	Public utility	1	
	Food manufacturing or packing company	1	1
Branch manager	Textile or clothing manufacturing company	1	
	Food manufacturing or packing company	1	
Asst. district superintendent	Manufacturing company, not elsewhere classified	1	
	Telegraph company	2	
	Telephone company	1	
Supervisor	Telephone company	2	2
	Telephone company	21	10
Asst. to husband	Building and construction company (including building materials)		1
	Food manufacturing or packing company		1
	Manufacturing company, not elsewhere classified		1
Traffic supervisor	Farm, nursery, or greenhouse		1
	Live stock farm		1
Traffic manager	Telephone company	1	
	Railroad	1	
Director of planning	Telephone company	2	6
	Telephone company		1
Manager, alteration department	Retail store		2
Manager, dressmaking department	Retail store		2
Manager, production department	Retail store	2	
Department head	Advertising agency		1
	Oil, drug, paint, or other chemical manufacturing company	2	
	Public utility	9	
	Iron and steel manufacturing company	5	
	Manufacturing company, not elsewhere classified	6	
	Newspaper, printing, or publishing company	3	
	Textile or clothing manufacturing company		1
Telephone company	3		

EARNINGS OF WOMEN

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PRODUCTION AND PLANNING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Supervisor of domestic science	Iron and steel manufacturing company	1	
Supervisor of gardens	Government, state	1	
Mechanical engineer	Iron and steel manufacturing company	1	
Draftsman	Government, county	1	
	Government, unspecified	1	
	Iron and steel manufacturing company	1	
	Lumber or furniture manufacturing company		1
	Manufacturing company, not elsewhere classified	1	
	Newspaper, printing, or publishing company	1	
	Architect		2
	Engineer		1
	Railroad		1
	Unspecified	1	
District chief operator	Telephone company	1	1
Chief service observer	Telephone company	1	1
Chief operator	Telegraph company	1	
	Telephone company	94	46
Asst. chief operator	Telephone company	1	5
Telegraph supervisor	Telegraph company	1	
Toll supervisor	Telephone company	2	
Observer	Telephone company	6	
Forelady	Laundry		4
	Retail store		1
	Wholesale house		1
	Building and construction company (including building materials)	1	
	Iron and steel manufacturing company	2	1
	Manufacturing company, not elsewhere classified	4	2
	Newspaper, printing, or publishing company	2	1
	Textile or clothing manufacturing company	12	4
	Unspecified	1	1
Supervisor	Textile plant		1
Asst. to manager	Newspaper, printing, or publishing company	2	
	Textile or clothing manufacturing company	1	
Freight agent	Railroad		1
Mechanical dentist	Manufacturing company, not elsewhere classified	1	
Engraver	Retail store	3	
Photographer	Photograph shop	35	4
	Unspecified	14	
Estimator	Retail store	1	
Asst. estimator	Iron and steel manufacturing company	1	
Floral designer	Florist	1	
	Greenhouse	2	
Designer	Retail store	4	3
	Wholesale house	1	
	Lumber or furniture manufacturing company	1	
	Manufacturing company, not elsewhere classified	2	
	Textile or clothing manufacturing company	6	2
	Unspecified	5	
Millinery designer	Retail store	5	
	Clothing manufacturing company	3	
Milliner	Retail store	160	8
	Textile or clothing manufacturing company		1
Trimmer	Retail store	1	
	Textile or clothing manufacturing company	2	
Trimmer and saleswoman	Retail store		9
Modiste and milliner	Textile or clothing manufacturing company	1	
	Retail store	13	
	Textile or clothing manufacturing company	204	82
Dress designer	Textile or clothing manufacturing company	3	
Dressmaker	Private home	1	
	Retail store	2	
	School for handicapped	1	

PRODUCTION AND PLANNING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Concern
Tailor	Private home	1	
	Retail store	2	1
	Textile or clothing manufacturing company	2	
Inspector	Unspecified	2	
	Textile or clothing manufacturing company		1
Arts and crafts worker	Unspecified	3	
	Retail store		1
Reed worker	Lumber or furniture manufacturing company	1	
Hand worker, vocational department	Home for incurables		1
Embroiderer	Textile or clothing manufacturing company	3	
	Textile or clothing manufacturing company		1
Artercraft worker	Textile or clothing manufacturing company		1
Seamstress	Laundry or private home	7	1
	Retail store	40	3
	Textile or clothing manufacturing company	20	4
	Coal or other mining company	1	
Fitter	Unspecified	35	
	Retail store	15	
Alterationist	Unspecified		3
	Private home	2	
Hemstitcher	Retail store	21	21
	Textile or clothing manufacturing company	4	
Drapery maker	Retail store	9	2
	Textile manufacturing company	1	
Rug maker	Textile manufacturing company		1
Pattern maker	Textile or clothing manufacturing company	1	
Color artist	Retail store	1	
	Unspecified	1	
Photograph tinter	Photograph shop	1	
China decorator	At home	8	
Watch repairer	Retail store	1	
Sign painter	Unspecified	1	
Electrician	Unspecified	1	
Bookbinder	Newspaper, printing, or publishing company	3	1
Baker	Food manufacturing or packing company	6	
Candy maker	Retail store	1	
	Food manufacturing or packing company	1	
Chocolate dipper	Unspecified	1	
Asst. baker	Food manufacturing or packing company	2	
Cigar maker	Manufacturing company, not elsewhere classified	1	
Cigar stripper	Manufacturing company, not elsewhere classified	1	
Composer	Newspaper, printing, or publishing company	1	4
	Unspecified	2	
Factory worker	Government, state	1	
	Food manufacturing or packing company	3	
	Manufacturing company, not elsewhere classified	10	1
	Newspaper, printing, or publishing company	3	
Shop girl	Textile or clothing manufacturing company	30	2
	Unspecified		1
Furrier	Retail store	1	1
	Manufacturing company, not elsewhere classified	2	
Laundry worker	Laundry		1
Presser	Laundry	2	2
Presser and boxer	Textile or clothing manufacturing company	1	
Sorter	Food manufacturing or packing company	1	
Weaver	Textile or clothing manufacturing company	7	
Linotype operator	Newspaper, printing, or publishing company	51	17
	Unspecified		2
Monotype operator	Newspaper, printing, or publishing company	1	
Machine operator	Newspaper, printing, or publishing company		1
	Textile or clothing manufacturing company		1
Photostat operator	Iron and steel manufacturing company	1	
Hose mending	Unspecified	1	

EARNINGS OF WOMEN

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PRODUCTION AND PLANNING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Fruit packer	Farm		1
Asst. pharmacist	Retail store		1
Asst. optician	Unspecified	1	
Asst. photographer	Photograph shop	10	2
Retoucher photographer	Photograph shop	11	7
Finisher	Photograph shop	1	
	Retail store	3	
Asst. photostat operator	Retail store	1	
Asst. publisher	Newspaper, printing, or publishing company	1	
Florist	Nursery or greenhouse	1	
Asst. florist	Nursery or greenhouse	1	
Printer	Retail store	1	1
	Building and construction company (including building materials)	1	
	Newspaper, printing, or publishing company	5	1
	Unspecified	2	
Printer's asst.	Newspaper, printing, or publishing company	1	
Developer	Photograph shop	1	
Typesetter	Newspaper, printing, or publishing company	5	
Shoemaker	Textile or clothing manufacturing company	3	
Shoe fitter	Textile or clothing manufacturing company	1	
Farmerette	Farm, nursery, or greenhouse	1	
Information operator	Telephone company	1	
Long distance operator	Telephone company	1	
Telephone worker, unspecified	Telephone company	2	
Telephone operator	Telephone company	162	21
	Telephone company	1	1
	Unspecified	1	
Telegraph operator	Railroad	9	4
	Telegraph company	33	
Multiplex operator	Telegraph company		4
Head page	City library, public		1
Unspecified	Iron and steel manufacturing company		1
	Newspaper, printing, or publishing company	1	
	Textile or clothing manufacturing company	5	
Group total		<u>1,881</u>	<u>463</u>

FOOD, HOUSING, AND PERSONAL SERVICE

Proprietor	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	917	134
Partner	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	47	19
President and manager	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
Manager	Estate	1	1
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	260	36
Manager and housekeeper	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
Manager and purchasing agent	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
Director	Food, living or personal service, unspecified		1
Asst. to husband	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		9
Asst. manager	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	35	1
Director of home demonstration agents	Government, U. S.		1
State supervisor, home economics education	Government, state		2
Supervisor	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1

FOOD, HOUSING, AND PERSONAL SERVICE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Food supervisor	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Unspecified	1	
Executive secretary	Hotel, restaurant, beauty shop, laundry, mortician or other living or personal service	1	
Supervisor of home economics	Government, state	2	
Building manager	Hospital, Y. W. C. A., or other health or welfare organization	2	
	Women's or men's club, or other fraternal organization	1	
Business manager	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	2	
Manager of cafeteria	Board of education	1	
	College or university	3	2
	Elementary school, public	2	1
	Secondary school, public	5	1
	School, unspecified	3	
	Government, U. S.	1	
	Government, state	1	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Iron and steel manufacturing company	1	
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified		1
	Textile or clothing manufacturing company	2	
	Hospital, Y. W. C. A., or other health or welfare organization	12	6
Manager of laundry agency	Laundry	1	
Head of commissary dept.	School, unspecified	1	
Head of dietician's dept.	Hospital, Y. W. C. A., or other health or welfare organization	1	
Director of girls' dormitory	College or university	1	
Director of home economics	Public utility	1	
Director of home service dept.	Public utility		4
Director of school lunches	School, unspecified		1
Director of service	Telephone company		1
Asst. director of cafeteria	Hospital, Y. W. C. A., or other health or welfare organization	1	
Dietician	Hotel, restaurant, or other food establishment	4	3
	Commercial, unspecified		1
	College or university	2	2
	Normal school or teachers' college	1	
	Secondary school, public	2	
	School, unspecified	3	
	Government, state	1	
	Metal manufacturing company (not iron and steel)	1	
	Textile or clothing manufacturing company	1	
	Hospital, Y. W. C. A., or other health or welfare organization	39	17
	Unspecified	13	
Asst. dietician	Hotel, restaurant, or other food establishment	1	
	Government, unspecified	1	
Consulting dietician	Hospital, Y. W. C. A., or other health or welfare organization	1	
Home demonstration agent	Government, U. S.	1	
	Government, state	11	6
	Government, county	120	44
Asst. home demonstration agent	Government, state	3	1
Social director	College or university	2	
	Hospital, Y. W. C. A., or other health or welfare organization	2	
	Church or religious association	1	
Matron	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	5	3

EARNINGS OF WOMEN

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FOOD, HOUSING, AND PERSONAL SERVICE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Matron	Abstract company, advertising, collection or employment bureau, or office service	1	
	College or university	8	2
	Normal school or teachers' college	2	
	School for handicapped	5	1
	Secondary school, public	3	
	School, unspecified	9	
	Educational institution, unspecified	1	
	Government, U. S.	1	1
	Government, state	7	
	Government, county	2	
	Government, city	1	
	Government, unspecified	5	
	Iron and steel manufacturing company	1	
	Manufacturing company, not elsewhere classified		1
	Newspaper, printing, or publishing company	1	
	Hospital, Y. W. C. A., or other health or welfare organization	43	9
	Women's or men's club or other fraternal organization	2	2
	Organization, not elsewhere classified	2	
	Railroad	2	
	Unspecified	3	1
Matron and nurse	Hospital, Y. W. C. A., or other health or welfare organization		1
Chaperon	College or university		2
Hostess	Theater, moving picture house, or entertainment bureau	1	
	Hotel, restaurant, or other food establishment	19	2
	Hospital, Y. W. C. A., or other health or welfare organization	4	3
	Women's or men's club, or other fraternal organization	1	
	Nurses' or other professional association	1	
Hostess and decorator	Retail store	1	
Asst. matron	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	2	
	Elementary school, public	1	
	Government, state	1	
Head of housing section	Chamber of commerce or other civic organization		1
Head, department unspecified	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Unspecified		1
Floor manager	Hotel, restaurant, or other food establishment		1
Asst. to manager	Hotel, restaurant, or other food establishment		5
Home management specialist	College or university	1	1
	Chamber of commerce or other civic organization	1	
	Unspecified	1	2
District agent for children's gardens	Government, state	1	
Clothing specialist	College or university	3	
Field worker	Unspecified	1	
Operator cream testing station	Unspecified	1	
Sanitarian	Normal school or teachers' college	1	
Caterer	Hotel, restaurant, or other food establishment	19	
	Chamber of commerce or other civic organization	1	
Mortician	Mortician	38	8
Embalmer	Mortician	8	
Asst. mortician	Mortician	13	

FOOD, HOUSING, AND PERSONAL SERVICE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Mortician's asst.	Mortician	14	3
Beauty specialist	Beauty shop	346	34
Electrolysis operator	Beauty shop	5	1
Hairdresser	Beauty shop	33	10
Hairdresser and chiropodist	Beauty shop	1	
Manicurist	Beauty shop or barber shop	1	
Barber	Beauty shop or barber shop	1	
Housekeeper	Hotel	52	9
	College or university	1	1
	School for handicapped		1
Companion		5	1
Governess		4	2
Attendant	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	7	
	Hospital, Y. W. C. A., or other health or welfare organization		
		4	
Forelady	Laundry	1	
Stewardess	Unspecified	2	
Asst. steward	Government, state	1	
Custodian of linen	Hospital, Y. W. C. A., or other health or welfare organization	1	
Cook	Hotel, restaurant, or other food establishment	7	
	College or university	2	
	Secondary school, public	1	1
	School, unspecified		1
Gardener	Government, state		1
	Farm, nursery, or greenhouse	1	
Children's nurse	Private family		2
Maid	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	5	
Waitress	Hotel, restaurant, or other food establishment	15	5
	Retail store		1
	Commercial, unspecified		1
	Elementary school, public	2	
	Hospital, Y. W. C. A., or other health or welfare organization	1	
Bus girl	Hotel, restaurant, or other food establishment	2	
Janitress	College or university	1	
Laundress	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
	Hospital, Y. W. C. A., or other health or welfare organization	1	
Laundry worker	Laundry company	9	
Driver	Taxicab or transfer and trucking company	1	
Assistant, unspecified	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	
General help	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service		1
Helper	Hospital, Y. W. C. A., or other health or welfare organization	1	
Unspecified	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	6	
Group total		<u>2,291</u>	<u>418</u>

WELFARE

National president	Women's or men's club or other fraternal organization	1	
Deputy	Women's or men's club or other fraternal organization		1
Commissioner	Women's or men's club or other fraternal organization	1	

EARNINGS OF WOMEN

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WELFARE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Commissioner of poor	Government, state	1	
	Government, county	1	
	Government, unspecified	1	
Supervisor of institutions	Government, state	2	
Grand secretary	Women's or men's club or other fraternal organization	2	
Asst. club leader, state	Y. W. C. A. or other welfare organization		3
Chairman	Red Cross	1	
Superintendent	Government, state		2
	Government, county	1	
	Government, city or town	2	2
	Y. W. C. A. or other welfare organization	21	16
	Women's or men's club or other fraternal organization	1	1
	Trade association	1	
Superintendent of day nursery	Y. W. C. A. or other welfare organization	6	
Superintendent of municipal recreation	Government, city or town	1	
Asst. commissioner of paupers	Government, county	2	
Director	Y. W. C. A. or other welfare organization		3
Director of Girl Scouts	Y. W. C. A. or other welfare organization	6	
Director of women's world's fair	Women's or men's club or other fraternal organization	1	
Chief of staff	Y. W. C. A. or other welfare organization	1	
Manager of church and missionary work	Church or other religious association		1
Manager	Y. W. C. A. or other welfare organization	2	
	Women's club	1	
National secretary	Y. W. C. A.		3
Secretary	Y. W. C. A. or other welfare organization		6
District manager	Y. W. C. A. or other welfare organization	1	
	Women's or men's club or other fraternal organization	2	
District deputy	Women's or men's club or other fraternal organization	3	
Officer, unspecified	Fraternal lodge	1	
Executive secretary	Government, state		1
	Government, unspecified		1
National director	Women's or men's club or other fraternal organization	1	
Asst. superintendent	Y. W. C. A. or other welfare organization	4	1
Asst. supervisor of occupational therapy	Hospital, Y. W. C. A., or other health or welfare organization	1	
Asst. director	Government, city or town	1	
	Chamber of commerce or other civic organization	1	
	Y. W. C. A. or other welfare organization		2
Junior director	Y. W. C. A. or other welfare organization		1
Asst. manager	Y. W. C. A. or other welfare organization	1	
Asst. manager of community chest	Y. W. C. A. or other welfare organization	1	
Asst. director of recreation	Government, city or town	1	
Associate secretary	Chamber of commerce or other civic organization	1	
	Y. W. C. A. or other welfare organization	5	2
Asst. executive secretary	Church or religious association		
	Government, unspecified	1	
	Chamber of commerce, or other civic organization	9	
	Y. W. C. A. or other welfare organization	3	
Asst. secretary	Y. W. C. A. or other welfare organization		2
Business secretary	Y. W. C. A. or other welfare organization	3	24
Industrial secretary	Y. W. C. A. or other welfare organization	6	

WELFARE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Employment secretary	Y. W. C. A. or other welfare organization	1	2
Girl Reserve secretary	Y. W. C. A. or other welfare organization	1	3
Secretary girls' welfare	Y. W. C. A. or other welfare organization		1
Secretary welfare department	Unspecified	1	
Membership secretary	Y. W. C. A. or other welfare organization	1	
Relief secretary	Y. W. C. A. or other welfare organization		1
Social secretary	Y. W. C. A. or other welfare organization		2
Social service secretary	Government, county	1	
Department secretary, unspecified	Y. W. C. A. or other welfare organization	33	
Executive, unspecified	Y. W. C. A. or other welfare organization	4	
Registrar	Y. W. C. A. or other welfare organization	1	
	Women's or men's club or other fraternal organization	1	
Registrar to national director	American Red Cross	1	
County agent	Y. W. C. A. or other welfare organization	1	
Club leader	Trade association	1	
Field secretary	Y. W. C. A. or other welfare organization	4	
	Women's or men's club or other fraternal organization	1	
	Religious association or church	1	
Field chieftain	Girl Scouts organization		2
Captain, Girl Scouts	Girl Scouts organization	6	5
Scout commissioner	Girl Scouts organization	1	
Chautauqua representative	Y. W. C. A. or other welfare organization	2	2
Organizer	Y. W. C. A. or other welfare organization		2
	Women's club or other fraternal organization	1	2
	Trade association	1	
Social worker	Bank, investment company, or other financial organization	1	
	Real estate or insurance company	1	
	Retail store	1	
	Elementary school, public	1	
	School, unspecified	2	1
	Government, U. S.	1	1
	Government, state	11	5
	Government, county	11	1
	Government, city or town	18	1
	Government, unspecified	4	
	Oil, drug, paint, or other chemical manufacturing company	1	
	Public utility		1
	Iron and steel manufacturing company	1	
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	1	
	Textile or clothing manufacturing company	3	
	Chamber of commerce or other civic organization	1	
	Hospital, Y. W. C. A., or other health or welfare organization	46	32
	Women's or men's club or other fraternal organization	3	
	Church or religious association	3	2
	Street railway company	1	
	Unspecified	64	4
Field worker	Hospital, Y. W. C. A., or other health or welfare organization	3	3
	Women's or men's club or other fraternal organization	1	
Recreation specialist	Government, U. S.	1	
	Government, city or town	2	
Asst. labor inspector	Government, state		1
Asst. medical aid adjustor	Government, state		2
Travellers' aid worker	Travellers' aid society	12	2
Humane officer	Humane society	1	

WELFARE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Head psychiatric social worker	Hospital, Y. W. C. A., or other health or welfare organization		1
Occupational therapist	Government, state		3
	Hospital, Y. W. C. A., or other health or welfare organization	2	2
	Unspecified	2	
Reconstruction aide	Government, U. S.	3	
	Government, state	3	
Acting secretary	Chamber of commerce or other civic organization	1	
Asst. registrar	Y. W. C. A. or other welfare organization	1	
Unspecified	Y. W. C. A. or other welfare organization	3	
Executive secretary	Chamber of commerce or other civic organization		
	Y. W. C. A. or other welfare organization	10	10
	Women's club or other fraternal organization	116	79
	Organization, not elsewhere classified	2	3
	Nurses' or other professional association	1	1
	Church or religious association	1	3
	Trade association	1	
	Welfare organization, unspecified		2
	Unspecified		2
Executive secretary and director of field work	Chamber of commerce or other civic organization	1	
General secretary	Chamber of commerce or other civic organization	1	
	Y. W. C. A. or other welfare organization	107	1
	Women's club or other fraternal organization	3	
	Organization, not elsewhere classified	2	
	Trade association	1	
Chairman, division	Chamber of commerce		1
Secretary	Branch, Y. W. C. A.		48
Director of athletics	Y. W. C. A. or other welfare organization	1	
Director of charity department	Government, city or town	2	
Director of child welfare	Government, state	1	
Director of city welfare department	Government, city		1
Director of educational work	Y. W. C. A. or other welfare organization		2
Director of labor department	Government, state	1	
Director of occupational therapy	Government, state	1	
	Hospital, Y. W. C. A., or other health or welfare organization	2	2
	Unspecified	1	
Director of recreation	Y. W. C. A. or other welfare organization		3
Director of social service	Y. W. C. A. or other welfare organization	7	2
	Welfare organization, unspecified	1	
Director of student activities	Church or religious association	1	
Director of welfare work	Government, county		1
	Metal manufacturing company (not iron and steel)	1	
	Manufacturing company, not elsewhere classified	1	
Director of women's recreation	Government, city or town		1
Supervisor	Women's club or other fraternal organization		1
Playground supervisor	Government, city or town	1	
Manager of community room	Y. W. C. A. or other welfare organization	1	
Asst. superintendent	Government, county	1	
Group total		647	315

LIBRARY

Occupation	Employer	Number in Federation	Number in Reporting Group
Director	State library commission		1
Executive secretary	State library commission	1	
Supervisor	Government, city or town		1
Librarian and professor of library science	College or university		1
Librarian and instructor of library science	College or university		1
Secretary and librarian	Oil, drug, paint, or other chemical manufacturing company		1
Librarian	Bank, investment company, or other financial organization	1	1
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Real estate or insurance company	1	1
	Retail store	1	1
	College or university	43	12
	Normal school or teachers' college	8	2
	Secondary school, public	31	24
	School, unspecified	11	
	Educational institution, unspecified	1	
	Library, U. S.	1	4
	Library, state	15	1
	Library, county	5	4
	Library, city	216	79
	Government, unspecified	1	4
	Oil, drug, paint, or other chemical manufacturing company	3	2
	Manufacturing company, not elsewhere classified		1
	Public utility	1	2
	Newspaper, printing, or publishing company	7	2
	Hospital, Y. W. C. A., or other health or welfare organization	4	
	Women's or men's club or other fraternal organization		1
	Church or religious association	3	
	Trade association	1	
	Unspecified	33	2
Asst. librarian	College or university	6	3
	Normal school or teachers' college	1	
	Secondary school, public	2	1
	School, unspecified	1	
	Library, state	3	1
	Library, city	36	27
	Unspecified		1
Asst. librarian and children's supervisor	Library, city		1
Asst. librarian and cataloguer	Library, city		1
Manager of library	Unspecified	1	
Director of travelling library	Library, state	1	
Field representative	Library, city	1	
Director of children's work	Library, city		2
Supervisor of circulation	Library, city		2
Reference librarian	Retail store		1
	College or university		1
	Library, city		8
Reference librarian and cataloguer	Library, state		1
Department manager	Library, college or university	1	
	Library, city	4	
Head of training class	Library, city	1	
Head cataloguer	Library, college or university	2	2
	Library, state		1
	Library, city	1	1
Cataloguer	Library, college or university	3	
	Library, state	1	
	Library, city	2	

EARNINGS OF WOMEN

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LIBRARY, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. cataloguer	Library, college or university	1	
Research asst.	Library, city		2
Circulation asst.	Library, city		2
Asst. in library	Library, college or university	3	
	Library, city	4	
Clerk	Library, college or university		1
	Library, city		1
Group total		<u>465</u>	<u>205</u>

LEGAL AND PROTECTIVE

Judge	Government, state	1	
	Government, county	1	
	Government, city or town	2	
	Government, unspecified	2	
Judge of juvenile court	Government, city or town	1	1
	Government, unspecified	1	
Judge of probate court	Government, county	2	1
	Government, unspecified	3	
Police judge	Government, city or town	1	
Asst. attorney general	Government, state	2	
U. S. commissioner	Government, U. S.	1	
Railroad commissioner	Government, U. S.	1	
Deputy insurance commissioner	Government, state	1	
Master commissioner of court	Government, county	1	
Commissioner of juvenile court	Government, unspecified	1	
Justice of the peace	Government, unspecified	2	
Justice of the peace and law clerk	Unspecified	1	
Notary public	Abstract company, advertising, collection or employment bureau, or office service	7	
	Real estate or insurance company	3	
Notary public and secretary	Law firm	3	
Notary public and private secretary	Bank, investment company, or other financial organization	1	
	Real estate or insurance company	1	
Clerk of the court	Government, U. S.		4
	Government, state	2	
	Government, county	10	21
	Government, unspecified	11	
Clerk and master of chancery court	Government, city or town		1
	Government, unspecified	1	
Lawyer's asst. and clerk of the court	Law firm	1	
Register in probate	Government, county	1	
	Government, unspecified	1	
Registrar	Government, county	2	1
Recorder, court	Government, unspecified	1	1
Deputy circuit clerk	Government, U. S.	1	
	Government, state	1	3
	Government, county	3	
	Government, unspecified	5	
Deputy chancery clerk	Government, county	2	
	Government, city or town		1
	Government, unspecified		2
Deputy clerk of the court	Government, U. S.		6
	Government, state	1	
	Government, county	1	19
	Government, unspecified	1	
Deputy probate clerk	Government, unspecified	3	
Deputy recorder, court	Government, unspecified	1	
Deputy clerk and master of chancery court	Government, city or town		1

LEGAL AND PROTECTIVE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. registrar	Government, county	1	
Asst. ordinary	Government, unspecified	1	
Asst. district attorney	Government, U. S.	1	
City attorney	Government, city or town		1
Asst. attorney	Government, U. S.		2
	Government, county	2	
	Government, city or town	1	
Prosecutor	Government, city or town	1	
Asst. prosecuting attorney	Government, unspecified	1	
Investigator and prosecutor	Government, county	1	
Lawyer	Bank, investment company, or other financial organization	1	
	Retail store	1	
	Government, U. S.	1	
	Government, state	2	1
	Government, county	4	
	Government, city or town	2	
	Government, unspecified	1	
	Law firm	39	15
	Own practice	118	36
	Railroad	2	
Lawyer and secretary	Hospital, Y. W. C. A., or other health or welfare organization	1	
Associate attorney	Law firm	1	
Trial assistant	Law firm	1	
Department manager	Law firm	1	
Examiner	Government, U. S.		1
Title examiner	Government, city or town	2	
Legal investigator	Railroad	1	
Law clerk	Government, state		1
	Law firm		4
Lawyer's asst.	Public utility		1
	Government, state		4
Secretary and asst. lawyer	Government, state		1
Parliamentarian	Unspecified	1	
Deputy marshal	Government, U. S.	2	1
Sheriff and collector of fire tax	Government, unspecified	1	
Deputy sheriff	Government, county	5	4
	Government, unspecified	5	
Constable	Government, county	1	
Deputy and matron, sheriff's office	Government, county		1
Guardian of homeless children	Government, state	1	
Parole officer	Government, state	2	
Friend of the court	Government, county	1	
Probation officer and friend of the court	Government, county	1	
Probation officer	Government, state	1	
	Government, county	11	
	Government, city or town	9	
	Government, unspecified	14	10
	Unspecified		1
Probation officer and secretary	Government, county	1	
Probation officer and matron	Government, city or town	1	1
	Government, unspecified		1
	Unspecified		1
Asst. probation officer	Government, county		1
Juvenile officer	Government, county	2	
	Government, unspecified	1	
Truant officer	Board of education	2	2
	Unspecified	4	
Police matron	Government, city or town	11	1
	Government, unspecified	5	
Detective	Government, city or town		1
	Unspecified		1
Policewoman and detective	Government, city or town		3
Policewoman and supervisor	Government, city or town		1

EARNINGS OF WOMEN

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LEGAL AND PROTECTIVE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Policewoman	Government, city or town	12	6
	Government, unspecified	8	
Fingerprint expert	Government, U. S.	1	
	Government, county	1	
	Government, city or town	1	1
Inspector	Government, U. S.	1	
	Government, state	1	
Customs inspector	Government, U. S.	1	
Scaler of weights	Government, county	1	
Censor	Government, state	1	
Amusement inspector	Government, state	1	2
	Government, city or town	1	
Agent, fire relief	Government, state	1	
Asst. attendance officer	School, unspecified	1	
Superintendent, state institution	Government, state	2	1
Manager, county institution	Government, county	1	
Superintendent women's police division	Government, city or town	1	1
Chief of women's bureau	Government, city or town	1	
Asst. superintendent, state institution	Government, state	1	
Proprietor	Abstract company	5	5
Vice-president	Abstract company	1	1
Vice-president and secretary	Abstract company	1	
Manager	Abstract company	11	
Asst. manager	Abstract company	3	1
Asst. secretary and asst. manager	Abstract company	1	1
Investigator	Abstract company	1	
Conveyancer	Abstract company	1	
Group total		415	182

EDITORIAL

Proprietor	Newspaper, printing, or publishing company	10	1
Editor and partner	Newspaper, printing, or publishing company	1	
Writer	Government, U. S.	1	1
	Newspaper, printing, or publishing company	5	1
	Independent	24	7
Writer and politician		1	
Author and lecturer		3	
Playwright		1	
Journalist	College or university	1	
	Newspaper, printing, or publishing company	12	
Translator		1	1
Manager	Newspaper, printing, or publishing company	2	
Asst. manager	Newspaper, printing, or publishing company	1	
Business manager	Newspaper, printing, or publishing company	3	2
Asst. business manager	Newspaper, printing, or publishing company	2	2
Managing editor	Newspaper, printing, or publishing company	1	
Asst. managing editor	Newspaper, printing, or publishing company	1	
Asst. to husband	Newspaper	6	
Editor and publisher	Newspaper	4	
Editor	Newspaper, printing, or publishing company	55	11
Editor and special writer	Newspaper, printing, or publishing company	1	
Associate editor	Newspaper, printing, or publishing company	4	3
Asst. editor	Vocational or technical school	1	
	Newspaper, printing, or publishing company	25	5
	Railroad	1	
City editor	Newspaper, printing, or publishing company	2	
Dramatic editor	Newspaper, printing, or publishing company	2	
Department head	Newspaper, printing, or publishing company	1	
Editorial writer	Newspaper, printing, or publishing company	16	
Feature editor	Newspaper, printing, or publishing company	6	1

EDITORIAL, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
News editor	Newspaper, printing, or publishing company		2
Political editor	Newspaper, printing, or publishing company	1	
Publisher	Unspecified	1	
Society editor	Newspaper, printing, or publishing company	68	25
Book review editor	Newspaper, printing, or publishing company	1	1
Vicinity editor	Newspaper, printing, or publishing company		7
Club editor	Newspaper, printing, or publishing company	1	
Editor and clerk	Railroad	1	
Reporter and feature writer	Newspaper, printing, or publishing company		6
Reporter	Newspaper, printing, or publishing company	180	32
Reporter and collector	Newspaper, printing, or publishing company	1	
Reporter and linotype operator	Newspaper, printing, or publishing company		1
Reporter and proofreader	Newspaper, printing, or publishing company		4
Proofreader	Government, state	2	
	Government, county	1	1
	Newspaper, printing, or publishing company	26	25
	Church or religious association	2	
	Unspecified	4	
Advertisement writer	Advertising company	6	
	Newspaper, printing, or publishing company	5	
Copywriter	Advertising company	1	2
	Retail store	1	1
	Newspaper, printing, or publishing company		2
	Unspecified		1
Compiler	Newspaper, printing, or publishing company	1	
Correspondent, news	Government, state		
Correspondent	Newspaper	3	
Member of news staff	Newspaper	1	
Editorial asst.	Newspaper, printing, or publishing company		5
Unspecified	Newspaper, printing, or publishing company	17	
Group total		491	168

PURCHASING

Purchasing agent	College or university	1	1
	Government, county	1	
	Oil, drug, paint, or other chemical manufacturing company		2
	Public utility	1	
	Lumber or furniture manufacturing company	1	
	Metal manufacturing company (not iron and steel)	2	1
	Manufacturing company, not elsewhere classified	3	
	Newspaper, printing, or publishing company	1	1
	Textile or clothing manufacturing company	1	
	Street railway company	1	
Buyer	Retail store	259	46
	Wholesale house	1	1
	Commercial company, unspecified	4	1
	Government, state	1	
	Manufacturing company, not elsewhere classified		1
	Trade association	1	
	Unspecified	8	1
Buyer and asst. manager	Retail store		3
Buyer and dept. manager	Retail store		19
Buyer and cost accountant	Wholesale house		1
Buyer and cosmetiere	Retail store		3
Buyer and sales clerk	Retail store		28
	Commercial company, unspecified		1
Buyer and bookkeeper	Retail store	2	5
Buyer and clerk	Y. W. C. A. or other welfare organization	1	
Asst. purchasing agent	Wholesale house	1	1

EARNINGS OF WOMEN

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PURCHASING, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Asst. purchasing agent	Iron and steel manufacturing company	1	1
	Metal manufacturing company (not iron and steel)	1	
Asst. purchasing agent and stenographer	Manufacturing company, not elsewhere classified	1	
	Textile or clothing manufacturing company	1	1
Asst. buyer	Manufacturing company, not elsewhere classified		1
	Retail store	19	18
	Wholesale house	1	1
Professional shopper	Unspecified		2
	Retail store	2	
Space buyer	Advertising company	1	1
Group total		37	14

RESEARCH

Proprietor	Clinical laboratory		1
Director of museum	Government, city or town	1	
Director of state laboratory	Government, state		1
Director	Own medical laboratory		1
Manager of laboratory	Textile or clothing manufacturing company	1	
Director of educational research	Elementary school, public		1
Director of bacteriology	Hospital or other health organization	1	
Director of economic research	Chamber of commerce or other civic organization	1	
Director of food economics department	Food manufacturing or packing company	1	
Statistical director	Unspecified	1	
Asst. superintendent historical society	Government, state	1	
	Professional association		1
Asst. director of laboratories	Government, state		1
Statistician and manager educational bureau	College or university		1
	College or university		1
Research associate	College or university	1	
Associate in cancer research	College or university	1	
Associate in personnel research	College or university	1	
Curator	College or university		1
	Government, state	1	
Laboratory supervisor	Unspecified	1	
	Food manufacturing or packing company		1
Bacteriologist	College or university	1	
	Government, state	2	1
	Government, city or town	2	4
	Oil, drug, paint, or other chemical manufacturing company		1
	Food manufacturing or packing company	1	
	Manufacturing company, not elsewhere classified	1	
	Doctor	1	
	Hospital or other health organization	7	2
	Unspecified	4	
	Hospital or other health organization	1	
Bacteriologist and nurse	Hospital or other health organization	1	
Biologist	College or university	1	
	Unspecified	1	
Biochemist	Hospital or other health organization		1
Chemist	Oil, drug, paint, or other chemical manufacturing company	5	
	Food manufacturing or packing company	3	2
	Hospital or other health organization	3	2
	Unspecified	1	

MICHIGAN BUSINESS STUDIES

RESEARCH, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Physicist	Government, U. S.	1	
	Government, unspecified		1
Psychologist	Government, state	1	
School psychologist	Secondary school, public	1	
Actuary	Insurance company	1	
Asst. secretary and actuary	Insurance company	1	2
Asst. actuary	Insurance company	1	
	Church or religious association	1	
	Unspecified		1
Asst. bacteriologist	Government, state	1	
	Government, city or town	1	1
Asst. chemist	Government, city or town	1	
	Food manufacturing or packing company		3
	Hospital or other health organization	1	
Serologist	Hospital or other health organization	1	
Genealogist	Government, state	1	
Historian	Hospital or other health organization	1	
Radiologist	Hospital or other health organization		4
Medical technician	College or university		1
Laboratory technician	Unspecified	4	2
X-ray technician	Hospital or other health organization	2	
Personnel research worker	Cartoonist	1	
Research worker	Doctor		1
Analyst	Government, unspecified	1	
	Manufacturing company, not elsewhere classified	1	
	Farm, nursery, or greenhouse	1	
	Telephone company	1	
	Unspecified		1
Income analyst	Bank, investment company, or other financial organization	1	
Sales analyst	Food manufacturing or packing company	1	
Seed analyst	Wholesale house	1	
	Unspecified	1	
Microscopic clerk	Government, unspecified		1
Microscopist	Unspecified	1	
Technician	College or university	2	
	Government, state	2	
	Government, unspecified		1
	Dentist	2	
	Doctor	17	10
	Hospital or other health organization	24	20
	Railroad		1
	Unspecified	6	
Laboratory asst.	Government, county	1	
	Hospital or other health organization	3	
Museum asst.	Government, city or town	1	1
Asst. to physician and surgeon			1
Asst. in dept. of highways	Government, state		1
Asst. to city chemist	Government, city		1
Asst. technician	Hospital or other health organization	1	
Tester	Food manufacturing or packing company	2	2
Tester, gasoline	Government, state	1	
Unspecified	School, unspecified		1
Group total		136	80

PERSONNEL

Proprietor	Employment bureau	16	5
	Vocational guidance bureau	1	
Partner	Employment bureau	2	
Manager, placement bureau	Vocational or technical school	1	
Manager	Teachers' employment bureau	10	3

EARNINGS OF WOMEN

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PERSONNEL, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Director, vocational guidance bureau	Board of education	1	
Secretary, bureau of appointments	College or university		2
Asst. manager	Vocational or placement bureau		2
Supervisor of vocational guidance	School, unspecified		1
Supervisor	Employment bureau	1	2
Supervisor of employment agency	Government, state		2
Vocational secretary	Elementary school, public		1
	Y. W. C. A. or other welfare organization		1
Counsellor, vocational and educational	Elementary school, public		2
	Secondary school, public		3
Vocational counsellor	Y. W. C. A. or other welfare organization		2
Placement clerk	Government, state		1
Examiner, employment service	Government, U. S.		2
Personnel director	Bank, investment company, or other financial organization	6	1
	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	2	1
	Retail store	7	11
	College or university	1	
	Government, U. S.		1
	Public utility		1
	Iron and steel manufacturing company	2	1
	Lumber or furniture manufacturing company	1	1
	Manufacturing company, not elsewhere classified	1	2
	Telegraph company	1	
	Unspecified		2
Director of planning and personnel	Real estate or insurance company		1
Manager, employment and service department	Manufacturing company, not elsewhere classified		2
Employment manager	Retail store	6	3
	Wholesale house	2	
	Retail and wholesale house		1
	Government, unspecified	1	
	Iron and steel manufacturing company	3	3
	Metal manufacturing company (not iron and steel)	1	1
	Manufacturing company, not elsewhere classified	3	
	Textile or clothing manufacturing company	1	3
	Telephone company	1	3
	Unspecified	3	
Asst. employment manager	Bank, investment company, or other financial organization	1	
	Abstract company, advertising, collection or employment bureau, or office service	2	
	Metal manufacturing company (not iron and steel)	1	
Director of welfare	Retail store		1
Director of women	Public utility		1
Director of tests	Elementary school, public		1
	School, unspecified		3
Employment supervisor	Retail store	1	
	Telephone company	1	
	Unspecified	1	
Manager of department	Iron and steel manufacturing company	1	
Director of social science	Iron and steel manufacturing company	1	
District employment manager	Abstract company, advertising, collection or employment bureau, or office service	1	
Efficiency director	Retail store	1	

PERSONNEL, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Director of studio for personal development		1	
Personnel and production executive	Newspaper, printing, or publishing company	1	
Employment and clerical superintendent	Public utility	1	
Personnel secretary	Board of education	1	
Employment secretary	Wholesale house	1	
Civil service examiner	Government, U. S.	1	
Personnel worker	Vocational or technical school		1
	Oil, drug, paint, or other chemical manufacturing company		1
	Iron and steel manufacturing company	2	
	Manufacturing company, not elsewhere classified	2	
Employment agent	Retail store	1	
Personnel asst.	Retail store	1	
Asst. in personnel department	Manufacturing company, not elsewhere classified		1
Unspecified	Abstract company, advertising, collection or employment bureau, or office service	1	
	Retail store	1	
	Telephone company	1	
Group total		<u>100</u>	<u>75</u>

SERVICE

Claim adjustor	Newspaper, printing, or publishing company	2	
	Live stock farm	1	
	Railroad	2	
	Telephone company		1
Asst. claim agent	Government, state	1	
Advisor of homemakers	Retail store		1
Budget specialist	Government, city or town	1	
Furniture stylist and budget specialist	Retail store	1	
Home economist	Public utility	1	
Hostess	Retail store	1	
	Food manufacturing or packing company		1
Personal shopper	Retail store	2	
Window decorator	Retail store	8	
	Public utility	1	
Historical guide	Government, unspecified	1	
Public relations worker	Street railway company	1	
	Telephone company	1	
	Unspecified	1	
Custodian of building	Bank, investment company, or other financial organization	1	
Mail censor	Government, state	1	
Mail carrier	Government, U. S.	7	
Asst. to postmaster	Government, U. S.	1	
Elevator operator	Government, county	1	1
	Unspecified	2	
Proprietor	Physicians' exchange	2	
Postmaster	Government, U. S.	62	19
Asst. postmaster	Government, U. S.	16	11
Commissioner of cemeteries	Government, city or town	1	
Executive secretary	Automobile club		2
Service manager	Retail store	1	
Manager of personal service	Manufacturing company, not elsewhere classified	1	1
Superintendent of goodwill department	Telephone company	1	
Traffic manager	Abstract company, advertising, collection or employment bureau, or office service	1	

EARNINGS OF WOMEN

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SERVICE, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Traffic manager	Retail store	1	
	Retail and wholesale house	1	
	Food manufacturing or packing company	1	
	Manufacturing company, not elsewhere classified	4	1
Traffic manager and cashier	Food manufacturing or packing company		1
Asst. manager service department	Lumber or furniture manufacturing company	1	
	Manufacturing company, not elsewhere classified		1
Asst. director public relations	Public utility		1
Asst. superintendent goodwill department	Telephone company	1	
Asst. traffic manager	Wholesale house		1
	Food manufacturing or packing company		1
Window display manager	Retail store	1	
Piano tuner	Retail store	2	
Claim adjustor	Hotel, restaurant, beauty shop, laundry, mortician, or other living or personal service	1	1
	Real estate or insurance company	1	
	Retail store	1	
	Government, state	1	
Group total		138	45

PROFESSIONAL, NOT ELSEWHERE CLASSIFIED

Horticulturist		1	1
Architect	School, unspecified	1	
		8	
Landscape artist		3	2
Landscape gardener	Government, city or town	1	
Director of chorals	Church or religious association	2	1
Director of music	Theater, moving picture house, or entertainment bureau	2	
Actress		12	3
Dramatic artist		2	
Lecturer		21	
Public reader		1	
Impersonator		1	
Dramatic reader and lecturer		1	
Artist	Advertising company	2	
	Retail store	3	1
		3	
Miniature painter		25	
Sculptress		1	
Commercial artist		1	
Decorative designer		4	1
Artist, cattle brand	Government, state	3	1
Accompanist		2	
Singer	Theater, moving picture house, or entertainment bureau	1	
Concert singer			3
Vocalist	Church or religious association	1	
Singer	Unspecified	14	
Pianist	Church or religious association	1	
	Theater, moving picture house, or entertainment bureau	7	3
		1	

PROFESSIONAL, NOT ELSEWHERE CLASSIFIED, Continued

Occupation	Employer	Number in Federation	Number in Reporting Group
Violinist	Hotel, restaurant, or other food establishment	1	
Musician	Unspecified	50	1
Organist	Theater, moving picture house, or entertainment bureau	4	1
	Church or religious association	5	1
	Unspecified	4	
Organist and choir director	Church or religious association		1
Engineer	Railroad	1	
Engineer of service	Drug store		1
Pharmacist		39	6
Aviatrix		1	
Character analyst		6	1
Hand reader			1
Graphologist		1	
Astrologer		1	
Group total		<u>232</u>	<u>34</u>

RELIGIOUS

Minister	Church or religious association	6	3
Minister and author	Professional	1	
Asst. pastor	Church or religious association	1	1
Revival worker	Temperance society		1
Missionary	Church or religious association	4	3
Deaconess	Church or religious association	4	3
Christian science reader	Church	1	
Christian science practitioner	Church	10	1
Field or executive secretary	Church or religious association		1
Secretary	Church or religious association	13	
Superintendent in church	Church or religious association	1	
Associate superintendent	Church or religious association		1
Asst. superintendent	Church or religious association	1	
Asst. captain	Salvation Army	1	
Officer	Salvation Army	5	1
Parish worker	Church or religious association	3	
Church worker	Church		2
Church hostess	Church	1	
Healer	Church or religious association		1
Asst. to minister	Church or religious association	1	8
Business secretary	Church or religious association		1
Group total		<u>62</u>	<u>18</u>

ADMINISTRATIVE, NOT ELSEWHERE CLASSIFIED

Proprietor	Collection bureau	2	
	Water company	1	
	Transportation company, miscellaneous	1	
	Taxicab or transfer and trucking company	8	
	Water transportation company	1	
Partner	Collection bureau	1	
	Transportation company, miscellaneous	1	2
President	Railroad		1
Executive secretary	City planning commission		1
Secretary	Storage company		1
	Street railway company		1
	Taxicab or transfer and trucking company		1
Superintendent	Telephone company	1	

EARNINGS OF WOMEN

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ADMINISTRATIVE, NOT ELSEWHERE CLASSIFIED, CONTINUED

Occupation	Employer	Number in Federation	Number in Reporting Group
Travelling superintendent	Telephone company	1	
Manager	Travellers' association		1
	Transportation company, miscellaneous	1	1
	Taxicab or transfer and trucking company	4	2
Manager of local office	Railroad	1	
Asst. superintendent	Railroad	1	
Asst. manager	Express company	1	
	Telephone company		1
Department manager	Chamber of commerce or other civic organization	1	
	Telephone company	1	
	Water transportation company	1	
Supervisor, unspecified	Government, county	1	
Group total		<u>29</u>	<u>12</u>

AMUSEMENTS

Proprietor	Theater, moving picture house, or entertainment bureau	15	5
Proprietor and manager of orchestra		1	
Partner	Theater, moving picture house, or entertainment bureau	3	
Partner and asst. manager	Theater, moving picture house, or entertainment bureau	1	
Vice-president	Theater, moving picture house, or entertainment bureau	1	
Theatrical producer	Theater, moving picture house, or entertainment bureau	1	
Manager	Theater, moving picture house, or entertainment bureau	17	2
Concert manager	Theater, moving picture house, or entertainment bureau	3	
Concert promoter	Unspecified	1	
Orchestra director	Theater, moving picture house, or entertainment bureau	1	
Asst. manager	Theater, moving picture house, or entertainment bureau	10	
Entertainer	Theater, moving picture house, or entertainment bureau	1	
	Womens' or men's club or other fraternal organization	1	
Advance agent	Theater, moving picture house, or entertainment bureau	1	
Group total		<u>57</u>	<u>7</u>

POLITICAL

Senator	Government, state	1	
Legislator	Government, U. S.	1	
	Government, state	7	
	Government, county	1	
Representative	Government, state	2	
Asst. secretary of state	Government, state	1	
Deputy commissioner of lands	Government, state	1	
Mayor	Government, city or town	1	
Alderman	Government, city or town	1	
Councilman	Government, city or town	2	
Secretary of town	Government, city or town	1	
Executive secretary	Government, state	1	
Vice-chairman	Political organization	2	
National committeewoman	Political organization		1
Manager political campaign	Political organization		1
Campaign worker	Political organization	5	
Group total		<u>27</u>	<u>2</u>

APPENDIX IV

DEFINITIONS

Earnings. "Earnings" as used in this study refer to the earned income, whether salary or net business earnings, from a person's chief occupation. Supplementary income, earned or unearned, is not included in the earnings figures given here. The data for supplementary income are analyzed independently (p. 103 ff.).

Net Business Earnings. The directions for filling in the questionnaires which were sent to each local club in the Federation defined "net business earnings" as follows: "If in business for yourself, expenses to be deducted from gross earnings include rent, heat, light, salaries, interest on borrowed money invested in the business, maintenance of transportation facilities (i.e., trucks, automobiles, etc.) used in the business, and depreciation on equipment. Please note that there is a special space for indicating the amount of your own investment in your business." (See copy of questionnaire, p. 204).

Living Expenses. The following items have been included here in calculating "living expenses"—room, board, service, laundry, and transportation to and from work. The directions to persons filling in the questionnaires called attention to the following: "(1) Note that monthly living expenses are asked for. They can perhaps best be calculated from an annual total divided by twelve. This distributes seasonal expenses, such as coal, care of furnace, etc., through the year, and so gives a more accurate average. (2) Note that clothes are excluded. (3) 'Service' means domestic service, not medical or dental care. (4) 'Transportation' means daily transportation to and from work. If you have an automobile, do not include this expense under transportation. What we wish to secure is a figure which covers immediate, day-to-day expenses—rent, food, light, domestic service, laundry, and carfare. (5) If you have dependents living with you, do not try to separate their living expenses from your own, but give the total amount which you spend monthly on the items mentioned above."

Median. The median is the size of the middle item in a series arranged in order of magnitude. Fifty per cent of the total number of cases, when arranged in order of magnitude, lie below it, and fifty per cent above it. For instance, the statement, "median earnings are \$1,548," means simply that 50 per cent of the women included in the study are earning less than this amount, and 50 per cent are earning more. Similarly, "median age is 37.7 years" means that half of the total group are younger than 37.7 years, and half are older.

Quartiles. "Quartiles are closely related to the median. Just as the median was defined as that position on the scale of the variable which divides the items arranged in the order of magnitude into two equal parts, the quartiles are to be thought of as those positions on the scale which divide the items arranged in the order of magnitude into four equal parts. There are obviously three of these positions or quartiles. The one toward the lower values of the scale of the variable is referred to as the first, the one toward the upper range of the variable as the third. The second, or middle, quartile clearly is the median."¹ If for instance, earnings at the first quartile for the total group are \$1,213, this means that 25 per cent of the group are earning less than this amount, and 75 per cent are earning more. Similarly, if earnings at the third quartile are \$2,004, it means that 75 per cent are earning less, and 25 per cent more than this amount. Median and second quartile earnings are identical.

¹E. E. Day, *Statistical Analysis*, p. 170.

Coefficient of Correlation. A coefficient of correlation is a measure of the "degree of correspondence" between two variables. Suppose, for instance, one wishes to know the degree to which the amount women save varies with the amount they earn. If there were perfect correspondence between earnings and savings for the group studied, the coefficient of correlation would be $+1.00$. If there were complete independence between the two variables, earnings and savings, the coefficient of correlation would be zero; and if the correspondence between them were perfect but inverse—that is, high earnings were associated with small savings—it would be indicated by a coefficient of correlation of -1.00 . As a matter of fact, the correlation coefficient in this study for earnings of women with dependents and their savings is $+567$, or $+596$ for women without dependents, both of which indicate a fairly close relationship between earnings and savings. In contrast to these figures, the correspondence between earnings and the size of the community in which the work is carried on is comparatively slight, as indicated by the correlation coefficient $+235$. Perfect correlation between these variables would, as already shown, be indicated by a coefficient of $+1.00$.

Correlation Ratio. The correlation ratio is used instead of the coefficient of correlation as a measure of the degree of correspondence between two variables when their relationship is curvilinear, as in the case of age and earnings (Chart 4). The coefficient of correlation is used when the relationship is linear. The correlation ratio is to be interpreted in the same way as the coefficient of correlation—that is, $+1.00$ indicates perfect positive correlation; 0, complete independence; and -1.00 , perfect negative or inverse correlation (see above).

APPENDIX V

METHOD OF CONDUCTING THE STUDY

Problems of method in a study like this fall roughly into four major divisions corresponding to the stage of progress of the study. First, the scope and content of the questionnaire itself must be determined. Then come the questions of how to distribute and provide for an effective method of "follow-up" on the questionnaires. Third, there is the task of devising an occupational classification which lends itself to translation into code for use on Hollerith cards. And finally, a numerical code must be prepared in order to transfer the information contained in the questionnaires to Hollerith cards (Forms C and D, p. 212 ff.). Once the data are on these cards, the task of final tabulation requires only the services of an expert statistical machine operator. It is the decisions in the earlier stages of the study which determine its success or failure.

The questionnaire used here is in four sections, the first of which is concerned with such topics as education, marital status, mode of living, earnings, and savings (Form A, p. 204). The second section is devoted to a complete occupational history, including earnings. From the data in this section it is hoped to discover whether or not there are typical occupational sequences. The third and fourth sections are concerned with occupational requirements and interests, which will be analyzed in a later bulletin.

With the form and content of the questionnaires agreed upon, the next problems concerned their distribution and "follow-up." There were 46,760 questionnaires to be distributed among 813 groups varying in membership anywhere from six to six hundred. To remove all possibility of identification and at the same time to provide for "follow-up" on delinquents, questionnaires were numbered serially from one to fifty thousand. Records of the serial numbers of the blanks sent to each local club were kept by the Bureau of Business Research to which the questionnaires were returned directly by those who filled them out. As each blank was received at the Bureau, the corresponding number was crossed off the card of the club to which that particular blank had been sent.

From time to time, local club officers in charge of the survey were informed of the serial numbers of questionnaires not yet returned. These officers in turn kept lists indicating the number of the blank given to each club member; and so when "follow-up" letters listing the numbers of unreturned questionnaires were received from the Bureau of Business Research, the local officer could discover the identity of the delinquents from these serial lists.

In order to secure as nearly as possible standard procedure in filling in the blanks, each club officer locally in charge of the study received explicit directions for conducting the survey in her club (Form B, p. 209). These directions she was asked to present to her group at a club meeting. Although it is impossible to say how many club members were reached in this way, it is believed that the majority of clubs made use of these directions.

Between January 1 and June 14, 1927, 13,147 questionnaires were returned to the Bureau of Business Research. The last thousand came in slowly between June and December of that year. As soon as a considerable number of the questionnaires had been received, the work of classifying and coding the occupations enumerated in them was begun. The general scheme of classification used has already been described (p. 15 ff.).

With the exception of the occupational code, the code used in the study is given in full in Form D, p. 213 ff. The facts contained in the questionnaires were translated by means of this code into numbers, which in turn were recorded on Hollerith cards by means of hole-punching machines. There is, therefore, for each questionnaire a Hollerith card which shows *by the holes punched in it* the facts contained in the blank itself. These cards can be sorted and counted by machines to combine any sets of facts contained on them.

MICHIGAN BUSINESS STUDIES

FORM A

THE QUESTIONNAIRE

OCCUPATIONAL SURVEY OF BUSINESS AND PROFESSIONAL WOMEN

READ THROUGH CAREFULLY

FOREWORD

The National Federation of Business and Professional Women's Clubs has undertaken as one of its major projects for the year 1926-27 an occupational study of its members. This detailed study of the experience of a group of nearly 50,000 women, active in a variety of occupations, offers an unusual opportunity to gather information never before collected about the work of business and professional women. The chief aims of the study are (1) to provide an accurate occupational record of the members of the National Federation of Business and Professional Women's Clubs, and (2) to make available reliable vocational information to younger women who have not yet found their places in business or the professions. The study is also designed to throw light on such problems as dependency, earnings, training, promotion, combining marriage and careers, and placement methods, in the hope of assisting women to render increasingly effective service in the business and professional world.

The questions asked on the following pages are necessarily rather personal. The questionnaire, however, contains no means of identification, such as name, club, or employer, and you need therefore feel no hesitancy in giving full and accurate information. Furthermore, you will mail your questionnaire direct to the Bureau of Business Research at the University of Michigan, where the data will be compiled by a statistical staff under the direction of Dr. Margaret Elliott, Chairman of the National Personnel Research Committee. All information will be regarded as strictly confidential. No individual records will be published.

The study is yours to make a success or failure. Unless each member of the National Federation assumes a feeling of personal responsibility for carrying out the project, it cannot succeed. Will you not show your readiness to cooperate in so important a venture by filling in the questionnaire accurately and fully, and mailing it promptly in the attached envelope to the

Bureau of Business Research
 School of Business Administration
 University of Michigan
 Ann Arbor, Michigan

For further assistance in filling in the questionnaire, please consult your local Personnel Research Chairman, or Club President.

DO NOT SIGN YOUR NAME OR MARK IN ANY WAY FOR IDENTIFICATION

1. Education and Training

Please give dates of the following events: Birth month day year

Started to school Attended (a) Grade school year to year
 (b) High school (c) Business college (d) Normal school (e) College or university (f) Graduate school
 year to year year to year year to year
 or professional school year to year

Draw circle around the last grade or year in school which you completed. (Formal education) Grades 1 2 3 4 5 6 7 8 High or Preparatory 1 2 3 4 College or University 1 2 3 4 5 6 7 (excluding business college).

Degrees received Degree Date

Special courses not listed above	Subject studied	No. of months
1. Correspondence
2. Business college
3. Trade school
4. Night school
5. Tutor
6. Special reading

EARNINGS OF WOMEN

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Are you doing work for which you trained directly? Underscore Yes No Partly
Marital Status and Dependents

Underscore whether you are single, married, widowed, divorced, separated
 how many dependents Children Totally Partly Adults Totally Partly
 do you support? Own Others Parent Others

Approximately what *percentage* of your income goes for support of dependents?.....

The following questions in Section 2 are to be answered only by women who are or have been married.

Please give *dates* of the following events: Married..... Widowed..... Separated.....
 Divorced..... Birth of children..... If employed, time off job required by birth of each child:

Mos. before	<input type="checkbox"/>	Mos. after	<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>

Present provision for care of children. Check method used: Relative Friends
 Housekeeper Trained nurse Nurse maid Day nursery Nursery school
 Public school and own services other hours Other provision

Financial Status

Present yearly salary in major occupation If in business on your own account, give annual net business earnings (deducting all expenses of operation, but *not income tax*) Amount of own investment in the business

Amount of yearly income from other sources: Special or evening work
 Inheritance or gifts Own savings invested

Amount of yearly savings from earned income (excluding gifts, inheritance, etc.)
 What *percentage* of your total savings is invested in: Real Estate
 Mortgages..... Savings Banks..... Building and Loan Associations..... Bonds..... Preferred stock.....
 Common stock..... Annuities..... Life Insurance.....

Underline your mode of living:

Live with parents or relatives	{	Pay board
		Pay no board
Have a house	{	Meals in
		Meals out
Have an apartment	{	Meals in
		Meals out
Have a room	{	Light housekeeping
		Take meals out

Calculate amount of monthly living expenses, including room, board, service, laundry, and transportation. Persons with dependents indicate amount here..... Persons without dependents indicate here.....

If you keep house, or have an apartment, do you have housekeeping assistance? Check Yes No Underscore whether paid or unpaid. About how many hours per week do you yourself give to housekeeping?..... How many hours of other unpaid assistance? How many hours of paid assistance? Average present weekly expenditure for paid assistance

1. Occupational History

Present position: Usual number of working hours per day..... Per week
 Average number of hours of overtime per week..... Underscore whether overtime is paid or unpaid.

Describe each position held since you first started to work. Begin with the first one and list them in order including your present one. Describe fully each new position within an organization in the same way as positions in a different organization, indicating how secured by *h* or *i* (see key).

It is most essential that this occupational history be complete. If more space is desired, please enclose an extra sheet using the same form for your answers.

Year to year	Title of position	Nature of business (e.g. department store, life insurance, etc.)	How secured*	Yearly salary	Duties (Describe in full. Use next line also)
1.
2.
3.
4.
5.
6.
7.
8.
9.
10.

*In column *How secured* put only the letter of the method which applies in your case as given in the following key. If the key does not give your method please name specifically in space *How secured*.

- | | | |
|----------------------------------|-------------------------------------------|------------------------------------|
| a. Newspaper advertisement. | f. School or university placement service | h. Promotion within the company |
| b. Friend in the business | g. Fee charging placement bureau | i. Transfer within the company |
| c. "Cold" canvass | | j. Services sought by new employer |
| d. Family influence | | |
| e. Heard indirectly of a vacancy | | |

PERSONALITY REQUIREMENTS

Below you will find listed thirty personality traits which have been considered important for success in the professions and in business. Read through the list and underscore the ten which you have found to be the most necessary in doing the work which you do now. When you have selected these ten put the number (1) after the most important trait, (2) after the next most important and so on until you have put the number (10) after the least important of the ten chosen.

Ability to follow directions	Conversational ability	Originality
Ability to handle and deal fairly with people	Courteous	Resourcefulness
Adaptable	Creative imagination	Responsibleness
Alert	Forceful	Self-confidence
Analytical	Foresight	Self-control
Appearance pleasing	Humor	Systematic
Artistic	Initiative	Speed
Capacity for hard work and long hours	Kindliness	Strength (Physical)
Careful of details	Knowledge in special field	Tact
	Manual dexterity	Technical skill
	Organizing ability	

OCCUPATIONAL INTERESTS

After each of the occupations listed there are five symbols. Cross out one of the symbols after each occupation as follows:

Cross out L! if you would like very much doing that kind of work.

Cross out l if you would like doing that kind of work.

Cross out ? if you have no decided feeling toward that kind of work or know nothing about it.

Cross out d if you would dislike doing that kind of work.

Cross out D! if you would dislike very much doing that kind of work.

Disregard any salary or social difference or any possible family objections, consider only your interest and satisfaction in doing each of the kinds listed. You are not asked whether you would take up the occupation permanently; you are merely asked if you would enjoy that kind of work, regardless of whether you have the ability necessary for each of the occupations.

Abstractor	L! 1 ? d D!	Dancing teacher	L! 1 ? d D!
Accountant	L! 1 ? d D!	Deaconess	L! 1 ? d D!
Actress	L! 1 ? d D!	Dean	L! 1 ? d D!
Actuary	L! 1 ? d D!	Dean of women	L! 1 ? d D!
Adjuster	L! 1 ? d D!	Demonstrator	L! 1 ? d D!
Advertising agent	L! 1 ? d D!	Dentist	L! 1 ? d D!
Advertisement writer	L! 1 ? d D!	Dental hygienist	L! 1 ? d D!
Archaeologist	L! 1 ? d D!	Detective	L! 1 ? d D!
Architect	L! 1 ? d D!	Dietician	L! 1 ? d D!
Artist	L! 1 ? d D!	Domestic science teacher ..	L! 1 ? d D!
Artist's model	L! 1 ? d D!	Dramatist	L! 1 ? d D!
Art teacher	L! 1 ? d D!	Draftsman	L! 1 ? d D!
Asst. buyer (Dept. store) ..	L! 1 ? d D!	Dressmaker	L! 1 ? d D!
Athletic director	L! 1 ? d D!	Editor	L! 1 ? d D!
Auditor	L! 1 ? d D!	Educational director	L! 1 ? d D!
Auto saleswoman	L! 1 ? d D!	Elevator operator	L! 1 ? d D!
Bacteriologist	L! 1 ? d D!	Executive	L! 1 ? d D!
Baker	L! 1 ? d D!	Factory worker	L! 1 ? d D!
Bank executive	L! 1 ? d D!	Farmer	L! 1 ? d D!
Bank clerk	L! 1 ? d D!	File clerk	L! 1 ? d D!
Barber	L! 1 ? d D!	Florist	L! 1 ? d D!
Biologist	L! 1 ? d D!	Genealogist	L! 1 ? d D!
Book agent	L! 1 ? d D!	Geologist	L! 1 ? d D!
Book binder	L! 1 ? d D!	Governess	L! 1 ? d D!
Botanist	L! 1 ? d D!	Government clerk	L! 1 ? d D!
Business manager	L! 1 ? d D!	Grade school principal	L! 1 ? d D!
Business for self	L! 1 ? d D!	Grade school teacher	L! 1 ? d D!
Buyer (Dept. store)	L! 1 ? d D!	Hair dresser	L! 1 ? d D!
Canner	L! 1 ? d D!	Health inspector	L! 1 ? d D!
Cashier	L! 1 ? d D!	High school principal	L! 1 ? d D!
Caterer	L! 1 ? d D!	High school teacher	L! 1 ? d D!
Cattle raiser	L! 1 ? d D!	Home maker	L! 1 ? d D!
Chaperone	L! 1 ? d D!	Horticulturist	L! 1 ? d D!
Chemist	L! 1 ? d D!	Hostess (hotel)	L! 1 ? d D!
Choropodist	L! 1 ? d D!	Housekeeper	L! 1 ? d D!
Chiropractor	L! 1 ? d D!	Illustrator	L! 1 ? d D!
City or county clerk	L! 1 ? d D!	Importer	L! 1 ? d D!
Cleaner and dyer	L! 1 ? d D!	Interior decorator	L! 1 ? d D!
Clerical worker	L! 1 ? d D!	Interpreter	L! 1 ? d D!
Commercial teacher	L! 1 ? d D!	Journalist	L! 1 ? d D!
Companion	L! 1 ? d D!	Judge	L! 1 ? d D!
Cook	L! 1 ? d D!	Kindergartner	L! 1 ? d D!
Corsetiere	L! 1 ? d D!	Landlady	L! 1 ? d D!
Court reporter	L! 1 ? d D!	Landscape gardener	L! 1 ? d D!
Credit manager	L! 1 ? d D!	Laundress	L! 1 ? d D!
Dancer	L! 1 ? d D!	Lawyer	L! 1 ? d D!

Librarian	L!	1	?	d	D!	Proof reader	L!	1	?	d	D!
Life insurance solicitor ...	L!	1	?	d	D!	Psychiatrist	L!	1	?	d	D!
Magazine writer	L!	1	?	d	D!	Psychologist	L!	1	?	d	D!
Manicurist	L!	1	?	d	D!	Public stenographer	L!	1	?	d	D!
Manikin	L!	1	?	d	D!	Purchasing agent	L!	1	?	d	D!
Masseuse	L!	1	?	d	D!	Recreation director	L!	1	?	d	D!
Matron	L!	1	?	d	D!	Registrar	L!	1	?	d	D!
Medical missionary	L!	1	?	d	D!	Retail saleswoman	L!	1	?	d	D!
Milliner	L!	1	?	d	D!	Sales agent	L!	1	?	d	D!
Minister	L!	1	?	d	D!	Secretary	L!	1	?	d	D!
Minister's assistant	L!	1	?	d	D!	Singer	L!	1	?	d	D!
Missionary	L!	1	?	d	D!	Social secretary	L!	1	?	d	D!
Modiste	L!	1	?	d	D!	Social worker	L!	1	?	d	D!
Movie star	L!	1	?	d	D!	Statistician	L!	1	?	d	D!
Music teacher	L!	1	?	d	D!	Stenographer	L!	1	?	d	D!
Musician	L!	1	?	d	D!	Storekeeper	L!	1	?	d	D!
Newspaper reporter	L!	1	?	d	D!	Supervisor	L!	1	?	d	D!
Notary public	L!	1	?	d	D!	Surgeon	L!	1	?	d	D!
Novelist	L!	1	?	d	D!	Taxidermist	L!	1	?	d	D!
Nurse	L!	1	?	d	D!	Tea room proprietor	L!	1	?	d	D!
Office manager	L!	1	?	d	D!	Telegrapher	L!	1	?	d	D!
Osteopath	L!	1	?	d	D!	Telephone operator	L!	1	?	d	D!
Optician	L!	1	?	d	D!	Ticket agent	L!	1	?	d	D!
Personnel director	L!	1	?	d	D!	Translator	L!	1	?	d	D!
Pharmacist	L!	1	?	d	D!	Treasurer	L!	1	?	d	D!
Physician	L!	1	?	d	D!	Truant officer	L!	1	?	d	D!
Physicist	L!	1	?	d	D!	Truck gardener	L!	1	?	d	D!
Poet	L!	1	?	d	D!	Tutor	L!	1	?	d	D!
Politician	L!	1	?	d	D!	Typist	L!	1	?	d	D!
Post mistress	L!	1	?	d	D!	Usher	L!	1	?	d	D!
Post office clerk	L!	1	?	d	D!	Vocational counsellor	L!	1	?	d	D!
Poultry raiser	L!	1	?	d	D!	Waitress	L!	1	?	d	D!
Probation officer	L!	1	?	d	D!	Wife	L!	1	?	d	D!
Professor	L!	1	?	d	D!	Y. W. C. A. secretary	L!	1	?	d	D!

FORM B

DIRECTIONS FOR CONDUCTING THE OCCUPATIONAL SURVEY IN LOCAL CLUBS^[1]

I. DISTRIBUTION OF QUESTIONNAIRES.

1. As soon as questionnaires and return envelopes arrive, arrange a date for a club meeting at which the questionnaires will be explained.
2. Prepare a code list, assigning a questionnaire by number to each club member. You will find the questionnaires are numbered serially in the upper left-hand corner of the front page. For purposes of follow-up on members who fail to return their questionnaires, it is essential that you have an accurate record of the number of the questionnaire assigned to each member. From time to time, the National Personnel Research Committee will send you a list of numbers of questionnaires which have not yet been returned. By means of your code list, you can check up by telephone or letter on persons whose questionnaires bear these numbers. Without this code list, therefore, all follow-up will be impossible. A suggested form for your code list is as follows:

<u>Number of Questionnaire</u>	<u>Name of Member</u>	<u>Address</u>	<u>Telephone Number</u>
------------------------------------	---------------------------	----------------	-----------------------------

3. In sending out announcements of the time and place of the meeting at which the questionnaire is to be discussed, be sure to instruct members to bring their questionnaires with them to the meeting, but not to fill them out until *after* the meeting.
4. Distribute questionnaires according to the code list, making certain that you adhere strictly to the numbering scheme on your list.

II. SUGGESTIONS FOR CONDUCTING CLUB MEETING.

1. Familiarize yourself thoroughly with the questionnaire and its purposes before the meeting. Some objections are almost sure to be raised, and your position will be more secure if you anticipate these objections and meet them in advance ^[2]
2. After a preliminary statement of the purposes of the study, the questionnaire should be considered in detail, question by question, allowing members to raise their individual problems. The following points may well be stressed:
 - a. Education and Training.
 - (1) Dates, not number of years, are asked for.
 - (2) The questions cover formal education only. Private school education should be entered under Grade School, High School, et cetera, but not private tutoring, for which a special space is provided.
 - (3) Do not include business college work in estimating number of years spent in college or university. Describe business college courses in space provided opposite No. 2 of list of special courses.
 - (4) Indicate summer school work in college, graduate school, et cetera, separately.
 - (5) In circling number to indicate total years of education, it is assumed that normal school education is the equivalent of college or university training.

b. Financial Status.

This section, which will perhaps require more thought than any other, is one of the most significant. It will undoubtedly raise many individual problems, particularly for women in business for themselves. From it we shall learn not only what the salary range in each occupation is, but how much a woman spends on immediate living expenses, and how much she is able to save. The destination of these savings will also give interesting

¹These directions were sent to the club officer in each locality who was in charge of the survey. They were an important means of standardizing procedure in filling out the questionnaires.

²The detailed statement of purposes of the study, included for use of club officers who were unfamiliar with them, is omitted here.

investment data. Since it is an important section, please urge your members to make their calculations as accurate as possible. Attention should be drawn to the following points:

- (1) The first question aims to discover your *present annual earned income*.
 - (a) If on salary, state your annual salary for the present fiscal year in your organization.
 - (b) If in business for yourself, you will probably find it most convenient to work with figures calculated for the income tax returns of March 1, 1926.
 - (c) If in business for yourself, expenses to be deducted from gross earnings include rent, heat, light, salaries, interest on borrowed money invested in the business, maintenance of transportation facilities used in business (i.e., trucks, automobiles) and depreciation on equipment. Note special space for indicating amount of your own investment in your business.
- (2) The second question, which deals with sources of supplementary income, has three parts, namely, amount of yearly income from (1) special or evening work, (2) inheritance or gifts, (3) own savings invested.
 - (a) Note that the question refers to income, not capital. We are interested only in the yearly sum received from each of these three sources.
 - (b) If you have unearned income from other sources than these three, indicate source, and also amount of income from it in space beyond "Own Savings Invested."
- (3) The third question asks first for amount of yearly savings from earned income, and second, for the destination of your total savings on a percentage basis, i.e., (1) how much are you able to save in one year from your present salary, and (2) what percentage of your total savings have you invested in real estate, mortgages, bonds et cetera? (Compute these percentages by adding amounts in each form of investment and calculating what percentage each is of the total figure.)
 - (a) Note that amount of yearly savings is to be given in dollars, the other figures in percentages.
 - (b) Figure savings in life insurance on amount paid in up to present time, not on amount of the policy.
 - (c) This question is in no way concerned with your unearned income; i.e., inheritance, gifts, et cetera.
- (4) If your own mode of living is not included in those listed, describe it in space to the right of list.
- (5) Living expenses.
 - (a) Note that monthly living expenses are asked for. Perhaps they are best calculated from an annual total, divided by twelve. This distributes seasonal expenses, such as coal, care of furnace, et cetera, throughout the year and so gives a more accurate average.
 - (b) Note that clothes are excluded. "Service" means domestic service, not medical or dental care. "Transportation" means daily transportation to and from work. If you have an automobile, do not include this expense under transportation. What we wish to secure is a figure which covers immediate, day-to-day expenses—rent, food, light, domestic service, laundry, and carfare.
 - (c) If you have dependents living with you, do not try to separate their living expenses from your own, but give the total amount which you spend monthly on the items mentioned above.

c. Occupational History.

- (1) This is the most important single section in the questionnaire and, if it is fully and accurately filled out, will give valuable information on the "work histories" of women. It will correlate interestingly with the section on education and training, and will show what types of jobs hold greatest promise of advancement. The column "How secured" will, it is hoped, show the relative effectiveness of different ways of getting jobs.
- (2) Urge your club members to describe their duties in each occupation in full. Frequently titles are quite misleading, and unless a description of duties is given, it is impossible to get an accurate picture of the job. As the directions at the top of the page indicate, transfers and promotions within an organization are to be as fully described as changes to positions in different organizations.

d. Personality Requirements.

- (1) The obvious purpose of this section is to make an inventory of the personality requirements in each occupation, based on the judgment of many persons engaged in that occupation.
- (2) Note that the ten most important traits are to be selected on the basis of requirements of the exact work you are now doing, rather than on the requirements of the general field of work in which your job lies. For example, a cataloguer of foreign books in a library should give the ten most essential traits for cataloguing books on foreign material, not for general cataloguing.
- (3) The chief hazard in this section of the questionnaire is hasty selection of the ten most important traits. Accurate choice requires discriminating analysis of one's present job. Members should, therefore, be urged to go through the list slowly and carefully.

e. Occupational Interests.

- (1) From this section of the questionnaire we hope to derive information as to the variety and intensity of the occupational interests of a large number of active business and professional women. We also wish to discover whether persons engaged in the same field of work have similar occupational interests. The information derived from this and the preceding section will, it is hoped, be helpful in vocational counselling.
- (2) Please call attention of members to the fact that one of the five symbols is to be crossed out for *each* occupation listed.

FORM C

FACSIMILE OF HOLLERITH CARD

	State	Population	Date of Birth	Formal Ed.	Prof. Tr.	Marital Status	% Income Dep.	No. Dep.	Present Position	First Salary	Date First Salary	Total Years Worked	Variety Jobs	No. Services	Time Present Emp.	Time Present Job	Present Salary	Difference 1st Present Salary	Net Business Earnings	Amt. Invest. Business	Income S. W.	Income Gifts, etc.	Income Savings	Amt. Savings	Mode of Living	Monthly Exp. D	Monthly Without D	No. Wk. Hrs.	Hrs. Overtime	Paid, Unpaid
1	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	1	1	1	1	1	1	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3	3	3	3	3	3	3	3	3		3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4		4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5		5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6		6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7		7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8		8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9		9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
10	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

EARNINGS OF WOMEN

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FORM D

CODE FOR TRANSFERRING DATA FROM QUESTIONNAIRES TO HOLLERITH CARDS

State where club is located—Columns 1-2.	Code	General education—Column 6.	Code
Alabama	00	Grades 1-4	0
Arizona	01	Grades 5-8	1
Arkansas	02	Grades 9-10	2
California	03	Grades 11-12	3
Colorado	04	Normal, with high school incomplete	4
Connecticut	05	Normal, high school complete	5
Delaware	06	College, 1, 2, 3 years	6
Florida	07	B.A. or B.S. degree	7
Georgia	08	B.A. degree and graduate work	8
Hawaii	09	M.A. or M.S.	9
Idaho	10	Ph.D. or Sc.D.	b
Illinois	11	Information missing	X
Indiana	12		
Iowa	13	Professional and trade training—Column 7.	
Kansas	14	None or not listed	X
Kentucky	15	Business course	0
Louisiana	16	Business course with non-diploma	
Maine	17	special courses	1
Maryland	18	M.D. degree	2
Massachusetts	19	R.N. degree	3
Michigan	20	Law degree	4
Minnesota	21	Dentist or pharmaceutical degree	5
Mississippi	22	Diploma in arts, music, elocution, etc. ¹	6
Missouri	23	Summer school courses	7
Montana	24	Trade and technical courses, not	
Nebraska	25	elsewhere classified	8
Nevada	26	Extension, correspondence, general	
New Hampshire	27	cultural courses	9
New Jersey	28	Osteopathic degree	b
New Mexico	29		
New York	30	Marital Status—Column 8.	
North Carolina	31	Single	0
North Dakota	32	Married	1
Ohio	33	Widowed	2
Oklahoma	34	Divorced	3
Oregon	35	Separated	4
Pennsylvania	36	Information missing	X
South Carolina	37		
South Dakota	38	Percentage of income to dependents—Column	
Tennessee	39	9.	
Texas	40	None	0
Utah	41	1-9	1
Vermont	42	10-19	2
Virginia	43	20-29	3
Washington	44	30-39	4
West Virginia	45	40-49	5
Wisconsin	46	50-59	6
Wyoming	47	60-69	7
Information missing	XX	70-79	8
		80 or over	9
		Information missing	X
Population of city or town where club is located—Column 3.	Code	Number of dependents—Column 10.	
Less than 2,500	0	Include total and partial.	
2,500-4,999	1	None	0
5,000-9,999	2	1	1
10,000-24,999	3	2	2
25,000-49,999	4	Information missing	X
50,000-99,999	5	Present occupation ² —Columns 11, 12, 13, 14,	
100,000-249,999	6	15, 16, and 17.	
250,000-499,999	7		
500,000-999,999	8	First salary (in hundreds)—Columns 18-19.	
1,000,000 or over	9	\$4,550	45
Information missing	X	625	66
		3,899 or over	99
		Information missing	XX
Date of birth—Column 4-5.			
Code last two figures			
1893	93	¹ Including home economics, library science, kindergarten, and social service training.	
1902	02	² The occupational code will appear in a later bulletin.	
Information missing	XX		

MICHIGAN BUSINESS STUDIES

Date first salary (full time)—Columns 20-21. Code last two figures.		Amount of own investment in the business (in thousands)—Columns 34-35.	
1899	99	\$10,000	Code
1902	02	2,000	10
Information missing	XX	99,000 or over	02
		Information missing	99
			XX
Total number of years worked—Columns 22-23.		Amount of income from special work—Column	
Less than 1 year	00	36.	
Two years	02	0-99	0
27 years, etc.	27	100-199	1
Information missing	XX	200-299	2
		300-399	3
Number of different occupations—Column 24.		400-499	4
One	0	500-599	5
2	1	600-699	6
3	2	700-799	7
4	3	800-899	8
5	4	900-999	9
6	5	None	b
7	6	Information missing	X
8	7		
9	8	Amount of income from gifts and inheritance—Column 37.	
10 or over	9	0-99	0
Information missing	X	100-199	1
		200-299	2
Number of different types of work—Column 25.		300-399	3
One	0	400-499	4
2	1	500-599	5
3	2	600-699	6
4	3	700-799	7
Etc.		800-899	8
10 or over	9	900-999	9
Information missing	X	None	b
		Information missing	X
Number of years with present employers— Column 26.		Amount of income on savings invested—Col- umn 38.	
0-1.9	0	Same as 37.	
2-3.9	1	Amount of yearly savings from own income— Column 39.	
4-5.9	2	0-199	0
6-7.9	3	200-399	1
8-9.9	4	400-599	2
10-11.9	5	600-799	3
12-13.9	6	800-999	4
14-15.9	7	1,000-1,199	5
16-17.9	8	1,200-1,399	6
18 or over	9	1,400-1,599	7
Information missing	X	1,600-1,799	8
		1,800 or over	9
Number of years in present position—Column 27.		None	b
0-0.9	0	Information missing	X
1-1.9	1	Mode of living—Column 40.	
2-2.9	2	Live with parents, pay board	0
3-3.9	3	Live with parents, pay no board	1
4-4.9	4	Have a house, meals in	2
5-5.9	5	Have a house, meals out	3
6-6.9	6	Have a house, some meals in and some meals out	4
7-7.9	7	Have an apartment, meals in	5
8-8.9	8	Have an apartment, meals out	6
9 or over	9	Have an apartment, some meals in and some meals out	7
Information missing	X	Have a room, light housekeeping	8
		Have a room, meals out	9
Present salary (in hundreds)—Columns 28-29. Same as 18-19.		Not elsewhere classified	b
		Information missing	X
Difference between first (full time) and present salary in hundreds.—Columns 30-31. Same as 18-19.		Monthly living expenses, persons with de- pendents—Column 41.	
Present net business earnings (in hundreds) —Columns 32-33.		0-24	0
\$4,550	45	25-49	1
625	06		
9,899 or over	99		
Information missing	XX		

EARNINGS OF WOMEN

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	Code		Code
50-74	2	50-54.9	8
75-99	3	55 or over	9
100-124	4	Information missing	X
125-149	5		
150-174	6	Number of hours overtime present position—	
175-199	7	Column 44.	
200-224	8	0-1.9	0
225 or over	9	2-3.9	1
Information missing	X	4-5.9	2
		6-7.9	3
Monthly living expenses, persons without de-		8-9.9	4
pendents—Column 42.		10-11.9	5
Same as 41.		12-13.9	6
		14-15.9	7
Number of working hours per week, present		16-17.9	8
position—Column 43.		18 or over	9
Less than 15	0	None	b
15-19.9	1	Information missing	X
20-24.9	2		
25-29.9	3	Overtime, paid or unpaid—Column 45.	
30-34.9	4	Unpaid	a
35-39.9	5	Paid	1
40-44.9	6	Not in category	b
45-49.9	7	Information missing	X

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