

UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 78

A SURVEY OF LAUNDRIES
AND THEIR WOMEN WORKERS
IN 23 CITIES

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[PUBLIC—NO. 259—66TH CONGRESS.]

[H. R. 13229]

An Act To establish in the Department of Labor a bureau to be known as the
Women's Bureau

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That there shall be established in the Department of Labor a bureau to be known as the Women's Bureau.

SEC. 2. That the said bureau shall be in charge of a director, a woman, to be appointed by the President, by and with the advice and consent of the Senate, who shall receive an annual compensation of \$5,000. It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

SEC. 3. That there shall be in said bureau an assistant director, to be appointed by the Secretary of Labor, who shall receive an annual compensation of \$3,500 and shall perform such duties as shall be prescribed by the director and approved by the Secretary of Labor.

SEC. 4. That there is hereby authorized to be employed by said bureau a chief clerk and such special agents, assistants, clerks, and other employees at such rates of compensation and in such numbers as Congress may from time to time provide by appropriations.

SEC. 5. That the Secretary of Labor is hereby directed to furnish sufficient quarters, office furniture and equipment, for the work of this bureau.

SEC. 6. That this Act shall take effect and be in force from and after its passage.

Approved, June 5, 1920.

UNITED STATES DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

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**A SURVEY OF LAUNDRIES
AND THEIR WOMEN WORKERS
IN 23 CITIES**

By
ETHEL L. BEST
and
ETHEL ERICKSON



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, February 25, 1930.

SIR: I have the honor to submit herewith a report on the wages, hours, and working conditions of women in the laundry industry, covering 290 of the larger commercial laundries in important cities from coast to coast.

The survey was made with the cordial cooperation of the Laundry-owners National Association, and my thanks are extended to that organization and to the individual employers and employees whose courtesy made the survey possible.

The study was in charge of Ethel L. Best, industrial supervisor, and the report was written by Mrs. Best and Miss Ethel Erickson.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. JAMES J. DAVIS,
Secretary of Labor.



PLATE 1.—AN AIRY, WELL-ROUTED LAUNDRY

A SURVEY OF LAUNDRIES AND THEIR WOMEN WORKERS IN 23 CITIES

INTRODUCTION

The laundry industry, like most of the fundamental or necessary services, is an outgrowth from a far older home industry. It might be even more accurate to think of it as a development of two lines of employment, one the family washing done in the home and the other the "fulling" of clothing done out of the home. Both these occupations are centuries old. Pictures from Egypt as early as the eighteenth century B. C. show fullers at work by hand, and many centuries later the Roman toga was made clean by the simple method of treading into the garment, in a large vessel of water, a cleanser such as fuller's earth.¹

In the latter part of the thirteenth century a fullers' guild was organized in England "by all the brethren and sistern of the fullers in Lincoln." This organization established certain standards in the industry, passing a rule that "none of the craft shall work in a trough." An employers' guild was formed at Bristol, England, in 1406, with four commissioners to enforce good work and penalize bad, in order to save the good name of the town and the craft.

Presses to smooth the clothing were used in the early days and out of them has grown the present flat-work ironer, with its large padded rolls. The early names for machines with rollers were "calender," which came by way of France from the Latin word "cylindrus," and "mangle," from the Dutch "mangelen," meaning to roll with a rolling-pin.

The first British patent on a washing machine was taken out as early as 1691 and that on a mangle in 1774. The washing machine can be called that only by courtesy, as its powers were far too numerous for any one term to define. It could be used for "the raising of water, washing of cloaths, milling of sugar canes, pounding of minerals, and pounding and bruising of all sorts of seeds, pounding of charcoale to make powder of, and pounding and making raggs fitt to make paper, and the like, which said engine was never used in England before."

Not until the introduction of steam as a means of power did the laundry industry begin its development along present lines. Two laundries for washing clothes with steam had been started by 1789 in France, and in the United States some 200 patents on washing machines alone were issued in the first half of the nineteenth century.

The earliest record in the United States of a power laundry at all resembling the present commercial laundry was of the Contra Costa Laundry established in Oakland, Calif., in 1851. The gold rush of

¹ The facts in the brief historical sketch on this page are from *Power Laundries: The Story of a Five Hundred Million Dollar Industry*, by Frederic H. Bradshaw. True, Webber & Co., Chicago, 1926.

1849 sent thousands of men without families to California, but they went there to dig gold, not to wash clothes, and something had to be provided to take the place of the washing ordinarily done by their women folk. To expedite the work, a carpenter built a 12-shirt washing machine, which was run by a 10-horsepower donkey engine. From that small beginning the laundry industry has grown until a business of \$453,877,518 was done in power laundries alone in 1927.

Not only has its growth been tremendous but the character of the industry has changed. Until 1915 it was chiefly a shirt-and-collar business, with a slowly growing commercial and family trade. Then came the home electric washer, and the laundryman, in order to compete, provided a wet-wash service with a pound basis of charge. From this have developed the rough-dry and finished family services, frequently on the pound basis of payment. The need for these new services is plainly shown by their rapid growth. According to facts presented in the laundry owners' magazine, *The American Outlook*, the family-bundle business in the group of laundries reported showed an increase of 10.9 per cent in the first six months of 1928 over the same period in 1927. More than 70 per cent of the laundries reported an increase in this type of work.³

The following statement gives the number of laundries, number of wage earners, and amount taken in for work done reported by the United States Bureau of the Census in the past 20 years.⁴

Year	Laundries reported		Wage earners		Received for work done	
	Number ¹	Per cent of increase over last report	Number	Per cent of increase over last report	Amount	Per cent of increase over last report
1909.....	3, 845	-----	105, 216	-----	\$100, 900, 182	-----
1914.....	4, 639	20. 7	126, 665	20. 4	138, 373, 117	37. 1
1919.....	4, 881	5. 2	130, 489	3. 0	233, 815, 827	69. 0
1925.....	4, 859	1. 5	169, 200	29. 7	362, 294, 749	54. 9
1927.....	5, 962	22. 7	203, 215	20. 1	453, 877, 518	25. 3

¹ Power laundries doing a business of \$5,000 or more in a year.

² In this case it was a decrease.

The most striking fact brought out by these figures is the tremendous increase during the period covered in the amount of work done, measured in dollars, and the markedly smaller increases in number of wage earners and number of establishments.

	Per cent of increase, 1909 to 1927
Amount received for work done.....	349. 8
Number of wage earners.....	93. 1
Number of laundries.....	55. 1

The figures illustrate the result of two marked changes in the laundry industry, one in the character of articles laundered and the

¹ U. S. Department of Commerce. Census of Commercial Power Laundries, 1927. News release, Feb. 25, 1929.

² *The American Outlook*. American Laundry Machinery Co., of Cincinnati, New York, Chicago, and San Francisco. April, 1929, pp. 8, 9.

³ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 10, Manufactures, 1919, p. 1,033; Biennial Census of Manufactures, 1926, p. 1,255; and Census of Commercial Power Laundries, 1927. News release, Feb. 26, 1929.

other in the way in which the work is done. The change in type of work, from men's linen, chiefly collars and cuffs, to the inclusion of commercial work and family bundles that may be returned damp, rough-dried, or ironed, has greatly increased the volume of work without a proportionate increase in wage earners or plants. The second change is that from an industry run on haphazard and individualistic lines to one operated on scientific and group methods. These changes could not have taken place without a transition in the social whole. A New York State report briefly enumerates the conditions that have played their part in the revolution of the laundry industry: A steadily increasing number of women are employed outside the home; those not so employed engage others to do their washing in greater numbers than ever before; servants are becoming increasingly difficult to obtain and increasingly expensive; more people are living in apartments than formerly; apartments are becoming smaller, with poorer facilities for washing and ironing.⁴

The laundry industry, unlike other factory work, does not create a commodity from raw material; rather, it renovates an already completed product and does not even own the material on which it works. In other words, it receives pay for service and it competes not so much with other laundries as with possible customers. In spite of these points on which it differs from other factory-run industries, however, the laundry industry has followed them in its development. The best laundries are laid out on a production-line basis and operated much as highly specialized and systematized factories. "Close attention is given to motion study and to time study. Every mechanical operation is carefully controlled as to time, as to temperature, as to materials, and as to other essential factors."⁵ This may be rather an efficiency goal than an actual accomplishment, but the laundry is one of the few industries that carry on laboratory studies not for the benefit of a single plant but for all in the industry, and the willingness to learn and to pass on information from one to all is a marked feature of the yearly meetings of the employers' association.

In considering the census figures another feature of the efficiency move is noted: The merging of several laundries, offering many kinds of service, under one operating control. This consolidation of a number of single laundries into corporations, in some cases privately owned and in some having many stockholders, was coincident with the requirement of much larger capital for the operation of a laundry equipped with the latest and most up-to-date machinery. This necessary increase in invested capital made necessary also more expert management, wholesale buying of supplies, combined collection and delivery of goods—all part of sound and economic operating.

The decrease in the proportion of owners and firm members to number of laundries gives a picture of the consolidation that is now going on of groups of laundries under one management. According

⁴ New York. Department of Labor. A Study of Hygienic Conditions in Steam Laundries and their Effect upon the Health of Workers. Special Bul. 130, 1924, p. 5.

⁵ Power Laundries: The Story of a Five Hundred Million Dollar Industry, by Frederic H. Bradshaw. True, Webber & Co. Chicago, 1926, p. 19.

to the United States census figures, the number of owners or firm members to a laundry changed over a period of years as follows:⁷

In 1909.....	1.1
In 1914.....	1.0
In 1919.....	1.0
In 1925.....	.8

Authorities consulted in the present survey spoke of one city in which all the laundries were corporation-owned and said that in certain others a considerable number were under one management. Combination is the trend of the times and it is being followed in the laundry industry.

What effect has all this on the woman worker? Any careful and scientific study of undesirable conditions usually results in their betterment, especially when combined with the modern knowledge that bad conditions "don't pay." It used to be taken for granted that great irregularity of hours—very long ones on certain days in the week and short ones on others—was a necessary handicap of the industry. In 1912 a study of laundries showed 86.8 per cent of the workers as having two or more short days in the week and others correspondingly long.⁸ In the present study there was little variation in daily hours except the Saturday half holiday. Housewives are being educated to the fact that to insist on the completion of laundry work in the earlier part of the week means long hours for the workers and fatigue that is not compensated for by shorter hours later in the week.

This education may be accomplished in different ways: Sometimes by a lower rate for bundles picked up after Wednesday, sometimes by an explanation to the housewife, and sometimes, as in one leading plant, by experiment. In the case last mentioned, the experiment was made necessary by a heavy snow that for some time made it impossible to visit each customer oftener than once a week, and the results were so satisfactory that the management decided to run the laundry on a weekly-service basis. When notified of the change less than 5 per cent of the customers withdrew, and for a number of years this laundry has operated on a 1-week-service basis.

More scientific operation within the plant usually results in better arrangements and fewer steps for the worker. The new machinery is easier of operation and better guarded than the old, and if combined with this increased efficiency of operation there is cooperation and consultation with the employees, the results to the worker are better pay, better hours, and better working conditions. The aim of modern laundry management is well expressed by a prominent laundry owner: "There must be included as a means of arousing and retaining interest some plan which gives to the employee an opportunity to freely and frankly discuss with management on a man-to-man basis such matters as intimately affect the well-being of the worker."⁹

Certain conditions of the laundry industry must be kept in mind in the discussion of facts in the present study.

⁷ U. S. Bureau of the Census. Fourteenth Census: 1920. vol. 10, Manufactures, 1919, p. 1027; and Biennial Census of Manufactures, 1925, p. 1256.

⁸ U. S. Department of Labor. Bureau of Labor Statistics. Employment of Women in Power Laundries in Milwaukee. Bul. 122, 1913, p. 74.

⁹ Laundryowners National Association. Advance report, Thirty-sixth Annual Convention, New York City, October, 1919, p. 6.

It is a year-round industry, not a seasonal one. Census figures of volume of business done in each month of 1925 by 3,568 power laundries show an average variation of 3.6 per cent.¹⁰ This is supported by the variation in number of laundry employees in one State in 1927 reported by another authority, the per cent being almost the same—3. Furthermore, one laundry employing more than 400 people reports for 1926 an average variation of 3.6 per cent. These figures indicate remarkable steadiness in the industry.

The laundry industry is very closely tied up with the textile industry. When garments are torn the housewife blames the laundry. This is not always just, as the fault may lie in the material itself, through imperfections that the dressing in the cloth concealed. If the material is at fault, the store where it was purchased receives complaint and the store, in turn, complains to the manufacturer. Thus the manufacturer, the merchant, and the laundry operator are beginning to realize that they are part of a whole and should work together to give satisfactory service. In one large city a conference of representatives of the three groups, with technical experts, was held recently to determine how they could insure to their joint customers good textiles and good laundering.

Air conditions are a constant problem in the laundry industry. The washing and ironing generate heat and steam, and in too many laundries this condition is taken for granted, as was the irregularity of daily hours before that was found possible of correction. No matter how good, how expensive, the mechanical equipment may be, with temperatures of 80° and over no human machine can remain efficient for long or continue to produce good work.

The industry employs large numbers of women, two-thirds of its operatives, according to the 1920 census, being females.¹¹ Women are found in all the laundry processes, though in rare instances only do they operate the mechanical washers.

When the clothes are brought to the laundry women mark them and in many cases sort them. They wash by hand the fine linen and silk. After the washing the starching is done, usually by a machine but sometimes by hand, and then the clothes must be dried.

There are three different ways of drying. The flat pieces and common body clothes are put in an extractor, a spinning metal basket that, revolving within a container at great speed, forces through the holes almost all the moisture. Women sometimes operate these, but usually they are run by men, women having charge of the smaller starch extractors. Clothes are dried also in a tumbler, somewhat on the principle of the extractor except that it tumbles the clothes back and forth in a large container filled with hot air. The third method, used principally for collars but sometimes for body clothes, consists of hanging the articles on a rack that revolves or travels on moving hangers into a heated room.

The clothes from the tumblers go direct to the ironer, but those from the extractor must first be shaken by hand. Frequently they are run through a cold tumbler so as to loosen those that are tightly wound. The ironing is done in three ways—by running the articles through flat-work ironers with steam-heated rollers, by placing them in steam-heated presses, and by the use of an iron by hand. The

¹⁰ U. S. Bureau of the Census. Biennial Census of Manufactures, 1925, p. 1259.

¹¹ *Ibid.*, Fourteenth Census: 1920, vol. 4, Population, Occupations, p. 43.

ironing processes are done almost exclusively by women. The clothes are then folded and laid on tables or on moving belts to be sorted into their respective bundles. In almost every instance the sorting and bundling are done by women.

The foregoing are the major processes on finished work. There are other kinds of services, such as "wet wash," where the clothes are returned damp for the housewife to iron, "rough dry," where the flat work is ironed and the wearing apparel starched and dried, and other variations of partly completed work. These different services are built on the needs of the communities and illustrate the primary function of the laundry to give service. The future of the industry may be summed up in the words of the progressive laundry owner who said: "We are not so much an industry as a public utility and as such should be classed with electric-light companies and telegraph and telephone services."

PURPOSE, METHOD, AND SCOPE

Purpose of the study.

In certain industries women play a far more important part than in others. Cotton-goods, clothing, candy, and paper-box factories, like laundries, employ large numbers of women, and in some of these the women actually outnumber the men. The knowledge of what is happening to these hundreds of thousands of women is the concern not only of their respective industries but of their communities and the country as a whole. The laundry industry, though not so old as the manufacture of textiles and clothing, is rapidly becoming one of the major woman-employing industries. The number of women laundry operatives, according to the last occupational census, is greater than the number of women in paper-box and candy factories and more than half as many as those in cotton mills.¹² The rapid growth of the laundry industry in size and efficiency and its importance to the woman worker and to the public were felt to warrant a survey of conditions within the industry by the Women's Bureau. Accordingly, such a survey was made, the field work beginning in September, 1927, and ending in May, 1928.

Method.

The survey covered the hours, wages, and working conditions in laundries and the composition of the working force, including such facts as nationality, age, marital condition, and length of service. An effort was made, through home interviews, to learn of the advantages and drawbacks in laundry work from the point of view of the employee, and this was done mainly through a comparison with work done by the woman herself in other industries. Further information that threw light on this subject was obtained by learning the worker's reason for leaving her previous job, whether in a laundry or in any other line of work.

Information concerning the laundry practices was obtained through the cooperation of laundry owners and the assistance, freely given, of their national and local organizations. In the individual laundries an inspection of working conditions was made, scheduled hours were noted, a one week's pay roll was copied and, wherever such records

¹² U. S. Bureau of the Census, Fourteenth Census: 1920. vol. 4, Population, Occupations, pp. 32-43.

were available, the actual hours worked by each woman during that week were recorded.

Information concerning the workers was obtained from two sources: (1) Cards, with questions as to nativity, age, marital status, and length of service, were distributed to the women at work in the laundry, to be filled out by them; (2) visits were made to a number of women in their homes and questions were asked as to their present work, time in the laundry industry, past work history, preference as regards kind of work, reason for leaving previous job, reason for working, and, if married, number of children under 14 years of age. The women to be interviewed were selected by the sampling method, two or three different sections of the city being visited so that more than one type of worker and one kind of laundry would be included.

Scope.

In the Census of Manufactures for 1925, the number of power laundries reported was 4,859.¹³ This includes large and small, those in cities and in small towns, and those classified as wet-wash, family-work, and general commercial laundries. In the present study an effort was made to cover a cross section of the industry, with two conditions in mind—that only the larger and more representative cities should be surveyed, and that the laundries selected should be those in which a considerable number of women were employed. Naturally, the Women's Bureau is most concerned with industry as it affects women workers, and with its limited resources the most efficient outlay could be made in the more populous centers. In consequence, the conditions, earnings, and hours reported cover large cities only and may not be representative of small towns. No laundry doing wet wash only was included in the study, as very few women are employed in that work.

Records were obtained from 290 laundries in 23 cities. In the tabulations certain cities that are adjoining are treated as a unit, laundries in Minneapolis and St. Paul being thrown together, as are those in Jersey City and Newark and in St. Petersburg and Tampa. A further condensation was effected by combining the figures of cities in the same part of the country. The following table gives the laundries by section and shows the number and sex of the employees.

¹³ *Ibid.* Biennial Census of Manufactures, 1925, p. 1252.

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

Section and city	Number of establishments visited	All employees		Men		Women	
		White	Negro	White	Negro	White	Negro
All places.....	290	18,052	6,285	3,571	1,008	14,481	5,277
Eastern.....	51	3,071	425	845	89	2,426	336
Boston.....	30	1,860	103	381	29	1,479	74
Jersey City and Newark.....	11	529	302	110	59	419	243
Providence.....	10	682	20	154	1	528	19
Middle western.....	127	7,338	2,506	1,412	499	5,926	2,016
Chicago.....	22	1,118	1,310	262	260	838	1,050
Cincinnati.....	14	712	93	170	42	542	51
Cleveland.....	16	739	547	126	86	613	461
Des Moines.....	6	286	—	43	—	238	—
Detroit.....	20	1,565	476	301	74	1,264	402
Indianapolis.....	12	1,062	74	153	24	909	50
Milwaukee.....	13	652	—	116	—	536	—
Minneapolis and St. Paul.....	24	1,204	5	216	3	988	2
Western.....	65	6,753	20	1,186	13	5,567	16
Los Angeles.....	21	3,131	29	518	13	2,613	16
Portland.....	12	687	—	117	—	770	—
San Francisco.....	17	1,870	—	436	—	1,434	—
Seattle.....	15	865	—	115	—	750	—
Southern.....	47	800	3,326	323	417	562	2,909
Atlanta.....	12	200	1,105	119	154	180	951
Birmingham.....	11	172	831	54	87	118	744
Jacksonville.....	6	62	404	15	40	47	358
Richmond.....	6	41	575	29	87	12	488
St. Petersburg and Tampa.....	12	316	411	111	43	205	308

Notwithstanding that only 23 cities in the entire country were visited and that in those cities all laundries could not be scheduled, the number of wage earners is more than one-seventh of the number reported for the entire industry in 1925. As all but three of the cities visited by the Women's Bureau had a population in 1920 of over 100,000, it was to be expected that the 290 laundries would average a greater number of wage earners than did the 4,800 reporting for the census. The average number of employees per laundry in the present study was 83.9 and the average according to the 1925 census was 34.8. The larger average in the laundries selected by the Women's Bureau may be partly due to the trend, already noted, for the laundry industry to develop larger and larger units. This trend is illustrated by the following brief summary from the Census of Manufactures.¹⁴

Year	Number of laundries	Number of wage earners	
		Total	Average per laundry
1914.....	6,097	130,641	21.4
1919.....	5,678	131,879	23.2
1925.....	4,859	169,200	34.8

¹⁴ Idem.

Here is shown a steady decline in the number of establishments together with an increase in the number of wage earners.

Unfortunately, there are no very recent census figures showing the proportion of men and women in the laundry industry. The Census of Occupations in 1920 shows two-thirds of the laundry operatives to be women, a very slight decrease from the figure reported in 1910.¹⁵ In the study by the Women's Bureau the proportion of women was very much higher than the census figures, more than four-fifths of the workers being females. This difference in the proportion of women may be due to the fact that the laundries selected were the larger, general-commercial laundries, doing, as a rule, all varieties of work, while the laundries in the census records include many wet-wash laundries where very few women are employed and more small establishments.

The proportion of women employed in different sections of the country shows no great variation.

Section	Per cent of women
All places.....	81.2
Eastern.....	79.0
Middle western.....	80.7
Western.....	82.3
Southern.....	82.3

There was, however, a wide variation in the proportion of white and negro women, as naturally would be the case with the much larger representation of negroes in the total population of some sections of the country than of others. As a whole, negro women composed a little more than one-quarter (26.7 per cent) of the women employed in laundries. In the South somewhat more than 4 in every 5 female workers were negroes, while on the Pacific coast there were but 16 negroes in a total of 5,583 women.

In different cities in the same section of the country the extent to which negro women were employed showed wide variations. None were found in the laundries visited in Milwaukee, though in Chicago, two hours away by rail, more than half of the women working in the laundries for which records were taken were negroes. In Detroit nearly one-fourth of the women were colored, while in Indianapolis there were only 5.2 per cent. Cleveland had a very much larger proportion of negro workers than had the more southern city of Cincinnati (42.9 and 8.6 per cent, respectively), while Jacksonville, which, according to the 1920 census, had a smaller proportion of negroes in the female population than had Birmingham, showed a larger per cent of negro women in laundries than did the Alabama city.

Very few women were found who worked in laundries at night. Four plants reported a regular night shift, employing a total of 72 white and 16 negro women, and a fifth laundry had a shift of 15 women who began at 12.30 noon and worked until 11 o'clock at night. The laundry industry as a whole is essentially a daylight industry, as is shown by the fact that in 290 laundries visited, where employment was given to 19,758 women, only 103 women worked on an evening or a night shift.

The range of women's occupations in a laundry covers almost every variety of job but that of engineer and driver. Women were found

¹⁵ U. S. Bureau of the Census. Fourteenth census: 1920, vol. 4, Population, Occupations, p. 43.

operating presses, tumblers, blanket driers, and, more rarely, washing machines. They marked and sorted, starched and ironed, packed and wrapped, and did general cleaning. They superintended the work as forelady and, in at least eight cases, as superintendent. Apparently there was almost no laundry work that they could not do, but figures show that the great majority were massed in certain occupations. Nearly two-fifths of all the white women reported were on flat-work ironers, as shakers, feeders, or folders. Markers and sorters were the next largest group, comprising more than half as many white women as those on flat-ironing machines. Women operating presses and doing hand ironing were the only other groups with as many as 10 per cent of the total number. The smallest group was of women engaged on machine washing, with a total of only 12.

Excepting superintendents, negro women were found in every occupation where white women were employed, some even being foreladies, but their proportions in the various occupations were different. Their largest group was engaged in work on or connected with the flat-work ironers, as was the case with the white workers, but nearly one-half of the negro women compared to not quite two-fifths of the white were so employed. Pressing and hand ironing occupied large groups of negro women, while a much smaller per cent than in the case of white women were employed as markers and sorters. In actual numbers negro women exceeded the white in only two laundry processes, hand and machine washing, and the numbers so employed were only 51 negro women on hand washing and 15 on machine washing.

SUMMARY NUMBERS

The survey included 290 power laundries in 23 cities situated in 17 States. It was begun in September, 1927, and ended early in May, 1928.

The number of men and women workers in the laundries was 24,337, of whom 19,758 (81.2 per cent) were women.

Negro women comprised a little more than a fourth (26.7 per cent) of the women employed.

Women were found in all occupations except those of collection and delivery and of engineers.

Negro women were employed in all occupations where white women were working, with the exception of superintendent.

WORKING CONDITIONS

Ventilation and temperature.

In the temperature readings taken by means of a sling psychrometer, one-fourth of the dry-bulb readings were 80° and over.

Of these dry-bulb readings of 80° and over, one-half had wet-bulb readings of 70° and over.

A little more than a fifth of the dry-bulb readings of 80° and over had a relative humidity of 60 per cent and more.

Nearly one-half (46.7 per cent) of the readings were reported by the investigator as being "comfortable" and about the same proportion as being "warm" or "hot."

One-half of the readings reported as "comfortable" were from 70° to 75° dry bulb and 60° to 65° wet bulb.

More than three-fourths of the readings under "hot" had a dry bulb of 80° and over and all had a wet bulb of 70° and over.

No artificial ventilation was found in one-third of the laundries visited.



PLATE 2.—THE HEAT FROM THE FLAT-WORK IRONERS IS CARRIED OFF

Local exhausts and protection.

Of the 214 laundries for which this item was reported, 11.2 per cent had hoods with exhausts over all their flat-work ironers and a number of others had some of their machines so equipped.

Of the laundries reporting, over four-fifths of those with hot tumblers and one-sixth of those with drying rooms were equipped with outside exhausts.

Lighting.

Natural lighting was found satisfactory in half the laundries. Artificial lighting was found satisfactory in more than three-fourths.

Floors.

Floors throughout the entire plant were of cement in 60 and of wood in 50 of the 290 laundries visited.

Seating.

Seats for all employees were supplied by 19 laundries and for some workers by 118 others.

Sanitation.

More than half (56.2 per cent) of the laundries were equipped with bubble fountains, but only 27 had bubblers that were sanitary.

A little over a fifth (21 per cent) of the laundries used common drinking cups. Special washing facilities were provided in all but 28 laundries. In two-fifths of the laundries toilet accommodations were insufficient in number, according to Women's Bureau standards, and in 27 there was but one seat for 40 or more women.

In more than a third (37 per cent) of the laundries the toilets had no outside ventilation.

Toilet rooms were clean in about 60 per cent of the cases.

First-aid provision.

First aid was provided in all but 15 laundries and a special person to administer it in all but 58.

Cloak rooms.

Special cloak rooms were found in about one-half of the laundries. No provision for wraps was recorded in 33 plants.

Rest rooms.

Only 27 laundries had special rest rooms; 27 more had rest facilities in a cloak, lunch, or wash room.

Lunch rooms.

A lunch room was provided in 55 laundries and a gas or electric plate for the employees' use in 99 others.

Uniforms.

Uniforms were required in 116 laundries and in 33 they were furnished by the management.

As a rule uniforms were laundered free of charge to the worker.

Employment machinery.

Employment departments were found in five large laundries. In 198 plants the employing of labor was under a single person.

Hazards.

Seven laundries of the 290 had flat-work ironers without a guard, and 92 had extractors without guards. In 45 laundries extractors were operating with the covers fastened up.

No guards on presses were reported in 44 laundries.

Slippery floors in departments where women worked were found in 24 laundries. Handrails for stairs were lacking in 21 plants.

Stairs were in bad repair in 30 plants, and the construction of stairways was unsatisfactory, because of high risers or narrow or triangular treads, in 76 laundries.

Strain.

In 166 laundries some presses operated with foot treadle were in use.

Old-fashioned body ironers were found in a small number of plants.

THE WORKERS

Nationality (18,369 women).

Over four-fifths of the 18,369 women in the laundries were native born. Mexico and Canada furnished 28.2 per cent of the foreign-born women.

Age (16,462 women).

Women 40 years of age and over comprised 27.7 per cent of the white workers and 12 per cent of the negro.

Women under 20 years of age comprised 13.4 per cent of the white workers and 15.1 per cent of the negro.

Marital status (16,554 women reported).

Married women composed the largest group, 43.1 per cent of the white women and 41.1 per cent of the negro women.

The widowed, separated, and divorced women were nearly a fourth (23.3 per cent) of the white workers and 30 per cent of the negro women.

Length of service (16,181 women).

Over two-fifths of the women (43.1 per cent of the white and 42.8 per cent of the negro) had been from one to five years with the same laundry.

A little less than two-fifths (37.2 per cent) of the white women and a little more than two-fifths (40.2 per cent) of the negro women had had less than a year of service, and 12.5 per cent of the white and 14.7 per cent of the negro less than three months of service.

The group with service of 10 years and over included but 6.3 per cent of the white women and 4 per cent of the negro, and in the group with service of 15 years and over were 2.4 per cent of the white and less than 1 per cent of the negro women.

Time in the trade (1,821 women).

Over one-half of 1,296 white women interviewed had been in the industry off and on for five years and more, and 15.4 per cent of the women had worked off and on in laundries for 15 years or more.

Only 4.4 per cent of the negro women had worked in laundries off and on for 15 years or more. A larger proportion than of the white women had been in the industry less than five years.

Reason for working (1,850 women).

Of 1,315 white women giving in the home interviews their reasons for working, 91.7 per cent reported "necessity."

Only 2 per cent gave as a reason the desire for "extras."

All but one of those who were single were working to support themselves or themselves and family.

The largest group of married women were working because of the failure of the husband to provide adequate support.

Of the 535 negro women reporting on this subject, all but one of the single, widowed, separated, and divorced worked from "necessity," while 61.8 per cent of the married women were working to support self and family.

A little over one-third of the mothers of both races had children under 14 years of age.

Age and occupation (1,837 women).

The largest proportion of white women shaking, feeding, or folding on the large flat-work ironers were 20 and under 40 years of age. A fifth were under 20 years.

Nearly half of the white women doing hand ironing were 40 years of age and over.

On presses nearly three-fifths of the workers were from 20 to 40 years of age.

The markers and sorters had 70.2 per cent from 20 to 40 years of age.

In each occupation, except hand ironing, more than half of the negro women were between 20 and 30 years of age.

Of the negro women doing hand ironing, over a fifth were 40 years and over and a third were 30 and under 40 years of age.

Work experience (1,858 women).

A third of the white and a fifth of the negro women reporting had worked in laundries only.

About 1 in 5 of the white women had worked in two or more industries besides laundries.

A tenth of the white and over two-fifths of the negro women had tried domestic service and laundries, and manufacturing and laundry work had occupied 1 in 6 of all the women reporting.

Reason for leaving last place (1,493 women).

Separation from laundries for personal reasons had occurred in two-thirds of the cases of the white and in three-fifths of the cases of the negro women reporting on this.

Almost three-fifths of the reasons given by the white women for leaving manufacturing were connected with the industry, while stores and hotels and restaurants showed practically the same proportions to have left for industrial and for personal reasons.

Personal reasons were the most important for those quitting domestic service, but the per cent in this group was not so high as in laundries.

Type of work preferred and reason given (740 women).

Of 740 women expressing preferences, 587 preferred laundry work to that in other industries.

Thirty per cent of those giving their reasons for preferring laundry work mentioned "better hours."

Nearly as many of the answers, 26.8 per cent, reported "better pay."

Of the women preferring other industries to laundries, 54.5 per cent gave as the reason "better pay."

A small proportion of the women (6.8 per cent) gave "better hours" as the reason for preferring other than laundry work, but "better working conditions" was given in 20.7 per cent of the answers.

HOURS

Weekly hours (19,481 women).

The highest per cents of the women had scheduled weekly hours as follows:

	Per cent
East, 48 and under.....	80. 2
Middle West, 50 and under 54.....	51. 7
West, 48 and under.....	97. 2
South, 54 and over.....	48. 4
and over 50 and under 54.....	39. 7

Daily hours (19,478 women).

For the scheduled daily hours the figures are—

	Per cent
East, over 8 and under 9.....	58. 9
Middle West, 9.....	67. 9
West, 8.....	97. 2
South, over 9 and including 10.....	82. 0
(Over 9 and under 10 hours, 42 per cent; 10 hours, 40 per cent.)	

Saturday hours (19,461 women).

For Saturday hours they are—

	Per cent
East, under 6.....	70. 2
Middle West, 5 and under 6.....	50. 3
West, 8 and under 9.....	99. 3
South, 6 and under 8.....	47. 4

Lunch period (19,529 women).

For 62.9 per cent of the women the lunch period was 30 minutes. For 21.9 per cent it was 1 hour. The remainder fell between.

Rest periods.

Only 2,216 women, in 32 plants, were allowed rest periods.

Actual hours worked (12,822 women).

The full scheduled hours were worked by 50.2 per cent of the white and 29 per cent of the negro women. Full time was greatest in the East and the West.

Less than scheduled hours (time lost) was worked by 39.6 per cent of the white and 52.1 per cent of the negro women. It was greatest in the Middle West.

More than scheduled hours (overtime) was worked by 10.2 per cent of the white and 18.9 per cent of the negro women. It was greatest in the South.

WAGES

Week's earnings (19,180 women).

Per cent of women whose earnings were—

	White (14,104 women)	Negro (5,076 women)
Under \$8.....	3.4	43.3
Under \$10.....	5.9	59.2
Under \$12.....	12.8	72.9
Under \$15.....	39.0	91.8
Under \$18.....	69.5	97.9
Under \$20.....	82.7	99.0

The medians of the earnings—half the women receiving more and half receiving less—were—

	White	Negro
All places.....	\$16.10	\$8.85
East.....	14.50	12.50
Middle West.....	14.75	12.25
West.....	17.90	¹ 17.50
South.....	13.95	7.15

¹ 16 women.

For the 5,983 women who worked the full scheduled week the medians were—

	White	Negro
All places.....	\$17.80	\$10.25
East.....	15.05	13.80
Middle West.....	15.90	12.75
West.....	19.05	(¹)
South.....	15.55	7.25

¹ Not computed, owing to the small number involved.

Of the four lines of work employing the most women (16,277) the numbers of women and their median earnings were—

	White women		Negro women	
	Number	Median	Number	Median
Mark and sort.....	2,914	\$17.35	241	\$11.90
Flat work.....	5,296	14.55	2,367	8.65
Press operate.....	1,711	16.70	838	9.50
Hand iron.....	1,883	16.60	1,027	7.95

Only about 10 per cent of the women were pieceworkers.

Earnings correlated with time with the firm (13,016 women) show medians for white women of \$14.55 with service of less than a year, \$15.65 with one and under two years, and a steady advance to \$19.30 with service of 15 years or more. For negro women the medians are \$7.90 with less than a year's service, \$8.70 with one and under two years, advancing to \$10.65 with 10 and under 15 years and then falling slightly.

INTRODUCTION

15

Weekly rates (15,873 women).

The per cent distribution of women according to their weekly rates of pay is—

	White	Negro
Under \$10.....	0.5	54.9
\$10 and under \$15.....	30.0	36.6
\$15 and under \$20.....	51.4	8.2
\$20 and over.....	18.1	.4

The highest rates were paid in the two California cities and in Seattle.



PLATE 3.—NATURAL VENTILATION; SLAT BLINDS; CHAIR

WORKING CONDITIONS

Probably only within the last 30 years have employers in general begun to realize that business and humanitarian conditions may go hand in hand. It would have been admitted earlier that light airy rooms, with well-guarded machinery, seats, and good sanitary facilities, constituted a better and more healthful place to work in than one with poor light, stuffy air, and inadequate comfort provisions. But only since management became to a greater degree scientific and less a matter of trial and error has it been discovered that good equipment and housekeeping in plants, other factors being equal, attract and hold the better workers and that the result also shows in dollars and cents. Any mechanism—an engine running in an automobile or one in a factory—shows in results the care it receives, and this is true to almost as great an extent of the human being. One large plant experimenting in production found that merely moving a group of women into a bright sunshiny room increased their output. Although poor working conditions do not often create enough dissatisfaction to culminate in a strike, without doubt they do cause a low morale and occasion individual stoppages.

Doctor Florence, in his book on fatigue and unrest, lists in the following order the factors most important to the human body in the physical environment of industrial establishments: Good air, good lighting, freedom from excessive noise, safety, sanitation and tidiness, seating, and rest rooms.¹ Good air, of course, implies healthful temperature and humidity, ventilation (freedom from dust, fumes, odors), and space; sanitation includes cleanliness, drinking water, lavatories.

The ease or difficulty of arriving at good conditions of air, of light, of quiet would depend to a great degree on the industry. In a textile mill, glass factory, candy-dipping or laundry plant air conditions ideal for the worker would be far more difficult to obtain than in a clothing shop, paper-box factory, or store. It is harder to have satisfactory lighting where there are many overhead belts and shafts, and quiet is more difficult of attainment in a tin-can or nail factory.

In laundries the large number of washing and drying machines and the wet or damp clothes render the problem of good air conditions exceedingly difficult. In the present study readings by a sling psychrometer of dry-bulb and wet-bulb temperatures were taken near the flat-work ironers and the presses and hand ironers. Readings of the outside air also were taken on the same day, so that some allowance could be made for very hot or cold weather. The study was begun in September, 1927, and ended in early May, 1928. During several of the winter months the survey was carried on in California and in the South, so that extremes of outdoor temperatures were avoided as much as possible.

¹ Florence, P. Sargant. *Economics of Fatigue and Unrest*. George Allen & Unwin (Ltd.), London, 1924, p. 119.

Ventilation and temperature.

The comfort and efficiency of the worker are very materially affected by the conditions of air in which she works. It has long been understood that stale air is injurious and that air must be fresh or it will be harmful, but within recent years it has been shown that ill effects upon health and efficiency are noticeable when the air is hot, stagnant, and contains high humidity. Professor Winslow says that "overheating is the most serious aspect of underventilating,"² and in a more recent article on ventilation of the industrial plant the same fact is brought out in these words: "Present-day concern is not with the air that is breathed but with the air lived in." The article referred to gives a definition of desirable air conditions to "live in." To be refreshing to the skin and stimulating to the various parts of the body, air must be moderately cool, in gentle motion, moderately moist, and slightly variable in temperature, and an effort should be made to keep the air temperature between 66° and 68° F.³ This desirable standard of air not too hot, without too much moisture, and with sufficient movement is, like all ideals, worth striving for but difficult of attainment.

In each plant in the present study readings were taken with a sling psychrometer near the flat-work ironers and presses. (See Appendix Tables I to V.) If the presses were in more than one department a reading was taken in each department. The wet-bulb readings probably err on the side of being too low, as there was some difficulty in keeping the cloth covering of the bulb fresh and clean and in some cases the time allowed for swinging may have varied. The investigator also noted her feelings—that is, whether the place where the readings were taken seemed cold, warm, or hot—and these sensations have been correlated with the readings. Without doubt the investigator's sensations were not always those of the laundry workers, most of whom were engaged in considerable physical exercise but probably were acclimatized to a certain extent. How far a physical and psychological adjustment to heat or cold can be made it is difficult to tell. Doctor Vernon found that "unendurable limits of air temperature are greatly affected by acclimatizations. Toward the end of an experimental series it was about 6° F. higher than in the experiments made a month earlier."⁴ Even when an adaptation is made, as was found to be the case with a laundry worker whose reactions to high temperatures were compared with those of persons not accustomed to high temperatures, the results of the examinations are modified by the statement that while the workers in the ironing room appear to be able to adapt themselves remarkably well to the atmospheric conditions, this adaptation constitutes an undue strain upon them and must, therefore, be regarded as injurious to health.⁵ Thus, although the woman working constantly in warm, moist air may become to a certain extent immune as far as immediate bad effects are concerned, she nevertheless pays a price, according to Doctor Vernon, through the additional strain endured.

¹ Winslow, C.-E. A. Effect of Atmospheric Conditions upon Fatigue and Efficiency. *In Monthly Labor Review*, February, 1917, p. 294.

² Wood, Thomas, D., and Hendriksen, Ethel M. Ventilation of the Industrial Plant. *In Industrial Management*, January, 1927, p. 30.

³ Wyatt, S. The Effect of Atmospheric Conditions on Health and Efficiency (with special reference to the cotton industry). *In Journal of Industrial Hygiene*, July, 1925, p. 330.

⁴ New York. Department of Labor. A Study of Hygienic Conditions in Steam Laundries and their Effect upon the Health of Workers, Special Bul. 130, 1924, p. 15.

In tests made by the New York State Commission on Ventilation, which covered a 3-year period, it was found that in labor involving slight muscular activity, such as typewriting, the amount of work performed with the thermometer at 68° F. was 6.3 per cent greater than the amount with the temperature at 75° F. The results of the experiments are summarized in the following words: "The experiments cited furnish very clear evidence that a temperature of 24° C. (75° F.) and still more one of 30° C. (86° F.) produces a marked disinclination to any form of physical work, even such light work as typewriting."⁶

Near the flat-work ironers more than one-half of the dry-bulb readings (53.9 per cent) were 75° and over, with 3.5 per cent 85° and over. The temperature readings of the dry bulb near the presses were high in more instances than near the flat-work ironers, nearly three-fourths (72 per cent) being 75° and over and 7.5 per cent 85° and over. The combined dry-bulb readings of the flat-work ironers and presses showed 38 cases of 85° and over and only 9 below 65°, while the largest single group was from 75° to 80°. These figures differ widely from desirable temperatures advocated in an article in *Management Review*: "For people normally clothed, and slightly active, in still air, the most favorable temperature conditions are 68° F. on the dry bulb and 58° wet bulb * * * relative humidity of approximately 55 per cent." The article continues, "as temperatures are higher * * * conditions are less favorable for efficient working. A temperature of 75° dry-bulb with the usual relative humidity, or wet-bulb reading, is likely to lower one's efficiency or productivity as much as 15 per cent."⁷

The majority of the readings of the wet bulb near the flat-work ironers and the presses were 60° and under 70°, with nearly three-fourths (70.1 and 74.7 per cent, respectively) falling in this classification. Readings of 70° and over were fairly frequent, a little more than an eighth of all the wet-bulb readings being in this high group. Doctor Haldane, through experiments carried on in England, decided that the endurable limit of wet-bulb temperature was about 78° F. if a moderate amount of mechanical work was being done.⁸ This limit was seldom reached in the readings taken in the present study. It is, however, a question whether the jobs in laundries would come under the classification "moderate amount of mechanical work." Some of them would seem, instead, to be fairly strenuous muscular work, especially the jobs of shakers and folders. The combination of high temperature with considerable moisture is fatiguing, without doubt. Doctor Pembrey and Doctor Collis state that "the prolonged exposure to the hot moist atmosphere would appear to be more injurious than exposure to even higher temperatures (wet-bulb) for a shorter time."⁹

The combination of dry-bulb and wet-bulb temperatures is far more important than either one, considered separately, except in the case of excessively high readings. Of the 66 dry-bulb readings of 80° and over near the flat-work ironers, 57.6 per cent had wet-bulb readings of 70° or more; near the presses, although the proportion was lower, the

⁶ Winslow, C. E. A. Effect of Atmospheric Conditions upon Fatigue and Efficiency. In *Monthly Labor Review*, February, 1917, pp. 285 and 288-290.

⁷ Rowe, W. A. Ventilation. In *Management Review*, January, 1927, pp. 6-7.

⁸ Wynn, S. The Effect of Atmospheric Conditions on Health and Efficiency (with special reference to the cotton industry). In *Journal of Industrial Hygiene*, July, 1923, p. 322.

⁹ *Ibid.*, p. 328.

actual number of wet-bulb readings over 70° combined with the dry bulb of 80° or more, was about the same as in the case of the flat-work ironers. Relative humidity of as much as 60 per cent combined with high dry-bulb temperatures was found in a greater proportion of cases near the flat-work ironers than near the presses. Nearly a third (31.8 per cent) of the dry-bulb readings of 80° and over near the flat-work ironers had a relative humidity of 60 per cent and over, while near the presses only 14.7 per cent had this relative humidity combined with dry-bulb temperatures of 80° or more. The combined readings near the flat-work ironers and presses recorded more than a fifth (21.1 per cent) of the dry-bulb temperatures of 80° and over with relative humidity of 60 per cent or more.

In spite of the fact that temperature readings were not taken during the hottest months, there was considerable variation in the out-of-doors dry-bulb temperatures recorded. They had a wide range, 3 being 5° and under 10° and 15 being 80° and under 85°, with the majority (50.6 per cent) 50° and under 65°. The effect of the outside temperature on the dry-bulb readings is clearly reflected in the fact that with outside temperatures of 60° and over, 84.1 per cent of the inside readings were 75° or more. The temperatures of 75° and over inside the laundries, however, were not confined to days when the outside temperature was warm. Without doubt it is more difficult to keep temperatures low when the outside air is mild, but that the difficulty is still present in cool weather is apparent by the fact that nearly a sixth (15.7 per cent) of all the indoor readings of 75° and over occurred with outdoor temperatures at less than 45°; with 12 readings the outside temperature was below 30°.

The indoor wet-bulb readings are even harder to keep down when there is much dampness in the outside air than are the dry-bulb readings when it is warm out of doors. With outdoor wet-bulb readings of 50° and over there was no indoor reading of less than 55°. However, when the moisture in the outer air was low the same condition was not necessarily reflected indoors, for when outdoor wet-bulb readings were under 45° more than 6 per cent of the inside readings were 70° and over.

Each investigator as she went through the laundry and swung her psychrometer near the flat-work ironers and presses also made a note of her sensations of comfort or discomfort. These feelings were charted with the 604 dry-bulb readings and an interesting uniformity of sensation with certain degrees of temperature was the result. When the records read "comfortable" one-half of the readings were from 70° to 75° dry bulb and 60° to 65° wet bulb. The range of readings when "comfortable" was tabulated was about the same for the dry and the wet bulbs; one agent reported it comfortable with the dry bulb between 60° and 65° and six readings of between 80° and 85° were so reported. No agent found it comfortable with the wet bulb below 50° or as high as 75°. In all, 282 readings were listed as comfortable. As would be expected, it was not commonly found to be too cool in laundries, but 42 readings were thus reported. Among these readings pronounced as cool a smaller proportion than in the group termed comfortable were between 70° and 75° dry and 60° and 65° wet, and a larger proportion were between 65° and 70° dry and 55° and 60° wet. More than one-half of the "cool" readings were under 70° dry and about two-fifths were below 60° wet. Where

the sensation was put down as "warm" 87.1 per cent of the cases had a dry-bulb reading of 75° and over and 61.2 per cent of the wet bulbs registered 65° or more. The largest group of readings under "warm" were 75° to 80° dry and 65° to 70° wet.

Under the heading "very warm" not many readings were recorded, probably because of the difficulty of determining when the sensation was "very warm" and when it was "hot." Because of this difficulty, the two classifications have been combined under "hot." Three-fourths (75.5 per cent) of the dry-bulb readings under "hot" were 80° and over, and all these readings had a wet-bulb temperature of 70° or more. The highest temperatures were three with the dry bulb at 90° and over and seven with the wet bulb at 75° and over.

Reviewing all the 604 readings, the following distribution is found:

	Per cent
Cool.....	7.0
Comfortable.....	46.7
Warm.....	29.5
Hot.....	16.9

It must be emphasized again, however, that the sensations reported were not of the laundry workers themselves but of the bureau's agents, passing through the plants and neither accustomed to the temperature through habit nor exercising as were the women at work.

In most plants an effort had been made to insure moving air by natural or artificial means, and the provisions, both natural and artificial, were observed by the investigators when going through the plants.

One-third of the 290 plants for which air conditions were reported had only natural ventilation throughout, while in 103 establishments some rooms had only natural ventilation and in others there was artificial as well. The dependence on natural means of ventilation was greater in some sections of the country than in others. The least artificial ventilation was found in laundries in the western group, and it was stated by employers here that because of the equable climate and cool winds in summer special ventilating facilities were not necessary. About two-thirds of the laundries in this group had no artificial system of ventilation. Next to the western group, the southern showed the least artificial ventilation, nearly one-half (46.8 per cent) having nothing to supplement the window, door, or skylight. More than 80 per cent of the plants in the middle-western group of laundries improved the ventilation by such means as wall fans or exhausts.

Means for natural ventilation were reported good throughout 196 laundries of the total of 290 and in some rooms in 57 others. The proportion of establishments where natural ventilation was definitely unsatisfactory constituted a tenth of the whole, and in addition a number of plants were noted that had unsatisfactory conditions in certain rooms. The most usual form of artificial ventilation was the wall exhaust, found in 67 establishments and in certain rooms in 95 others. Some laundries had paddle or individual electric fans as well as wall exhausts, and some had fans but no exhausts. There seemed to be some question as to the effectiveness of the small fan for workers on the large flat-work ironers. A number of women complained that it drove the hot air down on them and was worse than having

no fan. From the press operators and hand ironers, however, there was no such complaint.

General systems of artificial ventilation were rather uncommon. Only nine laundries had a complete system installed, eight of these being in the middle-western group of laundries. Systems such as the carrier were much more frequently found in certain rooms than in entire plants. The greatest number of plants equipped with special artificial ventilation for single rooms or departments were found in the middle-western group of laundries and the next largest in the western group.

An intensive study made in New York City¹⁰ emphasized the vital importance to the laundry industry of controlling temperature conditions. A résumé of its findings as applying in a greater or less degree to all laundries is given here:

1. Natural ventilation alone is inadequate in practically every case.
2. Any attempt to combine natural with artificial ventilation must fail because the air currents within the room are too complex and seasonal variations in temperature too great to permit of sufficient flexibility in such a combined system.
3. A well-thought-out plan of artificial ventilation has been found in a few model laundries to be entirely satisfactory. In these places windows are opened when desired, but they are not a part of the ventilating scheme.
4. The number of ironing machines permitted on any single floor should bear definite relation to their heat-radiating capacity.
5. Special attention should be paid to drafts.
6. There should be properly constructed hoods, not only over the flat-work ironers but over all ironing machines giving off steam. These hoods should be provided with adequate exhaust fans (not too strong).
7. Ceilings should be high.
8. Since the temperatures and humidities at the flat-work ironers are considerably higher than elsewhere, special ventilating installation should be placed with reference to the comfort of the operators of these machines.

Local exhausts or other protection.

Many laundries with no general method of removing heated air from the workroom had hoods and exhausts over individual machines. On certain kinds of machines probably this is the most effective method. The New York State Industrial Commission, in a report published in 1924, advised, as steps in the right direction, the installation of adequate hoods over the flat-work ironers and the insulation of the dry room.¹¹ Some of the large flat-work ironers, where the articles are ironed as the rolls revolve, had hoods over them and exhaust fans to carry off the hot air and steam. (See pl. 2.) More than 10 per cent (11.2) of the 214 laundries reported had all their flat-work ironers so equipped, and a number had some machines with this protection and some without. In a few laundries hoods without exhausts were reported. This absence of exhaust fans probably would throw the steam down, and though it might make the air in the rest

¹⁰ New York. Department of Labor. *A Study of Hygienic Conditions in Steam Laundries and Their Effect upon the Health of Workers*. Special Bul. 130, 1924, pp. 45 and 48.

¹¹ *Ibid.*, p. 45.

of the room better it would concentrate the heat and steam on the operator. Several plants had screens of heavy canvas before the workers on the flat-work ironers, which were of considerable benefit to the operators but allowed the heat and steam to escape into the room. Many establishments had skylights over the large ironers, and when the outside air was not too cold this answered fairly well. However, on very cold days the hot air was driven back into the room.

Hot tumblers and, much less frequently, drying rooms were in some cases equipped with exhaust pipes that carried off the hot air directly from the drying chamber. More than 80 per cent of the laundries with hot tumblers had this system and it was found in about a sixth of the drying rooms.

Handkerchief and collar ironers had hoods with exhausts in only a few cases and, in the opinion of many superintendents, the need for such equipment was a question. It would appear, however, that local hoods and exhaust fans, as in the case of the larger ironing machines, would prevent the heat escaping into the room.

There were no local exhausts over presses, but the newer presses that were operated by electricity, steam, or compressed air had an asbestos pad or covering in the ironing head. This was supposed to prevent the dissipation of the heat and also to protect the worker, but it was impossible to find out to what extent the latter purpose was fulfilled. For the same reasons, pipes had been covered with asbestos in some laundries, and this was declared by the superintendents as most effective in conserving heat and protecting the workers.

Lighting.

In some industries the lighting provisions, both natural and artificial, always have been regarded as of the greatest importance. Where fine work is done, such as sewing, knitting, or assembling, lighting engineers have made experiments and ascertained the best lighting conditions under which the work should be done. The laundry industry needs good general lighting but, except for the marking and mending, the work is not of a close or exacting nature, and therefore the need for engineers to plan the lighting installation has been realized only lately. Laundry owners building plants in recent years have been careful to arrange for good lighting because they realize that not only does it affect the quality of the work but it results in a healthier and happier work force.

Among the recommendations passed at the thirty-sixth annual convention of the laundry owners is the following: "Fresh air and sunlight. Necessary from a standpoint of health and an important factor with the applicant for a position."¹²

The natural lighting in 146 laundries, one-half of all visited, was reported as satisfactory, and in 134 laundries it was found to be good in some departments and poor in others. When the natural lighting was found unsatisfactory the trouble was not that insufficient light was furnished but rather that the conditions resulted in glare for the workers, who must face windows having no shades or awnings or work under a skylight allowing the sun to beat directly down on the machines.

¹² Laundryowners National Association. Advance report, Thirty-sixth Annual Convention, New York City, 1918, p. 12.

Satisfactory natural lighting throughout the entire plant was found in a larger proportion of laundries in the East than in any other section of the country; the smallest per cent with good lighting throughout was in the middle-western group. Good artificial lighting, although usually of less importance to the worker than is natural lighting, is more easily achieved; especially is this true in old or reconstructed buildings. It is not surprising, therefore, that good artificial lighting was found in more than three-fourths of the laundries visited. In 13 establishments the artificial lighting was insufficient, but in nearly three times that number (35) glare was reported from unshaded bulbs hanging on a level with the workers' eyes. In 48 other laundries glare was reported in some departments. The best artificial lighting throughout the plant was in the group with the poorest natural lighting, the middle-western group, and this would, of course, compensate to some extent for the less adequate natural lighting. In the western group, with shorter daily hours, and in the southern, with more daylight and sunshine, the use of artificial light would be less than elsewhere, but good artificial lighting was almost as common on the Pacific coast as in the Middle West. It was found less commonly in the South.

Floors.

The material of the floors in the different laundries visited depended largely upon whether or not the building had been erected especially for laundry purposes. When a building originally planned for another purpose was used, as a rule the floors were not changed except in the wash room, where cement took the place of wood. If the entire plant had cement floors they were kept, but rarely were cement floors laid throughout in an old building. Generally where a new building was erected cement floors were provided.

Probably there is no question but that a cement floor is desirable in the wash room, but in the press and flat-ironing departments, where there is no problem of wet floors except around the starching table, the advantage of cement is open to question. It is likely to stand up better and to need less repair, but if satisfactory mats or platforms are not provided the hardness and lack of resilience make it exceedingly fatiguing to the worker. Practically all laundry work requires constant standing, and when this is done on cement floors, without mats or wooden platforms, tired and aching feet are the result. How much this condition affects the work is difficult to determine, but in a study of another occupation where workers are continuously on their feet the discomfort was so pronounced that when rest periods were installed the whole attitude of the workers toward the job was altered, production increased, and turnover showed a marked decline.¹³

In 60 laundries floors throughout the entire plant were of cement, in 136 cement floors were found in some departments, and in 68 there were floors with cement around the machines. The women working on the large flat-work ironers more frequently were found standing on cement floors than were either the press operators or the hand ironers. In many cases the workers on cement floors were well supplied with wooden platforms and mats. Wooden floors throughout

¹³ Mayo, Elton. *Revery and Industrial Fatigue*. In *Journal of Personnel Research*, vol. 3, No. 3, December, 1924, pp. 273 and 278.

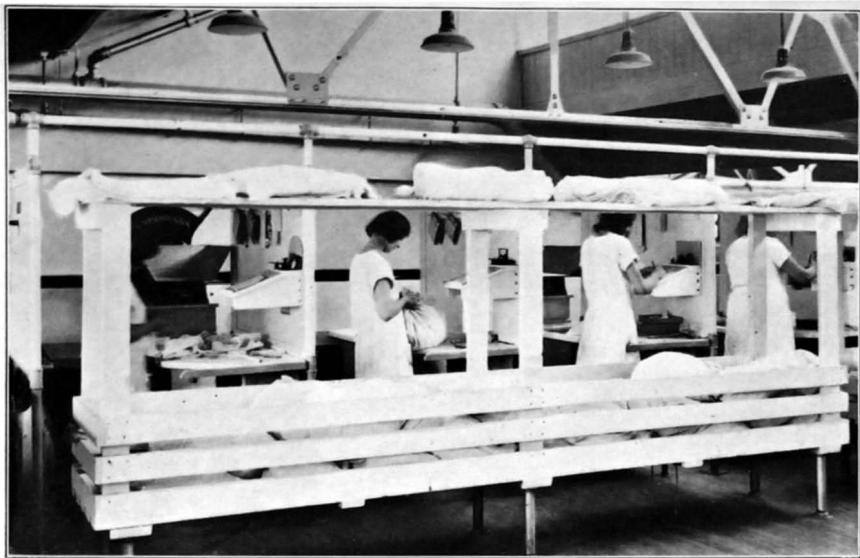


PLATE 4.—A LIGHT AND AIRY MARKING DEPARTMENT

were found in 50 establishments, and in 158 others all floors were of wood except where the washing was done.

Whether or not cement floors are more easily kept clean and in good repair, it is a fact that they were more generally reported good in these respects. As regards wet floors, however, a much higher proportion of wooden floors than of cement ones were found in good condition.

Material of floors	Per cent of establishments in which floors were—		
	In repair	Clean	Dry
Cement.....	91.8	87.8	87.8
Part cement.....	81.4	87.1	95.7
Wood.....	74.0	80.8	99.5

The employers' association advises "Clean floors, walls and windows free from the accumulation of dust and dirt. The psychology of neatness and order has an undeniable influence on the mind of the worker."¹⁴

General arrangements good and aisles free from obstructions were found in a large majority of the laundries visited. In 43 laundries the arrangement might have been improved somewhat, and in 99 establishments all or some of the aisles were blocked by trucks, boxes, or other objects.

Seating.

The majority of occupations in a laundry require that the worker stand. However, some of the operations may be done either sitting or standing, and even with jobs that require standing there are times when a few minutes' rest may be taken if seats are available. Chairs should be provided, therefore, as part of the necessary equipment in every plant. (See pl. 3.)

The few minutes' rest is not wasted time. Doctor Vernon has summed up the situation in the following words: "In any case the healthy worker has each day a certain supply of energy which he puts into his daily task, and it is evident that the more of this energy he expends in wasteful and unnecessary directions, the less he has for application to useful ends." He goes on to say that a man's work may be lightened by the adoption of labor-saving methods and devices, and that "Such devices leave him a greater stock of energy to expend in other directions, and he is thereby enabled to exert himself more vigorously, and to increase his productivity."¹⁵

The soundness of these findings by industrial physicians has been realized by certain laundry managers who have expressed their conviction by furnishing chairs and in some cases by installing rest periods. Nineteen of the firms visited furnished seats for all their employees and 118 supplied seats for some of the workers. In 153 establishments seats were supplied only for the few women whose jobs required sitting, such as the menders.

¹⁴ Laundryowners National Association. Advance report. Thirty-sixth Annual Convention. New York City, 1919, p. 12.

¹⁵ Vernon, H. M. Industrial Fatigue and Efficiency. George Routledge & Sons (Ltd.), London, 1921, pp. 3-4.

The best seating provisions were found in the eastern group of laundries. The poorest were in the southern group, where nearly three-fifths of the laundries had no seats.

Where seats were furnished there was a wide variation in type. Some establishments provided chairs, some stools, and some wooden boxes, and frequently all these would be found in the same plant. In other words, seats were, as a rule, neither carefully placed nor of comfortable type, but were a haphazard afterthought in the equipment.

Drinking facilities.

In a laundry, where the processes of the industry generate heat, it is very important to the worker that there should be a plentiful supply of cool drinking water. That this need is appreciated by the management is evidenced by the fact that in more than one-half (53.4 per cent) of the laundries visited the water was artificially cooled throughout the plant or in one or more departments. There is greater need for artificially cooled water in some sections of the country than in others, and in the South, where the outdoor temperatures are high over long periods, more than 90 per cent of the firms visited supplied cooled water.

Of all the establishments visited the majority (56.2 per cent) had bubbler fountains, but in most instances these were of the insanitary type where the jet of water falls back on the orifice. The best arrangements were in 27 laundries with sanitary bubblers and in 26 others with individual drinking cups. The common cup, the least desirable of all, was found in about a fifth (21 per cent) of the laundries visited. Its use was most prevalent in the southern group. Individual cups were supplied to the greatest extent in eastern laundries and bubblers in the western group, while the laundries in the middle-western States had the largest proportion of sanitary bubblers.

The insanitary bubbler, like the individual drinking glass, has been found to be a carrier of infection,¹⁶ but this fact is not generally realized by employers, who feel that their workers are protected from risk of infection by the installation of bubblers of whatever type. It is becoming more generally known, however, that the jet of water should be projected not vertically but at an angle, and, according to the National Safety Council, an angle of at least 30° is desirable.¹⁷

Washing facilities.

In a soap-and-water industry like the laundry it may sound absurd to discuss washing facilities, but that these are a necessity is shown by the fact that 262 of the 290 laundries visited had made such provision. In most laundries the washing of clothes is done in machines, operated by men, and the only place where employees may wash, unless special provision is made, is in a tub where fine hand laundering is done. This tub seldom is conveniently placed and frequently is not available, so a special trough or basin is necessary.

Less than half of all the laundries that had washing facilities furnished hot water; a little more than half furnished soap. In the majority of cases towels were not supplied, the management feeling that sufficient clean linen or rags were available. This arrangement would appear to be unsatisfactory from the viewpoint both of the

¹⁶ Journal of American Medical Association, vol. 57, No. 20, Nov. 11, 1916, p. 1451.

¹⁷ National Safety Council. Drinking Water, Wash and Locker Rooms, and Toilet Facilities. Safe Practices, No. 27.

workers and of the customers. Common towels were found in more than a fourth of the laundries having special washing facilities. As a rule, when washing facilities were supplied they were found to be clean, only 50 of the 262 plants being reported as unsatisfactory in this respect.

Toilet facilities.

Many conditions in a plant may affect the worker and her work that apparently are without direct connection. In a study where the question was asked, "Why did you leave your previous job?" one answer was "The drinking water was kept in pails—that's not healthy," and another was "The toilets were a disgrace." These physical conditions, not connected with the actual performance of work, had proved sufficiently irritating to cause the women to quit their jobs. In most plants superintendents and foremen are so busy that they feel they have little time for plant housekeeping, yet that may be the sore spot affecting their whole organization.

In many States laws have been passed providing certain minima of comfort and decency in toilets. The number of seats that shall be furnished in relation to the number of women using them is one of the most frequent specifications. The standard number advised by the Women's Bureau is one seat for every 15 women. According to this standard three-fifths of the establishments visited in the present study provided adequate facilities, the highest proportion of laundries with this satisfactory standard being in the South.

A considerable number of establishments supplied too few seats, either for their whole force or in certain departments, and in over one-fourth of the 290 laundries there were more than 25 women to a seat. As many as 72 women in one laundry and 65 in another had but one seat provided, while in 27 plants the number of women to a seat was 40 or more.

Two very important conditions that frequently are required by law are proper ventilation and lighting. For example, the New York State law requires either a window or a skylight opening directly to the outer air, its size regulated by the number of fixtures, or a mechanical and regularly operated system of ventilation. Where the natural ventilation is inadequate the authorities may require that further measures be taken. The law demands that lighting shall be such that "all parts of the room and compartment are easily visible at all times during working hours."¹⁸

Either an outside window or a shaft leading to the outside air was found in 358 of 568 toilet rooms in the present study. The highest proportions of properly ventilated rooms were in the eastern and western groups. The smallest proportion was in the South, where nearly a third of the plants (31.4 per cent) were without adequate ventilating facilities.

Lighting provisions were rather better than ventilating, with a little more than two-thirds of the toilet rooms properly lighted throughout and less than 10 per cent (7.2) with wholly inadequate lighting arrangements. Some form of artificial lighting in addition to outside window or skylight is considered a necessity by the Women's Bureau investigators, and where none was supplied the lighting was reported

¹⁸ New York. Department of Labor. Industrial Code. Buls. 9 and 16. Rules Relating to Sanitation of Factories and Mercantile Establishments, pp. 12 and 13.

as unsatisfactory. The southern group of laundries failed in this respect more than did the other groups, about a fifth (19.8 per cent) of their toilets being unsatisfactorily lighted.

Toilets separate for men and women are the rule in all well-kept establishments and the doors should be plainly marked. In the present study 189 rooms were not marked in any way to show whether they were allotted to men or to women.

As a rule the toilets were in good condition, but in 55 rooms some seats were out of order and in 5 the plumbing systems were not working. On the door of one room was printed the following notice: "If toilet does not flush use a pail of water—otherwise offender will be discharged." This is an extreme example of neglect on the part of management that most certainly would result in dissatisfaction on the part of the workers.

Clean conditions were found in about 60 per cent of the rooms visited. The remaining 40 per cent were either unsatisfactory in some particular, such as floors wet, seats or plumbing dirty, or, as in 30 cases, the entire room was pronounced filthy. Usually there was a special person whose duty it was to sweep and scrub the toilets, and plants with this system generally had cleaner and better-kept rooms than where it was done in odd minutes by the workers or where no one was responsible. In only 30 plants was the cleaning left entirely to voluntary and haphazard service.

First-aid provision.

The importance of immediate attention for even slight burns and cuts is very generally realized. It is apparent in this study by the fact that all but 15 of the laundries visited had first-aid equipment to care for small injuries. A few large plants had hospital rooms with nurses in charge, but in most establishments the size of the laundry and the small number of accidents make this unnecessary. In all but 58 plants a special person was designated to administer first aid—sometimes the forelady, sometimes a worker who had taken lessons. In the 58 laundries with no special arrangement the service was haphazard, done sometimes by one and sometimes by another.

Service facilities.

In every plant employing women there should be special places where they may change from street to work clothes, may rest if necessary, and may eat their midday meal if they wish to remain indoors. The extent of such provision and its type depend on the size and character of the establishment. Three separate places—a cloakroom, a rest room, and a lunch room—may be supplied in a large establishment, while a room combining the three services may be all that a small plant can afford and, in fact, all that is needed. If an industry is such that a change of clothing is necessary, as in the laundry industry, a place in which to change clothing is little short of essential. Where the work requires constant standing and where high temperatures sometimes occur a rest room or a cot in a cloakroom should be as much part of the equipment as drinking water and washing facilities. In an establishment situated at a distance from the workers' homes, or where the noon period is too short to allow for time going and coming, some place other than the workroom should be provided for the eating of lunch.

Cloakrooms.—Special rooms in which wraps could be hung and clothing changed were furnished in about one-half of the laundries visited, while all but 33 of the remainder had cloak and rest services, or cloak and lunch, or all three, combined in a single room. In certain large establishments there were several cloakrooms, some equipped only for this purpose and some used as rest and lunch room also.

Where no cloakroom was supplied (in 33 laundries) wraps were hung on hooks or nails around the workroom and dresses and shoes were changed in either the workroom or the toilet room. The equipment in most of the cloakrooms consisted of hooks or nails around the walls, with a shelf above for hats. Lockers were provided in 67 establishments and racks in 88. The method last mentioned probably is the most desirable where the rooms are kept locked, because of the better circulation of air in an open space than in a locker. Shoes almost invariably were changed before and after working, and where there were no lockers they generally were strewn around the room. In some cloakrooms there was a low shelf for shoes. The difficulty of keeping a room clean when used by so many persons is shown by the fact that the cloakrooms were reported clean in only two-thirds of the laundries. Usually the cleaning was done by a woman employed for the purpose, and where no one was made responsible the conditions generally made this fact apparent.

Rest rooms.—Rest-room provisions were not so general as cloakroom, and only 27 of the laundries had special rooms for this purpose. In an equal number of establishments rest-room provisions were combined with those of cloak or lunch room. The furnishings of the rest rooms showed wide variations, from a cot or comfortable chairs in a cloakroom to a separate room with couch, chairs, table, and magazines. A couch or cot, a necessary part of a rest-room equipment, was supplied in all but three of the fifty odd establishments. As a rule the rooms were clean and well kept, but in over a fifth of the plants having rest rooms the places were reported as not clean. The value to the worker of a rest room, not only as a place in which to lie down if ill or exhausted but as a place for rest and relaxation during the lunch period, should be easily understood. This is especially true of a laundry, where the characteristics of the industry are likely to make the workrooms hot and humid. In spite of this, there was no rest room, either specially equipped or combined with another room, in 234 of the establishments.

Lunch rooms.—The same considerations that make a rest room important to the laundry worker make a lunch room desirable. During the lunch period workroom windows should be opened and fresh air introduced, and that can best be done when the workers are absent. Furthermore, it is undesirable to have lunches eaten at the tables where clean clothes are handled. In 55 laundries there were special lunch rooms and in others a place for eating lunch was furnished in either the cloak or the rest room. When a laundry is in the business section of the town there are numerous lunch places and some women prefer to go out at noon. This is more expensive, though, than bringing food with them or buying it in the plant if there is a cafeteria, so from the viewpoint of the worker as well as the customer special provision for the lunch hour is important.

Hot meals were provided at reasonable prices in 7 of the laundries and in 68 a hot drink was furnished either without charge or at a nominal price. In 99 establishments a gas or electric plate was supplied where lunches could be heated or a hot drink made by the employees. In some plants one or two women made coffee for the others and sold it at a few cents a cup. The size of the laundry and its location, whether near the workers' homes or at a considerable distance, would determine which of these different systems was the most desirable. The large majority—all but three—of the lunch places furnished were adequately lighted and 85 per cent were clean.

Uniforms.

There is no question that women in fresh white uniforms present a much better appearance in a work place than do women in cotton, wool, or silk dresses of various colors. It is not merely a matter of show, though white uniforms probably have a good effect when customers visit a plant, but from the workers' standpoint it is important. Probably no normal woman is indifferent to her personal appearance, and the good or bad effect increases or decreases her self-respect. This is true, of course, in all industries, but especially in laundry operations, where the worker may become much overheated, the effect on her and on her fellow employees of fresh white clothing is decidedly important. However, if the workers must buy and launder the uniforms themselves there is likely to be a feeling of protest that may react unfavorably on their attitude toward the management.

Some firms, having tried both the method of supplying uniforms and that of having the worker supply her own, had compromised on furnishing them at cost and laundering them without charge. Some firms carried the entire cost. Of 116 laundries that required uniforms 33 gave them to the workers. In the others the workers supplied their own. The custom of laundering the uniforms and not charging for the service was practiced in all but two laundries where uniforms were worn. In short, less than half the laundries visited required workers to wear uniforms, but where uniforms were worn the general custom was to launder them free of charge.

Employment machinery.

The value of a careful selection of workers and the increased steadiness resulting has been demonstrated by employment departments in many plants. The overhead cost of maintaining such a department, however, is considerable, and for the establishment with comparatively few workers the expense may be prohibitive. In the present study of laundries the average size of the establishment was about 68 women. In most cases, therefore, a special employment organization was out of the question, as it could be afforded only by the larger laundries.

Only five laundries employed their workers through a special department. In 198 plants one person, usually the owner or superintendent, had charge of taking on and laying off help. This probably is the best plan in the smaller places, where employees may be transferred from one department to another without conflict of authority or methods. In 86 laundries the employing of the workers was done by each foreman for his own department, sometimes with the cooperation of the superintendent and sometimes without.

Welfare provision.

In a little over one-half of the laundries visited the workers received some perquisite aside from the established business arrangement of wage payment. The most common "extra" was a lower rate to the employee than to the public for laundry work done. Sometimes the work was done for 10 per cent less and from that the reduction varied to as much as 50 per cent of the regular price. This was popular with the workers, and in many cases they brought not only their own but their family's wash.

Insurance for the employee in case of death was carried by 36 laundries. Sometimes this was a definite sum and sometimes it varied with the length of service of the deceased. Free medical service was provided in some cases and in a few laundries the management set aside a certain amount each year to care for special cases of need. Ten laundries had employees' benefit associations, the fund, as a rule, being carried by the employees themselves with a contribution from the management. A vacation with pay was given in two laundries, and in another a woman who was ill and unable to work received her full week's pay. The importance of building up a good morale as well as a good physical condition had been recognized in 11 laundries by the establishment of an organization or club to contribute to the social life of the employees. A number of these clubs, though inaugurated by the management, were managed by committees of the workers.

On the whole, welfare work seems to be carried on to a less extent in laundries than in some other industries. This may be due partly to the smaller size of the average plant, where all workers naturally come into fairly close touch with the management. In the English report previously quoted¹⁹ a statement is made that appears to be as true of laundries in this country as of those in England, that there exists "very good relationship between the proprietor and worker." The proprietor frequently works with his employees and he is almost invariably known personally by them. With the new organization of many plants under one central management that is developing in the industry, referred to in the introduction, the personal contact is bound to be less. Whether employment relations will be the charge of paid subordinates or whether clubs and organizations among the workers will take a more important place, it is too early to determine.

Hazards.

In all walks of life there is danger of accident. The housewife crossing the street on her way to market, going down her own stairs, or cooking in her own kitchen may be run over, may fall, or may be burned, as the case may be. In most industries the risk is probably greater than that of the housewife, and this is certainly true where power machinery is used. In a Women's Bureau study of accidents to women several years ago it was found from records in three industrial States that power-working machines caused 42.3 per cent of all the accidents reported in the period taken. The next most important cause of accident was falls of persons.

¹⁹ Smith, May. Some Studies in the Laundry Trade. In Bul. 23, Reports of the Industrial Fatigue Research Board, London, 1922.

The figures for laundries in the report referred to include cleaning and dyeing establishments, but as the entire report deals only with women's accidents and the number of women in cleaning and dyeing plants is small compared to the number in laundries, the figures may be considered to give a fair picture of the accident situation in laundries.

The main cause of accidents in laundries, as in all industries, was power-working machines, responsible for 50.6 per cent of all the laundry accidents reported. The other two principal causes were the falls of persons and explosions, electricity, and hot substances. Falls of persons occasioned one-fourth of all the accidents to women in laundries, and explosions, electricity, and hot substances caused something over a tenth (11.5 per cent).²⁰ In the present study it was not possible to obtain definite data on accidents, either cause or number, but the possible causes, such as unguarded machines, slippery floors, stairs in bad condition or without handrail, and elevators operated by inexperienced persons or not properly guarded, were noted.

When a single study covers a number of subjects and especially when the investigators are not engineers, comments on guarding necessarily are superficial. During the inspection of the plant, however, the fact of absence or presence of guards on certain machines was carefully noted. The machines selected for observation were those on or around which women work and on which an accident might occur. The guarding on the following machines was observed:

Extractors.
Flat-work ironers.
Tumblers.
Presses.

Handkerchief ironers.
Collar ironers.
Cuff and neckband ironers.

The liability to accident and its severity would vary greatly on these different machines and would decline in approximately the order in which they are listed. The number of women exposed or operating the various machines does not in the least follow the same order. This fact probably accounts for the finding of only 7 laundries of the 290 visited with no guards on flat-work ironers, where many women are employed, and 92 extractors with no guards, comparatively few women working on these machines. Women operating extractors usually were on the small starch extractors and not on the larger ones used for general washing.²¹

The extractors, which dry the clothes by forcing the water out of them in a rapidly revolving metal basket, usually were equipped with covers, and on well-guarded machines these covers could not be raised while the basket was revolving. Skill is required in the proper packing of the clothes in the baskets, and if an end is loose it may catch in the cover or between the basket and its container and the article be badly torn. For this reason the operator likes to see the inside of the basket as she starts up the machine, and she is tempted to throw off the guard in order to keep the cover up until the extractor is running satisfactorily. In 45 plants extractors were seen running with their covers up, which as far as risk to the operator is concerned would place them in the group of extractors with no guards.

²⁰ U. S. Department of Labor. Women's Bureau. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. Bul. 60, 1927, p. 6.

²¹ The washing machines were almost universally operated by men. Only 27 women operators were found, and for this reason guards on these machines have not been recorded.



PLATE 5.—PRESSES OPERATED BY HAND, MAKING THEM EASY AND SAFE

The Laundryowners' National Association has drawn up certain rules on various laundry machinery into a general safety code for the industry. Among its rules are the two following:²²

Each extractor shall be equipped with a metal cover.

Each extractor shall be equipped with an interlocking device that will prevent the cover being opened while basket is in motion and also the power operation of the basket while cover is open.

That this standard may become a general practice there appears to be a need of further education among laundry owners and further legislation along safety lines.

The necessity of guarding the large flat-work ironers was much more generally realized. Only seven plants were reported with no guards and the great majority of the machines were equipped with an excellent type of guard that throws off the power and causes the rolls to stop revolving when a hand pushes against the guard. In the days before these guards were in general use the danger of a worker's hand being caught and crushed was always present. The following are the rules of the laundry owners' "safety first" covering the flat-work ironers:

Each flat-work or collar ironer shall be equipped with a bar or other approved guard across the entire front of the feed or first pressure rolls, so arranged that the striking of the bar or guard by the hand of the operator or other person will stop the machine.

The pressure rolls shall be covered or guarded so that the operator or other person can not reach into the rolls without removing the guards. This may be either a vertical guard on all sides or a complete cover. If a vertical guard is used, the distance from the floor or working platform to the top of guard shall be not less than six (6) feet.²³

Approximately half the establishments had no guards on drying tumblers operated by women. The danger of the hand of the operator being caught on these machines was not great, in the opinion of superintendents and women operators. Nevertheless, the newer type of tumbler is equipped with an interlocking device that prevents the starting of the machine until the doors of the outside case are shut. The code of safety of the laundry owners also has a rule covering drying tumblers. It reads as follows:

Each drying tumbler shall be equipped with an interlocking device that will prevent the inside cylinder moving when the outer door on the case or shell is open and also prevent the door being opened while inside cylinder is in motion.

NOTE: This should not prevent the movement of the inner cylinder under the action of a hand-operated mechanism or under the operation of an "inching device."

Each drying tumbler shall be provided with approved means for holding open the doors or covers of inner and outer cylinders or shells while being loaded or unloaded.²⁴

The large number of women working on presses and the fact that, as a rule, the presses are power driven make their proper guarding a matter of importance although the accidents that may happen on them generally are not so serious as those on either the extractors or the flat-work ironers. The new hand-operated press has an automatic guard whereby both hands must press buttons or levers in order to bring down the ironing head over the buck or ironing pad. The older presses, operated by foot treadle, in many cases were equipped with a

²² American Laundry Machinery Co. The "Safety First" Features of "American" Laundry Equipment, p. 6.

²³ *Ibid.*, p. 15.

²⁴ *Ibid.*, p. 10.

wire-mesh fence, attached to the ironing head. This projected below the head and therefore would hit the hand before the head descended on it. Evidently this form of guard was only fairly satisfactory, as several girls reported accidents where the hand was caught under the fence and between the hot pad and the head.

The code of the laundry owners does not advocate any special type of guard, but merely specifies that "Each ironing press (excluding hand or foot power) shall be equipped with an approved guard or means that will prevent the fingers of the operator or other person being caught between the ironing surfaces."²⁵

Of the establishments visited, 116 had all their presses guarded, 115 had some with guards and some without, and 44 were reported as having no presses guarded.

Handkerchief and collar presses, in the large majority of establishments, were guarded either with a stationary bar or fence or with one that, as on the larger flat-work ironers, stopped automatically and threw off the power when struck. On some types of machines, such as a slow-moving drum type, a special guard was not necessary. Cuff and neckband presses were not guarded, as a rule, and on the foot-operated machines it is difficult to see how a guard could be constructed.

Aside from the question of unguarded machines, certain attendant hazards were noted. In two laundries where flat-work ironers were not equipped with automatic stop guards, the lever for throwing off the power and stopping the large machine was at some distance; in several others the lever was so high as to necessitate climbing to reach it. The probability of increased seriousness in case of accident, due to the delay in stopping the machine, is apparent.

Especial danger of being burned was noted where stocking forms were very close together, and also from a gas collar ironer and a gas body ironer where the flame was not screened.

Where many workers use the stairways, and especially when a quick exit may be necessary, as in case of fire, the importance of the proper construction and maintenance of stairs can not be overestimated. In 62 laundries there was no problem of stairs, the entire work being done on the ground floor. In the other 228 laundries, the majority, whether of two or five stories in height, showed good construction and upkeep of their stairways. The most common failure was in construction, with 54 laundries having narrow stairways or high risers and 22 having one or more winding stairways—that is, with triangular treads. In case of a hurried exit either of these conditions might occasion accidents. Another possible cause of falling, even where there is no crowding, is the absence of a handrail, recorded in 21 establishments. The maintenance or upkeep was bad in 30 plants, where the treads were badly worn or, as in some instances, even broken in half. The condition last mentioned and the providing of a handrail could be attended to with very little trouble and expense.

In most laundries elevators are used principally for the carrying of trucks, rolled on and off by men. However, where work is done on a number of floors, some establishments allow women to use the elevators. This was the case with 35 establishments in the present study. Usually there is no regular operator, so the women either must run the elevator themselves or must depend on some man who

²⁵ *Ibid.*, p. 19.

may or may not be experienced. Though elevator accidents are not common, they are likely to be very serious, and probably it would be wiser for women to use the stairs unless there is a regular elevator operator.

A few laundries were found with elevators running in an open well or with safety doors tied up. This is a hazard for everyone in the plant and constitutes a risk that no employer can afford to take.

In the laundry industry the danger of wet and slippery floors would appear to be considerable. This is true of certain departments, but in others there is no more danger of slipping than in a clothing or metal factory. The places where there is danger, unless special care is taken, are the wash room, around the starch machines, and near the hand tubs. Aside from these the floors are dry, and usually they are kept clean and free from grease because of the clean clothes being handled.

According to figures previously quoted, from another survey, falls constitute the second most important cause of accident. It is important, therefore, that 24 plants in the laundry study were reported as having slippery floors in rooms used by women. In some cases the description merely states, "Wood floor wet and slippery," and in others, "Floors dirty and with a coating of starch." That these conditions were reported in only 24 of the 290 laundries shows that the laundry manager in most cases realizes the danger of slipping and takes special pains to guard against it. In some plants the floor around the starcher was cleaned three or four times a day and in many the rule was to wash and wipe up the floor twice a day.

In a number of laundries pipes were run along the surface of the floor and girls had to step over them as they went about their work. These constituted a distinct hazard.

Strain. .

It is very difficult to judge, merely by going through a laundry, whether or not there is strain in any given operation. Frequently it was possible for the investigator to operate a machine to ascertain the amount of strength required, but even in these cases it must be remembered that there is a knack acquired by practice that helps tremendously and, on the other hand, a motion performed continuously is more fatiguing than when tried for a few times. Some information as to the difficulty or ease of laundry jobs was expressed by the workers themselves. Considering the different factors, it would appear that in practically all the body ironers of the old gas-heated construction there was considerable strain and resulting fatigue of the operators. It is necessary to use two treadles, one to bring down the shoe and one to revolve the rolls, so there is considerable exercise with the same set of muscles all day. In some laundries an operator was not allowed to work all day on a body ironer but was shifted for part of her time to other work. The body ironer of the type described is, however, fast becoming obsolete. This is true also of the press where the power releasing the head covering is applied by foot pressure. The ease or difficulty of operating this type of machine depends to a great extent on its balance or adjustment. Some machines need but a touch of the foot and others require considerable pressure. The necessity of standing on one foot while stepping on the treadle would seem to be a strain on the worker, and presses re-

quiring this were found in 166 plants. The newer presses, that are being widely introduced, are operated by the hands—pressing a button or raising a handle—and require little strength or effort. (See pl. 5.)

The old-fashioned types of bosom press and of cuff and neck press were very generally in use. They, too, require foot pressure to release the power, and therefore are a greater strain on the operator than is the newer type operated by pushing a button. In about three-fifths of the laundries the foot-pressure type of machine was in use.

In a pamphlet on certain aspects of the laundry industry in England it is stated that the best relief in monotonous processes is a change of work bringing into action another set of muscles.²⁵ Such change of work is not uncommon with women working on the large flat-work ironers. Three groups of women work on these ironers: The first shake out the flat pieces, sheets, towels, pillow slips, etc., and lay them on a bar ready for the next group, the feeders, to place on the moving canvas that carries the pieces under the rolls. The third group of women take off the ironed pieces and fold them ready for the finished bundle.

The shakers and folders probably have the more fatiguing jobs as far as muscular effort is concerned, but the feeders have more responsibility, for on them chiefly depends the quality of the work done. It was the custom in some of the plants for the women to alternate on the feeding and folding jobs, but in fewer laundries did the shakers as well as the feeders and folders change back and forth. Whenever the women in these plants were talked with, they spoke with appreciation of this method of work.

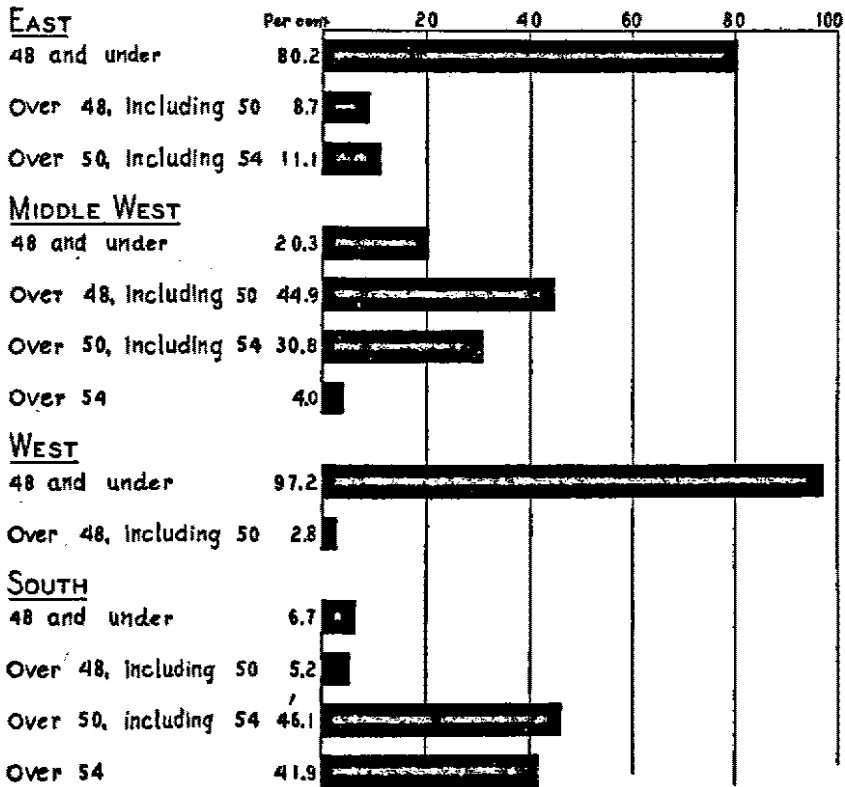
²⁵ Smith, May. *Some Studies in the Laundry Trade.* In Bul. 22, Reports of the Industrial Fatigue Research Board, London, 1922.

HOURS

The development of modern machinery has made both necessary and practicable a shortening of the working day. The factors of speed, noise, and generally complex conditions under machine production tend to the accumulation of fatigue on the part of the worker,

SCHEDULED WEEKLY HOURS

19,481 WOMEN



U. S. Dept. of Labor - Women's Bureau

and at the same time the output per employee has been so considerably increased that a given amount can be produced in a shorter day than was possible under old conditions.

An excessively long day is a social and industrial menace, and for years the principles of good management have been directed toward an 8-hour day. When the employees of an industry are largely women and the majority of them are or have been married, as is true

of the laundries included in this survey, the problem of working hours is of concern both to the community and to the industry. Most of the home makers who also work outside the home for wages have a full schedule of household duties and family responsibilities to face before and after working hours, and they can not carry out the tasks of either of their jobs successfully if they are forced to work unduly long hours. As a practical goal for a working schedule of hours, the Women's Bureau has advocated an 8-hour day, one day of rest each week, a half holiday on Saturday, and no night work.

HOUR LAWS

To protect women against unreasonably long hours, all but a few of the States have set a legal maximum regulating daily and weekly hours. The standard of an 8-hour day in laundries has been given statutory backing in nine States—Arizona, California, Colorado, Montana, Nevada, New Mexico, New York, Utah, and Washington. On the other hand, Alabama, Florida, Iowa, West Virginia, and Indiana have not regulated the daily or weekly hours of women workers in any way, and Georgia has done it only in certain industries.

The scope and nature of hour laws vary in their application and detailed provisions, and in this study are considered only the basic regulations affecting the laundries in the cities visited, and these only briefly. The longest hours that it was legal to work daily, emergencies excepted, and the maximum set for the week were as follows:¹

Maximum legal hours		State	City surveyed
Daily	Weekly		
8	48	California	San Francisco; Los Angeles.
8	(¹)	Washington	Seattle.
9	48	Massachusetts	Boston.
9	48	Oregon	Portland.
9	50	Ohio	Cleveland; Cincinnati.
9	50	Wisconsin	Milwaukee.
10	54	Michigan ²	Detroit.
10	54	Minnesota ²	Minneapolis; St. Paul.
10	54	New Jersey	Jersey City; Newark.
10	54	Rhode Island	Providence.
10	(³)	Illinois	Chicago.
10	(⁴)	Virginia	Richmond.
(³)	(³)	Alabama	Birmingham.
(³)	(³)	Florida	Jacksonville; St. Petersburg; Tampa.
(³)	(³)	Georgia	Atlanta.
(³)	(³)	Indiana	Indianapolis.
(³)	(³)	Iowa	Des Moines.

¹ No specific regulation, but week might not exceed 6 days.

² 9 hours was the basic daily standard, but 1 hour of overtime daily was allowed if the weekly limit of 54 hours was not exceeded.

³ No regulation.

⁴ No specific regulation, but Sunday work was prohibited.

Summarizing the foregoing, it is apparent that for three of the cities included in the study the maximum legal day was 8 hours; for

five cities it was 9 hours; for eight it was 10 hours; and for seven there was no maximum. In addition to the limitations placed on daily hours, most of these States had set weekly limitations. Illinois, Virginia, and Washington had set a daily maximum but had not stipulated a weekly limit. In the case of Washington, however, one day of rest in seven was required, which in effect gave the women of the State a 48-hour week; and in Virginia Sunday work was prohibited.

Where the State regulation set a high standard for daily or weekly hours, as an 8-hour day or a 48-hour week, the scheduled hours of the laundries reported tended to coincide with the legal limit; but in the cities where the statutory standard was less stringent, the progressive laundry managers frequently had adopted schedules below the legal boundaries for hours. Thus the effect of good legal regulation in reducing the general level of hours is apparent, and it should be remembered in the following discussion of scheduled hours. For the progressive laundry manager a high legal standard means stabilized competition as far as hours are concerned, while in a State with no regulation he must compete with the unscrupulous who make no effort voluntarily to stabilize and limit their employees' hours of work.

SCHEDULED HOURS

Scheduled hours represent the standard that has been set by the management as a normal day or week. They do not take into account overtime and undertime, and for this reason they vary to a considerable degree from the hours actually worked. However, they represent the most usual conditions and are the most satisfactory basis of comparison for the daily and weekly hours of the many plants visited. In addition to scheduled daily and weekly hours, the policies of the laundries with reference to lunch periods, rest periods, half holidays, and special arrangements of work in holiday weeks were recorded.

Occasionally a laundry was found whose hours, both daily and weekly, varied so from day to day and week to week that it was impracticable to consider it as having any semblance of scheduled hours; but these were so few (only three) and employed such an inappreciable per cent of the women that it has been possible to record scheduled hours for more than 99 per cent of the women surveyed.

Scheduled weekly hours.

Taking the entire group of women for whom hours were reported, the most common schedule of weekly hours was 48. This was not typical of the country as a whole but was the prevailing schedule in the eastern and western sections, in which 44 and 96.5 per cent of the women, respectively, were reported as having such a schedule. The influence of 48-hour legislation in the western cities and in Boston is apparent here, but that many laundries voluntarily were operating

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on an hour schedule less than the maximum allowed by law is equally apparent in the list following: •

Maximum legal weekly hours	City	Per cent of women whose scheduled weekly hours were—	
		Same as State regulation	Less than State regulation
48	Boston.....	62.4	37.6
	Los Angeles.....	99.5	.5
	San Francisco ¹	87.5	1.7
	Portland.....	99.9	.1
	Seattle.....	100.0	—
50	Cincinnati.....	58.3	41.7
	Cleveland.....	48.5	51.5
	Milwaukee.....	34.5	65.5
54	Detroit.....	7.8	87.1
	Minneapolis and St. Paul.....	4.9	95.1
	Jersey City and Newark.....	21.6	78.4
	Providence.....	—	100.0

¹ See footnote 3, Table 2, p. 42.

TABLE 2.—Scheduled weekly hours, by section and city

Section and city	Total number reported		Number of establishments and number and per cent of women whose scheduled weekly hours were—														
			Under 44			44 and under 48			48			Over 48 and under 50			50		
	Estab-lish-ments	Women	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women	
				Num-ber	Per-cent		Num-ber	Per-cent		Num-ber	Per-cent		Num-ber	Per-cent		Num-ber	Per-cent
All places.....	1 288	19,481	23	673	3.5	60	1,974	10.1	92	6,779	34.8	34	1,722	8.8	40	2,321	11.9
Eastern.....	1 51	2,738	5	132	4.8	18	858	31.3	21	1,206	44.0	3	146	5.3	2	91	3.3
Boston.....	1 30	1,546	4	105	6.8	11	478	30.8	17	965	62.4						
Jersey City and Newark.....	1 11	645	1	27	4.2	3	87	13.5	2	138	21.4	3	146	22.6			
Providence.....	1 10	547				4	295	53.9	2	103	18.8				2	91	16.6
Middle western.....	1 125	7,738	17	515	6.7	32	872	11.3	9	184	2.4	26	1,284	16.6	36	2,190	28.3
Chicago.....	1 21	1,742	4	41	2.4	3	76	4.4				4	153	8.8	4	378	21.6
Cincinnati.....	1 14	587	2	22	3.7	3	39	6.6	1	21	3.6	3	163	27.8	8	342	58.3
Cleveland.....	1 16	1,074	4	213	19.8	5	68	6.3				2	272	25.3	8	521	48.5
Des Moines.....	1 6	238										1	10	4.2			
Detroit.....	1 20	1,665	5	217	13.0	8	347	20.8	2	60	3.6	5	130	7.8	1	83	3.2
Indianapolis.....	1 12	959	1	11	1.1	1	10	1.0				2	206	21.5	4	401	41.8
Milwaukee.....	1 13	536	1	11	2.1	5	147	27.4	2	20	3.7	5	173	32.3	5	185	34.5
Minneapolis and St. Paul.....	1 23	937				7	185	19.7	4	83	8.9	4	177	18.9	6	312	33.3
Western.....	1 65	5,583				4	40	.7	62	5,389	96.5	1	154	2.8			
Los Angeles.....	1 21	2,629				1	14	.5	20	2,615	99.5						
Portland.....	1 12	770				1	1	.1	12	769	99.9						
San Francisco.....	1 17	1,434				2	26	1.7	15	1,255	87.5	1	154	10.7			
Seattle.....	1 15	750							15	750	100.0						
Southern.....	1 47	3,422	1	26	.8	6	204	6.0				4	138	4.0	2	40	1.2
Atlanta.....	1 12	1,106	1	26	2.4	3	110	9.9				1	50	4.5	1	38	3.4
Birmingham.....	1 11	862										1	5	.6	1	2	.2
Jacksonville.....	1 6	403															
Richmond.....	1 6	500										2	88	16.6			
St. Petersburg and Tampa.....	1 12	551				3	94	17.1									

Footnotes at end of table.

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HOURS

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TABLE 2.—Scheduled weekly hours, by section and city—Continued

Section and city	Number of establishments and number and per cent of women whose scheduled weekly hours were—											Women whose hours were—				
	Over 50 and under 54			54			Over 54 and under 60			60 and over			48 and under		Over 48	
	Estab- lish- ments	Women Number	Per cent	Estab- lish- ments	Women Number	Per cent	Estab- lish- ments	Women Number	Per cent	Estab- lish- ments	Women Number	Per cent	Number	Per cent	Number	Per cent
All places.....	52	3,334	17.1	14	935	4.8	22	1,094	5.0	8	649	3.3	9,426	48.4	10,055	51.6
Eastern.....	3	166	6.1	1	139	5.1							2,196	80.2	542	19.8
Boston.....													1,546	100.0		
Jersey City and Newark.....	1	108	16.7	1	139	21.6							252	39.1	398	69.9
Providence.....	2	58	10.6										398	72.8	149	27.2
Middle western.....	28	1,910	23.4	9	575	7.4	4	218	2.8	1	90	1.2	1,671	20.3	6,167	79.7
Chicago.....	7	559	32.1	4	351	20.1	2	96	5.5	1	90	5.2	117	6.7	1,625	93.3
Cincinnati.....													82	14.0	505	88.0
Cleveland.....													281	26.2	798	73.8
Des Moines.....	4	142	59.7	2	45	20.2	1	38	16.0						238	100.0
Detroit.....	9	644	38.7	2	120	7.8	1	84	6.0				624	37.5	1,041	62.5
Indianapolis.....	4	331	34.5										21	2.2	938	97.8
Milwaukee.....													178	33.2	358	66.8
Minneapolis and St. Paul.....	4	134	14.3	1	46	4.9							268	28.6	669	71.4
Western.....													5,429	97.2	154	2.8
Los Angeles.....													2,629	100.0		
Portland.....													770	100.0		
San Francisco.....													1,280	89.3	154	10.7
Seattle.....													750	100.0		
Southern.....	21	1,358	39.7	4	221	6.5	18	876	25.6	7	559	16.3	230	6.7	3,192	93.3
Atlanta.....	7	684	61.8	1	64	5.8	3	134	12.1				136	12.3	970	87.7
Birmingham.....	6	360	41.8				5	326	37.8						862	100.0
Jacksonville.....	1	37	9.2	1	41	10.2	3	112	27.8	2	169	19.6			403	100.0
Richmond.....	4	166	33.2				3	251	50.2						500	100.0
St. Petersburg and Tampa.....	3	111	20.1	2	116	21.1	4	53	9.6	3	177	32.1	64	17.1	457	82.9

¹ Details aggregate more than total, because some establishments appear in more than 1 hour group.

² A few women in 1 establishment were part-time employees, working 28 hours, but their number was not reported.

³ Thrown into the group of over 48 hours by counting the rest period as part of the working day, the rule in Women's Bureau tabulations.

⁴ 96 women in 1 establishment worked alternate weeks of 46½ and 48½ hours.

⁵ Alternate weeks of 45½ and 50½ hours.

⁶ 10 women in 1 establishment took turns at a shorter week (38¼ hours).

⁷ Some women, of 51 in 1 establishment, had a week of 58 hours instead of 61½ hours.

The solid massing of the western cities and of Boston and Providence on a schedule of 48 hours or less (see Table 2) is most significant and tends to color the tabulations concerned with hours wherever the findings for the group as a whole are discussed. In the middle-western cities more than half the women were reported as having a schedule of 50 and under 54 hours; and in the southern cities almost nine-tenths had a schedule in excess of 50 hours and more than four-tenths had a schedule in excess of 54 hours.

Listing the cities in descending order in groups based on the scheduled week most frequently reported gives the following line-up:

Prevailing scheduled weekly hours	City	Per cent of women reported as having such hours
Over 44 and under 48 48	Providence	53.9
	Seattle	100.0
	Portland	99.9
	Los Angeles	99.5
	San Francisco	87.5
Over 48 and under 50 50	Boston	62.4
	Jersey City and Newark	22.6
	Cincinnati	58.3
	Cleveland	48.5
	Indianapolis	41.8
	Milwaukee	34.5
Over 50 and under 52 52	Minneapolis and St. Paul	33.3
	Atlanta	36.3
	Detroit	25.2
	Chicago	22.3
	Birmingham	20.2
Over 56 and under 58 60	Des Moines	45.0
	Richmond	45.0
	Jacksonville	52.9
	St. Petersburg and Tampa	22.9

The foregoing list shows the most commonly reported schedule in each city, and in most of the cases the group has less than a majority of the women. In some cities there was a fairly wide range of reported hours, while in others the similarity of scheduled hours from plant to plant was marked.

The most characteristic week, by section, was as follows:

	Per cent of the women
Western 48 hours and under	97.2
Eastern do	80.2
Middle western 50 and under 54 hours	51.7
Southern 54 hours and over	48.4

Considering 48 hours as a practical goal for a reasonable week, the list following, that shows the per cent of women in each city who were on a schedule of 48 hours or less, indicates the ranking of the cities in the survey from such a standpoint. The western cities are at the top, the eastern and middle western make up the middle, and the southern fall at the foot.

City	Per cent of women with scheduled hours of 48 or less	City	Per cent of women with scheduled hours of 48 or less
Los Angeles.....	100.0	Milwaukee.....	33.2
Boston.....	100.0	Minneapolis and St. Paul.....	28.6
Portland.....	100.0	Cleveland.....	26.2
Seattle.....	100.0	St. Petersburg and Tampa.....	17.1
San Francisco.....	89.3	Cincinnati.....	14.0
Providence.....	72.8	Atlanta.....	12.3
Jersey City and Newark.....	39.1	Chicago.....	6.7
Detroit.....	37.5	Indianapolis.....	2.2

A weekly schedule of more than 54 hours—of 55, 56, 58, or even 60 hours—is excessively long in the light of present-day standards, and although less than 10 per cent (8.9 per cent) of all the women were reported as having hours in excess of 54, when such schedules are traced to the cities of their source significant proportions of women have very long hours in at least four localities. The places reporting scheduled weekly hours in excess of 54 were as follows:

City	Per cent of women with scheduled hours of more than 54	City	Per cent of women with scheduled hours of more than 54
Jacksonville.....	80.6	Des Moines.....	16.0
Birmingham.....	57.4	Atlanta.....	12.1
Richmond.....	50.2	Chicago.....	10.7
St. Petersburg and Tampa.....	41.7	Detroit.....	5.0

Weekly hours of laundries in State studies of the Women's Bureau.

Additional and supplementing data on scheduled hours in laundries are available from the State studies made by the Women's Bureau in the past 10 years. In 15 such studies scheduled weekly hours are reported for 266 laundries, employing almost 9,000 women. Appendix Table VI summarizes the findings on scheduled hours under three captions—48 hours and under, over 48 and under 54 hours, and 54 hours and over. Comparing the proportions of women in the various groups in these studies and the present one gives results as follows:

Scheduled hours	Per cent of women with scheduled hours as reported in—	
	Present study	State studies
48 and under.....	48.4	15.6
Over 48 and under 54.....	37.9	43.9
54 and over.....	13.7	40.5

The higher proportion of women working 48 hours and under in the present survey is due primarily to the Pacific coast cities, no Western State having been included in the State studies. The large proportion of women in laundries with scheduled hours of 48 or less in Alabama probably was a temporary condition. It is explained by economic factors at the time of that study (1922), when Alabama was experiencing a depression in her mill industry and its effects were echoed in all public service and purely commercial industries. The laundry industry depends somewhat upon others for its prosperity and readily reflects general conditions. The only other State with a relatively significant proportion of its women on a schedule of 48 hours and under was Rhode Island, with few women reported.

Forty per cent of the women in laundries in the State studies worked at least 54 hours a week, and in a number of the States the proportion was much higher than this—in Arkansas with 88.7 per cent of the women in this group, in Tennessee with 84.3 per cent, in Mississippi with 70 per cent, in Delaware with 62.8 per cent, in Oklahoma with 59.7 per cent, in Georgia with 54.9 per cent, and in Missouri with 51.6 per cent. In every State but Ohio, of those covered by the State studies, one or more laundries were operating on a schedule of 54 hours or more.

Cities in several of the States surveyed earlier by the Women's Bureau were visited for the present laundry study, and correlating the findings for laundries in the State as a whole with those of the present study of cities shows some quite marked differences. Again the reader is reminded that in the later study only the larger cities were visited. Furthermore, the State studies were all made from three to eight years before, and laundries as well as other industries have shortened their hours in recent years. The percentages of women having specified weekly schedules in the various cities in the present study and in their respective States in the earlier surveys were as follows:

State and city	Per cent of woman with scheduled hours of—		
	48 and under	Over 48 and under 54	54 and over
New Jersey	7.8	43.9	48.3
Jersey City and Newark	39.1	39.4	21.6
Rhode Island	30.1	40.4	29.5
Providence	72.8	27.2	
Ohio	21.7	78.3	
Cleveland	26.2	73.8	
Cincinnati	14.0	86.0	
Illinois	20.0	56.9	23.2
Chicago	6.7	62.5	30.8
Alabama ¹	46.9	32.3	20.8
Birmingham		42.6	57.4
Georgia ²	8.3	36.9	54.9
Atlanta	3.9	78.2	17.9

¹ See statement in text, p. 48.

² Excludes Atlanta.

Scheduled weekly hours of laundries in New York.

The following quotation from a survey of New York laundries made in 1926 summarizes the findings on scheduled hours in that State:²

Seventy-five per cent of the women employed in the laundries studied were scheduled to work more than 48 hours a week.

Scheduled hours were longer in New York City than up State. They exceeded 48 hours a week for 79 per cent of the women studied in New York City, for 65 per cent of the women up State. A schedule of 54 hours, the maximum permitted by law at the time of the investigation, was in effect for 11 per cent of New York City workers, for 3 per cent of the workers up State.

Scheduled daily hours.

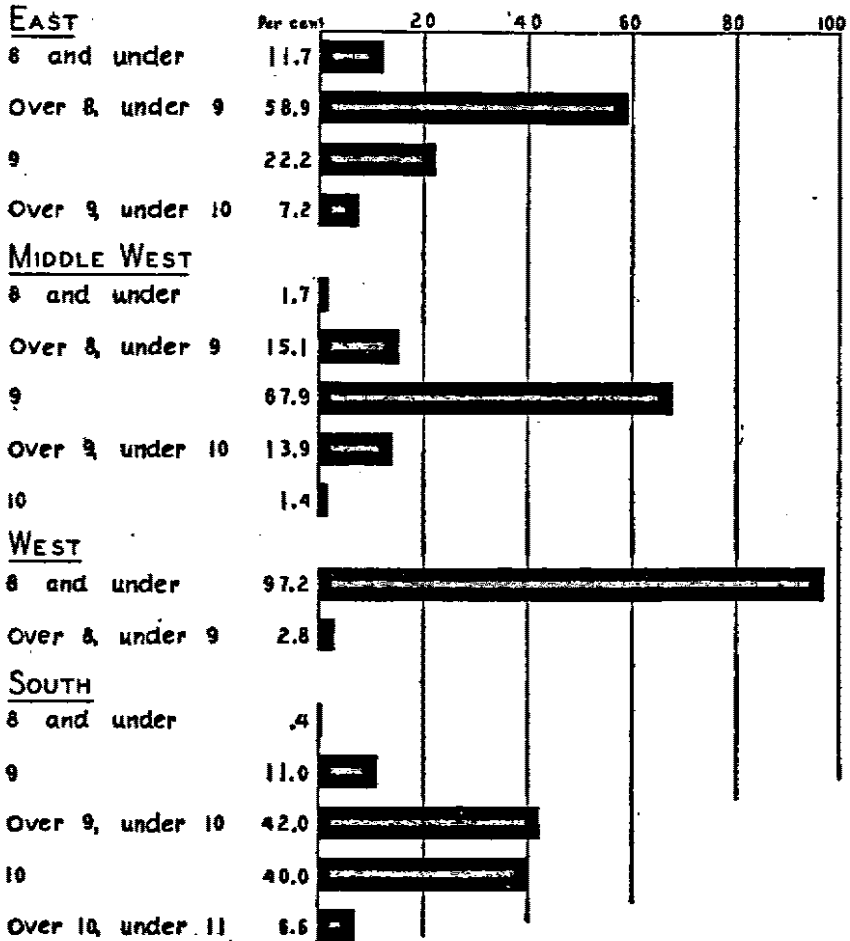
To the employed woman the length of the working day is as important as her weekly hours, and since there is a tendency for the work of the laundry industry to pile up on the first days of the week, because of the traditional "Monday wash," stabilizing daily hours is one of the problems of the industry. Commercial laundries that derive their custom from hotels, restaurants, offices, or barber shops are not affected so much as are the general-family-service laundries. Many laundry owners have endeavored to spread the work more uniformly over the week by charging lower rates in the latter part of the week. Regular schedules and zoning for collection and delivery have done much to stabilize the flow of work in some sections.

Probably there was considerable irregularity in actual daily hours, and over one-third of the laundries reported variations in the daily schedules of some or all of the women employed. Nevertheless, the majority of the plants had adjusted the volume of work by days and some had arranged different hours for different operations. In some instances the hours reported as the daily schedule were longer than the day customarily worked. This was done purposely, to provide for the irregularities in daily volume of work. In the tables showing scheduled daily hours the most common day has been taken as a basis. For some laundries more than one schedule of daily hours has been recorded because of the different hours on different jobs.

Only three of the cities were limited by law to a day of not more than 8 hours, but slightly more than 30 per cent of the women worked for firms having a scheduled 8-hour day. The accompanying table of scheduled daily hours gives the details for the cities and sections included in the study, and the chart on page 47 is indicative of the days most common in the various sections.

² New York. Department of Labor. Hours and Earnings of Women Employed in Power Laundries in New York State. Special Bul. 163, p. 13.

SCHEDULED DAILY HOURS
19,478 WOMEN



Southern.....	47	3,422	1	14	.4					6	375	11.0	20	1,437	42.0	17	1,370	40.0	3	220	6.6
Atlanta.....	12	1,106								1	161	14.6	9	805	72.8	2	140	12.7			
Birmingham.....	11	862								1	49	5.7	6	430	49.9	3	271	31.4	1	112	13.0
Jacksonville.....	6	403								1	37	9.2	1	56	13.9	4	310	78.9			
Richmond.....	6	500								1	86	17.3	1	17	3.4	4	397	79.4			
St. Petersburg and Tampa.....	12	551	1	14	2.5					2	42	7.6	3	129	23.4	4	252	45.7	2	114	20.7

¹ Details aggregate more than total, because some establishments appear in more than 1 hour group.

² A few women in 1 establishment were part-time employees (28 hours a week), but their number was not reported.

³ In 2 establishments many employees began work at noon on Monday. In 1 a number of these sometimes worked overtime.

⁴ In 1 establishment a number of employees began work at noon on Monday.

⁵ Thrown into the group of over 8 hours by counting the rest period as part of the working day, the rule in Women's Bureau tabulations.

⁶ In 1 establishment a number of employees worked 7 hours on Monday.

Due to the practice in most industries of giving a half holiday at the end of the week, Saturday hours have been treated separately.

About four-fifths of the women who had a scheduled day of 8 hours or less were in the three cities with 8-hour laws. Legally Portland laundries could have been operated up to 9 hours, but none had a schedule in excess of 8 and if these laundries are added to the group of those with an 8-hour law, over nine-tenths of all the laundries with an 8-hour day were in the western cities. Selecting for each city the day most commonly reported, the one that appears most frequently is 9 hours, the schedule for 32 per cent of all the women. The prevailing days and the per cents of the women reported on these schedules in the various cities were as follows:

Prevailing scheduled daily hours	City	Per cent of women reported as having such hours
8.....	Los Angeles.....	100.0
	Portland.....	100.0
	Seattle.....	100.0
Over 8 and under 9.....	San Francisco ¹	89.3
	Boston.....	82.2
	Providence.....	43.0
9.....	Minneapolis and St. Paul.....	42.5
	Cincinnati.....	93.4
	Chicago.....	84.9
	Indianapolis.....	83.3
	Milwaukee.....	81.5
	Des Moines.....	60.1
	Cleveland.....	56.4
	Detroit.....	52.4
	Jersey City and Newark.....	37.8
	Over 9 and under 10.....	Atlanta.....	72.8
Birmingham.....		49.9
Richmond.....		79.4
10.....	Jacksonville.....	76.9
	St. Petersburg and Tampa.....	45.7

¹ See footnote 5, Table 3, p. 49.

By section, the prevailing day was as follows:

	Per cent of the women
Western..... 8 hours.....	97.2
Eastern..... over 8 and under 9 hours.....	58.9
Middle western... 9 hours.....	67.9
Southern..... over 9 and including 10 hours.....	82.0

Of the women who were reported as on a schedule of 10 hours a day or more, 90 per cent (1,596) were in the southern cities. Compiling and arranging the figures in a somewhat different way shows the daily hours of all women to have been these:

Section and city	Per cent of women whose scheduled daily hours were—			
	8 or less	9 or less	More than 9	More than 10
All places.....	30.2	77.3	22.7	1.2
Eastern.....	11.7	92.8	7.2	
Boston.....	5.6	100.0		
Providence.....	8.6	83.5	16.5	
Jersey City and Newark.....	28.8	83.3	16.7	
Middle western.....	1.7	84.7	15.3	
Chicago.....		85.5	14.5	
Detroit.....	1.7	65.3	34.7	
Cleveland.....	4.6	100.0		
Cincinnati.....	.9	97.4	2.6	
Minneapolis and St. Paul.....	3.1	85.0	15.0	
Milwaukee.....	2.5	100.0		
Indianapolis.....		83.3	16.7	
Des Moines.....		84.0	16.0	
Western.....	97.2	100.0		
Los Angeles.....	100.0	100.0		
San Francisco ¹	89.3	100.0		
Seattle.....	100.0	100.0		
Portland.....	100.0	100.0		
Southern.....	6.4	11.4	88.6	6.6
Atlanta.....		14.6	85.4	
Birmingham.....		5.7	94.3	13.0
Richmond.....		17.2	82.8	
St. Petersburg and Tampa.....	2.5	10.2	89.8	20.7
Jacksonville.....		9.2	90.8	

¹ See footnote 5, Table 3, p. 49.

The short scheduled day of the western cities contrasted to the long day of the southern cities is the most striking feature of this tabulation. In the eastern and middle-western cities, the day of 9 hours or less was almost universal.

Daily hours of laundries in State studies of the Women's Bureau.

Scheduled daily hours for the laundries included in 15 State studies are given in detail in Table VII in the appendix. The large proportion of Southern States (7 of the 15) among those surveyed tends to color the findings when considered together. As a group, only about 6 per cent (5.9) of the women had a scheduled day of 8 hours or less, and about a third (34.2 per cent) had a day of more than 9 hours. About two-thirds of the 111 laundries in the Southern States had a day of more than 9 hours, and in Mississippi 62.7 per cent, in Delaware 62.8 per cent, in Tennessee 55.3 per cent, in Kentucky 43.1 per cent, and in Georgia 41.8 per cent had a normal working day of 10 hours or more.

In the Middle Western States (Missouri, Arkansas, Oklahoma, Ohio, and Illinois) and in the Eastern States except Delaware (Rhode

Island and New Jersey), the 9-hour day was the prevailing schedule.

Where a State study had been made that included a city covered by the present study, it was possible to compare the daily hours of the city with its respective State as a whole. The following sets forth the findings in this respect.

State and city	Per cent of women with scheduled hours of—					
	8 and under	Over 8 and under 9	9	Over 9 and under 10	10	Over 10
New Jersey		1.1	58.1	38.1	2.7	
Jersey City and Newark	28.8	16.6	37.8	16.7		
Rhode Island	14.5		56.0		29.5	
Providence	8.6	43.0	32.0	16.5		
Ohio	10.5	12.1	77.5			
Cleveland	4.6	39.0	56.4			
Cincinnati	.9	3.2	93.4	2.6		
Illinois	11.3	13.0	49.2	20.1	6.3	
Chicago		.6	84.9	8.2	6.3	
Alabama ¹	4.6	38.1	16.1	37.7	3.4	
Birmingham			5.7	49.9	31.4	13.0
Georgia ²		3.3	27.2	27.7	38.7	3.1
Atlanta			14.6	72.8	12.7	

¹ See statement on p. 45.

² Excludes Atlanta.

Jersey City and Newark, Cleveland, and Providence had larger proportions in the shorter-hour groupings than had their States as a whole. The women in Chicago massed more solidly at 9 hours than did the women in the State generally. The shorter hours indicated for Alabama laundries than for those in the city of Birmingham were due to the depressed condition of industry and trade in the State at the time of the earlier study.

Scheduled daily hours of laundries in New York.

A summary of the daily hours in the New York laundry study includes the following statement:

Inasmuch as scheduled hours in laundries tended to vary on the different days of the week, the length of workday can not be shown as clearly as if daily hours were uniform. However, for a large group who had the same schedule on four or five days of the week the 9-hour day was most usual, in effect for more than two-thirds of the workers. Only 2 per cent had an 8-hour day; an additional 22 per cent an 8¼ or an 8½ hour day; 4 per cent were scheduled to work for 9¼ or 9½ hours, while the same proportion had a 10-hour day.³

Saturday hours.

A half day on Saturday is practically an institution in the manufacturing industry, but it is not quite so general in the laundry industry. Data on Saturday hours were recorded separately, and the compilations show that more than 66 per cent of the establishments and almost 60 per cent of the women had shorter hours on the last day of the week. (See Appendix Table VIII.)

A free Saturday is a godsend to the married working woman who has an accumulation of household duties awaiting her week end. Of

³ New York. Department of Labor. Hours and Earnings of Women Employed in Power Laundries in New York State. Special Bul. 153, p. 25.

the 288 laundries for which data on hours were available, one in eight gave the majority of their women employees an entirely free Saturday. However, this total is heavily weighted by the figure for Detroit, where conditions were somewhat abnormal on account of unemployment, caused by the temporary closing of one of the largest automobile plants, resulting in decreased patronage of laundries at the time of the survey. Family laundries, in which much of the work is wet wash or rough dry in type, in many cases do not work on Saturdays, and most of the laundries with a free Saturday are in this class.

In many plants there was considerable irregularity as to Saturday hours and statements such as the following were common: "If work is slack, do not run on Saturdays and close early Fridays;" "Do not work on Saturday in summer and not more than two hours the rest of the year;" "Saturday hours depend on the amount of work on hand."

Of all the women reported who worked on Saturday, fewer than 38 per cent had scheduled hours of less than 6. As many as 10 per cent had a Saturday of at least 9 hours. In the western cities, with their shorter daily hours, the scheduled day tended to be the same throughout the week, more than 95 per cent of the women having an 8-hour Saturday. In the eastern and middle-western sections more than half the women had a short Saturday, but in the South only a small proportion had a half holiday at the end of the week.

Lunch period.

Closely related to the scheduled daily hours are the policies with reference to lunch periods. A satisfactory time allowance for lunch varies with the location of the laundry and the habits of the workers. When the laundry is so situated that the majority of the employees live near by, the workers generally prefer to go home for the noon meal, and this can hardly be accomplished in less than an hour. However, when most of the employees carry lunch boxes or patronize restaurants, a shorter interval is preferred if it means a corresponding reduction in the working day. A half hour was the most common lunch period, being reported for more than 60 per cent of the women. (See Appendix Table IX.)

Lunch-period legislation.

A few States have legislation covering lunch and rest periods. Of the Eastern States, Massachusetts requires, except on a short day, an interval of three-quarters of an hour after six hours of work. In Boston, 18 of the 30 laundries reported had an hour off at noon, and even in the two eastern localities not affected by special legislation the noon interval generally was one hour. Milwaukee and San Francisco were the only other cities in which the most characteristic lunch period was an hour. Of the Middle Western States, Minnesota, Ohio, and Wisconsin have designated 60 minutes as the basic lunch period for women employees, but in each case there is a qualification of the provision allowing a shorter period. In Minnesota and Wisconsin special permission for a shorter time may be obtained from the labor commission; and in Ohio 30 minutes is allowed if a lunch room is provided in the plant. None of the other Middle Western States had legal regulation of the noon hour, and a half-hour was the rule. All the western laundries had legislation or industrial commission orders with reference to meal periods. In California the meal period for

women must not be less than 30 minutes. In Los Angeles 17 of 21 laundries had 30 minutes for their noon relief, and in San Francisco all but 1 of the 17 laundries had one hour. Oregon hour legislation requires at least three-quarters of an hour's rest in any 6-hour period, and all but one of the laundries in Portland reported a lunch period of this length. The other had an hour's recess at noon. The Washington law prohibits the employment of women in laundries more than six hours without a period of 15 minutes' rest, and all lunch periods in Seattle were reported as half an hour. None of the Southern States visited had any legislation regulating lunch periods, and the most common time allowance was 30 minutes.

The prevailing allowance, by city, was as follows:

30 minutes	45 minutes	1 hour
Chicago. Detroit. Cleveland. Cincinnati. Minneapolis and St. Paul. Indianapolis. Des Moines. Los Angeles. Seattle. Atlanta. Birmingham. Richmond. Jacksonville. St. Petersburg and Tampa.	Portland.	Boston. Providence. Jersey City and Newark. Milwaukee. San Francisco.

Rest periods.

The knowledge that about halfway through a work period there will be a short interval for rest tends to create a better attitude toward the work and by lessening fatigue may increase production to an extent more than commensurate with the time taken from the job. Where the worker is required to stand continuously, a rest period is especially welcome and beneficial. A common objection to definite rest periods on the part of management is that many occur unavoidably during the normal course of the work. However, the organization of the work so as to reduce to a minimum all such pauses and to allow definite intervals for rest had been found satisfactory in the few plants where it had been tried.

In this study very little material concerning regular rest periods was gathered. Of all the laundries surveyed, 32, or slightly more than 10 per cent, reported definite rest periods. (See Appendix Table X.) Of these, one-half were in two cities, Boston with nine laundries having rest pauses and Milwaukee with seven. No other city reported more than two laundries with rest periods. Ten or fifteen minutes was the most common interval reported. Of the 32 laundries reporting rest periods, 4 reported 2 such intervals daily, 1 in the afternoon as well as 1 in the morning. When the workday is as long as 9 or 10 hours, a definite period of 10 or 15 minutes in the morning at least, when the women can relax and perhaps have a sandwich, in most instances has a beneficial effect on the worker and on her work.

Hours worked in holiday week.

Since the laundry industry sells a service and not a concrete product, a holiday presents a special problem in the distribution of the work so as not to interfere with regular deliveries to customers. If a laundry closes for a holiday, the quantity of work to be done over the week remains the same and arrangements must be made to keep the delivery schedule as normal as possible. Thus holidays are not an unmixed blessing, and they are not observed so generally as in the manufacturing industries.

About 10 per cent of the laundries reporting stated that they occasionally worked on holidays, and one reported that some of its force worked on all holidays. The most common arrangement—that of 60 per cent or more of the laundries reporting in the eastern, middle-western, and southern sections—was to increase the hours on other days, wherever there was a margin between scheduled hours and State regulation, and usually the shorter hours on Saturday were forfeited.

ACTUAL HOURS WORKED

The discussion of scheduled hours is concerned with the normal working hours in the laundries covered, and to supplement such information it was possible to record the actual hours worked by 10,680 white and 2,144 negro women. (See Appendix Table XI.) Almost always there are marked discrepancies between scheduled hours and actual hours because of the factors of undertime and overtime. Employees occasionally must remain at home because of illness, home duties, or other emergencies, or because the plant is not able to supply enough work to keep all busy, and at times, due to special conditions some or all employees are required to work overtime.

In accordance with the bureau's custom, an effort was made in securing the hour and wage data for the laundry survey to select a week in which, from the standpoint of the plant, hours and earnings were normal. Sometimes this was almost impossible; for example, in Detroit, where many of the laundries were at a low ebb of business because of depressed conditions of trade. Occasionally pressure of work brought the hours above the regular schedule.

As far as such records were available, data on hours actually worked were copied, but in a considerable number of laundries the time worked was recorded only in days or, as was sometimes the case with pieceworkers, was not recorded at all.

Full time, lost time, and overtime.

Comparing the week's hours actually worked with the scheduled hours of the plants readily divided the workers into three groups—those who had worked the scheduled hours, those who had lost time, and those who had worked overtime. Table XIV in the appendix gives the numbers and proportions in each group, by city. Arranged

in descending order according to the proportion of women reported as working full time, the cities rank as follows:

City	Per cent of white women who worked scheduled hours	City	Per cent of negro women who worked scheduled hours
All places.....	50. 2	All places.....	29. 0
Des Moines.....	83. 1	Boston.....	86. 4
Boston.....	75. 1	Birmingham.....	66. 1
Los Angeles.....	75. 0	Jacksonville.....	63. 3
Providence.....	71. 3	Cleveland.....	29. 1
Seattle.....	70. 0	Chicago.....	24. 7
San Francisco.....	69. 8	Richmond.....	9. 4
Birmingham.....	66. 7	Atlanta.....	9. 0
Cincinnati.....	41. 3	Indianapolis.....	8. 3
Chicago.....	41. 0	Detroit.....	6. 9
Atlanta.....	30. 8	St. Petersburg and Tampa.....	2. 7
Jersey City and Newark.....	27. 1		
Cleveland.....	24. 5		
Minneapolis and St. Paul.....	18. 6		
Indianapolis.....	16. 1		
St. Petersburg and Tampa.....	16. 0		
Milwaukee.....	14. 0		
Detroit.....	9. 6		
Portland.....	9. 5		
Richmond.....	. 0		
Jacksonville.....	. 0		

A glance at the figures for white women shows that the cities with scheduled hours of over 56—Richmond, Jacksonville, and St. Petersburg and Tampa—all are at the foot of the list, and five with hours of 48 and under—Boston, Los Angeles, Providence, Seattle, and San Francisco—are in the first six of the list. It is apparent further that negro women worked full time less generally than did white women.

Lost time was much greater in extent than was overtime. Arranging the cities in descending order by the proportion of women who lost some time gives the following result:

City	Per cent of white women who worked less than scheduled hours	City	Per cent of negro women who worked less than scheduled hours
All places.....	39.6	All places.....	52.1
Portland.....	85.5	Jersey City and Newark.....	93.3
Milwaukee.....	82.1	Richmond.....	89.1
Detroit.....	73.0	Detroit.....	87.5
Cleveland.....	64.8	St. Petersburg and Tampa.....	69.2
Indianapolis.....	54.5	Cleveland.....	53.8
Cincinnati.....	51.4	Chicago.....	52.3
Jersey City and Newark.....	49.2	Indianapolis.....	45.8
St. Petersburg and Tampa.....	49.1	Atlanta.....	42.4
Minneapolis and St. Paul.....	38.9	Jacksonville.....	35.6
Atlanta.....	30.8	Birmingham.....	16.3
San Francisco.....	29.1	Boston.....	13.6
Seattle.....	27.5		
Los Angeles.....	25.0		
Boston.....	22.4		
Chicago.....	20.3		
Providence.....	18.8		
Des Moines.....	14.6		
Birmingham.....	7.6		

On a sectional basis, the most lost time was reported in the middle-western cities, with 54.3 per cent of the white women and 61.1 per cent of the negro women losing time. Full time was most prevalent in the eastern and western cities for the white women and in the eastern cities for the negro women, the per cents being respectively 68.9, 65.8, and 45.6 of the women.

The per cents of the total working overtime were 10.2 of the white women and 18.9 of the negroes. By overtime is meant the time worked in excess of the scheduled hours.

In certain cities considerable proportions of the women worked overtime, five having from a quarter to practically half of their women so reported. The cities in which overtime was recorded for more than 10 per cent of the women are these:

City	Per cent of white women who worked more than scheduled hours	City	Per cent of negro women who worked more than scheduled hours
All places.....	10.2	All places.....	18.9
Minneapolis and St. Paul.....	42.5	Atlanta.....	48.6
Chicago.....	38.7	Indianapolis.....	45.8
Atlanta.....	38.5	St. Petersburg and Tampa.....	28.0
St. Petersburg and Tampa.....	34.9	Chicago.....	23.0
Indianapolis.....	29.3	Birmingham.....	17.6
Birmingham.....	25.8	Cleveland.....	17.0
Jersey City and Newark.....	23.8		
Cleveland.....	10.6		

Selecting for each section the city that reported the largest proportion of women working full time, undertime, and overtime gives results as follows:

WHITE WOMEN

Section	Full time		Undertime		Overtime	
	City	Per cent of women	City	Per cent of women	City	Per cent of women
Eastern.....	Boston.....	75.1	Jersey City and Newark.	49.2	Jersey City and Newark.	23.8
Middle western.....	Des Moines..	83.1	Milwaukee.....	82.1	Minneapolis and St. Paul.	42.5
Western.....	Los Angeles..	75.0	Portland.....	85.5	Portland.....	4.9
Southern.....	Birmingham.	66.7	St. Petersburg and Tampa.	49.1	Atlanta.....	38.5

NEGRO WOMEN

Eastern.....	Boston.....	86.4	Jersey City and Newark.	93.3	Jersey City and Newark.	6.7
Middle western.....	Cleveland....	29.1	Detroit.....	87.5	Indianapolis.....	45.8
Southern.....	Birmingham.	66.1	Richmond.....	89.1	Atlanta.....	48.6

Full time, undertime, and overtime each was calculated on the basis of its relation to the plants' scheduled hours. Considering hours worked irrespective of relation to scheduled hours shows that the largest group of white women (37 per cent) had worked 48 hours—the large number in the western cities who worked exactly 48 hours was the determining factor for the group as a whole—and the largest group of negro women (13.9 per cent) had worked over 50 and under 52 hours. Table XI in the appendix sets forth the per cents of women in each of the hour groups. More than three-fourths (78 per cent) of the white women and almost three-fourths (73.2 per cent) of the negro women had worked at least 44 hours in the week reported. The following table shows the per cents of women, white and negro separate, in certain groups of hours actually worked.

TABLE 4.—Per cent of women who worked, during the week reported, under 44 hours, 44 hours and over, 48 hours and over, and 54 hours and over, by section and city

WHITE WOMEN

Section and city	Per cent of women who worked—			
	Under 44 hours	44 hours and over	48 hours and over	54 hours and over
All places.....	22.0	78.0	59.8	3.1
Eastern.....	25.0	75.0	48.5	.3
Boston.....	25.2	74.8	47.2	.1
Providence.....	14.3	85.7	51.3	1.3
Jersey City and Newark.....	42.5	57.5	51.4	-----
Middle western.....	26.5	73.5	55.0	5.4
Chicago.....	14.0	86.0	76.7	15.9
Detroit.....	36.7	63.3	46.1	1.1
Cleveland.....	41.5	58.5	32.1	3.1
Cincinnati.....	17.6	82.4	55.7	1.1
Minneapolis and St. Paul.....	14.6	85.4	74.6	6.3
Milwaukee.....	34.7	65.3	25.9	.3
Indianapolis.....	22.7	77.3	65.7	4.3
Des Moines.....	10.1	89.9	87.6	34.8
Western.....	17.6	82.4	66.7	-----
Los Angeles.....	17.0	83.0	74.6	-----
San Francisco.....	15.8	84.2	70.9	-----
Seattle.....	19.8	80.2	72.5	-----
Portland.....	22.7	77.3	14.5	-----
Southern ¹	20.9	79.1	72.6	58.2
Atlanta.....	19.2	80.8	69.2	57.7
Birmingham.....	6.1	93.9	93.9	72.7
St. Petersburg and Tampa.....	28.3	71.7	62.3	50.9

NEGRO WOMEN

All places.....	26.8	73.2	63.8	26.8
Eastern.....	48.5	51.5	40.8	-----
Boston.....	29.5	70.5	70.5	-----
Jersey City and Newark.....	82.2	17.8	-----	-----
Middle western.....	29.9	70.1	57.9	12.4
Chicago.....	15.6	84.4	76.5	21.5
Detroit.....	42.9	57.1	34.9	.3
Cleveland.....	56.6	43.5	31.8	.4
Indianapolis.....	8.3	91.7	79.2	25.0
Southern.....	19.9	80.1	75.1	50.7
Atlanta.....	47.3	52.8	50.0	20.1
Birmingham.....	5.5	94.5	91.7	58.1
Richmond.....	65.6	34.4	20.3	10.9
St. Petersburg and Tampa.....	17.0	83.0	72.5	65.4
Jacksonville.....	7.8	92.2	92.2	67.8

¹ White women in Richmond and Jacksonville too few for the calculation of percentages.

Only the southern section and one or two of the middle-western cities had any appreciable group working 54 hours or more. A higher proportion of negro women than of white women worked under 44

hours. Certain cities had especially high per cents of negro women working less than 44 hours a week.

Where the only obtainable statement as to time worked was in terms of days nothing definite can be learned of overtime or undertime. Of something over 5,000 women for whom there were no records as to hours worked during the week, 80 per cent had worked or were paid for $5\frac{1}{2}$ or 6 days. About 90 per cent were reported as working on 5 days or more.

Comments on hours worked in home visits.

During the home interviews about 1,500 women commented in some way on the hours worked. The most frequent comment was with reference to overtime. No effort was made to get statements on the extent of overtime and the comments were only suggestive of the worker's reactions to hours. Of 843 women who reported on the subject of overtime, the statements have been classified as follows:

Extent of overtime	Women reporting	
	Number	Per cent
Overtime around holidays only.....	403	47.8
Occasional overtime.....	223	26.5
Frequent overtime.....	175	20.8
Some overtime—degree not indicated.....	42	5.0

A number of the women interviewed made the statement that in many cases they would rather give up a holiday than work the long hours that precede and follow it. All the joy of participation in a holiday is lost when the time must be made up.

NIGHT WORK

Night work for women laundry workers was prohibited in California, Oregon, and Wisconsin. In California an order of the industrial welfare commission prohibited night work between 10 p. m. and 6 a. m.; in Wisconsin a similar order prohibited work between 6 p. m. and 6 a. m.; and in Oregon the laundries were prohibited from employing women after 8.30 p. m.

In this study little night work was found. Only four laundries visited—three in Chicago and one in Tampa—were employing women at night, and only 72 white and 16 negro women were so employed.

The hours worked each night were scheduled as 9 to 10 or more. The total weekly hours differed for three of the four firms. The three Chicago laundries worked five nights a week, the Tampa laundry four nights. Another Chicago plant had an evening shift—a group of women who came on for flat work each day at 12.30 and worked till 11 p. m. This laundry also had women who worked Sunday afternoons, and it was stated that the plant was in operation 365 days a year.

Night work was encountered so seldom in this study that its extent was inappreciable. However, to work at night is considered bad for all persons, and it is especially dangerous for married women who, forced by economic necessity to become wage earners, must care for their families during the day with only a little rest sandwiched in before they go to their night jobs.

WAGES

Wages are a significant item in the cost sheet of the employer, but to the employee they are even more important, since in most instances a worker's earnings determine her economic well-being and her standard of living.

A variety of factors, industrial, social, and personal, complicate the findings of a statistical study of wages. A few of the variables that influence and lead to fluctuations of the wages of any group are the nature and stability of the industry, the practices and policies of the trade with reference to wages, employees' organizations, statutory regulations, cost of living in the community, requirements as to skill and experience on the part of the workers, tradition, and, in some instances, race. In this laundry survey no effort has been made to interpret or attach special significance to the underlying trends, the purpose being to present only the findings brought out by compilations and correlations of the wage and other data secured in the various laundries. The information on earnings is based on the actual earnings, rates, and time worked, for one week and by department or occupation, of all the women wage earners in 286 laundries visited. Usually a week in the fall of 1927 was chosen, one typical of the plant, without a holiday or other disturbing factor, and selected with the advice and approval of a member of the firm or official of the plant. In some instances data for the fall of 1927 could not be secured, but all records were taken in the late fall or the winter of 1927 or the early spring of 1928.

WEEK'S EARNINGS

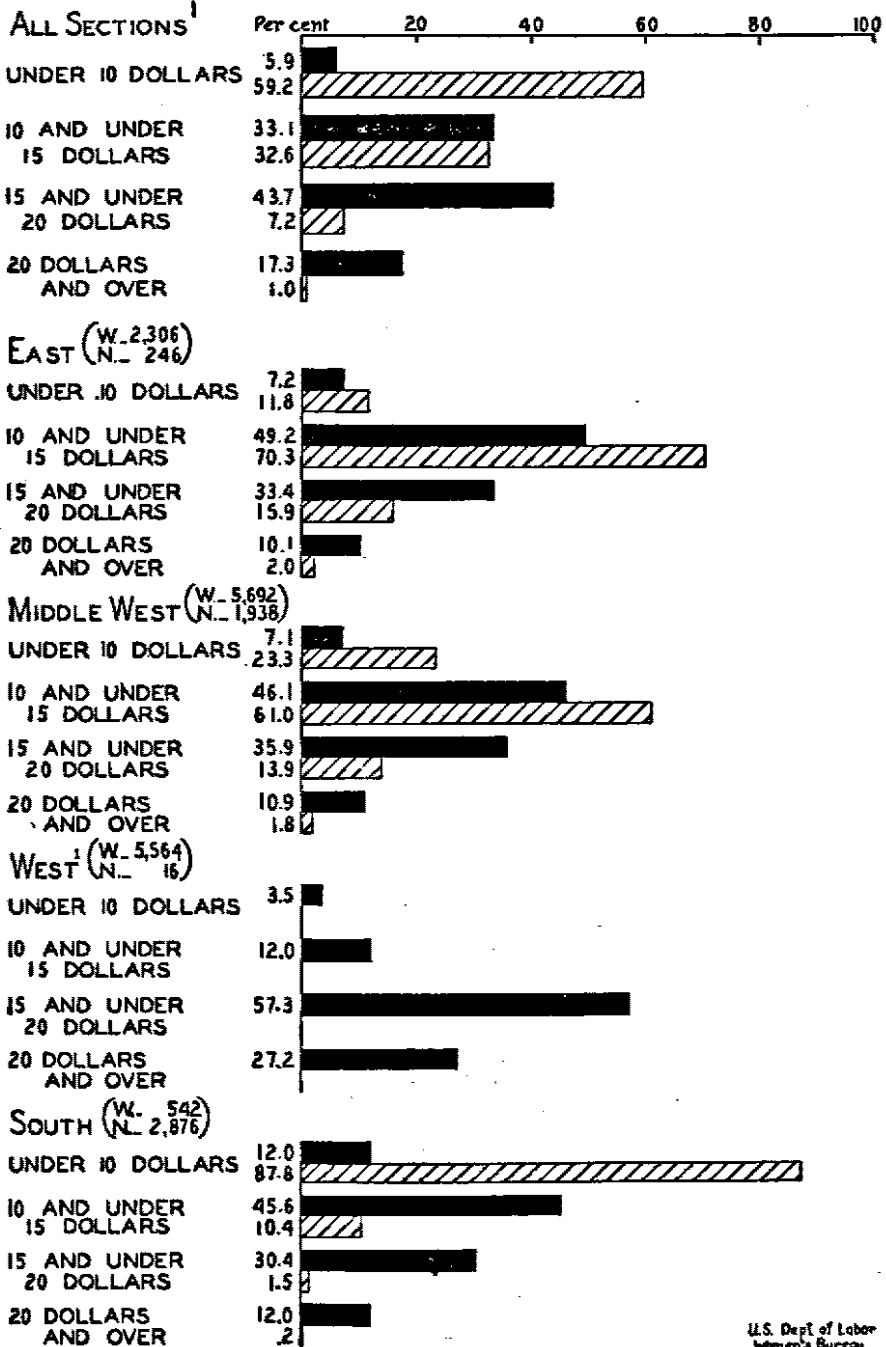
Earnings of all women.

Actual week's earnings irrespective of the time worked represent the wage payments of the week under consideration and are significant as a general showing of wages in the industry as a whole. They suggest the amounts on which the woman laundry worker must base her budget. Earnings records were copied for 19,180 women, 5,076 of whom were negroes. (See Appendix Table XII.) The earnings of the white and negro women are shown separately in this report, because of the marked differences in their wages, especially in the South. In a few tables they have been combined to give a summary view of the wage level for all the women in the industry in the various sections and cities.

The statement first presented shows by section the distribution of the women in four groupings according to earnings: Under \$10, \$10 and under \$15, \$15 and under \$20, and \$20 or more. The massing of the women in the South in the group under \$10 is due, of course, to the numbers and lower earnings of negro women. In general, the trend of earnings in the East and Middle West is similar, with the West decidedly higher and the South lower. Of the total number of women, slightly more than two-thirds fell in the midgroups of \$10

DISTRIBUTION OF EARNINGS

14,104  WHITE WOMEN 5,076  NEGRO WOMEN



¹ Negro women in West not shown (only 16 reported) but included in total of all sections.

and under \$20, with 33 per cent at \$10 and under \$15, and 34.1 per cent at \$15 and under \$20.

The accompanying chart shows the earnings distribution in the same groups but by race of woman.

Section	Number of women reported	Per cent of all women whose earnings were—			
		Under \$10	\$10 and under \$15	\$15 and under \$20	\$20 and over
All places.....	19,180	20.0	33.0	34.1	12.9
Eastern.....	2,552	7.6	51.3	31.7	9.4
Middle western.....	7,630	11.2	49.9	30.4	8.5
Western.....	5,580	3.5	11.9	57.3	27.2
Southern.....	3,418	75.8	16.0	6.1	2.1

Between 8 and 9 women of every 10 in the West, in contrast to between 8 and 9 of every 100 in the South, received as much as \$15 for the week's work. From the details by city in Table XII in the appendix it appears that women in San Francisco had the highest earnings, almost 60 per cent receiving at least \$20 and practically 1 in 6 receiving as much as \$25.

The following table summarizes the earnings of white and negro women separately and presents the figures by city:

TABLE 5.—*Week's earnings, by section and city*

WHITE WOMEN

Section and city	All women reported		Number and per cent of women whose week's earnings were—							
			Under \$10		\$10 and under \$15		\$15 and under \$20		\$20 and over	
	Number	Median	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All places.....	14,104	\$16.10	831	5.9	4,672	33.1	6,168	43.7	2,433	17.3
Eastern.....	2,906	14.50	166	7.2	1,135	49.2	771	33.4	234	10.1
Boston.....	1,423	14.60	90	6.3	693	48.7	492	34.6	148	10.4
Jersey City and Newark.....	365	14.80	32	8.8	163	44.4	132	35.3	39	10.7
Providence.....	618	13.65	44	8.5	280	54.1	147	28.4	47	9.1
Middle western.....	5,692	14.75	404	7.1	2,624	45.1	2,046	35.9	618	10.9
Chicago.....	746	16.65	57	7.6	170	22.8	326	43.7	193	25.9
Cincinnati.....	539	14.05	39	7.2	304	56.4	151	28.0	45	8.3
Cleveland.....	606	15.25	32	5.3	251	41.3	253	41.6	72	11.8
Des Moines.....	238	14.00	19	8.0	133	55.9	80	33.6	6	2.5
Detroit.....	1,245	15.35	58	4.7	498	40.0	547	43.9	142	11.4
Indianapolis.....	900	13.45	110	12.2	485	53.9	231	25.7	74	8.2
Milwaukee.....	529	14.65	38	7.2	257	48.6	186	35.2	48	9.1
Minneapolis and St. Paul.....	897	14.10	51	5.7	526	59.3	272	30.7	36	4.3
Western.....	5,664	17.90	196	3.5	666	12.0	3,186	57.3	1,516	27.2
Los Angeles.....	2,613	17.00	95	3.6	282	10.8	1,749	66.9	484	18.5
Portland.....	708	15.35	34	4.4	293	37.5	401	52.2	45	5.9
San Francisco.....	1,434	20.70	28	2.0	40	2.8	537	37.4	829	57.8
Seattle.....	749	18.05	35	4.8	66	7.5	458	60.8	156	21.1
Southern.....	542	13.95	65	12.0	247	45.6	165	30.4	65	12.0
Atlanta.....	180	14.40	8	4.4	62	31.1	67	37.2	13	7.2
Birmingham.....	118	15.80	9	7.6	31	26.3	52	44.1	26	22.0
Jacksonville.....	47	15.40	2	4.3	19	40.4	19	40.4	7	14.9
Richmond.....	11	(¹)	1	(¹)	5	(¹)	2	(¹)	3	(¹)
St. Petersburg and Tampa.....	186	11.95	45	24.2	100	53.8	25	13.4	16	8.6

¹ Not computed, owing to the small number involved.

TABLE 5.—*Week's earnings, by section and city—Continued*

NEGRO WOMEN

Section and city	All women reported		Number and per cent of women whose week's earnings were—							
			Under \$10		\$10 and under \$15		\$15 and under \$20		\$20 and over	
			Number	Median	Number	Per cent	Number	Per cent	Number	Per cent
All places.....	5,076	\$8.85	3,005	59.2	1,656	32.6	366	7.2	49	1.0
Eastern.....	246	12.50	29	11.8	173	70.3	39	15.9	5	2.0
Boston.....	67	13.35	6	9.0	43	64.2	16	23.9	2	3.0
Jersey City and Newark.....	160	11.90	23	14.4	117	73.1	17	10.6	3	1.9
Providence.....	19	14.15			13	68.4	6	31.6		
Middle western.....	1,938	12.25	451	23.2	1,183	61.0	270	13.9	34	1.8
Chicago.....	989	12.45	205	20.7	640	64.7	119	12.0	25	2.5
Cincinnati.....	50	12.10	8	16.0	34	68.0	7	14.0	1	2.0
Cleveland.....	448	10.85	170	37.9	224	50.0	50	11.2	4	.9
Detroit.....	399	12.55	60	15.0	248	62.2	88	22.1	3	.8
Indianapolis.....	50	12.60	8	16.0	37	74.0	6	10.0		
Minneapolis and St. Paul.....	2	(¹)					1	(¹)	1	(¹)
Western—Los Angeles.....	16	17.50					13	81.3	3	18.8
Southern.....	2,876	7.15	2,526	87.8	300	10.4	44	1.5	7	.2
Atlanta.....	940	6.45	912	97.0	26	2.8	2	.2		
Birmingham.....	742	7.00	701	94.5	40	5.4	1	.1		
Jacksonville.....	352	6.80	343	97.4	8	2.3	1	.3		
Richmond.....	477	8.20	377	79.0	86	18.0	14	2.9		
St. Petersburg and Tampa.....	365	9.60	192	52.6	140	38.4	26	7.1	7	1.9

¹ Not computed, owing to the small number involved.

The proportion of white women receiving \$20 or more was greater in the South than in the eastern and middle-western sections, due to the fact that the white women in the South were employed chiefly on the better-paid jobs of marking and sorting. The proportion of white women earning less than \$10 is not especially significant and is accounted for by undertime, as a very insignificant proportion of white women had rates of less than \$10 a week. For the negro women, however, weekly rates as low as \$5.50, \$6, and \$7 were not at all uncommon.

Median of the earnings.

For all the women for whom earnings were reported the median was \$14.65; for the white women it was \$16.10 and for the negro women it was \$8.85. The median serves as a simple and satisfactory measuring stick for evaluation of the earnings in the various cities covered. It represents the midpoint in a distribution from the lowest to the highest, half the women earning more than the median and half earning less. The medians for the four geographic sections were as follows:

Section	All women	White women	Negro women	Per cent negro women were of total
Eastern.....	\$14.30	\$14.50	\$12.50	9.6
Middle western.....	14.05	14.75	12.25	25.4
Western.....	17.90	17.90	(¹)	.3
Southern.....	7.55	13.95	7.15	84.1

¹ Not computed, owing to the small number involved.

Naturally, the group with the largest proportion of negro women shows the greatest discrepancy between the earnings of negro women and those of white women.

When the cities are arranged in descending order according to the median for all women, the western cities are all at the top of the list and the southern cities are together at the foot.

City	Median of the earnings of—			Per cent negro women were of total
	All women	White women	Negro women	
San Francisco.....	\$20.70	\$20.70		
Seattle.....	18.05	18.05		
Los Angeles.....	17.00	17.00	\$17.50	0.6
Portland.....	15.35	15.35		
Detroit.....	14.85	15.35	12.55	24.3
Milwaukee.....	14.65	14.65		
Boston.....	14.55	14.60	13.35	4.5
Minneapolis and St. Paul.....	14.10	14.10	(¹)	.2
Des Moines.....	14.00	14.00		
Jersey City and Newark.....	13.95	14.80	11.90	30.5
Cincinnati.....	13.90	14.05	12.10	8.5
Providence.....	13.70	13.65	14.15	3.5
Chicago.....	13.65	16.65	12.45	57.0
Indianapolis.....	13.30	13.45	12.50	5.3
Cleveland.....	13.25	15.25	10.85	42.4
St. Petersburg and Tampa.....	10.40	11.95	9.80	66.2
Richmond.....	8.25	(¹)	8.20	97.7
Birmingham.....	7.30	15.80	7.00	86.3
Jacksonville.....	7.00	15.40	6.80	88.2
Atlanta.....	6.75	14.40	6.45	83.9

¹ Not computed, owing to the small number involved.

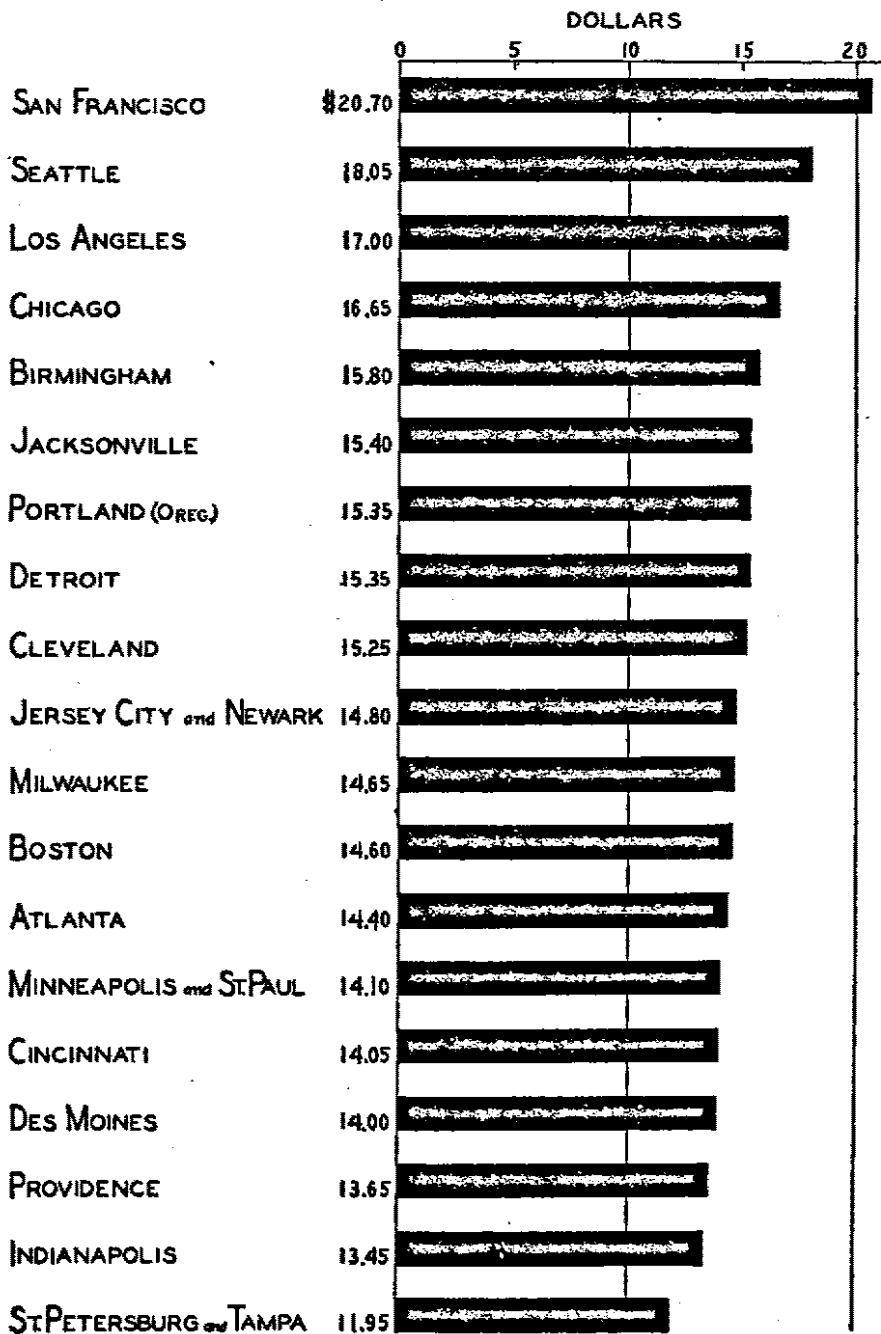
The charts on pages 66 and 67 show in descending order the median earnings of white and of negro women as reported in this summary. The range of the medians of all women from \$20.70 to \$6.75 in a single industry is striking, and the range of white women's earnings from \$20.70 to \$11.95 and of those of negro women from \$17.50 to \$6.45 seems worthy of note.

Full-time earnings.

The effect of lost time in reducing earnings is illustrated in the fact that the median of the earnings of the white women who worked full time was \$17.80 in contrast to \$16.30 for all the white women whose

MEDIAN OF THE WEEK'S EARNINGS

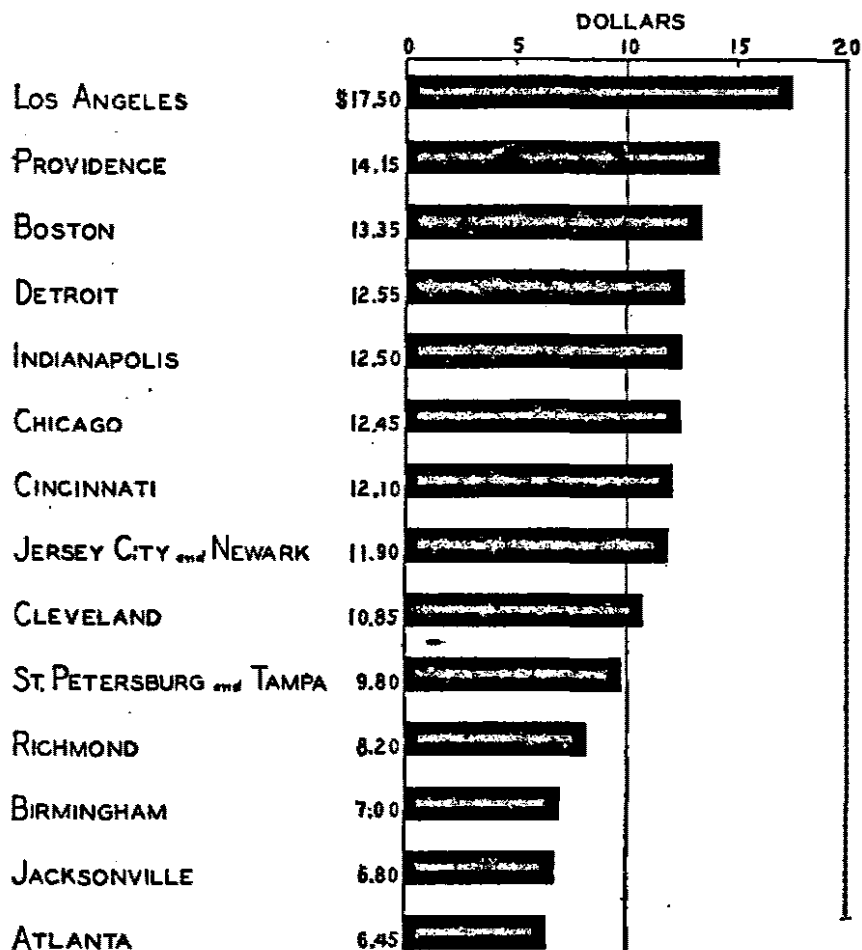
14,104 WHITE WOMEN



hours were reported. (See Appendix Table XIII.) For the negro women a different condition was found to exist, but the lower amount for full-time workers (\$10.25) than for all the negro women for whom hours worked were reported (\$10.45) is not representative. The largest numbers of full-time negro workers were in the southern cities

MEDIAN OF THE WEEK'S EARNINGS

5,076 NEGRO WOMEN



U.S. Dept. of Labor—Women's Bureau

and this tended to pull down the general figure for the total because of the lower wage scale prevailing there.

In Table 9 are the full-time earnings by city and section and the percent of women receiving such earnings. (See also Appendix Table XV.) The general median for all women whose hours were reported is entered in a third column as a basis of comparison.

68. A SURVEY OF LAUNDRIES AND THEIR WOMEN WORKERS

TABLE 6.—Median of the week's earnings of full-time workers and of all workers for whom hours worked were reported, by section and city

WHITE WOMEN

Section and city	Median of the full-time earnings	Per cent of women who worked full time	Median of the earnings of all women for whom hours worked were reported
All places.....	\$17. 80	50. 2	\$16. 30
Eastern.....	15. 05	68. 9	14. 50
Middle western.....	15. 90	23. 5	14. 70
Western.....	19. 05	65. 8	17. 95
Southern.....	15. 55	34. 3	13. 55
San Francisco.....	21. 10	69. 8	20. 70
Seattle.....	18. 45	70. 0	17. 95
Portland.....	18. 00	9. 5	15. 15
Los Angeles.....	17. 60	75. 0	16. 95
Chicago.....	17. 60	41. 0	16. 95
Detroit.....	17. 25	9. 6	15. 00
Jersey City and Newark.....	17. 05	27. 1	15. 00
Milwaukee.....	16. 65	14. 0	14. 55
Cleveland.....	16. 00	24. 5	15. 25
Birmingham.....	15. 85	66. 7	16. 20
Indianapolis.....	15. 45	16. 1	12. 55
Boston.....	15. 15	75. 1	14. 65
Cincinnati.....	14. 85	41. 3	14. 20
Minneapolis and St. Paul.....	14. 60	18. 6	14. 00
Des Moines.....	14. 30	83. 1	13. 80
St. Petersburg and Tampa.....	14. 25	16. 0	11. 55
Providence.....	13. 90	71. 3	12. 95
Atlanta.....	(¹)	30. 8	13. 50

NEGRO WOMEN

All places.....	\$10. 25	29. 0	\$10. 45
Eastern.....	13. 80	45. 6	12. 85
Middle western.....	12. 75	20. 8	12. 25
Southern.....	7. 25	38. 1	7. 25
Detroit.....	15. 55	6. 9	12. 55
Boston.....	13. 60	86. 4	13. 45
Cleveland.....	12. 75	29. 1	11. 80
Chicago.....	12. 55	24. 7	12. 20
Birmingham.....	7. 40	66. 1	7. 40
Jacksonville.....	6. 65	63. 3	6. 35
Atlanta.....	(¹)	9. 0	5. 90
Richmond.....	(¹)	9. 4	6. 45
St. Petersburg and Tampa.....	(¹)	2. 7	10. 55
Indianapolis.....	(¹)	8. 3	12. 40

¹ Not computed, owing to the small number involved.

In general, the figures for white women show no marked differences between the general median and that of the full-time workers except in a few cities where the percentage of full-time workers was low, indicating considerable undertime, Portland and Detroit being the

most striking examples of this. For white women, Indianapolis, Portland, and St. Petersburg and Tampa show the greatest differences between the general medians and those of full-time workers. In 7 of the cities and in the eastern and western sections, more than 65 per cent of the white women had worked, or at least had been paid for, the full scheduled time. (See Appendix Table XV.)

In general, the trend of full-time earnings for negro women was much the same as for white women, although smaller proportions were reported working full time. In St. Petersburg and Tampa over two-thirds of the women worked undertime, while practically all the others were employed overtime.

Including as full-time workers the 2,125 white and 2,064 negro women who, though their hours worked were not reported, had worked the required number of days, the medians (from unpublished tables) are as follows:

	White women	Negro women
All women.....	\$16. 10	\$8. 80
Full-time workers.....	17. 30	8. 45
Undertime workers.....	14. 00	8. 80
Overtime workers.....	15. 75	11. 35

The less earnings of white women working overtime than of those working full time are due to the overtime workers being preponderantly (76 per cent) in the Middle West where the earnings of all women—regardless of time worked—had a median of \$14.75, and the full-time workers having much their largest proportion (49 per cent) in the West, where the median was \$17.90.

Similarly for the negro workers, the fact that 67 per cent of the full-time workers were in the South, where the median of the earnings of all workers was \$7.15, makes their median fall below even that of the women working undertime, half of whom were in the Middle West, where the median for all women was \$12.25.

On the whole, the laundry industry offers its employees fairly full-time work unless there are unusual conditions in the community or an individual plant. The steadiness of the work was one of the reasons frequently given by the women interviewed in their homes for preferring laundry work to other jobs.

Median earnings for full-time laundry workers in other Women's Bureau studies.

From State-wide studies of employed women made by the Women's Bureau in the past 10 years supplementary data on the full-time earnings of women laundry employees in 13 States are available. (See Appendix Table XVIII.) In these studies full-time earnings are reported for 4,214 women in 221 laundries, 2,629 of the women (62.4

per cent) being white and 1.585 (37.6 per cent) being negroes. The median earnings of the full-time workers were as follows:

State and date of survey	Number of establishments	Median of the earnings of—		
		All women	White women	Negro women
Ohio, 1922.....	26	\$13. 40	\$13. 50	\$11. 65
New Jersey, 1922.....	10	12. 95	13. 35	10. 75
Rhode Island, 1920.....	4	12. 30	12. 30	-----
Oklahoma, 1924.....	32	12. 15	12. 25	9. 25
Missouri, 1922.....	26	11. 95	12. 80	10. 35
Kentucky, 1921.....	14	10. 80	11. 10	9. 45
Arkansas, 1922.....	23	10. 10	10. 55	9. 45
Delaware, 1924.....	5	9. 95	9. 95	-----
Tennessee, 1925.....	18	7. 60	10. 10	6. 85
Georgia, 1920 and 1921.....	18	7. 15	14. 45	6. 85
Mississippi, 1925.....	14	6. 75	10. 20	6. 45
Alabama, 1922.....	19	6. 55	12. 80	6. 45
South Carolina, 1921-1922.....	12	6. 20	12. 50	5. 95

The rates paid in the western cities, the inclusion of more northern cities and of larger cities in general, and probably the factor of date tend to make the medians of the present study on a level higher than appears for the States surveyed. About two-thirds of the States listed could be classed as southern. Cities in Ohio, New Jersey, Rhode Island, Georgia, and Alabama were revisited in the present study of laundries only, and for four of these it is possible to compare the earnings in the State as a unit—including both large and small cities—with the laundries of the largest places in the State. It is apparent that all the medians of the present study are higher than the medians for the respective States.

State and city	Median of the full-time earnings of—	
	White women	Negro women
Ohio.....	\$13. 50	\$11. 65
Cincinnati.....	14. 85	-----
Cleveland.....	16. 00	12. 75
New Jersey.....	13. 35	-----
Jersey City and Newark.....	17. 05	-----
Rhode Island.....	12. 30	-----
Providence.....	13. 90	-----
Alabama.....	12. 80	6. 45
Birmingham.....	15. 85	7. 40

Summary of findings of earnings in New York power-laundry study.

Data on a week's earnings of women employed in the power laundries in New York are summarized in the following sentences from the report previously quoted:

Median earnings of all workers in the week studied were \$14.67—\$14.88 in New York City, \$14.20 upstate.

Excluding foreladies, median earnings ranged from \$14.14 for flat-work operators to \$16.40 for press operators.¹

¹ New York. Department of Labor. Hours and Earnings of Women Employed in Power Laundries in New York State. Special Bul. 163, pp. 13 and 30.

Methods of payment.

Payment of wages in the laundry industry was almost entirely on a simple time basis and calculated on hourly, daily, or weekly rates. Piecework had been adopted to only a small extent. However, many of the laundry managers evidenced considerable interest in telling of their own experience in paying on a pound or piece basis and frequently they inquired about the experience of others with special systems of payment. The industry seemed to be tending toward an increased use of the output system, but of the more than 18,000 women for whom method of payment was recorded only about 10 per cent were paid entirely by output. A small additional group, 2.3 per cent of the white women and 0.1 per cent of the negro, worked partly on piece and partly on time in the week taken. Weekly rates were most common.

Earnings of timeworkers and pieceworkers.

The distribution of timeworkers and pieceworkers and those who worked on both time and piece was as follows:

Section	White women				Negro women			
	Number reported	Per cent paid by—			Number reported	Per cent paid by—		
		Time	Piece	Both		Time	Piece	Both
All places.....	13, 477	87. 8	10. 0	2. 3	4, 836	89. 5	10. 4	0. 1
Eastern.....	2, 282	83. 7	11. 3	5. 0	246	87. 4	12. 6	.....
Middle western.....	5, 185	88. 4	9. 9	1. 7	1, 730	88. 7	11. 2	. 1
Western.....	5, 478	88. 0	10. 1	2. 0	16	62. 5	37. 5	.....
Southern.....	532	97. 0	3. 0	.....	2, 844	90. 3	9. 6	. 1

For white women piecework was much more general than elsewhere in Providence, Cincinnati, Milwaukee, Indianapolis, and Los Angeles. Omitting the western section, with only 16 negro women, piecework was more common for this race in Boston, Cleveland, Birmingham, and St. Petersburg and Tampa. The per cents of white and negro women on piecework in the various cities were as follows:

City	Per cent on piecework		City	Per cent on piecework	
	White women	Negro women		White women	Negro women
Boston.....	10. 0	17. 9	Des Moines.....	5. 2	.....
Providence.....	21. 2	15. 8	Los Angeles.....	19. 4	37. 5
Jersey City and Newark	2. 5	10. 0	San Francisco.....	. 0	.....
Chicago.....	4. 5	11. 4	Seattle.....	2. 5	.....
Detroit.....	2. 5	2. 0	Portland.....	3. 9	.....
Cleveland.....	11. 4	17. 2	Atlanta.....	7. 2	6. 3
Cincinnati.....	23. 5	16. 3	Birmingham.....	2. 6	17. 7
Minneapolis and St. Paul	1. 7	. 0	Richmond.....	. 0	1. 7
Milwaukee.....	18. 5	.....	St. Petersburg and Tampa	. 0	17. 4
Indianapolis.....	19. 4	13. 5	Jacksonville.....	. 0	4. 0

¹ Only 6 women.

Comparison of the median earnings of timeworkers and pieceworkers.

In most industries the earnings of pieceworkers are higher than those of timeworkers. The extent of this condition in the laundries surveyed may be seen from the list following, which shows the median earnings of timeworkers and pieceworkers in the cities where the numbers of pieceworkers were large enough to justify the calculation of median earnings. The table is based on data as to piecework earnings where 50 or more women were paid by output.

WHITE WOMEN

City	Number of women on piecework	Median earnings for—		Per cent by which piecework median exceeds timework median
		Piecework	Timework	
Boston.....	141	\$19. 25	\$14. 35	34. 2
Providence.....	109	16. 50	13. 40	23. 1
Cleveland.....	69	18. 30	14. 95	22. 5
Cincinnati.....	126	15. 65	13. 50	15. 9
Milwaukee.....	97	14. 65	14. 60	. 3
Indianapolis.....	140	18. 60	12. 85	44. 7
Los Angeles.....	506	18. 05	16. 85	7. 2

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Chicago.....	97	\$14. 05	\$12. 45	12. 8
Cleveland.....	77	13. 35	10. 30	29. 4
Atlanta.....	59	8. 30	6. 40	29. 5
Birmingham.....	129	7. 60	6. 95	9. 1
St. Petersburg and Tampa.....	62	7. 10	10. 25	1 30. 7

¹ In this case the timework median is the higher.

In all but one of the localities listed the median for piecework exceeds that for timework. The lower earnings of the pieceworkers in St. Petersburg and Tampa were due to the fact that 58 of the 62 were hand ironers averaging only \$7. Since their time worked was not reported, there may have been considerable undertime. In the same locality 90 negro hand ironers who were paid by the week and a number of whom worked overtime had a median of \$10.25.

Piecework and timework earnings in New York laundry study.

In the New York study of power laundries it was found that 93 per cent of the workers were paid on a time basis and only 7 per cent on output. Press operators in New York City were most commonly found on piecework. This was the method of payment of hand ironers to a less extent, and only occasionally were flat workers paid by the piece. In other cities and towns the classifiers and starchers were on a piece rate. "Earnings of piece workers, who were 7 per cent of all workers and were concentrated largely among press operators and hand ironers, were much higher than earnings of time workers.

In fact, there was a difference of almost \$5 between the median earnings of piece and time workers."²

Earnings by occupation.

The figures on wages thus far presented have been concerned with the prevailing earnings for women in the industry without reference to the occupation or department in which they were engaged. The wage scale shifts about, rises and falls considerably, when the range of earnings in each department or occupation is considered separately. In some plants there was difficulty in correlating earnings and occupation, as in the smaller laundries especially the women shifted about on a variety of jobs and it was not possible to attribute their earnings to any one occupation. It was found impossible to divide up the flat-work department into the various jobs, as shaking, feeding, taking off, since the women usually shifted about on these jobs. The same was true of the marking and sorting departments. In large plants the shirt work usually was a distinct unit, but in some of the smaller plants pressing and hand ironing on shirts was part of the general run of hand ironing and pressing and could not be separated. For this reason, all work of this nature has been thrown together into the two respective groupings of hand ironing and press operating. Altogether earnings were correlated with department or occupation for 18,748 women, 5,000 of whom were negroes. (See Appendix Tables XVI and XVII.) Below are listed the groups in which fell 1 per cent or more of the women and the median earnings for each group.

Department or occupation	White women		Negro women	
	Median of the earnings	Per cent in this job	Median of the earnings	Per cent in this job
Flat work.....	\$14.55	38.5	\$8.05	47.3
Mark and sort.....	17.35	21.2	11.90	4.8
Hand iron.....	16.60	13.7	7.95	20.5
Press operate.....	16.70	12.4	9.50	16.8
Mend, seamstress.....	16.35	2.6	12.00	1.1
Starch and dampen.....	16.55	2.3	8.90	2.3
Collar or collar starch.....	16.30	2.1	8.80	1.2
Foreladies.....	23.70	1.6	-----	-----
Bundle, wrap, pack.....	15.20	1.3	7.95	1.0
General.....	16.20	1.3	-----	-----
Hand wash.....	-----	-----	9.85	1.0
Press and hand iron.....	14.65	.5	7.85	1.2

The first four of these groups comprise about seven-eighths of the women for whom department or occupation and earnings were correlated. Flat workers constitute the largest group, and they were the lowest paid of the white women and one of the lowest of the negro women. Of the four large groups the markers and sorters were the most highly paid, and this group had the lowest proportion of negro

² New York. Department of Labor. Hours and Earnings of Women Employed in Power Laundries in New York State. Special Bul. 163, pp. 26 and 30.

women. The table following summarizes the median earnings of the four chief occupation groups by section and city:

Median of the earnings, by occupation

WHITE WOMEN

Section and city	Mark and sort	Press operate	Hand iron	Flat work
All places.....	\$17. 35	\$16. 70	\$16. 60	\$14. 55
Eastern.....	16. 20	16. 35	15. 80	13. 10
Boston.....	15. 85	16. 55	15. 85	13. 30
Providence.....	16. 55	15. 30	16. 00	12. 35
Jersey City and Newark.....	17. 60	16. 25	15. 40	13. 85
Middle western.....	16. 45	15. 70	15. 30	13. 15
Chicago.....	20. 45	18. 10	18. 95	15. 00
Detroit.....	16. 90	16. 15	15. 30	14. 20
Cleveland.....	16. 65	16. 00	15. 40	13. 40
Cincinnati.....	15. 15	15. 80	14. 75	13. 10
Minneapolis and St. Paul.....	15. 95	14. 50	14. 85	12. 95
Milwaukee.....	18. 50	14. 90	15. 45	13. 60
Indianapolis.....	15. 40	15. 30	14. 60	11. 85
Des Moines.....	15. 45	14. 60	14. 40	12. 45
Western.....	20. 15	18. 45	18. 40	16. 90
Los Angeles.....	19. 00	17. 35	17. 50	16. 65
San Francisco.....	25. 25	21. 55	22. 45	19. 40
Seattle.....	20. 70	18. 35	18. 35	17. 45
Portland.....	16. 85	15. 55	15. 15	14. 75
Southern ¹	15. 10	(²)	(²)	11. 05
Atlanta.....	14. 15			
Birmingham.....	15. 90	(²)		(²)
St. Petersburg and Tampa.....	13. 50	(²)	(²)	11. 20
Jacksonville.....	16. 00			(²)

NEGRO WOMEN

All places ³	\$11. 90	\$9. 50	\$7. 95	\$8. 65
Eastern.....	(²)	13. 85	13. 30	11. 90
Boston.....	(²)	14. 15	13. 75	12. 75
Jersey City and Newark.....	(²)	13. 65	12. 65	11. 65
Middle western.....	14. 55	13. 95	12. 95	11. 35
Chicago.....	15. 15	14. 65	13. 55	12. 15
Detroit.....	16. 15	12. 95	12. 75	11. 90
Cleveland.....	12. 50	13. 65	12. 95	9. 85
Cincinnati.....	(²)	(²)	(²)	10. 30
Southern.....	10. 15	7. 85	7. 30	6. 50
Atlanta.....	7. 30	7. 30	6. 40	6. 00
Birmingham.....	7. 70	7. 35	7. 00	6. 50
Richmond.....	11. 65	9. 25	8. 85	7. 40
St. Petersburg and Tampa.....	(²)	9. 85	8. 95	10. 25
Jacksonville.....	(²)	7. 60	7. 15	6. 35

¹ Includes 16 women in Richmond, not shown separately.

² Not computed, owing to the small number involved.

³ Includes 16 negro women in the western section, not shown separately.

Among the white workers, markers and sorters were the most highly paid group in nearly all cases. In the southern group this was the only job in which the numbers and earnings of white women were significant.

In the East most of the negro women were employed on flat work and their median was lower than the corresponding figure for the white women. The earnings of the negro markers and sorters in Richmond were higher than those in other southern cities.

For both white and negro women flat work constitutes the largest group, having about 40 per cent of the women. Generally it was the lowest paid of all the types of work.

The earnings of press operators were next in rank to those of markers and sorters. A considerable number of pieceworkers on press jobs—especially on the pressing of coats and uniforms in strictly wholesale or commercial laundries—tended to raise the earnings. The range of the medians for press jobs was from \$7.30 for negro women in Atlanta to \$21.55 for white women in San Francisco. The highest earnings for negro press operators were in Chicago, with a median of \$14.65.

Almost every woman who seeks employment in a laundry has had some experience in hand ironing. The proportions of press operators and hand ironers varied decidedly from city to city with the customs and practices of the trade. In general, the proportion of hand ironers was highest in the South, where over 25 per cent of all the negro women were employed on this job. Work that is hand ironed or at least hand finished is demanded by southern trade, and if it is not offered by the laundry it can be obtained easily from the home laundress. The large potential supply of negro hand ironers undoubtedly is an element in tending to keep the wages of hand ironers in the South only a slight degree above those of flat workers.

Range of earnings by occupation.

The following summary shows the range of earnings in the four principal occupations or departments for white and negro women separately:

WHITE WOMEN

Occupation	High median	City	Low median	City
Mark and sort.....	\$25. 25	San Francisco.....	\$13. 50	St. Petersburg and Tampa.
Press operate.....	21. 55	do.....	14. 50	Minneapolis and St. Paul.
Hand iron.....	22. 45	do.....	14. 40	Des Moines.
Flat work.....	19. 40	do.....	11. 20	St. Petersburg and Tampa.

NEGRO WOMEN

Mark and sort.....	\$16. 15	Detroit.....	\$7. 30	Atlanta.
Press operate.....	14. 65	Chicago.....	7. 30	Do.
Hand iron.....	13. 75	Boston.....	6. 40	Do.
Flat work.....	12. 75	do.....	6. 00	Do.

Earnings of timeworkers and pieceworkers by occupational group.

Comparing the earnings of timeworkers and of pieceworkers in the chief occupations reveals that the greatest differences were in the earnings of press operators. Table XIX in the appendix sets forth the details by city, and in the following summary is given, for each section, the per cent by which pieceworkers' earnings exceeded those of timeworkers:

Per cent by which piecework median exceeds timework median

Section	White women				Negro women		
	Mark and sort	Flat work	Hand iron	Press operate	Flat work	Hand iron	Press operate
All places.....	13.0	14.8	8.2	15.9	36.1	9.6	53.4
Eastern.....	21.1	17.2	12.4	23.8	13.9		
Middle western.....	10.9	9.9	14.6	21.9	19.6	4.7	11.4
Western.....	2.7	2.4	2.1	3.5			
Southern.....	8.3				16.2	2.1	20.6

¹ In this case the timework median is the higher.

Somewhat along the same line is the following, which points out the city in each section that had the largest number of pieceworkers reported and compares the earnings of timeworkers and of pieceworkers in the main occupational groups:

City and occupation	Median of the earnings		Per cent by which piecework median exceeds timework median
	Timework	Piecework	
Eastern—Boston (white women):			
Mark and sort.....	\$15.60	\$19.60	25.6
Hand iron.....	15.75	19.50	23.8
Flat work.....	13.20	(¹)	
Press operate.....	15.75	19.90	26.3
Middle western—Indianapolis (white women):			
Mark and sort.....	15.00	20.30	35.3
Hand iron.....	13.10	18.55	41.6
Flat work.....	12.05	(¹)	
Press operate.....	14.65	18.30	24.9
Western—Los Angeles (white women):			
Mark and sort.....	18.65	20.65	10.7
Hand iron.....	17.45	18.50	6.0
Flat work.....	16.55	17.30	4.5
Press operate.....	16.80	18.70	11.3
Southern—Birmingham (negro women):			
Mark and sort.....	7.95	(¹)	
Hand iron.....	6.90	7.85	13.8
Flat work.....	6.40	7.55	18.0
Press operate.....	7.30	(¹)	

¹ Not computed, owing to the small number involved.

With the higher wage scale of the western cities it is not surprising that Los Angeles shows the least difference in the earnings of time-workers and of pieceworkers. Of the four cities having the largest numbers of pieceworkers, Indianapolis shows the greatest degree of difference. Only one flat worker, however, was reported on piecework in the Indianapolis laundries visited, but Cincinnati, another central city, had 35 women doing flat work on a piece basis and their median earnings were 15 per cent in excess of those of the timeworkers.

Earnings and scheduled hours.

That plants with long hours pay no more than do plants with short hours is an industrial truism. High wages and long hours seldom are partners. Selecting the scheduled-hour groups in which the largest number of women appeared in the reports for each city and correlating them with the median earnings for their respective classifications brings out something of the relationship of hours and wages in the present study. The first of the summary tables that follow is based on the earnings of all women, without regard to race, while the next two are supplementary for the cities in which negro women represented more than 1 per cent of the number of women employed.

Median earnings and prevailing scheduled hours, all women

Prevailing scheduled hours	City	Median earnings, all women	Number of women	Per cent negro women in the group	
44 and under 48.....	Providence.....	\$13. 60	290	0. 0	
	San Francisco.....	21. 05	1, 255	. 0	
48.....	Seattle.....	18. 05	749	. 0	
	Los Angeles.....	16. 95	2, 615	. 5	
Over 48 and under 50.....	Portland.....	15. 35	767	. 0	
	Boston.....	14. 25	935	6. 0	
	Jersey City and Newark.....	15. 55	146	7. 5	
	50.....	Milwaukee.....	15. 70	182	. 0
	Chicago.....	15. 25	376	31. 1	
	Indianapolis.....	14. 80	396	2. 8	
	Cleveland.....	14. 75	512	20. 3	
	Minneapolis and St. Paul.....	14. 70	214	. 5	
	Cincinnati.....	13. 95	341	14. 7	
	Over 50 and under 52.....	Detroit.....	15. 55	414	1. 2
52.....	Birmingham.....	7. 40	174	92. 5	
	Atlanta.....	6. 35	397	85. 6	
	Des Moines.....	14. 70	107	. 0	
Over 52 and under 54.....	Richmond.....	8. 85	220	100. 0	
60.....	St. Petersburg and Tampa.....	10. 65	126	83. 3	
	Jacksonville.....	7. 20	209	90. 4	

From these figures it is evident that there is little or no relation between hours and earnings, the factors influencing the medians being locality and race. The negro and white women's prevailing hour groups are correlated with earnings in the lists next presented.

Median earnings and prevailing scheduled hours, by race

NEGRO WOMEN

Prevailing scheduled hours	City	Median of the earnings	Number of women
48	Boston	\$13. 20	58
Over 48 and under 50	Cleveland	9. 75	198
50	Cincinnati	12. 10	50
Over 50 and under 52	Atlanta	6. 05	340
	Birmingham	7. 25	161
52	Indianapolis	12. 45	20
Over 52 and under 54	Detroit	12. 50	168
54	Chicago	10. 30	240
	Jersey City and Newark	12. 50	74
Over 56 and under 58	Richmond	8. 85	220
60	Jacksonville	7. 05	189
	St. Petersburg and Tampa	10. 50	105

WHITE WOMEN (IN THE SAME CITIES)

48	Boston	\$14. 35	879
Over 48 and under 50	Jersey City and Newark	15. 70	135
	Richmond	(¹)	5
50	Chicago	16. 90	259
	Cleveland	15. 45	408
	Cincinnati	14. 20	291
	Indianapolis	15. 00	385
Over 50 and under 52	Atlanta	14. 40	57
	Detroit	15. 60	409
54	St. Petersburg and Tampa	11. 00	50
60	Birmingham	16. 50	31
	Jacksonville	14. 50	20

¹ Not computed, owing to the small number involved.

In Jersey City and Newark and in Chicago, northern cities, the prevailing scheduled hours were decidedly longer and the earnings quite decidedly less for negro women than for white women. The same was true, but to a much less degree, of Detroit and Indianapolis. It was true of hours in St. Petersburg and Tampa, but here the difference in earnings was slight. Cleveland and Birmingham laundries reported shorter prevailing hours for negro women, and here the difference in earnings was very great. In the other cities—Boston, Cincinnati, Atlanta, and Jacksonville—prevailing scheduled hours were the same but earnings were lower for the negro workers. (See Appendix Table XX.)

Earnings and time in the trade.

How much is experience in the laundry industry worth in monetary terms to the employee? A normal supposition is that experience in a trade should make workers more efficient and of greater service to their employers and that the employees should be rewarded for their continuance in an industry by increased earnings. In the home visiting, data on time in the laundry industry were secured, and correlating this with the median of the week's earnings for the women supplying this information gives the following tabulation of earnings:

Years in the laundry industry	Median of the earnings of 1—			
	White women		Negro women	
	Amount	Per cent of increase over median for under 1 year	Amount	Per cent of increase over median for under 1 year
Under 1.....	\$12.85		\$7.25	
1 and under 2.....	13.85	7.8	8.50	17.2
2 and under 3.....	14.60	13.6	8.90	22.8
3 and under 4.....	15.80	23.0	9.85	35.9
4 and under 5.....	15.10	17.5	11.30	55.9
5 and under 10.....	15.50	20.6	10.80	49.0
10 and under 15.....	17.10	33.1	9.15	26.2
15 and over.....	18.85	46.7	(¹)	

¹ Earnings are based on the reports of 1,076 white and 442 negro workers.

² Not computed, owing to the small number involved.

The median of the earnings of the white women who had worked from 5 to 10 years in the industry was slightly more than 20 per cent higher than the median of those who had been in the trade less than a year, while for the negro women, with a much lower beginning rate, the median of those who had worked from 5 to 10 years was about 50 per cent above the figure for beginners. Considering the major occupations on which the white women ³ were employed at the time of the interviews gives the following result:

Years in the laundry industry	Median of the earnings of white women who were—							
	Markers and sorters		Press operators		Flat workers		Ironers	
	Amount	Per cent of increase over median for under 1 year	Amount	Per cent of increase over median for under 1 year	Amount	Per cent of increase over median for under 1 year	Amount	Per cent of increase over median for under 1 year
Under 1.....	\$13.50		\$13.50		\$12.50		\$14.05	
1 and under 2.....	14.40	6.7	14.25	5.6	13.30	6.4	(¹)	
2 and under 3.....	15.75	16.7	15.75	16.7	13.80	10.4	(¹)	
3 and under 4.....	16.40	21.5	16.50	22.2	13.65	9.2	(¹)	
4 and under 5.....	14.50	7.4	16.50	22.2	14.50	16.0	(¹)	
5 and under 10.....	17.50	29.6	18.15	34.4	14.30	14.4	16.10	14.6
10 and under 15.....	17.50	29.6	(¹)		14.50	16.0	(¹)	
15 and over.....	20.10	48.9	(¹)		(¹)		18.50	31.7

¹ Not computed, owing to the small number involved.

² Number of negro women reporting is too small to justify similar tabulation.

The groups are quite small when separated by occupation and such figures as the foregoing must be considered only indicative. For the markers and sorters and the press operators the progression was somewhat similar, but the increase for flat work, the least skilled job, with experience of little value, was small.

Earnings and time with the firm.

Information in regard to time with the firm is available for a larger group, and it has been correlated with earnings for 9,707 white women and 3,309 negro women. Is it worth more to stay on with the same employer year after year than to shift around in the industry? Experience not only adds to a worker's skill and efficiency in performing her job but makes her familiar with the standards, policies, and practices of the management, thus increasing her value to the employer. This should be recognized by an increased wage as an incentive to remain. Table XXI in the appendix shows, by section and city, the per cent of women in each length-of-service group and the median of their earnings. The table following is a summary of these figures by section only.

TABLE 7.—Median of the week's earnings according to time with the firm, by section

WHITE WOMEN

Time with the firm	All places			Eastern			Middle western			Western			Southern		
	Number of women reporting time with the firm	Median earnings		Number of women reporting time with the firm	Median earnings		Number of women reporting time with the firm	Median earnings		Number of women reporting time with the firm	Median earnings		Number of women reporting time with the firm	Median earnings	
		Amount	Per cent of increase over median for under 1 year		Amount	Per cent of increase over median for under 1 year		Amount	Per cent of increase over median for under 1 year		Amount	Per cent of increase over median for under 1 year		Amount	Per cent of increase over median for under 1 year
Total.....	9,707	\$16.15	11.0	1,336	\$14.70	13.5	4,455	\$14.95	8.7	3,528	\$18.25	8.6	388	\$14.05	15.6
Under 1 year.....	2,972	14.55		261	12.95		1,637	13.75		937	16.80		137	12.15	
1 and under 2 years.....	1,808	15.65	7.6	216	13.95	7.7	845	14.75	7.3	658	17.80	6.0	89	13.50	11.1
2 and under 3 years.....	1,303	16.40	12.7	188	14.00	8.1	532	15.30	11.3	534	18.50	10.1	54	14.55	19.8
3 and under 4 years.....	795	17.00	16.8	106	15.15	17.0	348	15.95	16.0	305	18.60	10.7	36	16.70	37.4
4 and under 5 years.....	694	17.35	19.2	91	15.55	20.1	262	15.95	16.0	299	19.35	15.2	22	16.40	35.0
5 and under 10 years.....	1,439	17.90	23.0	278	15.75	21.6	530	16.95	23.3	597	19.35	15.2	84	18.00	48.1
10 and under 15 years.....	418	18.30	25.8	112	17.40	34.4	165	17.15	24.7	130	20.80	23.6	11	(1)	
15 years and over.....	273	19.30	32.6	84	18.35	41.7	116	18.60	35.3	68	22.25	32.4	3	(1)	

NEGRO WOMEN

Total.....	3,309	\$9.10	15.2	66	\$13.70		1,262	\$12.60	4.1	16	\$17.50		1,965	\$7.30	11.5
Under 1 year.....	1,176	7.90		11	(1)		458	12.10		1	(1)		706	6.55	
1 and under 2 years.....	551	8.70	10.1	10	(1)		230	12.50	3.3	2	(1)		309	7.20	9.9
2 and under 3 years.....	430	9.20	16.5	4	(1)		170	12.65	4.5	3	(1)		273	7.65	16.8
3 and under 4 years.....	298	9.30	17.7	7	(1)		92	13.45	11.2	2	(1)		197	7.70	17.6
4 and under 5 years.....	223	10.55	33.5	9	(1)		106	13.55	12.0	2	(1)		116	7.75	18.3
5 and under 10 years.....	462	10.50	32.9	18	14.00		185	14.20	17.4	5	(1)		254	9.00	37.4
10 and under 15 years.....	110	10.65	34.8	5	(1)		21	13.70	13.2	1	(1)		83	9.75	48.9
15 years and over.....	29	10.40	31.6	2	(1)								27	10.15	55.0

1 Not computed, owing to the small number involved.

The beginners' earnings in this table are at a higher level than are those in the tables on general experience in the industry, probably due to the fact that many women already were experienced when they began employment with the present firm.

A progression in earnings is apparent, but it is quite gradual, the median of all white women who had been with the firm 5 and under 10 years being only \$3.35 more than the median of less than a year's employment. More than 60 per cent of all the women were in the groups who had been less than three years with the firm. The increase was a bit faster in the East than in the middle-western and western sections, and there was a larger per cent of women with service of five years and over, more than a third of the women having this record. In the middle-western section less than one-fifth of the women, 18.2 per cent, had been with the firm five years and over. The higher initial earnings in the West probably are the reason for a slower progression. The western median is the highest in each experience group.

Sufficient numbers of negro women to allow for a calculation of medians by time with the firm were found only in the middle-western and southern sections. A slightly smaller per cent of negro than of white women had been with the firm as much as five years. The progression of increase for the negro women was greater in the southern than in the middle-western cities, but their basic earnings were so low that a small increase had more significance than where wages were higher.

RATES

What does the laundry industry offer the woman who works full time? Rates show what the industry expects to pay and they are the bases of anticipated earnings, although, because of undertime and overtime, they do not always coincide with actual earnings. Any marked deviation of earnings below rates usually entails hardship, especially when the compensation can at best provide only the necessities. On the whole, weekly rates and earnings in the laundry industry show less variation than is found in industry generally, and many of the women interviewed said that they preferred a laundry to a manufacturing plant because of the steady work and the probability of looking forward to a definite wage each week. Rates of payment may be based on time worked, output, or some special system, but it is not feasible to estimate rates for persons paid by output, and the rate figures in this report refer only to data for timeworkers. Rates for 11,670 white women and 4,203 negro women are included in the compilations in this section.

Similarly to the general tabulation of earnings, the dispersion of rates has been grouped by city in four classes: First, under \$10; second, \$10 and under \$15; third, \$15 and under \$20; and fourth, \$20 and over. The distribution of rates by section and city, white and negro women separately, appears in the table following:

TABLE 8.—Weekly rates, by section and city

WHITE WOMEN

Section and city	All women for whom rates were reported		Number and per cent of women whose weekly rate was—									
			Under \$10		\$10 and under \$15		\$15 and under \$20		\$20 and over			
			Number	Median	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All places.....	11,670	\$16.50	63	0.5	3,500	30.0	5,997	51.4	2,110	18.1		
Eastern.....	1,935	14.70	11	.6	1,037	53.6	754	39.0	133	6.9		
Boston.....	1,251	14.70	3	.3	680	54.4	487	38.9	81	6.5		
Jersey City and Newark.....	357	15.45	1	.3	148	41.5	172	48.2	30	10.1		
Providence.....	327	13.50	7	2.1	209	63.9	95	29.1	16	4.9		
Middle western.....	4,442	15.20	19	.4	2,064	46.5	1,933	43.5	426	9.6		
Chicago.....	500	10.45	1	.2	152	37.1	282	50.4	125	22.3		
Cincinnati.....	296	13.80			261	65.9	115	29.0	20	5.1		
Cleveland.....	532	15.80	3	.9	190	35.7	281	52.8	56	10.5		
Des Moines.....	218	14.05			143	65.6	70	32.1	5	2.3		
Detroit.....	1,141	15.80			398	34.9	599	52.5	144	12.6		
Indianapolis.....	635	13.55	12	2.2	359	67.1	146	27.3	18	3.4		
Milwaukee.....	316	15.85	1	.3	98	31.0	187	59.2	30	9.5		
Minneapolis and St. Paul.....	744	14.40			463	62.2	253	34.0	28	3.8		
Western.....	4,809	18.55			159	3.3	3,151	65.5	1,499	31.2		
Los Angeles.....	2,002	17.20			25	1.2	1,623	81.1	354	17.7		
Portland.....	657	16.00			134	20.4	480	73.1	43	6.5		
San Francisco.....	1,425	21.20					494	34.7	931	65.3		
Seattle.....	725	13.30					554	76.4	171	23.6		
Southern.....	494	14.05	33	6.6	240	49.6	159	32.0	52	10.7		
Atlanta.....	107	14.85	2	1.2	84	80.8	68	40.7	13	7.8		
Birmingham.....	97	15.65	5	5.2	26	26.8	49	50.5	17	17.5		
Jacksonville.....	47	15.05			19	40.4	20	42.6	8	17.0		
Richmond.....	12	(¹)	1	(¹)	4	(¹)	3	(¹)	4	(¹)		
St. Petersburg and Tampa.....	161	12.20	25	15.5	107	66.5	19	11.8	10	6.2		

NEGRO WOMEN

All places.....	4,203	\$9.25	2,307	54.9	1,535	36.8	345	8.2	16	0.4		
Eastern.....	221	13.30			178	79.0	41	18.6	4	1.8		
Boston.....	61	13.50			46	75.4	13	21.3	2	3.3		
Jersey City and Newark.....	144	13.10			119	82.5	23	16.0	2	1.4		
Providence.....	16	14.50			11	68.8	5	31.3				
Middle western.....	1,498	12.75	132	8.8	1,087	72.6	270	18.0	9	.6		
Chicago.....	725	12.75			504	69.5	126	17.4	5	.7		
Cincinnati.....	63	12.30	4	6.3	31	49.3	7	11.7				
Cleveland.....	379	10.95	128	33.9	219	57.9	29	7.7	2	.5		
Detroit.....	324	14.55			217	67.0	105	32.4	2	.6		
Indianapolis.....	28	12.70			26	92.9	2	7.1				
Minneapolis and St. Paul.....	1	(¹)					1	(¹)				
Western—Los Angeles.....	10	(¹)					8	(¹)	2	(¹)		
Southern.....	2,474	7.35	2,175	87.9	272	11.0	26	1.1	1	(¹)		
Atlanta.....	681	6.70	661	97.7	18	2.0	2	.2				
Birmingham.....	515	7.05	483	95.7	22	4.3						
Jacksonville.....	340	6.90	330	97.1	9	2.6	1	.3				
Richmond.....	477	8.85	364	76.3	92	19.3	21	4.4				
St. Petersburg and Tampa.....	261	10.05	127	48.7	131	50.2	2	.8	1	.4		

¹ Not computed, owing to the small number involved.

² Less than 0.05 per cent.

At first glance the most striking thing in this table appears to be the influence of race, almost 70 per cent of the white women having a rate of \$15 and over and well over half of the negro women having a rate of under \$10. A second glance shows, however, that the influence of locality is even stronger. The omission of the far West leaves only 50.4 per cent of the white women with a rate of as much as \$15 and the omission of the South leaves only 7.6 per cent of the negro women with a rate below \$10. In Detroit 1 in 3 of the negro women had a rate of \$15 or more, while in Providence, Cincinnati, Indianapolis, and Des Moines the proportion of white women with such a rate also was about 1 in 3.

Minimum-wage legislation.

Minimum-wage legislation has been advocated as a means of keeping wages from falling below a decent subsistence level. In four of the States in the present laundry study minimum-wage standards had been set. In Massachusetts the rates specified were \$13.50 a week for experienced women and \$11 a week for those inexperienced. In California there were required rates of \$16 a week for experienced and \$14 a week for inexperienced women. In Oregon the compulsory rates were \$13.20 for all experienced females of 18 years and over and \$9 for the inexperienced; and in the State of Washington \$13.20 was required for women in laundries.⁴ In considering the distribution and median of the rates in the present study it is interesting to bear in mind the minimum standards and their possible relation and effects. It is plain that considerable proportions of women are paid at rates higher than those required by law.

Rates and occupations.

Of the white women whose rates were under \$10 about two-thirds were flat workers; and of those whose rates were \$20 and over, more than 40 per cent were markers and sorters. These jobs represent the extremes in the range of rates of the chief occupations of the women in laundry work. (See Appendix Table XXII.) The medians of the rates in the occupations having $\frac{1}{2}$ per cent or more of the women were these:

Median of the rates, by occupation and section

WHITE WOMEN

Occupation	All places	Eastern	Middle western	Western	Southern
Mark and sort.....	\$18.00	\$16.30	\$17.10	\$20.65	\$15.25
Flat work.....	15.45	13.50	13.85	17.35	10.85
Starch and dampen.....	16.85	15.85	15.80	18.75	(e)
Collar or collar starch.....	16.65	15.30	16.10	19.90	14.15
Press operate.....	16.80	16.00	15.65	18.70	(e)
Hand iron.....	16.80	15.95	15.50	19.25	(e)
Mend, seamstress.....	16.75	15.25	15.85	19.70	14.15
Bundle, wrap, pack.....	15.35	15.40	14.95	18.00	(e)
Forelady.....	23.70	22.80	22.65	25.15	21.00
General.....	16.85	(e)	16.60	17.00	-----

* Not computed, owing to the small number involved.

⁴ U. S. Department of Labor. Women's Bureau. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. Bul. 61, 1928.

Median of the rates, by occupation and section—Continued

NEGRO WOMEN

Occupation	All places	Eastern	Middle western	Western	Southern
Mark and sort	\$12. 90	(¹)	\$14. 90	(¹)	\$10. 75
Flat work	9. 55	\$12. 80	12. 20		6. 85
Starch and dampen	8. 80	(¹)	13. 85		7. 70
Collar or collar starch	8. 60	(¹)	(¹)		8. 00
Press operate	8. 70	14. 15	14. 55		7. 70
Hand iron	7. 90	14. 15	14. 40	(¹)	7. 40
Mend, seamstress	12. 85		13. 95	(¹)	8. 40
Bundle, wrap, pack	8. 45	(¹)	(¹)		7. 70
Forelady	(¹)		(¹)		(¹)
General	7. 15	(¹)	(¹)		6. 65

¹ Not computed, owing to the small number involved.

Rates and time with the firm.

Correlating the rate with length of service in the laundry shows what the industry offers in the way of expectancy of increased earnings to its women workers.

TABLE 9.—Median of the rates according to time with the firm, by section

WHITE WOMEN

Years with the firm	All places		Eastern		Middle western		Western		Southern	
	Median	Per cent of increase over median for under 1 year	Median	Per cent of increase over median for under 1 year	Median	Per cent of increase over median for under 1 year	Median	Per cent of increase over median for under 1 year	Median	Per cent of increase over median for under 1 year
Under 1	\$15. 30		\$13. 05		\$14. 30		\$17. 50		\$12. 30	
1 and under 2	16. 00	4. 6	14. 15	8. 4	14. 90	4. 2	18. 40	5. 1	13. 85	12. 6
2 and under 3	16. 70	9. 2	14. 20	8. 8	15. 00	9. 1	19. 10	9. 1	14. 85	20. 7
3 and under 4	17. 05	11. 4	14. 75	13. 0	15. 00	11. 2	19. 30	10. 3	16. 20	31. 7
4 and under 5	17. 50	14. 4	15. 30	17. 2	16. 20	13. 3	19. 60	12. 0	16. 85	37. 0
5 and under 10	18. 05	18. 0	15. 65	19. 9	17. 00	18. 9	19. 80	13. 1	17. 65	43. 5
10 and under 15	18. 40	20. 3	17. 65	34. 5	17. 30	21. 0	21. 45	22. 6		
15 and over	20. 05	31. 0	18. 40	41. 0	19. 40	35. 7	22. 85	30. 6		

NEGRO WOMEN

Under 1	\$7. 95				\$12. 40				\$6. 85	
1 and under 2	8. 55	7. 5			12. 70	2. 4			7. 25	5. 8
2 and under 3	9. 45	16. 9			13. 50	8. 9			7. 65	11. 7
3 and under 4	8. 65	8. 8			13. 65	10. 1			7. 60	10. 9
4 and under 5	10. 90	37. 1			14. 10	13. 7			7. 75	13. 1
5 and under 10	11. 00	38. 4			14. 70	18. 5			8. 00	16. 8
10 and under 15	10. 55	32. 7			14. 50	16. 9			9. 50	38. 7
15 and over	10. 50	32. 1							10. 15	48. 2

The foregoing summary of rates and time with the firm is based on the earnings of 7,950 white women and 2,719 negro women. (See Appendix Table XXIII.) The progression of rates is, of course, much the same as that shown in earnings and time with the firm, the rates rising steadily though not rapidly.

Changes in rates during the year preceding the survey.

A week's pay roll, one year before the survey, was examined wherever such record was available and the women's rates of pay were noted. Of the women for whom rates at dates a year apart were obtainable, the vast majority, almost 73 per cent, had the same rate on the current pay roll as at the earlier date; about 23 per cent had an increase in their weekly rates and somewhat less than 5 per cent were on a lower rate. The tendency for negro and white women was the same and the condition was much the same in all sections except that in the South a relatively larger number of white women than elsewhere had received an increase in rates.

Rates and scheduled hours.

As was found to be true of actual earnings, there was little relation between the compensation and the hours of work required.

TABLE 10.—Median of the rates according to scheduled hours, by section

WHITE WOMEN									
Section	Under 48 hours	48 hours	Over 48 and under 50 hours	50 hours	Over 50 and under 52 hours	52 hours	Over 52 and under 54 hours	54 hours	Over 54 hours
All places.....	\$15.05	\$17.85	\$15.80	\$15.20	\$15.40	\$14.30	\$15.30	\$14.20	\$13.35
Eastern.....	15.15	14.30	16.15	12.55	18.55	15.75		14.55	
Middle western.....	14.95	15.40	15.25	15.35	15.65	14.10	15.55	14.45	13.00
Western.....	21.70	18.40	18.65						
Southern.....	12.90		(¹)	(¹)	14.80	15.15	14.45	12.25	14.30

NEGRO WOMEN									
Section	Under 48 hours	48 hours	Over 48 and under 50 hours	50 hours	Over 50 and under 52 hours	52 hours	Over 52 and under 54 hours	54 hours	Over 54 hours
All places.....	\$12.60	\$13.95	\$9.50	\$12.65	\$7.50	\$8.25	\$9.90	\$11.00	\$7.80
Eastern.....	13.00	13.35	(¹)		11.85	(¹)		13.70	
Middle western.....	13.50	(¹)	10.10	12.90	13.95	12.60	14.10	11.70	12.50
Western.....	(¹)	(¹)							
Southern.....	5.90		7.60	7.25	6.00	8.00	7.30	7.50	7.40

¹ Not computed, owing to the small number involved.

Policies with reference to overtime payments varied greatly. Most overtime payments where the unit was an hourly rate were on straight time, with only a few cases of an extra rate such as time and a half. Many employers who based their wage payments on a daily or weekly rate reported the absence of any policy with reference to payment for overtime, but implied that if deductions were not made when time was lost because of plant conditions the worker could hardly expect to be paid extra for an occasional hour beyond the regular schedule. In a few laundries a special attendance bonus was paid if a worker had 100 per cent attendance and no tardiness during the week. In a number of plants penalties in the form of a deduction equivalent to the earnings for 15 or 30 minutes or even an hour were exacted for tardiness.

The earnings of all women reported are compared with (1) the earnings of those who were timeworkers and (2) the rates of the timeworkers for whom this information was obtainable in Appendix Table XXIV.



PLATE 6.—A WELL-PLANNED IRONING DEPARTMENT

THE WORKERS

The value of knowing one's employees has been increasingly realized during the past 10 years. In 1918 a well-known economist wrote that management, though constantly improving its nonliving machines and its processes, was in the grip of tradition in its utilization of its living machines.¹ This "grip of tradition" is weakening and more and more are employers anxious to know not only what work is produced but by whom it is done. They have learned that it does matter whether a worker is native born and speaks English or is foreign born and does not. One superintendent who was asked whether he had any preferences as to native or foreign workers replied, "Well, on a single machine it doesn't matter much, but if you have to shift them around to different kinds of work you can explain a lot better in the English language than in dumb show." On some work there is a marked preference for women of a certain age group, "because they learn faster."

Not only the employer but the community is interested in learning about the woman who leaves home each morning and goes out to work. Is she young? Is she married? Has she children? Why is she working? These and many other questions are asked because the public, like the employer, has awakened to the fact that the worker is a neighbor and fellow citizen and that the old words are true, "For none of us liveth to himself, and no man dieth to himself." Therefore, in any study of an industry facts must be given not only about the plants and their processes but about the workers themselves.

Nativity and race.

In the present laundry survey the large majority of the women workers were found to be native born. Over four-fifths of the 18,369 women who reported the country of their birth had been born in the United States. (See Appendix Table XXVI.)

Section	Per cent of the women—		
	Native born		Foreign born
	White	Negro	
All places.....	48.8	32.4	18.7
Eastern.....	55.1	14.4	30.5
Middle western.....	55.7	29.9	14.4
Western.....	64.4	.4	35.2
Southern.....	13.2	86.3	.5

¹ Lee, Frederick S. *The Human Machine in Industry*. In *Columbia University Quarterly*, January, 1918, Vol. XX, No. 1, pp. 3-4.

Among the native-born women the number of negroes was considerable—two in every five women. Taking the country as a whole, the negro woman plays a far more important part in the laundry industry than does the foreign-born. This is evident from the figures of the last occupational census, which showed that more than a fourth (26.1 per cent) of the women laundry operatives were negro and 15.7 per cent were foreign born.² In the present study both negro and foreign women constituted per cents greater than those of the census figures. It must be remembered, however, that large cities only were surveyed in the Women's Bureau study, and besides having more foreign-born women than have the smaller cities and towns included in the census figures they have more avenues of employment for the white women of native birth.

In the different sections of the country there was considerable variation in nativity and race. The States on the Pacific coast had the highest proportion of native white women and of foreign-born white; the Southern States had the lowest per cent in each of these groups, with negro women forming more than four-fifths (86.3 per cent) of the total.

The largest numbers of foreign-born women had come from Mexico and Canada, the countries of origin of nearly 30 per cent (28.2) of all reporting. The Mexicans were found almost exclusively in the Western States and the Canadians in the Eastern and, to a much less degree, the middle-western groups. After Mexico and Canada, Italy supplied the most foreign born, and women from Germany, Ireland, and Poland comprised groups of between 200 and 300 each. The two cities with the highest per cents of foreign born were both coast cities—San Francisco with 44.9 per cent and Boston with 35.8 per cent.

Outside of the southern cities, where negro women naturally were in a large majority, Chicago and Cleveland had the greatest proportions of negro women. In Chicago negroes comprised more than three-fifths (62.9 per cent) of all the women workers and in Cleveland nearly one-half (49 per cent). It is of interest to note that the cities of Jersey City and Newark, combined, although north and near the seaboard, employed a much larger number of negro than of foreign-born women workers.

Age.

The laundry industry has never been considered a young girl's field of employment. The older woman, experienced in housework or for some time out of industry, is more likely to be found in a laundry than is the young girl beginning work. In the 1920 census of occupations, girls under 20 comprised a fifth (20.2 per cent) of the women laundry operatives, while in manufacturing and mechanical industries they comprised more than a fourth (26.8 per cent) of the women.³ The contrast is even more striking in the case of the women under 25, who constituted 36.7 per cent of the women in laundries and 46.6 per cent of the women in manufacturing and mechanical industries.⁴

In the Women's Bureau study the largest group of the white women reported, 27.8 per cent, were 30 and under 40 years of age, and there was also a large per cent 40 years and over. The extent to which

¹ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, pp. 358-359.

² *Ibid.*, pp. 378-379 and 394-395.

³ *Ibid.*, pp. 394-395.

older women are in the industry is illustrated further by the fact that 1,090 women (8.9 per cent) were 50 years and over and 235 women (1.9 per cent) were as much as 60 years of age. (See Appendix Table XXVII.)

The age distribution of white women in laundries is in marked contrast to that in cotton mills as shown in a Women's Bureau study a few years ago. There nearly one-half (48 per cent) of the women were under 25 years of age and about a fifth (19.3 per cent) were 40 years and over.⁵

In different sections of the country the age groupings of the white women show some variation. The South had the largest per cent of workers under 20 years of age and the East the largest per cent of women 40 years and over. The negro women were, on the whole, younger than the white women. A larger proportion were in the groups under 20 years and a considerable smaller proportion were in the groups 40 years and over.

Section	Per cent of women—			
	Under 20 years		40 years and over	
	White #	Negro	White	Negro
All places.....	13.4	15.1	27.7	12.0
Eastern.....	18.1	16.5	32.3	16.0
Middle western.....	15.2	11.5	27.2	13.2
Western.....	8.5	.....	27.8	35.0
Southern.....	18.8	17.3	16.2	10.8

The relatively higher proportion of white workers than of negroes 40 years of age or more was found in each section except the West, where very few negro women were reported.

Marital status.

The knowledge of a woman's marital status is becoming of more and more interest to the employer and to all persons concerned with economic and social problems. For many years the single woman has had her place in the economic world. It has been understood also that if a woman married and her husband died or left her, naturally she would go to work, wherever she could find a job. But that a woman with a husband should seek work outside her home is a more recent and less readily accepted condition. Nevertheless, married women in increasing numbers have had to go to work to help in the support of their families. In 1890, according to census figures, the per cent of gainfully employed women who were married was 13.9; in 1900, 15.4; in 1910, 24.7; and in 1920, 23.⁶ In a study made by the Women's Bureau several years ago it was found that practically all the women who had husbands working contributed all their earnings to the family.⁷ That there is, as a rule, very real

⁵ U. S. Department of Labor. Women's Bureau. Lost Time and Labor Turnover in Cotton Mills. Bul. 52, 1926, p. 26.

⁶ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, p. 603.

⁷ U. S. Department of Labor. Women's Bureau. The Share of Wage-Earning Women in Family Support. Bul. 30, 1923, p. 12.

necessity that forces the women to work, whether they are married or single, is shown by the agents' interviews with the workers in their homes and the reasons for working they reported. (See p. 92.)

In the present survey married women were the largest group. (See Appendix Table XXV.) A summary of the figures by sections follows.

Section	Per cent of women—					
	Single		Married		Widowed, separated, or divorced	
	White	Negro	White	Negro	White	Negro
All places.....	33.6	28.9	43.1	41.1	23.3	30.0
Eastern.....	49.5	43.4	32.2	40.4	18.3	16.2
Middle western.....	35.1	26.7	43.0	43.9	21.9	29.5
Western.....	24.5	5.3	49.0	57.9	26.5	36.8
Southern.....	38.3	29.3	33.8	39.4	28.9	31.3

It is probable that this is a slightly lower proportion of married women than was actually the case, as in the home visits several women who had reported themselves single on their factory cards admitted to the investigators that they were married. They were afraid to let it be known that they were married because there was so much talk about married women losing their jobs and employment was necessary.

The census figures of 1920 show a smaller proportion of laundry operatives who were married women (32.8 per cent)⁸ than do the Women's Bureau figures (42.7 per cent). There may have been such a change since 1920 but it is much more probable that the census inclusion of small cities and towns, with fewer opportunities of employment for women, results in a higher proportion of single women in laundries.

The largest proportions of married women were in the West and the lowest in the East and South, while larger proportions of widowed and separated women were found in the West and South.

Time with the firm.

There appears to be a fairly uniform opinion among employers that a changing labor force is not an efficient one. Not only is it expensive to train new workers but the amount of work produced is less. Among manufacturing plants in one large city it was found that every establishment that had decreased its labor turnover during a year's time had increased its output.⁹ An analyst of labor problems says "separations are significant because indicative of causes of discontent, of low industrial morale, and of defects in managerial policies."¹⁰

One laundry manager went so far as to say that he assumed all labor turnover to be the fault of management, or at least its concern,

⁸ U. S. Bureau of the Census. Fourteenth Census: 1920, vol. 4, Population, Occupations, p. 683.

⁹ Fisher, Boyd. *Industrial Loyalty*. London, George Routledge & Sons (Ltd.), 1918, p. 24.

¹⁰ Slichter, Sumner H. The Scope and Nature of the Labor Turnover Problem. *In Quarterly Journal of Economics*, February, 1920, p. 343.

and acted on that assumption. This is a good policy for action, but without doubt a certain amount of change is unavoidable and probably it is beneficial. Nevertheless, any firm or industry in which many of the workers remain over a period of years can feel that its condition is to that extent healthy.

According to plant records, about one-half of the white women had been on the pay roll for at least a year at the time of the survey, and as many as 39.7 per cent of the negro women had this record. From cards filled out by the workers themselves more details were obtained as to length of service in the present place of employment. (See Appendix Table XXVIII.) From these cards it appears that the proportion of white women was greatest in the group of workers who had remained with the same laundry one and under five years, a little more than two-fifths (43.1 per cent) of the women being in this group. Almost as many women (37.2 per cent) were reported as having worked less than a year. The majority of these had had less than six months' experience, this group of beginners comprising 22.9 per cent of all the white women reported. The long-time service group reported to have been with the same firm 15 years and over contained less than 3 per cent of the women. This is a considerably smaller per cent than was found in the Women's Bureau cotton-mill study, where 9.7 per cent of the women workers reported service of 15 years or more in the same mill.¹¹

Years with the firm (all places)	Per cent distribution of—	
	White women	Negro women
Under 1.....	37.2	40.2
1 and under 5.....	43.1	42.8
5 and under 10.....	13.4	13.1
10 and under 15.....	3.9	3.1
15 and over.....	2.4	.9

The proportion of negro women in each length-of-service group followed very closely that of the white women. The greatest difference was in the period 15 years and over, with a smaller per cent of negroes than whites; and a larger per cent of negroes were found with experience of less than a year.

To see a plant in operation is to have a picture of the work and the conditions under which it is done, but not of the extent to which differences in the woman herself may determine the kind of work in which she is successful. If young, does she do certain kinds of work? If old, others? What are her reasons for working if married and if single? Has she been doing this kind of work long? Has she tried other work and does she prefer some kinds of jobs to others? These were the principal subjects on which information was sought through talks with the women workers themselves. For this purpose 1,859 home visits were made, 1,322 on white women and 537 on negro. Occasionally the women were willing to give information on some subjects and not on all, but that these cases were the exception is

¹¹ U. S. Department of Labor. Women's Bureau. Lost Time and Labor Turnover in Cotton Mills. Bul. 52, 1926, p. 98.

shown by the fact that to the question of age—sometimes a sensitive point—only 16 white and 3 negro women were unwilling to answer.

Age and occupation.

Four occupations included 86.9 per cent of all the women for whom occupation was reported; these were flat-work ironing, marking and sorting, pressing, and hand ironing. (See Appendix Tables XXIX and XXX.) The largest proportion of young girls, those under 20 years of age, were on flat-work ironing—shaking, feeding, or folding. This naturally would be the case, as an inexperienced worker usually is started on this job.

In spite of the fact just mentioned, a rather high proportion of white flat-work ironers, nearly a fourth (23.9 per cent), were at least 40 years of age. The women marking or sorting had the largest proportion of workers in the middle group, 20 and under 40 years. This work probably is the most popular of the four jobs, whether due to the work itself or to the higher pay that generally accompanies it. Hand ironing is an old occupation for women, so it was not surprising to find that nearly one-half (46 per cent) of the white women in this occupation were 40 years and over. Only 6.2 per cent of the girls doing hand ironing were under 20. About three-fifths of the white women on presses were 20 and under 40 years, with a considerably larger group 40 years and over than under 20.

Occupation	Number of woman reporting		Per cent of women—					
			Under 20 years		20 and under 40 years		40 years and over	
	White	Negro	White	Negro	White	Negro	White	Negro
Marking and sorting.....	245	42	14.7	16.7	70.2	81.0	15.1	12.4
Flat-work ironing.....	507	222	21.5	23.9	54.6	68.0	23.9	8.1
Pressing.....	189	80	11.1	10.0	59.3	83.8	29.6	6.3
Hand ironing.....	161	125	6.2	8.8	47.8	69.6	46.0	21.6

¹ 1 woman.

The negro women had about the same proportions as the white in flat-work ironing and in pressing, but comparatively few were markers and sorters and a larger proportion did hand ironing. The age distribution was quite different for the two races, the white women having considerable proportions at least 40 years of age, while only among hand ironers were any considerable number of negroes as much as 40. The proportions under 20 years of age were fairly alike for the two races, but only in one occupation—flat-work ironing—was the number of negro girls significant. Of the middle group—20 and under 40 years of age—a much larger proportion of the negroes than of the white women were under 30.

Reason for working.

The question "Why are you working?" was answered in various ways by 1,315 white women visited in their homes, but in 91.7 per cent of the replies necessity was the reason. (See Appendix Table

XXXI.) Usually the response was brief—"Because I have to"—and then more details would be given, such as "I have only myself and I must live," or "I have children and no husband and what else can I do?" Even with the remainder of the reasons given, it is a question whether some of them might not be classed as necessity rather than choice. Such answers as "To pay doctor and hospital bills," "To educate the children," "To save for the future" might properly be classed under necessities and not luxuries. A very small number of women—26, comprising only 2 per cent—were working quite frankly for extras, including cars, and another 26 reported that they worked because they wanted to and were "used to it."

All the single women, with one exception, were working to support themselves or to support themselves and help their families. A much larger proportion, 72.4 per cent, were working solely for their own support than were working for themselves and others, although the latter group comprised more than a fourth—27.4 per cent—of the single women. Most of the widowed, separated, and divorced women also showed support of self and families to be the reason for their working, but a smaller per cent than of the single women were working for themselves only and a larger group had dependent families. Over one-half were working for their own support, and 45.2 per cent had family responsibilities.

The group of married women gave far more reasons why they were working, but the pressure of actual need, as shown by the reasons, was almost as great as among the single women or the group without the husband. More than a third (36 per cent) of the married women interviewed reported quite simply that they were working to support themselves and their families, and another 10.1 per cent were working for a temporary need, such as the high cost of living, or to pay accumulated bills, to educate the children, or to keep up payments on the house or furniture. The largest group, however, stated that they were working because of failure on the part of the husband. In the largest proportion of cases (18 per cent) the husband's work was slack or not steady and the woman's earnings were the source of the steady family income. Another reason probably connected with the industrial situation was that the husband was out of work. Slightly less than a tenth of the answers gave this as the cause. A larger proportion of answers than those giving "out of work," as a reason, laid the necessity to the husband's incapacity through illness, accident, or old age. Of 495 women, 64 (12.9 per cent) were supporting or assisting with the support of their families with the husband unable to work. In a study made several years ago of the woman worker and the disposition of her earnings, the following sentence was one of the conclusions reached: "In general, women are wage earners not only for their own entire support but to meet a very definite responsibility as sharers in the support of others or the maintenance of higher standards of living in their families."¹² The truth of this statement, as applied to laundries, is illustrated by the fact that 9 of every 10 married women reported that they were working to help in the support of their families.

The reasons for working given by the negro women were very similar to those given by the white. No single women reported any other

¹² U. S. Department of Labor. Women's Bureau. *The Share of Wage-Earning Women in Family Support*. Bul. 20, 1923, pp. 21-22.

reasons than self-support or support of self and family, and the same was the reply made by all the widowed, separated, and divorced negro women with the single exception of a woman "working from choice." Married women comprised a rather larger proportion of the negro women than they did of the white, but over three-fifths (61.8 per cent) were working to support themselves and families. A considerably smaller per cent of women referred to the husbands as the cause of their working, whether incapacitated, out of work, or working short time. A smaller proportion of negro women than of white reported working for a definite object, such as buying a home or furniture or saving for the future, and none said they were working to educate their children. With the negro woman, as with the white, the need of support for herself or herself and family was the principal reason for her working.

It would be reasonable to suppose that when a married woman, or one that had been married, was working to help support her family, that family would be composed of young children. It was surprising, therefore, to find that only a little more than two-fifths of the white women who were married and less than a third of those living apart from their husbands reported any children under 14 years of age. (See Appendix Table XXXII.) More of the married women than of the widowed, separated, or divorced had children under 14, and a considerably larger proportion of the married women also had more than one child (21.3 and 11.4 per cent, respectively). More than 68 per cent of those who had been married and 58 per cent of the married women had no children under 14.

The proportion of married negro women who had children under 14 was a little over one-third (34.1 per cent), and the per cent was about the same for those women who at some time had been married. A slightly smaller proportion of women had more than one child under 14 years in the married group than among the widowed, separated, or divorced, and the proportion of such women was about a sixth of all the negro women who were or had been married—somewhat above the proportion of the white women with a similar marital status who had more than one child under 14.

Time in the trade.

The laundry industry is one that requires considerable skill in some of its occupations, but in others a few weeks will make a fairly good operator. Even in work where skill is required, such as hand ironing, in many cases a woman's experience in the home makes her already trained when she applies to the laundry for employment. Because of this, women of all ages who have never worked outside the home turn to the laundry for work. If a woman finds it necessary to work only every now and then, the laundry is available even though she moves from city to city, and its work continues year in and year out.

The woman who has once done laundry work is reasonably sure of a job if, after several years at home or engaged in other kinds of work, she wishes to return to the laundry. It is not surprising, then, to find a considerable number of women whose experience in the industry extends over a good many years. (See Appendix Table XXXIII.) Even the fact that 15.4 per cent of the 1,296 white women reporting in the present study had worked off and on in laundries for

15 years or more does not give a fair picture of their length of service. The laundry industry has grown rapidly in the past few years. From 1925 to 1927, according to census figures, the number of laundry employees increased by 19.7 per cent.¹³ Therefore, when the proportion of employees with long years of service is figured on totals that include large numbers of workers added recently because of industrial expansion, the employees of long standing do not show the important part that they actually play in the industry.

More than one-half of the white women interviewed had an over-all period of less than five years, and this large number may indicate a growth in the industry. If absences of three months and over are considered as separations from the industry the proportion of women actually at work for long periods naturally is less than when such absences are counted as time lost. Only 7.8 per cent of the white women reporting had actually put in 15 years or more of work, compared to twice their number who had worked off and on during so long a period. Nevertheless, it is interesting to find that half of the women with an over-all of 15 years or more actually had worked for 15 or more years and that they constituted nearly a sixth of all the workers.

Years in laundry industry	Per cent for whom time specified was—			
	Over-all ¹	Actually worked (1,296 white women reporting)	Over-all ¹	Actually worked (521 negro women reporting)
Under 1.....	16.7	19.3	15.4	21.7
1 and under 5.....	38.3	45.3	46.3	52.6
5 and under 10.....	21.8	20.8	25.3	19.4
10 and under 15.....	7.7	6.9	8.6	4.8
15 and over.....	15.4	7.8	4.4	1.5

¹ Period elapsed since entering laundry work.

The majority (55.1 per cent) of the white women had an over-all of less than five years, but those who actually had worked less than five years constituted nearly two-thirds (64.6 per cent). As before suggested, this very large grouping of women with less than five years' experience probably indicates the growth of the industry, though very much the same proportion of women in all the various Women's Bureau studies combined have reported less than five years in their respective trades.¹⁴

Naturally, more women had begun laundry work as much as 10 years before than had worked continuously in the industry for as much as 10 years, and the number of women who had actually worked less than 5 years is greater than the number with so short an over-all period.

Negro women have much smaller per cents than white in the group with service of 15 years or more. Women who had worked off and on during 15 years or more comprised but 4.4 per cent of the negro

¹³ U. S. Department of Commerce. Census of Commercial Power Laundries, 1927. News release, Feb. 23, 1929.

¹⁴ Unpublished data compiled from Women's Bureau bulletins.

women compared to 15.4 per cent of the white women. Conversely, the proportion of negro women with experience of less than five years is greater than the proportion of white women.

Work experience.

It has already been seen that an over-all period in one industry of a number of years may include months and even years not actually employed at that work. During these periods of absence the worker may be in her own home, busy with household duties, or she may be employed in other industries. Two-thirds of the 1,322 white women interviewed had, at some time since first going to work, done other work than laundering, and about 1 in 5 had been employed in more than one other industry. (See Appendix Table XXXIV.) The largest number of white women (21 per cent) reported having worked in manufacturing establishments and about a tenth (10.7 per cent) had been in domestic service. Sixty-four women (4.8 per cent) had worked in stores, and smaller numbers in hotels or restaurants and offices or professional work.

The 536 negro women reporting showed a larger per cent than did the white who had worked in other industries besides laundries. Four of every five women had worked outside of laundries. The largest group had been employed in domestic service, these comprising more than two-fifths (43.5 per cent) of all the negro women reporting.

A third of the white women and a fifth of the negro had worked solely in laundries, but many of these women had worked in more than one establishment.

The reasons for shifting from one job to another may be grouped under three general headings: Personal reasons, such as illness, marriage, or home duties; industrial reasons, such as insufficient earnings, too long hours, slack work, or discharge; and general reasons, such as weather, or strike. (See Appendix Table XXXVI.) The following brief summary of the principal industries classifies the reasons for leaving jobs given by the white women interviewed.

Type of reason for leaving job	Separations of white women from—				
	Other laundry (1,157 separations)	Domestic and personal service (358 separations)	Manufacturing (624 separations)	Stores (151 separations)	Hotels and restaurants (204 separations)
	NUMBER				
Personal.....	781	208	256	75	101
Industrial.....	302	147	362	74	101
General.....	74	3	6	2	2
	PER CENT				
Personal.....	67.5	58.1	41.0	49.7	49.5
Industrial.....	26.1	41.1	58.0	49.0	49.5
General.....	6.4	.8	1.0	1.3	1.0

The reasons given by white women for leaving other laundries show that much the highest per cent had quit for personal reasons, and this was the case, though to a less extent, of domestic and personal service. Of the other three groups, stores and hotels and restaurants show that practically the same proportions of women had left for industrial and personal reasons, but almost three-fifths of the women who had been in manufacturing had left for reasons connected with the industry.

Certain special reasons within these groups stand out prominently. Among personal reasons for leaving work, marriage and change of residence were very important in each industry group. Of the women who had been in domestic and personal service, more than a fourth had left because of marriage; of those in laundries, about a fifth had left because of change of residence.

"Earnings insufficient" and "laid off" were the two principal causes of change under industrial reasons. The former was most prominent in laundries, and more women had been laid off in manufacturing establishments. Certain reasons that were not especially important in all industries combined were important in a single industry; for example, "dispute" in laundries, "no work" in domestic and personal service, and "work too hard" in hotels and restaurants. Nearly one-third (31.9 per cent) of all the reasons given for leaving work in hotels and restaurants were "work too hard," "hours too long," or "dissatisfied with conditions." Under domestic and personal service the two industrial conditions "hours too long" and "no work" comprised nearly a fifth of the reasons given, while under manufacturing "laid off" and "insufficient earnings" were more than one-fourth of all the reasons given.

Type of work preferred.

"All work carries with it mental and physical reactions, and it is the nature of these reactions which make work a pleasure or a burden," was said by a man experienced in handling thousands of workers.¹⁵

The truth of this statement is apparent, and the question as to the nature of the reactions is the first step in throwing light on the subject. In order to do this, information must be obtained from the worker, and this was one of the subjects taken up with the 1,859 women, white and negro, in the home visits.

As has been shown, the majority of women had not confined themselves to one kind of work. They had gone from one industry to another, and in many cases the same woman had had experience in family, hotel, and factory work as well as in laundries. An effort was made to find out, as a result of each woman's experience, how other work that she had done compared with what she was doing in a laundry. (See Appendix Table XXXV.) A preference for laundry work as contrasted with that in other industries was expressed by 587 of the 740 women, in 14 different cities, who stated their preferences for one kind of work or another. These 587 women not only reported a greater liking for laundry work but, in all but 9 cases, stated why they preferred it. Reasons for their preference were

¹⁵ Scheffel, Carl. *The Mental Hygiene of Industrial Workers*. In *Journal of Industrial Hygiene*, September, 1920, p. 152.

given also by 121 of the 153 women who preferred other jobs to laundry work.

About three-tenths (29.9 per cent) of the women preferring laundry work gave as their major reason "better hours"—better, that is, than those they had found in domestic and personal service, hotels and restaurants, stores, factories, or cleaning office buildings. It is especially interesting to find so large a group preferring laundry work because of better hours. For years the laundry industry has struggled to combine the service demanded by the housewife, which was to send her work to the laundry on Monday and have it returned promptly, with keeping an even flow of work for the employees each day through the week. In a report made of laundries in a large city in 1916 the following general statement is made of conditions then existing: "An outstanding feature of the study of the laundry industry is that both men and women work long hours for three or four days a week and then there is a let-up for the remaining days of the week. The physical examinations proved that these long days often strain the health and vitality of the workers beyond the power of recovery during the shorter days."¹⁶

From the emphasis by the workers in this study on the better hours in laundries it would appear that excessively long daily hours early in the week had been eliminated, to a considerable extent, and a better distribution of the work had been accomplished.

Better pay was given as a reason for preferring laundry work in something more than a quarter (26.8 per cent) of the answers. About half these replies were from workers who had been in factories and a little more than a fifth were from those formerly in domestic and personal service. Other comparisons were that laundry work was easier, the comment of a good many women who had been in factories, restaurants and hotels, and domestic service; it was steadier, especially so in comparison to factory work; it was cleaner than factory and domestic work; and in the opinion of a considerable number it was likely to have better working conditions—including such factors as constant standing, temperature, contact with the public, working alone—than other places where they had been employed.

Explanations or additional details of the expressed preference frequently were given. The question of "better pay" often was coupled with that of shorter hours and no Sunday work when compared with domestic service or restaurants and hotels, and the late Saturday evening work was mentioned as against store work. Some rather surprising reasons were given; for example, that of the woman who preferred laundry work to domestic service because she did not like "working in water all the time" and of the women who preferred a laundry to a cotton mill because "hours were shorter and it was cooler." Both restaurant work and stores had the disadvantage to some and the advantage to others that clothes were important and you "had to meet the public." In general, the women preferring laundry work seemed to believe that the hours were better than in domestic work, in hotel and restaurant work, and in some cases in stores; that the pay was better and steadier than in factories and domestic service; the conditions of work were less hard than in

¹⁶ Harris, Louis I., and Swartz, Nelle. *The Cost of Clean Clothes in Terms of Health*. New York City, Department of Health. [1917.] p. 66.

factories; and unpublished details show that it was less confining than domestic service and hotels and restaurants.

Another side of the picture is given by the women—one in five—who preferred other work to that of laundries. It must be remembered that all women from whom answers were obtained were at the time of the interview at work in laundries. Undoubtedly this would weight their replies, to a certain extent, in favor of laundries, and women disliking laundry work probably would be found in greater numbers in other industries. The largest number of those stating reasons for preferring other work gave "better pay" as their reason, and most of these comparisons were between factories and laundries. Working conditions in other industries were preferred to those in laundries in a number of cases and most of these were in favor of factory work. "Better hours," the most important point expressed in favor of laundries, was mentioned by very few women as a reason for preferring other work to that in laundries.

Some of the women said that pay was better in restaurants than in laundries, because meals were supplied, and the same reason, with lodging sometimes mentioned, was given for preferring domestic service to laundry work. Several women preferred factory work because it was cooler and because they could sit at their work, and others preferred store or restaurant work because they liked meeting the public and could wear better clothes. Perhaps the oddest preference was expressed by the woman who favored the position of attendant in an insane asylum to work in a laundry because it was "less monotonous and more restful." On the whole, "better pay," especially in factory work, was the most important reason given for preferring other work to that in laundries.

APPENDIXES

APPENDIX A—GENERAL TABLES
APPENDIX B—SCHEDULE FORMS

APPENDIX A.—GENERAL TABLES

TABLE I.—Dry-bulb reading near presses and flat-work ironers, by outside temperature

Dry-bulb temperature out of doors	Number of dry-bulb readings	Number of dry-bulb readings near presses and flat-work ironers that were—							
		55° and under 60°	60° and under 65°	65° and under 70°	70° and under 75°	75° and under 80°	80° and under 85°	85° and under 90°	90° and over
Total.....	672	1	7	46	196	256	128	33	5
5° and under 10°.....	3	1	2						
10° and under 15°.....	3				1	2			
15° and under 20°.....	2						1		
20° and under 25°.....	12				9	3			
25° and under 30°.....	13		2	3	2	6			
30° and under 35°.....	37		1	4	19	11	2		
35° and under 40°.....	19			1	10	4	3	1	
40° and under 45°.....	53			5	16	23	4	4	1
45° and under 50°.....	55			6	23	18	8		
50° and under 55°.....	138		1	12	56	48	16	5	
55° and under 60°.....	85			10	25	39	10	1	
60° and under 65°.....	117		1	4	28	54	26	4	
65° and under 70°.....	37				1	22	10	2	3
70° and under 75°.....	37			1	3	15	15	3	7
75° and under 80°.....	46				2	11	25	7	1
80° and over.....	16						8	6	1

TABLE II.—Wet-bulb reading near presses and flat-work ironers, by outside temperature

Wet-bulb temperature out of doors	Number of wet-bulb readings	Number of wet-bulb readings near presses and flat-work ironers that were—							
		50° and under 55°	55° and under 60°	60° and under 65°	65° and under 70°	70° and under 75°	75° and under 80°	85° and over	
Total.....	666	11	78	270	212	31	13	1	
10° and under 15°.....	2			1	1				
15° and under 20°.....	1		1						
20° and under 25°.....	11		5	3	2	1			
25° and under 30°.....	41	2	8	18	12	1			
30° and under 35°.....	22	2	7	5	5	2	1		
35° and under 40°.....	48	3	4	31	9	1			
40° and under 45°.....	97	3	17	45	24	8			
45° and under 50°.....	137	1	17	69	36	13	1		
50° and under 55°.....	127		11	61	47	8			
55° and under 60°.....	83		6	24	39	11	3		
60° and under 65°.....	56		1	11	31	13			
65° and under 70°.....	13				3	8	2		
70° and under 75°.....	25		1	2	3	15	4		
80° and over.....	3						2	1	

TABLE III.—Wet-bulb reading near presses and flat-work ironers by dry-bulb reading

Dry-bulb reading	Number of readings	Number of wet-bulb readings near presses and flat-work ironers that were—						
		55° and under 55°	55° and under 60°	60° and under 65°	65° and under 70°	70° and under 75°	75° and under 80°	85° and under 90°
Total.....	708	14	85	281	227	82	13	1
55° and under 60°.....	1	1						
60° and under 65°.....	8	3	4	1				
65° and under 70°.....	47	6	23	18				
70° and under 75°.....	208	4	38	121	44	1		
75° and under 80°.....	263		18	104	124	17		
80° and under 85°.....	138		2	35	60	46	6	
85° and under 90°.....	33			2	9	18	5	1
90° and over.....	5					3	2	

TABLE IV.—Relative humidity near presses and flat-work ironers, by dry-bulb reading

Dry-bulb reading	Total number of cases	Number of cases where relative humidity near presses and flat-work ironers was—							
		15 and under 20 per cent	20 and under 25 per cent	25 and under 30 per cent	30 and under 35 per cent	35 and under 40 per cent	40 and under 45 per cent	45 and under 50 per cent	50 and under 55 per cent
Total.....	702	2	5	17	37	53	83	94	90
55° and under 60°.....	1								2
60° and under 65°.....	8								8
65° and under 70°.....	47				3	2	2	3	8
70° and under 75°.....	208	2	1	4	9	6	23	29	29
75° and under 80°.....	263		1	6	13	22	29	44	30
80° and under 85°.....	137		2	6	7	20	23	12	18
85° and under 90°.....	33		1	1	3	2	5	4	7
90° and over.....	5				2		1	2	

Dry-bulb reading	Number of cases where relative humidity near presses and flat-work ironers was—Continued								
	55 and under 60 per cent	60 and under 65 per cent	65 and under 70 per cent	70 and under 75 per cent	75 and under 80 per cent	80 and under 85 per cent	85 and under 90 per cent	90 and under 95 per cent	95 per cent and over
Total.....	110	83	55	39	18	7	4	1	1
55° and under 60°.....		1							
60° and under 65°.....	2	1	2			1			
65° and under 70°.....	9	6	5	3	3	3			
70° and under 75°.....	27	28	21	17	6	1	3	1	1
75° and under 80°.....	51	33	21	12	5				
80° and under 85°.....	18	12	6	5	4	2			
85° and under 90°.....	3	2	1	2			1		

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TABLE V.—*Impression of agent as to temperature near presses and flat-work ironers, by dry-bulb reading*

Dry-bulb reading	Total number of cases	Number of cases with dry-bulb reading as specified where temperature seemed—				
		Cool	Comfortable	Warm	Very warm	Hot
Total.....	604	42	283	178	37	65
55° and under 60°.....	1	1	—	—	—	—
60° and under 65°.....	8	7	1	—	—	—
65° and under 70°.....	42	15	24	3	—	—
70° and under 75°.....	185	17	142	20	—	6
75° and under 80°.....	230	2	109	100	11	8
80° and under 85°.....	109	—	6	62	21	30
85° and under 90°.....	26	—	—	3	6	18
90° and under 95°.....	3	—	—	—	—	3

TABLE VI.—*Scheduled weekly hours of laundries in other Women's Bureau surveys, by section, State, and date of survey*

Section, State, and date of survey	Total number reported		Number of establishments and number and per cent of women whose scheduled weekly hours were—								
			48 and under			Over 48 and under 54			54 and over		
	Estab-lish-ments	Women	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women	
Num-ber				Per-cent	Num-ber		Per-cent	Num-ber		Per-cent	
All places.....	1 236	8, 969	67	1, 401	15. 6	112	3, 933	43. 9	108	3, 625	40. 5
Eastern.....	1 19	1, 107	5	108	9. 8	10	467	42. 2	6	532	48. 1
Rhode Island, 1920.....	4	166	2	50	30. 1	1	67	40. 4	1	49	29. 5
New Jersey, 1922.....	10	745	3	68	7. 8	6	327	43. 9	3	360	48. 3
Delaware, 1924.....	5	196	—	—	—	3	73	37. 2	2	123	62. 8
North Central.....	1 66	2, 312	23	480	20. 8	40	1, 542	66. 7	9	290	12. 5
Ohio, 1922.....	1 24	1, 060	9	230	21. 7	19	830	78. 3	—	—	—
Illinois, 1924.....	1 42	1, 252	14	250	20. 0	21	712	56. 9	9	290	23. 2
South Central.....	1 73	2, 035	10	286	14. 1	21	607	24. 9	50	1, 242	61. 0
Arkansas, 1922.....	1 10	363	2	30	8. 3	1	11	3. 0	17	322	88. 7
Missouri, 1922.....	22	965	3	175	18. 1	6	292	30. 3	13	498	51. 6
Oklahoma, 1924.....	1 32	707	5	81	11. 5	14	204	28. 9	20	422	59. 7
Southern.....	1 108	3, 505	29	527	15. 0	41	1, 417	40. 4	43	1, 561	44. 5
Georgia, 1921 ¹	14	350	3	29	8. 3	5	129	38. 9	6	192	54. 9
Kentucky, 1921.....	17	522	3	91	17. 4	9	283	54. 2	5	148	28. 4
Maryland, 1921.....	1 17	693	9	103	14. 9	9	578	83. 4	1	12	1. 7
South Carolina, 1921-22.....	13	253	1	26	11. 2	5	103	44. 2	7	194	44. 6
Alabama, 1922.....	17	467	8	219	46. 9	6	151	32. 3	3	97	20. 5
Mississippi, 1925.....	1 12	263	3	30	11. 4	3	49	18. 6	9	184	70. 0
Tennessee, 1925.....	18	977	2	29	3. 0	4	124	12. 7	12	824	84. 3

¹ Details aggregate more than total, because some establishments appear in more than 1-hour group.
² Includes 1 establishment (32 women) that worked every other Sunday, alternating weeks of 51 hours and 57½ hours.
³ Exclusive of Atlanta.

TABLE VII.—Scheduled daily hours of laundries in other Women's Bureau surveys, by section, State, and date of survey

Section, State, and date of survey	Total number reported		Number of establishments and number and per cent of women whose scheduled daily hours were—																				
			Under 8			8			Over 8 and under 9			9			Over 9 and under 10			10			Over 10 and under 11		
	Establishments	Women	Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women		Establishments	Women	
				Number	Per cent		Number	Per cent		Number	Per cent		Number	Per cent		Number	Per cent		Number	Per cent		Number	Per cent
All places.....	273	9,247	7	67	0.7	14	481	5.2	25	678	7.3	141	4,862	52.6	44	1,709	18.5	43	1,438	15.6	1	12	0.1
Eastern.....	19	1,107				1	24	2.2	1	8	.7	10	699	64.1	3	284	25.7	4	192	17.3			
Rhode Island, 1920.....	4	166				1	24	11.5				2	93	56.0				1	40	29.5			
New Jersey, 1923.....	10	745							1	8	1.1	5	433	58.1	3	284	38.1	1	20	2.7			
Delaware, 1924.....	5	196										3	73	37.2				2	123	62.8			
North Central.....	67	2,386	4	27	1.1	8	234	9.8	11	301	12.6	35	1,474	61.8	7	267	11.2	4	83	8.5			
Ohio, 1922.....	24	1,060				3	111	10.5	4	128	12.1	17	821	77.5									
Illinois, 1924.....	43	1,326	4	27	2.0	5	123	9.3	7	173	13.0	15	653	49.2	7	267	20.1	4	83	6.3			
South Central.....	76	2,208				2	161	7.3	3	68	3.1	70	1,079	89.6									
Arkansas, 1922.....	19	363				1	17	4.7				18	346	95.3									
Missouri, 1922.....	25	1,138				1	92	8.1	1	51	4.5	23	995	87.4									
Oklahoma, 1924.....	32	707				1	52	7.4	2	17	2.4	29	638	90.2									
Southern.....	111	3,546	3	40	1.1	2	62	1.7	10	301	8.5	26	810	22.8	34	1,168	32.7	35	1,163	32.8	1	12	0.3
Georgia, 1920 and 1921.....	15	380							1	18	3.3	4	106	27.2	4	108	27.7	5	151	38.7	1	12	3.1
Kentucky, 1921.....	17	622							1	30	5.7	6	233	44.6	1	34	6.5	9	226	43.1			
Maryland, 1921.....	20	762	2	21	2.8	2	62	8.2	2	40	5.3	5	264	33.8	7	352	46.8	2	23	3.1			
South Carolina, 1921-22.....	13	233							1	26	11.2	4	89	38.2	5	73	31.3	3	45	19.3			
Alabama, 1922.....	16	409	1	19	4.6				4	156	38.1	3	60	16.1	6	164	37.7	2	14	3.4			
Mississippi, 1925.....	12	263							1	36	13.7	4	62	22.6				7	168	62.7			
Tennessee, 1925.....	18	977													11	437	44.7	7	540	55.3			

¹ Details aggregate more than total, because some establishments appear in more than 1 hour group

² Includes 9 women in 1 establishment having a 5-hour day on Monday.

³ Includes 11 women in 1 establishment having a 5-hour day on Monday, 18 in 1 establishment having a 7-hour day on Friday, and 22 in 1 establishment having an 8-hour day on Friday.

⁴ Includes 3 establishments working 8 to 9 hours on Monday and 1 establishment working 9 hours on Monday and Tuesday

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TABLE VIII.—Scheduled Saturday

Section and city	Total number reported		Number of establishments and number and per cent of women whose scheduled Saturday hours were—								
			None			Under 5			5 and under 6		
	Estab-lish-ments	Women	Estab-lish-ments	Women		Estab-lish-ments	Women		Estab-lish-ments	Women	
				Num-ber	Per cent		Num-ber	Per cent		Num-ber	Per cent
All places.....	1 288	19,461	36	1,084	5.6	50	2,111	10.8	80	5,159	26.5
Eastern.....	1 51	2,738	7	143	5.2	20	1,055	38.5	15	967	31.7
Boston.....	1 30	1,546	0	134	8.7	10	501	32.4	9	572	37.0
Jersey City and Newark.....	11	645				6	212	32.9	3	176	27.3
Providence.....	10	547	1	9	1.6	4	342	62.5	3	119	21.8
Middle western.....	1 125	7,720	26	833	10.8	25	962	12.5	57	3,884	50.3
Chicago.....	1 21	1,741	2	35	2.0	2	115	6.6	10	867	49.8
Cincinnati.....	1 14	567	3	37	6.3	3	45	7.7	8	440	75.0
Cleveland.....	16	1,974	4	219	20.4	1	34	3.2	11	821	76.4
Des Moines.....	1 6	238				1	10	4.2			
Detroit.....	1 20	1,648	13	470	28.5	5	133	8.1	6	429	26.0
Indianapolis.....	12	959	2	21	2.2	3	307	32.0	5	512	53.4
Milwaukee.....	1 13	536	1	21	3.9	5	217	40.5	5	201	37.5
Minneapolis and St. Paul.....	1 23	937	1	30	3.2	5	101	10.8	12	614	65.5
Western.....	65	5,581							1	24	.4
Los Angeles.....	21	2,629									
Portland.....	12	769									
San Francisco.....	17	1,433							1	24	1.7
Seattle.....	15	750									
Southern.....	1 47	3,422	3	108	3.2	5	94	2.7	7	384	11.2
Atlanta.....	1 12	1,106	1	28	2.5	1	12	1.1	3	304	27.5
Birmingham.....	1 11	862				2	15	1.7	2	23	2.7
Jacksonville.....	6	463									
Richmond.....	6	500				1	53	10.6	1	55	11.0
St. Petersburg and Tampa.....	1 12	551	2	80	14.5	1	14	2.5	1	2	.4

¹ Details aggregate more than total, because some establishments appear in more than 1 hour group.
² 9 women in 1 establishment had a Saturday never exceeding 2 hours and no work on Saturday in summer.

hours, by section and city

Number of establishments and number and per cent of women whose scheduled Saturday hours were—Continued														
6 and under 7			7 and under 8			8 and under 9			9 and under 10			10		
Estab- lish- ments	Women		Estab- lish- ments	Women		Estab- lish- ments	Women		Estab- lish- ments	Women		Estab- lish- ments	Women	
	Num- ber	Per cent		Num- ber	Per cent		Num- ber	Per cent		Num- ber	Per cent		Num- ber	Per cent
26	1,566	8.1	19	1,440	7.4	72	6,135	31.5	21	1,853	7.1	7	581	3.0
5	278	10.2	3	137	5.0	1	118	4.3	1	139	5.1			
3	322	12.1	3	137	5.9	1	118	18.3	1	139	21.6			
2	77	14.1												
12	636	8.3	5	319	4.1	2	89	1.2	12	907	11.7	1	90	1.2
1	30	1.1	1	167	2.6				5	447	25.7	1	90	5.2
1	65	11.1												
			1	50	21.0	2	70	22.4	2	108	45.4			
3	289	17.5	1	21	1.3				2	206	18.6			
1	48	5.0	1	71	7.4									
1	96	12.7	1	10	1.9	1	19	3.5						
5	146	15.6							1	45	4.9			
1	14	.3				63	5,543	99.3						
1	14	.5				20	2,615	99.5						
						12	789	100.0						
						16	1,499	98.3						
						15	750	100.0						
8	639	13.7	11	984	26.6	5	365	11.3	8	337	9.8	6	491	14.2
2	356	32.2	4	330	29.8	1	76	6.9						
1	42	4.9	2	276	32.0	2	217	25.2	2	120	13.9	2	169	19.6
1	37	9.2	1	57	14.1				1	56	13.9	3	253	62.8
1	86	17.2	2	289	57.8				1	17	3.4			
2	118	21.4	1	32	6.8	1	92	18.7	4	144	26.1	1	89	12.6

^a 62 women in 1 establishment occasionally worked longer but never in excess of 6 hours.
^b 146 women in 1 establishment worked alternate Saturdays of 7 hours.

TABLE IX.—Scheduled lunch period, by section and city

Section and city	Total number reported		Number of establishments and number of women whose scheduled lunch period was—									
			30 minutes		Over 30 and under 45 minutes		45 minutes		Over 45 minutes and under 1 hour		1 hour	
	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
All places.....	1 280	10,529	176	12,202	2	257	32	2,360	4	336	78	4,284
Per cent distribution.....		100.0		62.9		1.3		12.1		1.7		21.9
Eastern	51	2,738	4	66			10	605	3	182	34	1,795
Boston.....	30	1,546	2	37			7	515	3	182	18	812
Jersey City and Newark.....	11	645	1	20			2	129			8	496
Providence.....	10	547	1	9			1	51			8	487
Middle western	126	7,737	99	6,286	2	257	7	430			19	834
Chicago.....	21	1,742	21	1,727							1	15
Cincinnati.....	14	687	13	533			1	54				
Cleveland.....	16	1,074	15	835	1	239						
Des Moines.....	6	238	3	119			2	95			1	24
Detroit.....	20	1,666	20	1,666								
Indianapolis.....	12	959	10	794							2	165
Milwaukee.....	13	536					1	80			12	456
Minneapolis and St. Paul.....	24	985	17	592	1	18	3	201			3	174
Western	65	5,582	32	2,838			13	1,071	1	154	19	1,519
Los Angeles.....	21	2,620	17	2,088			2	475			2	66
Portland.....	12	769					11	596			1	173
San Francisco.....	17	1,434							1	154	16	1,280
Seattle.....	15	750	15	750								
Southern	47	3,422	41	3,122			2	164			4	136
Atlanta.....	12	1,106	12	1,106								
Birmingham.....	11	802	9	698			2	164				
Jacksonville.....	6	403	5	366							1	57
Richmond.....	6	500	6	500								
St. Petersburg and Tampa.....	12	551	9	452							3	99

¹ Details aggregate more than total, because 1 establishment appears in more than 1 group.

² 69 women in 1 establishment had a half hour on Friday.

³ 69 women in 1 establishment had a half hour on Monday and Saturday.

⁴ A half hour on Saturday

⁵ 1,182 women in 12 establishments had a half hour on Saturday

TABLE X.—Scheduled rest period, by section and city

Section and city	Total number having a rest period		Number of establishments and number of women having—													
			1 rest period								2 rest periods					
			Total number		10 minutes		15 minutes		20 minutes		Total number		10 minutes each		Duration not reported	
			Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en	Estab-lish-ments	Wom-en
All places.....	32	2,216	28	1,934	13	1,133	12	829	3	172	4	282	3	220	1	62
Per cent distribution.....			100.0	58.6	32.5	8.9					100.0	78.0		22.0		
Eastern.....	12	906	11	788	5	466	3	150	3	172	1	178	1	178		
Boston.....	9	612	8	434	3	188	2	74	3	172	1	178	1	178		
Jersey City and Newark.....	1	139	1	139	1	139										
Providence.....	2	215	2	215	1	130	1	76								
Middle western.....	17	815	14	711	6	324	8	387			3	104	2	42	1	62
Chicago.....	2	99	2	99	1	65	1	34								
Cincinnati.....	1	15	1	15			1	15								
Cleveland.....	2	143	1	120			1	120			1	23	1	23		
Detroit.....	2	130	2	130	1	90	1	40								
Indianapolis.....	1	23	1	23	1	23										
Milwaukee.....	7	204	6	275	3	146	3	129			1	19	1	19		
Minneapolis and St. Paul.....	2	111	1	49			1	49			1	62			1	62
Western—San Francisco.....	1	164	1	164	1	154										
Southern.....	2	281	2	281	1	189	1	92								
Richmond.....	1	189	1	189	1	189										
St. Petersburg and Tampa.....	1	92	1	92			1	92								

¹ 47 women in 1 establishment had 10 minutes on Monday.

² In June, July, and August only.

³ 5 or 10 minutes if they care to take it."

TABLE XI.—Hours actually worked, by section and city

Section and city	Number of women reported		Per cent of women who worked during the week—											
			Under 30 hours		30 and under 33 hours		33 and under 36 hours		36 and under 39 hours		39 and under 42 hours		42 and under 44 hours	
			White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All places.....	10,080	2,144	4.3	6.2	1.8	1.8	1.2	2.5	2.2	3.8	7.6	7.6	4.9	5.0
Eastern.....	1,597	103	4.8	2.9	1.0	3.9	1.3	11.7	2.0	10.7	7.3	7.8	8.1	11.7
Boston.....	1,102	44	3.5		.8	6.8	1.4		1.7		6.7	2.3	11.1	20.5
Jersey City and Newark.....	181	45	11.6	6.7	5.0	2.2	1.1	28.7	4.4	24.4	17.1	15.6	3.3	6.7
Providence.....	314	14	6.1		2.2		1.3		1.6		3.5		.6	
Middle western.....	3,908	1,189	4.4	6.8	1.1	1.6	2.3	1.5	3.4	4.5	7.7	10.3	7.7	6.0
Chicago.....	571	648	4.6	6.3	1.1	.6	.5	.5	1.9	2.5	2.8	4.8	3.2	.9
Cincinnati.....	370	4	5.1		1.1		.3	(1)	2.2		5.1	(1)	3.8	
Cleveland.....	554	223	3.8	9.0	1.1	1.8	1.6	1.8	5.6	10.3	14.8	22.9	14.6	10.8
Des Moines.....	89		4.5										5.6	
Detroit.....	896	289	4.0	6.2	1.6	3.8	3.6	3.5	3.7	5.2	11.7	13.8	12.2	10.4
Indianapolis.....	440	24	6.8	8.3	1.6		2.2		4.1		5.9		1.1	
Milwaukee.....	386		3.9		1.3		6.0		6.7		7.3		9.6	
Minneapolis and St. Paul.....	602	1	3.7		.2		1.2		.8		3.8		5.0	
Western.....	4,974	9	4.1		2.3		.3		1.2		8.0	(1)	1.7	
Los Angeles.....	2,484	9	4.3		2.4		.2		.6		8.7	(1)	.7	
Portland.....	546		3.5		2.4		.9		3.1		5.9		7.0	
San Francisco.....	1,434		3.0		1.9		.3		1.6		7.2		1.8	
Seattle.....	510		7.1		2.9				.6		8.6		.6	
Southern.....	201	843	4.0	5.7	2.0	1.8	2.0	2.7	7.0	2.0	3.0	3.4	3.0	4.3
Atlanta.....	26	144		16.0		3.5	2.8	6.9		5.6	3.8	5.6	11.5	9.7
Birmingham.....	66	363		1.9		1.4	1.5	.3	1.5	.6	1.5	1.1	1.5	.3
Jacksonville.....	2	90	(1)	4.4					(1)			1.1		2.2
Richmond.....	1	64		10.9		7.6		9.4		6.3	(1)	10.9		20.3
St. Petersburg and Tampa.....	106	182	6.6	3.8	3.8		1.9	3.3	11.3	1.6	2.8	4.9	1.9	3.3

¹ Not computed, owing to small number involved.

Section and city	Per cent of women who worked during the week—Continued															
	44 and under 48 hours		48 hours		Over 48 and under 50 hours		50 hours		Over 50 and under 54 hours		54 hours		Over 54 and under 60 hours		60 hours and over	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All places.....	18.2	9.4	37.0	4.0	6.5	4.6	6.1	7.4	7.1	21.1	0.7	3.6	1.9	12.1	0.6	11.1
Eastern.....	26.5	10.7	36.3	30.1	2.9	1.0	6.3		2.7	9.7	.1		.3			
Boston.....	27.6		46.7	70.5	.3				.1		.1					
Jersey City and Newark.....	6.1	17.8	12.7		21.5		14.9		2.2							
Providence.....	34.4	(1)	13.4		1.3	(1)	23.2		12.1	(1)			1.3			
Middle western.....	18.5	12.3	4.8	4.0	13.3	7.1	13.9	11.8	17.7	22.7	1.7	5.9	3.5	4.3	.2	2.2
Chicago.....	9.3	7.9	.4		6.1	6.3	37.5	13.3	16.8	36.5	6.6	10.6	7.2	6.9	.2	3.9
Cincinnati.....	26.7	(1)	6.5		20.0		23.8		4.3				1.1			
Cleveland.....	26.3	11.6	1.6	.9	5.1	9.0	17.1	20.6	5.2	.9			3.0			.4
Des Moines.....	2.2		1.1		4.5				47.2				33.7		1.1	
Detroit.....	17.1	22.2	2.9	13.6	19.9	5.9	6.0	2.8	16.2	10.4	.4		.6	.3	.1	
Indianapolis.....	11.6	12.5	7.3		17.3	25.0	12.0		24.7	29.2	1.1	4.2	2.9	20.8	.2	
Milwaukee.....	39.4		1.3		19.4		2.8		2.1				.3			
Minneapolis and St. Paul.....	10.8		14.6		8.1		4.5		41.1	(1)	1.2		4.7		.5	
Western.....	15.7	(1)	64.1	(1)	2.4		.1		.1							
Los Angeles.....	8.5	(1)	74.5	(1)	.1											
Portland.....	62.9		9.5		4.4				.6							
San Francisco.....	13.3		64.7		6.2											
Seattle.....	7.7		70.0		1.2		.8		.6							
Southern.....	6.5	5.0		.2	3.0	1.5	1.0	2.3	10.5	20.4	2.0	.8	30.9	24.8	25.3	25.0
Atlanta.....	11.5	2.8				2.1			11.5	27.8		.7	57.7	19.4		
Birmingham.....		2.8		.6	6.1	1.4	3.0		2.8	12.1		1.4	28.7	37.1	43.9	29.7
Jacksonville.....									7.8					7.7		60.0
Richmond.....		14.1				1.6			1.6					11.0		
St. Petersburg and Tampa.....	9.4	10.4			1.9	2.2			.5	9.4	4.4	3.8	.5	26.4	20.8	26.4

1 Not computed, owing to the small number involved.

Week's earnings	Number of women with earnings as specified in--Continued										
	Western section					Southern section					
	Total	Los Angeles	Portland	San Francisco	Seattle	Total	Atlanta	Birmingham	Jacksonville	Richmond	St. Petersburg and Tampa
Total.....	5,564	2,613	799	1,434	749	542	180	118	47	11	180
Median.....	\$17.90	\$17.00	\$15.35	\$20.70	\$18.05	\$13.95	\$14.40	\$15.80	\$15.40	(1)	\$11.95
Under \$1.....	4	3	1								
\$1 and under \$2.....	10	7	1		2	2		1			1
\$2 and under \$3.....	31	19	3	1	8	1	1				
\$3 and under \$4.....	15	7		7	1	3					3
\$4 and under \$5.....	12	6	3	3	1	1					1
\$5 and under \$6.....	30	15	2	3	10	4		1			3
\$6 and under \$7.....	20	10	4	2	4	6	2	1			3
\$7 and under \$8.....	13	2	0	2	3	7			1		4
\$8 and under \$9.....	34	22	0	2	4	0	1				3
\$9 and under \$10.....	27	8	8	8	3	35	4	5			26
\$10 and under \$11.....	54	33	9	6	6	53	18	3	7		25
\$11 and under \$12.....	49	23	13	3	10	40	13	2		1	24
\$12 and under \$13.....	74	26	33	11	5	81	20	13	5	2	31
\$13 and under \$14.....	207	116	74	11	6	34	14	4	4	1	11
\$14 and under \$15.....	282	145	130	9	29	39	17	9	3	1	9
\$15 and under \$16.....	319	163	162	20	24	61	20	24	0	2	9
\$16 and under \$17.....	909	450	377	33	19	34	18	6	7		3
\$17 and under \$18.....	675	343	51	46	235	26	11	10	2		3
\$18 and under \$19.....	602	349	39	46	168	29	12	6	4		3
\$19 and under \$20.....	591	314	32	392	53	16	0				3
\$20 and under \$21.....	399	162	17	166	55	24	4		2	2	3
\$21 and under \$22.....	272	68	6	198	30	4		3			1
\$22 and under \$23.....	282	74	10	170	22	15	3	10	1		1
\$23 and under \$24.....	85	35	4	30	7	4			2		1
\$24 and under \$25.....	107	41	8	52	11	3	2	1			1
\$25 and under \$30.....	316	80	6	207	24	12	1	3	2	1	5
\$30 and under \$35.....	38	9		21	8	1	1				
\$35 and under \$40.....	14	9		4	1	1	1				1
\$40 and over.....	3	3				1					

TABLE XII.—Week's earnings, by section and city—Continued

NEGRO WOMEN

Week's earnings	Number of women with earnings as specified in—Continued													
	All places	Eastern section				Middle-western section								
		Total	Boston	Jersey City and Newark	Providence	Total	Chicago	Cincinnati	Cleveland	Des Moines	Detroit	Indianapolis	Milwaukee	Minneapolis and St. Paul
Total.....	5,076	246	67	160	19	1,938	989	50	448		399	50		2
Median.....	\$8.85	\$12.50	\$13.35	\$11.90	\$14.15	\$12.26	\$12.45	\$12.10	\$10.85		\$12.55	\$12.50		(1)
Under \$1.....	13					6	2		4					
\$1 and under \$2.....	66					24	19		4		1			
\$2 and under \$3.....	61	2		2		17	12		4		1			
\$3 and under \$4.....	76	1		1		12	4		4		4			
\$4 and under \$5.....	147	1		1		26	14	2	5		4	1		
\$5 and under \$6.....	441					23	13		4		5	5	1	
\$6 and under \$7.....	677	2	1	1		28	17		5		5	1	1	
\$7 and under \$8.....	716	6		6		50	27		12		11			
\$8 and under \$9.....	411	4	1	8		75	41	1	25		7	1		
\$9 and under \$10.....	397	13	4	9		190	55	5	103		22	4		
\$10 and under \$11.....	377	18	1	17		118	102	11	63		39	1		
\$11 and under \$12.....	316	56	8	45	3	209	84	5	57		56	7		
\$12 and under \$13.....	519	39	13	23	3	406	238	12	58		80	18		
\$13 and under \$14.....	242	33	16	14	2	190	115	2	27		38	8		
\$14 and under \$15.....	202	27	5	18	4	162	101	4	19		35	3		
\$15 and under \$16.....	183	20	8	10	2	154	68	6	25		57			
\$16 and under \$17.....	85	11	4	3	4	58	22	1	8		29	3		1
\$17 and under \$18.....	39	6	3	3		24	13		6		3	2		
\$18 and under \$19.....	33	2	1	1		21	11		7		3			
\$19 and under \$20.....	21					13	7		4		2			
\$20 and under \$21.....	16	1	1			11	8		2		1			
\$21 and under \$22.....	10	2		2		5	3		1		1			
\$22 and under \$23.....	8	1	1			7	4	1	1		1			
\$23 and under \$24.....	3					2	2							
\$24 and under \$25.....	4					3	3							
\$25 and under \$30.....	8	1		1		6	5							1

Week's earnings	Number of women with earnings as specified in—Continued										
	Western section					Southern section					
	Total	Los Angeles	Portland	San Francisco	Seattle	Total	Atlanta	Birmingham	Jacksonville	Richmond	St. Petersburg and Tampa
Total.....	16	16				2,876	940	742	352	477	365
Median.....	\$17.60	\$17.50				\$7.15	\$6.45	\$7.00	\$6.80	\$8.20	\$9.80
Under \$1.....						7	1	4			2
\$1 and under \$2.....						42	19	14	4	3	2
\$2 and under \$3.....						42	15	12	8	4	3
\$3 and under \$4.....						68	32	10	9	6	6
\$4 and under \$5.....						120	71	22	13	7	7
\$5 and under \$6.....						418	197	116	57	27	21
\$6 and under \$7.....						647	293	190	108	39	17
\$7 and under \$8.....						660	199	214	90	131	26
\$8 and under \$9.....						332	62	71	49	96	54
\$9 and under \$10.....						194	23	48	5	64	54
\$10 and under \$11.....						143	13	22	3	36	69
\$11 and under \$12.....						51	8			11	26
\$12 and under \$13.....						74	4	6	4	28	32
\$13 and under \$14.....						19		3		6	10
\$14 and under \$15.....						13	1	3	1	5	3
\$15 and under \$16.....	1	1				8	1	1		1	5
\$16 and under \$17.....	5	5				11			1	10	
\$17 and under \$18.....	4	4				5					4
\$18 and under \$19.....	2	2				13	1			1	11
\$19 and under \$20.....	1	1				7				1	6
\$20 and under \$21.....	2	2				2					2
\$21 and under \$22.....						3					2
\$22 and under \$23.....											
\$23 and under \$24.....											
\$24 and under \$25.....	1	1									1
\$25 and under \$30.....						1					1

† Not computed, owing to the small number involved.

TABLE XIII.—Median of the week's earnings of undertime, full-time, and overtime workers, by section and city

Section and city	Total for whom time worked was reported				Number of women and their median earnings where week worked was—											
					Less than scheduled hours				Scheduled hours				More than scheduled hours			
	White women		Negro women		White women		Negro women		White women		Negro women		White women		Negro women	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings
All places.....	10,678	\$16.30	2,144	\$10.45	4,229	\$14.15	1,116	\$10.25	5,361	\$17.80	622	\$10.25	1,088	\$15.85	406	\$11.80
Eastern.....	1,597	14.50	103	12.85	395	12.00	52	11.15	1,101	15.05	47	13.80	101	15.65	4	(1)
Boston.....	1,102	14.65	44	13.45	247	12.20	6	(1)	828	15.15	38	13.60	27	15.90		
Jersey City and Newark.....	181	15.00	45	11.10	89	12.50	42	11.00	49	17.05			43	16.40	3	(1)
Providence.....	314	12.95	14	(1)	59	10.65	4	(1)	224	13.90	9	(1)	31	12.80	1	(1)
Middle western.....	3,906	14.70	1,189	12.25	2,122	13.80	727	11.80	919	16.90	247	12.75	865	15.75	215	12.85
Chicago.....	571	16.95	648	12.20	116	12.00	339	10.70	234	17.60	160	12.55	221	17.60	149	12.85
Cincinnati.....	368	14.20	4	(1)	189	12.90	4	(1)	152	14.85			27	17.40		
Cleveland.....	554	15.25	223	11.80	359	13.90	120	10.15	136	16.00	65	12.75	59	16.75	38	12.15
Des Moines.....	89	13.80			13	(1)			74	14.20			2	(1)		
Detroit.....	866	15.00	289	12.55	654	14.45	253	12.30	86	17.25	20	15.55	156	16.60	16	16.00
Indianapolis.....	440	12.55	24	12.40	240	10.80	11	(1)	71	15.45	2	(1)	129	13.50	11	(1)
Milwaukee.....	386	14.55			317	14.30			64	16.65			15	15.50		
Minneapolis and St. Paul.....	602	14.00	1	(1)	234	12.85			112	14.60			256	14.60	1	(1)
Western.....	4,974	17.95	9	(1)	1,644	15.35	2	(1)	3,272	19.05	7	(1)	58	19.35		
Los Angeles.....	2,484	19.95	9	(1)	620	14.40	2	(1)	1,862	17.60	7	(1)	2	(1)		
Portland.....	546	15.15			467	14.90			62	18.00			27	16.65		
San Francisco.....	1,434	20.70			417	18.95			1,001	21.10			16	22.75		
Seattle.....	510	17.95			140	14.95			357	18.45			13	(1)		
Southern.....	201	13.55	843	7.25	68	11.05	335	6.60	69	15.55	321	7.25	64	13.85	187	8.25
Atlanta.....	26	13.50	144	5.90	8	(1)	61	4.25	8	(1)	13	(1)	10	(1)	70	6.80
Birmingham.....	66	16.20	303	7.40	5	(1)	59	3.10	44	15.85	240	7.40	17	18.15	64	8.30
Jacksonville.....	2	(1)	90	6.35	2	(1)	32	5.45			57	6.55			1	(1)
Richmond.....	1	(1)	64	6.45	1	(1)	57	6.25			8	(1)			1	(1)
St. Petersburg and Tampa.....	106	11.55	182	10.55	52	10.25	126	10.15	17	14.25	5	(1)	37	12.15	51	14.50

¹ Not computed, owing to the small number involved.

TABLE XIV.—Extent of undertime, full time, and overtime, by section and city

Section and city	Number of women reported		Women who worked during the week—											
			Less than scheduled hours				Scheduled hours				More than scheduled hours			
			Number		Per cent		Number		Per cent		Number		Per cent	
			White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All places.....	10,678	2,144	4,229	1,116	39.6	52.1	5,361	622	50.2	29.0	1,088	406	10.2	18.9
Eastern.....	1,597	103	395	52	24.7	50.5	1,101	47	68.9	45.6	101	4	0.3	3.9
Boston.....	1,102	44	247	6	22.4	13.6	828	38	75.1	86.4	27		2.5	
Jersey City and Newark.....	181	45	89	42	49.2	93.3	49		27.1		43	3	23.8	6.7
Providence.....	314	14	59	4	18.8	(1)	224	9	71.3	(1)	31	1	9.9	(1)
Middle western.....	3,906	1,189	2,122	727	54.3	61.1	919	247	23.5	20.8	805	215	22.1	18.1
Chicago.....	571	648	116	339	20.3	52.3	234	100	41.0	24.7	221	149	38.7	23.0
Cincinnati.....	368	4	189	4	51.4	(1)	152		41.3		27		7.3	
Cleveland.....	554	223	359	120	64.8	53.8	136	65	24.5	20.1	59	38	10.6	17.0
Des Moines.....	89		13		14.6		74		83.1		2		2.2	
Detroit.....	896	289	654	253	73.0	87.5	89	20	9.6	6.9	156	15	17.4	5.5
Indianapolis.....	440	24	240	11	64.5	45.8	71	2	16.1	8.3	129	11	29.3	45.8
Milwaukee.....	386		317		82.1		54		14.0		15		3.9	
Minneapolis and St. Paul.....	602	1	234		38.9		112		18.6		256	1	42.5	(1)
Western.....	4,974	9	1,644	2	33.1	(1)	3,272	7	65.8	(1)	58		1.2	
Los Angeles.....	2,484	9	620	2	25.0	(1)	1,862	7	75.0	(1)	2		.1	
Portland.....	546		467		85.5		52		9.5		27		4.9	
San Francisco.....	1,434		417		29.1		1,001		69.8		16		1.1	
Seattle.....	510		140		27.5		357		70.0		13		2.5	
Southern.....	201	843	68	335	33.8	39.7	69	321	34.3	38.1	64	187	31.8	22.2
Atlanta.....	26	144	8	61	30.8	42.4	8	13	30.8	9.0	10	70	38.5	48.6
Birmingham.....	66	363	5	59	7.6	16.3	44	240	66.7	66.1	17	64	25.8	17.0
Jacksonville.....	2	90	2	32	(1)	36.6		57	66.7	63.3		1	1.1	
Richmond.....	1	61	1	57	(1)	89.1		0		9.4		1	1.6	
St. Petersburg and Tampa.....	106	182	52	126	49.1	69.2	17	5	16.0	2.7	37	51	34.9	28.0

1 Not computed, owing to the small number involved.

Week's earnings	Number of women with earnings as specified who had worked the firm's scheduled hours in—Continued										
	Western section					Southern section					
	Total	Los Angeles	Portland	San Francisco	Seattle	Total	Atlanta	Birmingham	Jacksonville	Richmond	St. Petersburg and Tampa
Total.....	3,272	1,862	52	1,101	357	69	8	44			17
Per cent of total number reported.....	85.8	75.0	9.5	69.8	70.0	34.3	30.8	66.7			16.0
Median of the earnings.....	\$19.05	\$17.00	\$18.00	\$21.10	\$18.45	\$13.55	(¹)	\$15.85			\$14.25
\$7 and under \$8.....											
\$8 and under \$9.....						1					1
\$9 and under \$10.....								1			
\$10 and under \$11.....						2	1	1			
\$11 and under \$12.....						3	2	1			
\$12 and under \$13.....						5		1			
\$13 and under \$14.....	2		2			5		2			4
\$14 and under \$15.....	17	12	5			8	2	4			3
\$15 and under \$16.....	12	2	10			18	2	14			2
\$16 and under \$17.....	742	738	4			4		4			
\$17 and under \$18.....	433	295	5	2	131	4		4			
\$18 and under \$19.....	411	291	9		111	4		1			3
\$19 and under \$20.....	470	91	6	346	27	2		2			
\$20 and under \$21.....	314	138	2	141	35	6	1	5			
\$21 and under \$22.....	219	67	1	140	11	2		2			
\$22 and under \$23.....	240	63	4	160	13	2		2			
\$23 and under \$24.....	62	26	2	19	5	1					1
\$24 and under \$25.....	75	39		33	3						
\$25 and under \$30.....	227	75	2	137	13	1					1
\$30 and under \$35.....	32	6		19	7						
\$35 and under \$40.....	13	8		4	1						
\$40 and over.....	3	3									

¹ Not computed, owing to the small number involved.

TABLE XV.—Week's earnings of full-time workers, by section and city—Continued

NEGRO WOMEN

Week's earnings	Number of women with earnings as specified who had worked the firm's scheduled hours in--												
	All places	Eastern section				Middle-western section							
		Total	Boston	Jersey City and Newark	Providence	Total	Chicago	Cincinnati	Cleveland	Des Moines	Detroit	Indianapolis	Milwaukee	Minneapolis and St. Paul
Total	622	47	38		9	247	160		65		20	2	
Per cent of total number reported	29.0	45.6	86.4		(1)	20.8	24.7		20.1		6.9	8.3	
Median of the earnings	\$10.25	\$13.80	\$13.60		(1)	\$12.75	\$12.55		\$12.75		\$15.55	(1)	
\$4 and under \$5	7												
\$5 and under \$6	1												
\$6 and under \$7	123												
\$7 and under \$8	122												
\$8 and under \$9	35												
\$9 and under \$10	14					1	1						
\$10 and under \$11	30					27	24		1				
\$11 and under \$12	49	4	4			43	28		16				
\$12 and under \$13	78	6	6			68	51		17			1	
\$13 and under \$14	43	17	15		2	25	17		7			1	
\$14 and under \$15	33	7	3		4	24	15		7		2		
\$15 and under \$16	43	7	5		2	36	13		9		14		
\$16 and under \$17	15	2	1		1	12	8		1		3		
\$17 and under \$18	10	3	3			3	2		1				
\$18 and under \$19	6					3	1		1		1		
\$19 and under \$20	1					1	1						
\$20 and under \$21	5	1	1			2	1						
\$22 and under \$23	1					1			1				

¹ Not computed, owing to the small number involved.

Week's earnings	Number of women with earnings as specified who had worked the firm's scheduled hours in—Continued										
	Western section					Southern section					
	Total	Los Angeles	Portland	San Francisco	Seattle	Total	Atlanta	Birmingham	Jacksonville	Richmond	St. Petersburg and Tampa
Total	7	7				321	13	240	57	4	5
Per cent of total number reported	(1)	(1)				38.1	0.0	66.1	63.3	9.4	2.7
Median of the earnings	(1)	(1)				\$7.26	(1)	\$7.40	\$8.65	(1)	(1)
\$4 and under \$5						7	7				
\$5 and under \$6						1					1
\$6 and under \$7						123	3	75	45		
\$7 and under \$8						122	1	110	11		
\$8 and under \$9						34	1	30		1	1
\$9 and under \$10						13		12		1	
\$10 and under \$11						9		9			
\$11 and under \$12						2	1	1			
\$12 and under \$13						4		1		2	1
\$13 and under \$14						1				1	
\$14 and under \$15						2		2			
\$15 and under \$16											
\$16 and under \$17						1				1	
\$17 and under \$18	4	4									
\$18 and under \$19	1	1									
\$19 and under \$20						2					
\$20 and under \$21											
\$21 and under \$22	2	2									
\$22 and under \$23											

1 Not computed, owing to the small number involved.

TABLE XVI.—Week's earnings, by occupation

WHITE WOMEN

Week's earnings	Number of women reported	Number of women earning each specified amount whose occupation was—																	
		Mark and sort	Hand wash	Machine wash	Starch and dampen	Tumbler	Flat-work ironer	Press operate	Hand iron	Press and hand iron	Cur-tain and blanket dryer	Collar or collar starch	Bundle, wrap, pack	Mend; seamstress	General	Fore-lady	Shirt	Clean	Other
Total.....	13,748	2,914	33	12	316	30	5,296	1,711	1,983	74	83	200	172	362	178	221	93	13	67
Per cent distribution.....	100.0	21.2	0.2	(1)	2.3	0.2	38.6	12.4	13.7	0.5	0.6	2.1	1.3	2.6	1.3	1.6	0.7	0.1	0.5
Median.....	\$16.06	\$17.35	\$15.30	(7)	\$16.65	\$16.65	\$14.55	\$16.70	\$16.60	\$14.65	\$15.75	\$16.30	\$15.20	\$16.35	\$16.20	\$23.70	\$18.85	(7)	\$16.25
Under \$1.....	7						6		1										
\$1 and under \$2.....	36	4					22	2	6										1
\$2 and under \$3.....	76	4					48	9	3	3	1						1		1
\$3 and under \$4.....	53	6			1		29	8	2										
\$4 and under \$5.....	43	4			1		24	4	7					1		2			
\$5 and under \$6.....	75	8			1		38	15	6	1	2				4				
\$6 and under \$7.....	76	15			1		39	6	7	1		1	3	1	2				1
\$7 and under \$8.....	86	20			3		51	9	8				2	2					
\$8 and under \$9.....	143	10		1			76	17	19		1		2	4	4				
\$9 and under \$10.....	206	40			4		118	13	21			2	3	3				1	
\$10 and under \$11.....	421	64	3		6	1	240	28	40	3	1	3	5	6				3	
\$11 and under \$12.....	532	75			6	1	321	36	44	4	2	5	10	10	6			3	
\$12 and under \$13.....	1,113	147	4		12	1	691	91	91	4	5	16	18	8		1		1	
\$13 and under \$14.....	1,194	170	4		27	1	635	77	77	9	7	23	15	18	8	2		1	
\$14 and under \$15.....	1,347	230	4	1	39	2	635	162	195	11	11	31	15	26	14	1	3	3	4
\$15 and under \$16.....	1,344	281	5	4	32	5	446	195	201	4	14	42	29	52	21	2	3	2	6
\$16 and under \$17.....	1,735	287	5	1	41	4	729	220	258	8	8	40	21	43	32	3	11	1	16
\$17 and under \$18.....	1,134	234	3		24	6	464	135	168	4	5	19	10	28	10	17	3		
\$18 and under \$19.....	1,013	208	4	2	37	2	203	174	184	6	8	25	9	40	11	12	18	3	7
\$19 and under \$20.....	799	157	1		26	1	374	92	81	6	2	19	10	13	5	7	1		3
\$20 and under \$21.....	671	233			24	1	76	98	92	1	8	20	5	45	16	30	19	1	3
\$21 and under \$22.....	376	97			9	2	29	136	62	2	1	8	6	6	6	10	3		
\$22 and under \$23.....	398	137			9	1	24	54	131	1	1	4	1	6	3	19	5		2
\$23 and under \$24.....	158	67			3		8	26	24	1		3		3	2	9	4		1
\$24 and under \$25.....	142	66		1		1	9	16	30			4		5		8	2		
\$25 and under \$30.....	458	244		1	7	1	9	49	58		2	8		8		54	10	1	
\$30 and under \$35.....	84	31			1		2	7	11		2	1		6		29			
\$35 and under \$40.....	22	4						3	1					1		12			1
\$40 and over.....	7	1							1							5			

NEGRO WOMEN

Total	5,000	241	49	15	114	14	2,367	838	1,027	58	22	62	51	56	34	4	2	18	28
Per cent distribution	100.0	4.8	1.0	0.3	2.3	0.3	47.3	16.8	20.5	1.2	0.4	1.2	1.0	1.1	0.7	0.1	(1)	0.4	0.6
Median	\$8.85	\$11.90	\$9.85	\$9.75	\$8.90	(?)	\$8.65	\$9.50	\$7.95	\$7.85	\$12.15	\$8.80	\$7.95	\$12.00	\$7.65	(?)	(?)	\$11.00	\$12.25
Under \$1	11						5		6										
\$1 and under \$2	56	1			1		22	4	16										
\$2 and under \$3	55	1					32	6	14		1	1							1
\$3 and under \$4	71	1	1		1		37	5	22	1	2				1				
\$4 and under \$5	141	4					84	14	35	1					1				1
\$5 and under \$6	435	7	3	1	1		275	34	99	3		3	2	3				1	
\$6 and under \$7	676	16	5	8	18	1	339	92	148	19	1	6	9	2	10			4	2
\$7 and under \$8	799	27	10	1	23	4	285	133	179	6	1	14	14	5	8			2	2
\$8 and under \$9	403	7	3	1	13	1	145	92	100	11	2	9	6	4	1	1			
\$9 and under \$10	393	12	3	2	3		187	74	89	2	1	4	5	5	5	1			3
\$10 and under \$11	374	24	3	1	7	1	210	50	62	3		0	3	2	5	1		1	1
\$11 and under \$12	309	23	1	1	7		178	30	42	3	2	4	5	7	3		1	1	3
\$12 and under \$13	511	25	6	8	11	2	265	97	66	4	6	3	8	10	2			4	4
\$13 and under \$14	241	13	4	1	6	1	135	31	1	1	2	1	3	3	2			1	4
\$14 and under \$15	201	21	4		5		82	42	28	2	2	2	2	5	3				6
\$15 and under \$16	183	18	1		6	2	47	53	44			8	3	1		1		3	1
\$16 and under \$17	84	23	3		7		12	22	12		1	1	1			1			
\$17 and under \$18	39	6			9		7	10	11										
\$18 and under \$19	37	4			1		5	10	12					2	1				
\$19 and under \$20	22	2	1			3	2	8	4										
\$20 and under \$21	14	3			1		1	4	4		1	1							
\$21 and under \$22	12	1	1				1	4	1								1		
\$22 and under \$23	8	2						4	2					2					
\$23 and under \$24	3							1	1										
\$24 and under \$25	4	1						2	1										
\$25 and under \$30	8			1			1	5	1										

1 Less than 0.05 per cent.

* Not computed, owing to the small number involved.

TABLE XVII.—Median of the week's earnings, by occupation and by section and city

WHITE WOMEN

Section and city	All women reported	Number of women and their median earnings where occupation was—																	
		Mark and sort	Hand wash	Machine wash	Starch and dampen	Tumbler	Flat-work ironer	Press operate	Hand iron	Press and hand iron	Cur-tain and blanket drier	Collar or collar starch	Bundle, wrap, pack	Mend; seamstress	General	Fore-lady	Shirt	Clean	Other
All places:																			
Number of women.....	13,748	2,914	33	12	316	30	5,296	1,711	1,883	74	63	290	1,172	362	178	221	93	13	67
Median earnings.....	\$16.05	\$17.35	\$15.30	(?)	\$16.55	\$16.05	\$14.55	\$16.70	\$16.60	\$14.65	\$15.75	\$16.30	\$15.20	\$16.35	\$16.20	\$23.70	\$18.85	(?)	\$16.25
Eastern:																			
Number.....	2,302	421	5	4	44		1,038	323	209	30	10	56	23	53	16	51	10	3	6
Median.....	\$14.60	\$16.20	(?)	(?)	\$15.75		\$13.10	\$16.35	\$15.80	\$14.00	(?)	\$15.30	\$13.75	\$14.75	\$13.50	\$22.80	(?)	(?)	(?)
Boston—																			
Number.....	1,421	286	3	4	33		604	214	128		6	33	10	43	12	32		3	4
Median.....	\$14.00	\$16.85	(?)	(?)	\$16.65		\$13.30	\$16.55	\$15.85	(?)	(?)	\$15.30	(?)	\$14.85	(?)	\$22.60		(?)	(?)
Jersey City and Newark—																			
Number.....	365	44			3		222	42	25		2	6	4		2	5	10		
Median.....	\$14.80	\$17.60			(?)		\$13.85	\$16.25	\$15.40		(?)	(?)	(?)		(?)	(?)	(?)		
Providence—																			
Number.....	516	91	2		6		212	67	56	24	2	17	9	10	2	14			2
Median.....	\$12.65	\$16.55	(?)		(?)		\$12.35	\$15.30	\$16.00	\$13.35	(?)	\$14.90	(?)	(?)	(?)	(?)			(?)
Middle western:																			
Number.....	5,623	1,195	23	4	154	12	2,006	751	834	42	48	136	106	149	54	74	3	9	23
Median.....	\$14.80	\$16.45	\$15.10	(?)	\$15.40	(?)	\$13.15	\$15.70	\$15.30	\$15.00	\$15.30	\$15.55	\$14.65	\$15.80	\$15.90	\$23.35	(?)	(?)	\$13.85
Chicago—																			
Number.....	737	122			22		289	125	97		7	19	7	20	10	11		2	6
Median.....	\$16.70	\$20.45			\$19.25		\$15.00	\$18.10	\$18.95		(?)	\$19.50	(?)	\$20.00	(?)	(?)		(?)	(?)
Cincinnati—																			
Number.....	539	97			12	1	222	62	72	7	3	12	10	18	8	11		4	
Median.....	\$14.05	\$15.15			(?)	(?)	\$13.10	\$15.80	\$14.75	(?)	(?)	(?)	(?)	\$15.85	(?)	(?)		(?)	
Cleveland—																			
Number.....	608	148	2		12	1	193	82	79	5	9	23	23	23		6			2
Median.....	\$15.25	\$16.65	(?)		(?)	(?)	\$13.40	\$16.00	\$15.40	(?)	(?)	\$15.15	\$14.50	\$17.65		(?)			(?)
Des Moines—																			
Number.....	238	37	1		7	1	77	68	29		5	8	8	3		1			1
Median.....	\$14.00	\$15.45	(?)		(?)	(?)	\$12.45	\$14.60	\$14.40		(?)	(?)	(?)	(?)		(?)			(?)

TABLE XVII.—Median of the week's earnings, by occupation and by section and city—Continued

NEGRO WOMEN

Section and city	All women reported	Number of women and their median earnings where occupation was—																	
		Mark and sort	Hand wash	Machine wash	Starch and dampen	Tumbler	Flat-work ironer	Press operate	Hand iron	Press and hand iron	Curtain and blanket drier	Collar or collar starch	Bundle, wrap, pack	Mend; seamstress	General	Fore-lady	Shirt	Clean	Other
All places:																			
Number of women.....	\$ 5,000	\$ 241	\$ 49	\$ 15	\$ 114	\$ 14	\$ 2,367	\$ 338	\$ 1,027	\$ 58	\$ 22	\$ 62	51	\$ 58	34	4	2	\$ 18	28
Median earnings.....	\$8.85	\$11.90	\$9.85	\$9.75	\$8.90	(?)	\$8.65	\$9.50	\$7.95	\$7.85	\$12.15	\$8.80	\$7.95	\$12.00	\$7.65	(?)	(?)	\$11.00	\$12.25
Eastern:																			
Number.....	\$ 239	4			\$ 3		\$ 137	\$ 40	\$ 47	\$ 1		\$ 3	3		1				
Median.....	\$12.60	(?)			(?)		\$11.90	\$13.85	\$13.30	(?)		(?)	(?)		(?)				
Boston—																			
Number.....	67	3			1		31	15	16			1							
Median.....	\$13.35	(?)			(?)		\$12.75	\$14.15	\$13.75			(?)							
Jersey City and Newark—																			
Number.....	153	1					103	17	28				3		1				
Median.....	\$11.95	(?)					\$11.65	\$13.65	\$12.65				(?)		(?)				
Middle western:																			
Number.....	\$ 1,878	\$ 88	\$ 22	\$ 2	\$ 38	4	\$ 1,108	\$ 287	\$ 195	\$ 12	\$ 14	\$ 13	12	\$ 35	10	1	2	\$ 10	24
Median.....	\$12.30	\$14.65	\$13.15	(?)	\$13.65	(?)	\$11.35	\$13.95	\$12.95	(?)	(?)	(?)	(?)	\$12.85	(?)	(?)	(?)	(?)	\$12.75
Chicago—																			
Number.....	920	37	7		10	1	610	132	71		3	2	4	19	10		2	4	17
Median.....	\$12.55	\$15.15	(?)		(?)	(?)	\$12.15	\$14.65	\$13.55		(?)	(?)	(?)	\$14.15	(?)		(?)	(?)	\$11.50
Cincinnati—																			
Number.....	50	11			1		17	7	10		1	1	1	1					
Median.....	\$12.10	(?)			(?)		\$10.30	(?)	(?)		(?)	(?)	(?)	(?)					
Cleveland—																			
Number.....	448	22	4	1	10		279	58	47		3	2	5	6	9		1		1
Median.....	\$10.85	\$12.50	(?)	(?)	(?)		\$9.85	\$13.65	\$12.95		(?)	(?)	(?)	(?)	(?)		(?)		(?)
Detroit—																			
Number.....	399	15	3		13	3	201	80	58		6	4	1	5				3	7
Median.....	\$12.55	\$16.15	(?)		(?)	(?)	\$11.90	\$12.95	\$12.75		(?)	(?)	(?)	(?)	(?)			(?)	(?)

Southern:																				
Number.....	2,867	148	26	13	73	0	1,122	611	773	45	8	46	36	19	23	3	8	4		
Median.....	\$7.15	\$10.15	\$7.50	(?)	\$7.65	(?)	\$6.50	\$7.85	\$7.30	\$9.90	(?)	\$7.95	\$7.45	\$8.15	\$6.65	(?)	(?)	(?)		
Atlanta—																				
Number.....	933	26	11	3	81	1	389	182	225	24	1	10	13	3	8	—	—	4	2	
Median.....	\$6.45	\$7.30	(?)	(?)	\$6.90	(?)	\$6.00	\$7.30	\$6.40	\$6.90	(?)	(?)	(?)	(?)	(?)	—	—	(?)	(?)	
Birmingham—																				
Number.....	742	39	8	1	15	8	297	112	194	17	6	13	10	11	8	—	—	1	1	
Median.....	\$7.00	\$7.70	(?)	(?)	\$7.70	(?)	\$6.50	\$7.35	\$7.00	\$6.80	(?)	(?)	(?)	(?)	(?)	(?)	—	—	(?)	(?)
Jacksonville—																				
Number.....	352	7	2	1	5	—	183	66	90	1	1	7	1	2	4	—	—	2	—	
Median.....	\$6.80	(?)	(?)	(?)	(?)	—	\$6.35	\$7.80	\$7.15	(?)	(?)	(?)	(?)	(?)	(?)	(?)	—	—	(?)	(?)
Richmond—																				
Number.....	476	64	2	2	15	—	185	68	110	—	—	12	12	2	2	—	—	—	1	1
Median.....	\$8.25	\$11.65	(?)	(?)	\$8.50	—	\$7.40	\$9.25	\$8.85	—	—	(?)	(?)	(?)	(?)	—	—	—	(?)	(?)
St. Petersburg and Tampa—																				
Number.....	364	12	3	6	7	—	88	83	154	3	—	4	—	1	1	—	—	—	2	—
Median.....	\$9.85	(?)	(?)	(?)	(?)	—	\$10.25	\$9.85	\$8.95	(?)	—	(?)	—	(?)	(?)	—	—	—	(?)	(?)

* Not computed, owing to the small number involved.

† Includes Providence, Indianapolis, Minneapolis and St. Paul, and Los Angeles, n. s. s.

‡ Includes Indianapolis and Los Angeles, n. s. s.

§ Includes Indianapolis, n. s. s.

|| Includes Minneapolis and St. Paul, n. s. s.

¶ Includes Providence and Indianapolis, n. s. s.

‡ Includes Los Angeles, n. s. s.

§ Includes Providence, n. s. s.

|| Includes Indianapolis and Minneapolis and St. Paul, n. s. s.

TABLE XVIII.—Extent of full-time work and median of the earnings in laundries reported in State surveys by Women's Bureau, by State and year

State and year	Number of establishments reported	Number of women for whom it was possible to determine whether working full time			Full-time workers						
		All women	White women	Negro women	All women	White women	Negro women		Median earnings of—		
							Number	Per cent	All women	White women	Negro women
Delaware, 1924.....	5	196	196	—	134	134	—	—	\$9.95	\$9.95	—
New Jersey, 1922.....	10	733	685	148	497	410	87	17.5	12.95	13.35	\$10.75
Rhode Island, 1920.....	4	142	142	—	92	92	—	—	12.30	12.30	—
Ohio, 1922.....	26	1,076	1,005	71	446	431	15	3.4	13.40	13.50	11.65
Arkansas, 1922.....	23	383	183	200	230	127	60.8	—	10.10	10.55	9.45
Missouri, 1922.....	26	968	616	352	435	204	132	30.3	11.95	12.80	10.35
Oklahoma, 1924.....	22	694	643	51	459	469	20	4.1	12.15	12.25	9.25
Alabama, 1922.....	19	448	86	362	234	30	204	87.2	6.65	12.80	6.45
Georgia, 1920 and 1921.....	18	643	100	543	424	79	345	81.4	7.15	14.45	6.85
Kentucky, 1921.....	14	420	351	75	283	251	37	12.8	10.50	11.10	9.45
Mississippi, 1925.....	14	280	61	219	177	47	130	73.4	6.75	10.20	6.45
South Carolina, 1921-22.....	12	233	28	205	148	21	127	85.8	6.20	12.50	5.95
Tennessee, 1925.....	18	948	329	619	599	238	361	60.3	7.60	10.10	6.85

TABLE XIX.—Median of the week's earnings of timeworkers and of pieceworkers in four occupations having most women, by section and city

WHITE WOMEN

Section and city	Mark and sort					Flat work				
	Timeworkers		Pieceworkers		Per cent by which piecework median exceeds timework median	Timeworkers		Pieceworkers		Per cent by which piecework median exceeds timework median
	Number	Median	Number	Median		Number	Median	Number	Median	
All places.....	1 2,500	\$17.30	1 220	\$10.55	13.0	1 4,609	\$14.50	1 292	\$16.05	14.8
Eastern.....	352	15.55	50	10.20	21.1	927	13.10	22	15.35	17.2
Boston.....	240	15.60	27	10.60	25.6	580	13.20	14	(?)	-----
Providence.....	59	16.05	23	18.25	13.7	146	12.35	8	(?)	-----
Middle western.....	974	16.45	80	18.25	10.9	1,721	13.10	81	14.40	9.9
Cincinnati.....	67	15.05	22	15.65	4.0	179	12.70	35	14.60	15.0
Cleveland.....	135	16.40	10	(?)	-----	174	13.40	18	17.00	26.9
Indianapolis.....	147	15.00	35	20.30	35.3	226	12.05	1	(?)	-----
Milwaukee.....	64	18.45	1	(?)	-----	181	13.60	27	13.95	2.6
Western.....	850	20.15	83	20.70	2.7	1,935	16.90	189	17.30	2.4
Los Angeles.....	352	18.65	82	20.65	10.7	863	16.55	180	17.30	4.5
Southern.....	324	15.10	10	16.35	8.3	85	10.80	-----	-----	-----
	Press operate					Iron				
All places.....	1 1,250	\$16.35	1 348	\$18.95	15.0	1 1,314	\$16.40	1 364	\$17.75	9.2
Eastern.....	204	15.75	110	10.50	23.8	151	15.70	49	17.65	12.4
Boston.....	128	15.75	81	19.90	20.3	110	15.75	16	19.50	23.8
Providence.....	36	15.00	27	16.75	11.7	18	15.35	31	17.50	14.0
Middle western.....	520	18.30	145	18.65	21.9	579	15.10	165	17.30	14.6
Chicago.....	68	17.50	15	18.50	8.7	72	17.65	11	(?)	-----
Cincinnati.....	31	14.50	29	19.75	36.2	37	13.85	33	15.90	14.8
Cleveland.....	55	15.50	22	17.65	13.0	68	15.10	11	(?)	-----
Detroit.....	119	16.00	19	18.85	17.8	137	15.40	3	(?)	-----
Indianapolis.....	61	14.65	37	18.30	24.9	43	13.10	53	18.55	41.6
Milwaukee.....	34	14.70	23	17.15	16.7	58	15.15	43	15.65	3.3
Western.....	517	18.40	93	19.05	3.5	575	18.80	150	18.40	2.1
Los Angeles.....	176	16.80	87	18.70	11.3	163	17.45	118	18.50	6.0
Portland.....	78	16.55	-----	-----	-----	94	15.05	19	16.20	7.6

NEGRO WOMEN

Section and city	Mark and sort					Flat work				
	Timeworkers		Pieceworkers		Per cent by which piecework median exceeds timework median	Timeworkers		Pieceworkers		Per cent by which piecework median exceeds timework median
	Number	Median	Number	Median		Number	Median	Number	Median	
All places	1 232	\$12.05	1 3	(9)		1 2,160	\$8.45	1 95	\$11.50	38.1
Middle western	85	14.55	1	(7)		949	11.20	58	13.40	19.6
Chicago	36	15.10				495	12.15	36	12.75	13.2
Cleveland	22	12.50				257	9.75	22	12.30	20.2
Southern	142	10.20	2	(7)		1,074	6.50	37	7.55	16.2
Birmingham	33	7.95	2	(7)		255	6.40	37	7.55	18.0
	Press operate					Iron				
All places	1 658	\$8.70	1 141	\$13.35	53.4	1 771	\$7.80	1 230	\$8.55	9.0
Eastern	27	13.30	13	(2)		30	13.65	17	11.75	² 13.0
Middle western	179	13.50	84	15.10	11.4	141	12.90	43	12.50	4.7
Chicago	90	14.35	39	15.40	7.3	47	13.90	20	13.25	² 4.7
Cleveland	22	12.85	36	14.00	8.9	28	12.40	18	14.00	12.9
Southern	462	7.75	44	9.35	20.5	594	7.30	164	7.45	2.1
Atlanta	154	7.00	28	9.40	34.3	205	6.40	20	7.00	9.4
Birmingham	101	7.30	9	(7)		120	6.90	67	7.85	13.8
St. Petersburg and Tampa	77	9.90	4	(7)		90	10.25	58	7.00	² 31.7

¹ Totals for sections include cities not shown separately because numbers too small for the computation of a median.

² Not computed, owing to the small number involved.

³ In this case the timework median is the higher.

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TABLE XX.—Median of the week's earnings, by
WHITE WOMEN

Section and city	Women for whom hours and earnings were reported		Number of women and their median earnings where scheduled weekly hours were—					
			Under 44		44 and under 48		48	
	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	14,009	\$16. 10	478	\$14. 80	1,629	\$14. 60	6,540	\$17. 30
Eastern.....	2,306	14. 50	83	14. 50	834	14. 65	994	14. 40
Boston.....	1,423	14. 60	80	14. 60	404	14. 95	879	14. 35
Jersey City and Newark.....	365	14. 80	3	(¹)	80	14. 60	20	17. 50
Providence.....	518	13. 65			290	13. 60	95	14. 05
Middle western.....	5,620	14. 75	392	14. 80	717	14. 50	174	14. 65
Chicago.....	734	16. 60	41	17. 85	74	19. 35		
Cincinnati.....	533	14. 05	22	13. 85	37	13. 85	21	13. 25
Cleveland.....	608	15. 25	102	15. 15	32	15. 45		
Des Moines.....	238	14. 00						
Detroit.....	1,244	15. 35	205	14. 65	237	14. 70	51	16. 10
Indianapolis.....	900	13. 45	11	(¹)	8	(¹)		
Milwaukee.....	529	14. 70	11	(¹)	147	13. 05	19	16. 40
Minneapolis and St. Paul.....	834	14. 05			152	13. 95	83	13. 35
Western.....	5,561	17. 90			38	22. 00	5,372	17. 85
Los Angeles.....	2,613	17. 00			12	(¹)	2,601	16. 95
Portland.....	768	15. 35			1	(¹)	767	15. 35
San Francisco.....	1,434	20. 70			25	22. 25	1,255	21. 05
Seattle.....	749	18. 05					749	18. 05
Southern.....	519	13. 80	3	(¹)	40	12. 15		
Atlanta.....	157	14. 15	3	(¹)	11	(¹)		
Birmingham.....	118	15. 80						
Jacksonville.....	47	15. 40						
Richmond.....	11	(¹)						
St. Petersburg and Tampa.....	185	11. 95			20	10. 50		

NEGRO WOMEN

All places.....	5,018	\$9. 75	177	\$11. 40	213	\$11. 30	85	\$14. 15
Eastern.....	246	12. 50	35	11. 50	5	(¹)	62	13. 00
Boston.....	67	13. 35	11	(¹)			56	13. 20
Jersey City and Newark.....	160	11. 90	24	11. 20	5	(¹)		
Providence.....	19	14. 15					6	(¹)
Middle western.....	1,880	12. 15	117	12. 10	138	12. 80	9	(¹)
Chicago.....	631	12. 35						
Cincinnati.....	50	12. 10						
Cleveland.....	448	10. 85	111	11. 90	35	11. 15		
Detroit.....	399	12. 55	6	(¹)	100	14. 55	9	(¹)
Indianapolis.....	50	12. 50			2	(¹)		
Minneapolis and St. Paul.....	2	(¹)			1	(¹)		
Western—Los Angeles.....	16	17. 50			2	(¹)	14	(¹)
Southern.....	2,876	7. 15	25	4. 65	65	8. 40		
Atlanta.....	940	6. 45	25	4. 65	3	(¹)		
Birmingham.....	742	7. 00						
Jacksonville.....	352	6. 80						
Richmond.....	477	8. 20						
St. Petersburg and Tampa.....	365	10. 80			65	8. 50		

¹ Not computed, owing to the small number involved.

scheduled weekly hours and by section and city

WHITE WOMEN—Continued

Number of women and their median earnings where scheduled weekly hours were—Continued											
Over 48 and under 50		50		Over 50 and under 54		54		Over 54 and under 60		60 and over	
Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
1,303	\$16.10	1,871	\$15.10	1,514	\$14.70	411	\$13.20	171	\$12.95	92	\$15.40
135	15.70	90	12.55	105	13.55	65	14.25				
135	15.70	90	12.55	62 48	12.75 14.70	65	14.25				
1,000	14.55	1,778	15.20	1,710	14.85	279	13.40	67	12.70	3	(?)
136	15.75	259	16.90	161	15.45	56	12.70	5	(?)	3	(?)
162	13.85	291	14.20								
95	12.95	408	15.45								
10	(?)			142	14.65	48	13.20	38	12.75		
92	17.05	40	13.40	465	15.70	130	13.75	24	11.80		
188	13.65	385	15.00	308	12.00						
170	14.65	182	15.70								
176	13.70	213	14.70	134	14.45	45	13.35				
154	19.30										
154	19.30										
14	(?)	3	(?)	199	14.50	67	12.20	104	13.60	59	15.45
5	(?)	1	(?)	104	14.50	10	(?)	22	12.35		
3	(?)	3	(?)	40	13.50			42	15.45	31	16.30
				5	(?)	7	(?)	15	14.85	20	14.90
5	(?)			6	(?)						
				44	11.80	50	11.00	25	12.40	38	13.50

NEGRO WOMEN—Continued

447	\$9.35	233	\$12.45	1,828	\$7.85	468	\$9.85	915	\$7.35	553	\$7.95
11	(?)			59	11.95	74	12.50				
11	(?)			46 13	11.00 (?)	74	12.50				
266	10.05	296	12.65	576	12.70	240	10.30	151	11.80	87	12.35
16	12.60	117 30	12.77 12.10	380	12.00	240	10.30	91	12.35	87	12.35
198	9.75	104	12.70								
38	12.00	13	(?)	173	12.55			60	11.10		
14	(?)	11	(?)	23	12.30						
		1	(?)								
178	7.25	37	7.10	1,198	6.85	154	8.35	784	6.95	463	7.65
60	6.55	37	7.10	621	6.45	54	7.00	110	5.95		
3	(?)			320	7.20			253	6.55	137	7.25
				32	5.50	34	6.00	97	6.20	189	7.05
78	8.10			153	7.90			246	8.95		
				67	8.35	66	9.70	28	9.15	139	10.90

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TABLE XXI.—Median of the week's earnings,
WHITE WOMEN

Section and city	All women reporting time with the firm		Number and per cent of women and their median earnings where time with the firm—							
			Under 3 months		3 and under 6 months		6 and under 9 months		9 months and under 1 year	
	Num-ber	Med-ian	Num-ber	Med-ian	Num-ber	Med-ian	Num-ber	Med-ian	Num-ber	Med-ian
All places.....	9,707	\$16.15	441	\$13.20	985	\$14.25	995	\$15.15	651	\$15.40
Per cent distribution.....	100.0		4.5		10.1		10.3		5.7	
Eastern.....	1,336	14.70	15	14.75	77	12.75	112	12.75	57	13.50
Per cent distribution.....	100.0		1.1		5.8		8.4		4.3	
Boston.....	922	14.90	10	(¹)	53	12.95	83	12.85	37	12.85
Per cent distribution.....	100.0		1.1		5.7		9.0		4.0	
Jersey City and Newark.....	42	14.00	2	(¹)	5	(¹)	2	(¹)	3	(¹)
Per cent distribution.....	100.0		4.8		11.9		4.8		7.1	
Providence.....	372	14.30	3	(¹)	10	11.25	27	12.45	17	12.50
Per cent distribution.....	100.0		.8		5.1		7.3		4.6	
Middle western.....	4,455	14.95	349	13.10	583	12.60	441	14.10	264	14.45
Per cent distribution.....	100.0		7.8		13.1		9.9		5.9	
Chicago.....	544	16.95	50	14.15	88	16.00	62	15.95	29	16.25
Per cent distribution.....	100.0		9.2		16.2		11.4		5.3	
Cincinnati.....	428	14.00	53	11.95	63	13.60	32	13.35	19	13.15
Per cent distribution.....	100.0		12.4		14.7		7.5		4.4	
Cleveland.....	469	15.40	29	13.85	56	12.95	51	13.75	24	15.00
Per cent distribution.....	100.0		6.2		11.9		10.9		5.1	
Des Moines.....	145	14.35	11	(¹)	9	(¹)	12	(¹)	5	(¹)
Per cent distribution.....	100.0		7.6		6.2		8.3		3.4	
Detroit.....	1,061	15.45	68	14.20	107	14.45	98	14.80	84	15.20
Per cent distribution.....	100.0		6.4		10.1		9.2		7.9	
Indianapolis.....	704	13.90	49	12.05	101	12.25	85	12.85	57	12.85
Per cent distribution.....	100.0		7.0		14.3		12.1		8.1	
Milwaukee.....	417	14.90	23	13.65	61	13.80	40	14.00	22	13.80
Per cent distribution.....	100.0		5.5		14.6		9.6		5.3	
Minneapolis and St. Paul.....	657	14.15	66	13.35	98	13.20	61	13.30	24	12.65
Per cent distribution.....	100.0		9.6		14.3		8.9		3.5	
Western.....	3,528	18.25	47	15.30	289	16.45	399	17.05	202	17.15
Per cent distribution.....	100.0		1.3		8.2		11.3		5.7	
Los Angeles.....	1,487	17.35	12	(¹)	145	16.55	186	16.65	91	16.90
Per cent distribution.....	100.0		.8		9.8		12.5		6.1	
Portland.....	670	15.35	20	13.65	55	14.40	57	14.65	41	14.55
Per cent distribution.....	100.0		3.5		9.6		10.0		7.2	
San Francisco.....	985	20.75	5	(¹)	46	19.75	109	19.75	33	19.80
Per cent distribution.....	100.0		.5		4.7		11.1		3.4	
Seattle.....	488	18.25	10	(¹)	43	17.50	47	17.65	37	17.90
Per cent distribution.....	100.0		2.1		8.8		9.7		7.6	
Southern.....	386	14.05	30	10.66	36	12.00	43	12.65	28	13.50
Per cent distribution.....	100.0		7.7		9.3		11.1		7.2	
Atlanta.....	134	14.45	5	(¹)	7	(¹)	11	(¹)	6	(¹)
Per cent distribution.....	100.0		3.7		5.2		8.2		4.5	
Birmingham.....	86	15.80	1	(¹)	7	(¹)	6	(¹)	3	(¹)
Per cent distribution.....	100.0		1.2		8.1		7.0		9.3	
Jacksonville.....	17	14.50			2	(¹)	6	(¹)	1	(¹)
Per cent distribution.....	100.0				11.8		35.3		6.0	
Richmond.....	8	(¹)								
Per cent distribution.....	100.0									
St. Petersburg and Tampa.....	145	12.30	24	10.80	20	11.50	20	11.50	13	12.40
Per cent distribution.....	100.0		16.6		13.8		13.8		9.0	

¹ Not computed, owing to the small number involved.

APPENDIX A—GENERAL TABLES

by time with the firm and by section and city

WHITE WOMEN—Continued

Number and per cent of women and their median earnings where time with the firm was—Continued													
1 and under 2 years		2 and under 3 years		3 and under 4 years		4 and under 5 years		5 and under 10 years		10 and under 15 years		15 years and over	
Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
1,908 18.6	\$15.65	1,208 13.5	\$16.40	795 8.2	\$17.00	694 7.1	\$17.35	1,439 14.8	\$17.90	419 4.3	\$18.30	273 2.8	\$19.30
216 16.2	13.95	188 14.1	14.00	106 7.9	15.15	91 6.8	15.35	278 20.8	15.75	112 8.4	17.40	84 6.3	18.35
162 15.4	14.20	126 13.7	14.20	77 8.4	15.35	59 6.4	15.40	192 20.8	15.80	91 9.9	17.30	82 5.6	18.50
9 21.4	(¹)	4 9.5	(¹)	2 4.8	(¹)	2 4.8	(¹)	11 25.2	(¹)	2 4.8	(¹)		
65 17.5	13.40	58 15.6	13.30	27 7.3	14.25	30 8.1	16.65	75 20.2	15.85	19 5.1	18.50	32 8.6	17.75
845 19.0	14.75	532 11.9	15.30	368 7.8	15.95	252 8.3	15.95	530 11.9	16.95	165 3.7	17.15	118 2.6	18.60
63 15.6	15.90	61 11.2	17.80	33 6.1	18.90	22 5.9	20.00	63 11.6	20.30	22 4.0	19.30	19 3.5	22.50
78 15.2	14.15	47 11.0	14.45	33 7.7	15.75	33 7.7	14.40	43 9.8	15.40	11 2.6	(¹)	17 4.0	17.50
81 17.3	15.20	56 11.9	16.00	45 9.6	15.80	36 8.1	15.80	50 12.6	18.20	15 3.8	16.50	12 2.6	(¹)
25 17.2	13.75	27 18.6	14.25	12 8.3	(¹)	18 12.4	15.00	20 13.8	16.50	4 2.6	(¹)	2 1.4	(¹)
241 22.7	15.20	141 13.3	15.80	64 7.9	16.70	62 5.8	17.00	129 12.2	17.40	32 2.0	18.25	15 1.4	17.75
136 19.6	14.40	63 8.9	14.25	60 9.6	15.05	23 3.3	14.25	70 9.9	16.70	31 4.4	18.60	18 2.6	17.50
81 19.4	14.45	54 22.9	16.25	30 7.2	17.80	22 5.3	16.15	46 11.5	16.40	19 4.6	19.65	17 4.1	19.75
116 16.9	14.05	83 12.1	14.25	42 6.1	14.35	54 7.9	14.00	90 14.4	15.30	26 4.1	16.80	16 2.3	17.35
656 18.7	17.80	534 15.1	18.50	305 8.6	18.60	290 8.5	19.35	597 16.9	19.35	130 3.7	20.80	69 0.9	22.25
290 19.5	16.95	216 14.5	17.70	130 9.3	17.80	115 7.7	18.50	227 15.3	18.60	52 3.5	20.15	14 0.9	(¹)
96 17.2	15.15	83 14.6	15.00	45 7.4	15.75	45 7.9	16.65	103 18.1	16.10	11 1.9	(¹)	15 2.6	20.85
172 17.5	20.50	163 16.5	20.85	91 9.2	21.10	94 9.5	21.20	192 19.5	21.15	53 5.4	22.35	27 2.7	24.50
96 20.2	18.05	72 14.5	18.40	33 6.8	18.50	45 9.3	19.60	108 15.4	18.70	14 2.0	(¹)	12 2.5	(¹)
70 22.9	13.50	54 13.9	14.55	26 8.3	16.70	22 5.7	16.80	34 8.6	16.00	11 2.6	(¹)	5 1.3	(¹)
30 22.4	13.25	20 14.9	14.00	12 9.0	(¹)	12 9.0	(¹)	23 17.2	16.50	6 4.5	(¹)	3 1.5	(¹)
24 21.9	15.15	11 12.6	(¹)	10 11.6	(¹)	5 8.8	(¹)	8 9.3	(¹)	3 2.5	(¹)	3 3.5	(¹)
3 17.6	(¹)	5 20.4	(¹)										
	(¹)		(¹)										
32 22.1	12.65	17 11.7	13.90	14 8.7	(¹)	2 1.4	(¹)	1 0.7	(¹)	2 1.4	(¹)		

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TABLE XXI.—Median of the week's earnings, by
NEGRO WOMEN

Section and city	All women reporting time with the firm		Number and per cent. of women and their median earnings where time with the firm was—							
			Under 3 months		3 and under 6 months		6 and under 9 months		9 months and under 1 year	
	Num-ber	Med-ian	Num-ber	Med-ian	Num-ber	Med-ian	Num-ber	Med-ian	Num-ber	Med-ian
All places.....	3,309	\$9.10	267	\$7.15	409	\$8.40	353	\$7.90	147	\$9.45
Per cent distribution.....	100.0		8.1		12.4		10.7		4.4	
Eastern.....	66	13.70			2	(1)	4	(1)	5	(1)
Per cent distribution.....	100.0				3.0		6.1		7.6	
Boston.....	49	13.60			1	(1)	3	(1)	2	(1)
Per cent distribution.....	100.0				2.0		6.1		4.1	
Jersey City and Newark.....	3	(1)							1	(1)
Per cent distribution.....	100.0								(1)	
Providence.....	14	(1)			1	(1)	1	(1)	2	(1)
Per cent distribution.....	100.0				(1)		(1)		(1)	
Middle western.....	1,262	12.60	87	11.35	178	12.05	132	12.26	61	12.55
Per cent distribution.....	100.0		6.9		14.1		10.5		4.8	
Chicago.....	647	12.75	65	11.20	103	12.30	67	12.50	31	12.60
Per cent distribution.....	100.0		10.0		15.9		10.4		4.8	
Cincinnati.....	39	12.30			5	(1)	4	(1)		
Per cent distribution.....	100.0				12.8		10.3			
Cleveland.....	269	11.55	10	(1)	32	10.15	34	10.25	11	(1)
Per cent distribution.....	100.0		3.7		11.9		12.6		4.1	
Detroit.....	276	12.85	10	(1)	34	12.35	26	13.00	13	(1)
Per cent distribution.....	100.0		3.6		12.3		9.4		4.7	
Indianapolis.....	30	12.85	2	(1)	4	(1)	1	(1)	6	(1)
Per cent distribution.....	100.0		6.7		13.3		3.3		20.0	
Minneapolis and St. Paul.....	1	(1)								
Per cent distribution.....	100.0									
Western—Los Angeles.....	16	17.50							1	(1)
Per cent distribution.....	100.0								6.3	
Southern.....	1,965	7.30	180	6.25	229	6.60	217	6.65	80	7.05
Per cent distribution.....	100.0		9.2		11.7		11.0		4.1	
Atlanta.....	636	6.60	63	5.95	67	6.25	81	6.15	24	6.55
Per cent distribution.....	100.0		9.9		9.0		12.7		3.8	
Birmingham.....	501	7.20	38	5.85	72	6.40	63	6.95	20	6.00
Per cent distribution.....	100.0		7.6		14.4		12.6		4.0	
Jacksonville.....	184	6.65	21	6.15	27	6.05	18	6.15	9	(1)
Per cent distribution.....	100.0		11.4		14.7		9.8		4.9	
Richmond.....	374	8.30	18	7.35	40	7.55	38	7.55	12	(1)
Per cent distribution.....	100.0		4.8		10.7		10.2		3.2	
St. Petersburg and Tampa.....	270	10.15	40	8.20	33	8.65	17	9.50	15	9.80
Per cent distribution.....	100.0		14.8		12.2		6.3		5.5	

¹ Not computed, owing to the small number involved.

time with the firm and by section and city—Continued

NEGRO WOMEN—Continued

Number and per cent of women and their median earnings where time with the firm was—Continued													
1 and under 2 years		3 and under 3 years		3 and under 4 years		4 and under 5 years		5 and under 10 years		10 and under 15 years		15 years and over	
Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
551	\$8.70	450	\$9.20	298	\$9.30	233	\$10.55	462	\$10.50	110	\$10.65	29	\$10.40
16.7		13.6		9.0		7.0		14.0		3.3		0.9	
10	(¹)	4	(¹)	7	(¹)	9	(¹)	18	14.00	5	(¹)	2	(¹)
15.2		0.1		10.6		13.6		27.3		7.6		3.0	
8	(¹)	4	(¹)	6	(¹)	8	(¹)	11	(¹)	5	(¹)	1	(¹)
16.3		2.2		12.2		15.3		22.1		10.2		2.0	
				1	(¹)			1	(¹)				
				(¹)				(¹)					
2	(¹)					1	(¹)	6	(¹)			1	(¹)
(¹)						(¹)		(¹)				(¹)	
230	12.50	170	12.65	92	13.45	106	13.55	185	14.20	21	13.70		
12.2		13.5		7.3		8.4		14.7		1.7			
107	12.70	80	13.45	42	13.50	56	13.60	80	14.55	10	14.00		
16.5		12.4		6.5		8.7		12.4		2.5			
8	(¹)	5	(¹)	7	(¹)			9	(¹)	1	(¹)		
20.5		12.8		17.9				23.1		2.6			
48	11.00	41	10.70	24	12.65	24	12.60	42	12.75	3	(¹)		
17.8		13.2		8.9		8.9		15.6		1.1			
60	12.45	41	12.50	16	15.15	25	15.05	50	14.45	1	(¹)		
21.7		14.9		5.8		0.1		18.1		.4			
7	(¹)	3	(¹)	3	(¹)	1	(¹)	3	(¹)				
23.3		10.0		10.0		3.3		10.0		1	(¹)		
								100.0					
2	(¹)	3	(¹)	2	(¹)	2	(¹)	5	(¹)	1	(¹)		
12.5		18.8		12.5		12.5		31.3		6.3			
309	7.20	273	7.65	197	7.70	116	7.75	254	9.00	83	9.75	27	10.15
15.7		13.9		10.0		8.9		12.9		4.2		1.4	
108	6.55	71	6.70	55	6.80	48	6.85	94	7.30	29	7.75	9	(¹)
10.5		11.2		8.6		7.5		14.8		4.6		1.4	
70	7.25	72	7.60	53	7.50	22	8.00	69	8.20	13	(¹)	3	(¹)
13.2		14.4		10.6		4.4		13.8		2.6		.6	
40	6.05	20	6.80	18	7.20	7	(¹)	19	7.80	4	(¹)	1	(¹)
21.7		10.9		9.8		3.8		10.3		2.2		.5	
53	7.75	04	8.25	33	8.30	21	8.65	53	9.05	32	11.20	10	(¹)
14.2		17.1		8.8		5.6		14.2		8.6		2.7	
35	10.30	46	10.25	38	12.00	18	12.00	19	13.25	5	(¹)	4	(¹)
13.0		17.0		14.1		6.7		7.0		1.9		1.5	

TABLE XXII.—Median of the weekly rates, by occupation and by section and city

WHITE WOMEN

Section and city	Women for whom occupation and rate were reported		Number of women and their median rates where occupation was—																	
			Mark and sort		Hand wash		Machine wash		Starch and dampen		Tumbler		Flat-work ironer		Press operate		Iron		Press and hand iron	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	11,326	\$16.45	2,447	\$18.00	32	\$15.20	12	(1)	276	\$16.85	30	\$16.70	4,618	\$15.45	1,248	\$16.60	1,301	\$16.80	20	\$15.25
Eastern.....	1,930	14.70	350	16.30	5	(1)	4	(1)	43	15.85			938	13.50	209	16.00	151	15.95	11	(1)
Boston.....	1,248	14.70	253	16.00	3	(1)	4	(1)	33	16.65			570	13.55	132	15.80	110	16.10	6	(1)
Jersey City and Newark.....	357	15.45	45	17.90					3	(1)			222	14.40	40	16.55	23	15.80		
Providence.....	325	13.50	51	16.05	2	(1)			7	(1)			146	12.30	37	15.25	18	15.20	5	(1)
Middle western.....	4,390	15.20	932	17.10	22	15.00	4	(1)	123	15.80	12	(1)	1,666	13.85	515	15.65	569	15.50	16	15.50
Chicago.....	550	16.50	80	20.60					16	18.50			233	15.15	68	17.40	72	17.65		
Cincinnati.....	306	13.80	68	15.30					12	(1)	1	(1)	181	13.15	31	15.30	37	14.55	1	(1)
Cleveland.....	532	15.60	135	17.25	2	(1)			12	(1)	1	(1)	176	14.70	56	15.85	68	15.95	5	(1)
Des Moines.....	218	14.05	32	15.70	1	(1)			3	(1)	1	(1)	74	12.75	68	14.75	25	13.85		
Detroit.....	1,137	15.80	313	18.10	2	(1)	1	(1)	30	16.15			406	14.60	119	16.35	138	15.90	5	(1)
Indianapolis.....	532	13.50	134	15.40	3	(1)			28	14.05	2	(1)	207	12.40	64	15.00	41	13.95	5	(1)
Milwaukee.....	316	15.85	48	20.00	2	(1)			6	(1)	1	(1)	157	15.10	25	15.80	48	16.65		
Minneapolis and St. Paul.....	699	14.45	113	16.35	7	(1)	3	(1)	21	15.90	6	(1)	232	13.15	83	14.85	140	14.75		
Western.....	4,533	18.50	850	20.65	5	(1)	3	(1)	104	18.75	17	17.85	1,935	17.35	515	18.70	572	19.25	2	(1)
Los Angeles.....	1,848	17.10	352	18.95	2	(1)			39	18.15	7	(1)	863	16.70	176	18.05	163	18.00		
Portland.....	657	16.00	144	18.20	1	(1)	3	(1)	21	16.60	2	(1)	269	15.40	78	16.55	94	15.75	2	(1)
San Francisco.....	1,303	21.15	216	25.40					17	21.15	5	(1)	515	19.60	166	21.65	231	22.60		
Seattle.....	725	18.30	138	21.10	2	(1)			30	19.25	3	(1)	298	17.60	95	18.50	84	18.45		
Southern.....	483	14.05	306	15.25			1	(1)	1	(1)	1	(1)	79	10.85	9	(1)	9	(1)		
Atlanta.....	166	14.80	130	14.65									2	(1)						
Birmingham.....	97	15.65	78	15.85										1	(1)					
Jacksonville.....	47	15.65	36	16.15							1	(1)	4	(1)						
Richmond.....	12	(1)	11	(1)																
St. Petersburg and Tampa.....	161	12.20	51	13.90			1	(1)	1	(1)			73	10.95	8	(1)	9	(1)		

Number of women and their median rates where occupation was—Continued

Section and city	Curtain and blanket drier		Collar or collar starch		Bundle, wrap, pack		Mend; seamstress		General		Forelady		Shirt		Clean		Other	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	75	\$16.75	290	\$16.65	154	\$15.35	330	\$16.75	158	\$16.85	209	\$23.70	75	\$20.05	13	(¹)	69	\$16.50
Eastern.....	11	(¹)	51	15.30	23	15.40	49	15.25	14	(¹)	48	22.80	0	(¹)	3	(¹)	5	(¹)
Boston.....	7	(¹)	30	15.35	10	(¹)	41	15.45	10	(¹)	31	22.65	1	(¹)	8	(¹)	4	(¹)
Jersey City and Newark.....	2	(¹)	6	(¹)	4	(¹)			2	(¹)	5	(¹)	5	(¹)				
Providence.....	2	(¹)	15	14.40	9	(¹)	8	(¹)	2	(¹)	12	(¹)					1	(¹)
Middle western.....	40	15.40	116	16.10	93	14.95	126	15.85	42	16.60	69	22.65	3	(¹)	9	(¹)	18	15.00
Chicago.....	5	(¹)	15	15.50	6	(¹)	18	20.15	9	(¹)	9	(¹)			2	(¹)	7	(¹)
Cincinnati.....	2	(¹)	11	(¹)	10	(¹)	18	16.00	8	(¹)	11	(¹)			4	(¹)		
Cleveland.....	9	(¹)	23	15.75	23	15.10	14	(¹)			6	(¹)					2	(¹)
Des Moines.....	5	(¹)	5	(¹)			3	(¹)			1	(¹)						
Detroit.....	11	(¹)	19	17.50	25	15.15	34	15.15	10	(¹)	18	23.50			2	(¹)	4	(¹)
Indianapolis.....	1	(¹)	16	15.00	4	(¹)	9	(¹)	3	(¹)	7	(¹)					3	(¹)
Milwaukee.....	1	(¹)	5	(¹)	9	(¹)	4	(¹)	4	(¹)	4	(¹)			1	(¹)		
Minneapolis and St. Paul.....	5	(¹)	21	15.90	16	14.35	26	14.55	8	(¹)	13	(¹)	3	(¹)			2	(¹)
Western.....	24	18.70	78	19.90	28	18.00	121	19.70	102	17.00	74	25.15	66	20.25	1	(¹)	35	16.85
Los Angeles.....	3	(¹)	25	18.65	19	17.15	32	18.60	75	18.90	31	25.30	25	18.25	1	(¹)	33	16.80
Portland.....	5	(¹)	10	(¹)	1	(¹)	14	(¹)	9	(¹)	7	(¹)	5	(¹)			2	(¹)
San Francisco.....	7	(¹)	27	22.15	7	(¹)	53	20.60	11	(¹)	16	25.85	32	22.00				
Seattle.....	9	(¹)	15	18.90	1	(¹)	22	18.35	4	(¹)	20	23.50	3	(¹)			1	(¹)
Southern.....			15	14.15	10	(¹)	24	14.15			18	21.00						
Atlanta.....			10	(¹)	3	(¹)	14	(¹)			9	(¹)						
Birmingham.....			3	(¹)	1	(¹)	7	(¹)			5	(¹)						
Jacksonville.....							5	(¹)			1	(¹)						
Richmond.....					1	(¹)												
St. Petersburg and Tampa.....			2	(¹)	5	(¹)	8	(¹)			3	(¹)						

¹ Not computed, owing to the small number involved.

TABLE XXII.—Median of the weekly rates, by occupation and by section and city—Continued

NEGRO WOMEN

Section and city	Women for whom occupation and rate were reported		Number of women and their median rates where occupation was—															
			Mark and sort		Hand wash		Machine wash		Starch and dampen		Tumbler		Flat-work ironer		Press operate		Iron	
			Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	4,179	\$9.20	225	\$12.90	41	\$9.75	14	(1)	103	\$8.80	10	(1)	2,116	\$9.55	650	\$8.70	738	\$7.90
Eastern.....	216	13.35	4	(1)					4	(1)			141	12.80	28	14.15	30	14.15
Boston.....	61	13.60	8	(1)					2	(1)			35	12.95	12	(1)	8	(1)
Jersey City and Newark.....	138	13.15	1	(1)					103	12.70	10	(1)	103	12.70	10	(1)	20	14.00
Providence.....	16	14.60							2	(1)			3	(1)	6	(1)	2	(1)
Middle western.....	1,499	12.75	84	14.90	16	13.80	1	(1)	28	13.85	4	(1)	935	12.20	172	14.55	136	14.40
Chicago.....	716	12.75	35	15.05	5	(1)			6	(1)	1	(1)	490	12.50	83	14.85	42	14.85
Cincinnati.....	42	12.30	9	(1)					1	(1)			17	10.50	5	(1)	5	(1)
Cleveland.....	378	10.95	22	13.80	4	(1)	1	(1)	10	(1)			263	10.10	24	14.00	28	12.15
Detroit.....	324	14.55	16	18.00	1	(1)			9	(1)	3	(1)	166	14.30	54	14.05	53	14.75
Indianapolis.....	28	12.70	2	(1)	6	(1)			2	(1)					6	(1)	7	(1)
Minneapolis and St. Paul.....	1	(1)														(1)	1	(1)
Western—Los Angeles.....	10	(1)	1	(1)							1	(1)					6	(1)
Southern.....	2,465	7.35	136	10.75	25	7.60	13	(1)	71	7.70	5	(1)	1,040	6.85	450	7.70	566	7.40
Atlanta.....	875	6.70	26	7.50	11	(1)	3	(1)	31	7.05	1	(1)	384	6.40	157	7.30	208	6.65
Birmingham.....	515	7.05	27	7.90	8	(1)	1	(1)	13	(1)	4	(1)	228	6.60	91	7.35	69	6.85
Jacksonville.....	340	6.90	7	(1)	2	(1)			5	(1)			165	6.55	83	7.60	79	7.20
Richmond.....	475	8.55	64	12.65	2	(1)	2	(1)	15	8.75			189	7.75	69	8.45	103	9.10
St. Petersburg and Tampa.....	260	10.06	12	(1)	2	(1)	6	(1)	7	(1)			76	9.45	70	9.90	77	10.10

Section and city	Number of women and their median rates where occupation was—Continued																			
	Press and hand iron		Curtain and blanket drier		Collar or collar starch		Bundle, wrap, pack		Mend; seamstress		General		Forelady		Shirt		Clean		Other	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	24	\$6.90	20	\$12.00	56	\$3.60	48	\$3.45	54	\$12.85	31	\$7.15	3	(1)	1	(1)	18	\$12.25	27	\$12.90
Eastern.....	1	(1)			3	(1)	3	(1)			1	(1)								
Boston.....					1	(1)														
Jersey City and Newark.....							3	(1)			1	(1)								
Providence.....	1	(1)			2	(1)														
Middle western.....	5	(1)	13	(1)	9	(1)	10	(1)	33	13.95	9	(1)	1	(1)	1	(1)	9	(1)	23	14.15
Chicago.....			2	(1)	1	(1)	2	(1)	20	14.50	9	(1)			1	(1)	3	(1)	16	12.60
Cincinnati.....			2	(1)	1	(1)	1	(1)	1	(1)										
Cleveland.....	3	(1)	2	(1)	5	(1)	6	(1)	8	(1)			1	(1)			1	(1)		
Detroit.....			6	(1)	2	(1)	1	(1)	3	(1)							4	(1)	7	(1)
Indianapolis.....	2	(1)	1	(1)					1	(1)							1	(1)		
Minneapolis and St. Paul.....																				
Western—Los Angeles.....									2	(1)										
Southern.....	18	6.85	7	(1)	44	8.00	35	7.70	19	8.40	21	6.65	2	(1)			9	(1)	4	(1)
Atlanta.....	13	(1)	1	(1)	10	(1)	13	(1)	3	(1)	8	(1)					4	(1)	2	(1)
Birmingham.....	1	(1)	5	(1)	12	(1)	9	(1)	11	(1)	5	(1)					1	(1)	1	(1)
Jacksonville.....	1	(1)	1	(1)	7	(1)	1	(1)	2	(1)	4	(1)	2	(1)						
Richmond.....					12	(1)	12	(1)	2	(1)	2	(1)					2	(1)		
St. Petersburg and Tampa.....	3	(1)			3	(1)			1	(1)	1	(1)					2	(1)		

1 Not computed, owing to the small number involved.

TABLE XXIII.—Median of the weekly rates, by
WHITE WOMEN

Section and city	Total for whom rates and time with firm were reported		Number of women and their median rates where time with the firm was—									
			Under 3 months		3 and under 6 months		6 and under 9 months		9 months and under 1 year		Under 1 year	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	7,950	\$16.50	356	\$14.00	798	\$15.00	830	\$15.85	447	\$15.90	2,431	\$15.30
Eastern.....	1,065	14.85	12	(¹)	69	12.95	93	12.75	47	13.66	221	13.05
Boston.....	787	14.80	9	(¹)	47	13.40	73	12.85	32	13.90	161	13.30
Jersey City and Newark.....	42	14.65	2	(¹)	5	(¹)	2	(¹)	3	(¹)	12	(¹)
Providence.....	236	13.95	1	(¹)	17	11.40	18	12.20	12	(¹)	48	12.05
Middle western.....	3,494	15.25	271	13.90	439	14.05	346	14.60	201	14.00	1,257	14.30
Chicago.....	407	16.65	36	15.00	65	15.50	55	15.85	19	15.90	175	15.55
Cincinnati.....	311	13.75	39	12.90	39	13.40	24	13.20	12	(¹)	114	13.30
Cleveland.....	415	15.79	24	14.45	54	14.60	50	15.00	20	14.90	148	14.75
Des Moines.....	129	14.25	10	(¹)	9	(¹)	12	(¹)	5	(¹)	39	13.60
Detroit.....	958	15.85	62	14.55	101	14.95	95	15.20	78	15.45	336	15.10
Indianapolis.....	409	13.65	33	12.55	58	12.60	39	13.05	29	12.79	159	12.70
Milwaukee.....	258	16.10	16	15.20	31	15.20	18	15.35	16	15.00	81	15.20
Minneapolis and St. Paul.....	569	14.35	51	13.95	82	13.35	53	13.60	22	14.00	208	13.55
Western.....	3,061	18.85	45	16.55	266	17.05	352	17.90	174	17.80	831	17.50
Los Angeles.....	1,129	17.50	12	(¹)	129	16.70	147	16.75	72	17.00	360	16.75
Portland.....	484	15.95	18	14.85	43	14.95	49	15.30	33	15.55	143	15.25
San Francisco.....	981	21.25	5	(¹)	46	20.20	109	19.90	33	19.90	193	19.95
Seattle.....	467	18.45	10	(¹)	42	17.85	47	18.00	36	18.15	135	18.00
Southern.....	340	14.05	28	10.80	30	12.10	39	12.45	25	14.15	122	12.30
Atlanta.....	123	14.75	5	(¹)	7	(¹)	10	(¹)	5	(¹)	27	12.45
Birmingham.....	69	15.60	5	(¹)	5	(¹)	6	(¹)	7	(¹)	19	15.20
Jacksonville.....	17	14.50	2	(¹)	2	(¹)	6	(¹)	1	(¹)	9	(¹)
Richmond.....	6	(¹)	—	—	—	—	—	—	—	—	—	—
St. Petersburg and Tampa.....	125	12.35	23	10.80	16	10.85	17	11.15	12	(¹)	68	11.40

NEGRO WOMEN

Section and city	Total for whom rates and time with firm were reported		Number and per cent of women and their median rates where time with the firm was—									
			Under 3 months		3 and under 6 months		6 and under 9 months		9 months and under 1 year		Under 1 year	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	2,719	\$9.15	223	\$7.55	340	\$8.80	303	\$7.75	113	\$9.50	979	\$7.95
Eastern.....	57	13.85	—	—	2	(¹)	4	(¹)	4	(¹)	10	(¹)
Boston.....	42	13.65	—	—	1	(¹)	3	(¹)	1	(¹)	5	(¹)
Jersey City and Newark.....	2	(¹)	—	—	—	—	—	—	2	(¹)	1	(¹)
Providence.....	13	(¹)	—	—	1	(¹)	1	(¹)	1	(¹)	4	(¹)
Middle western.....	979	13.00	65	12.35	141	12.40	107	12.30	46	12.65	359	12.40
Chicago.....	484	12.95	45	12.40	78	12.55	49	12.35	26	12.75	198	12.50
Cincinnati.....	31	12.50	—	—	4	(¹)	3	(¹)	—	—	7	(¹)
Cleveland.....	225	11.65	11	(¹)	28	11.10	30	10.35	9	(¹)	78	11.10
Detroit.....	219	14.65	7	(¹)	27	14.05	24	14.55	6	(¹)	64	14.35
Indianapolis.....	19	12.65	2	(¹)	4	(¹)	1	(¹)	5	(¹)	12	(¹)
Minneapolis and St. Paul.....	1	(¹)	—	—	—	—	—	—	—	—	—	—
Western—Los Angeles.....	10	(¹)	—	—	—	—	—	—	—	—	—	—
Southern.....	1,673	7.40	158	6.75	197	6.85	192	6.80	63	7.30	610	6.85
Atlanta.....	595	6.70	63	6.35	61	6.35	79	6.25	19	6.25	212	6.30
Birmingham.....	321	7.20	21	6.40	50	6.50	44	6.85	8	(¹)	120	6.60
Jacksonville.....	184	6.80	22	6.40	27	6.30	18	6.40	9	(¹)	76	6.40
Richmond.....	376	8.60	16	7.60	40	7.95	38	7.85	12	(¹)	108	7.85
St. Petersburg and Tampa.....	197	10.10	34	9.45	28	9.15	13	(¹)	16	8.75	85	9.30

¹ Not computed, owing to the small number involved.

time with the firm and by section and city

WHITE WOMEN—Continued

Number of women and their median rates where time with the firm was—Continued													
1 and under 2 years		2 and under 3 years		3 and under 4 years		4 and under 5 years		5 and under 10 years		10 and under 15 years		15 years and over	
Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
1,501	\$10.00	1,064	\$16.70	634	\$17.05	571	\$17.50	1,173	\$18.05	349	\$18.40	227	\$20.05
184	14.15	146	14.20	77	14.75	69	15.30	214	15.55	91	17.55	63	18.40
126	14.30	110	14.45	62	15.05	50	15.30	199	15.55	78	17.45	41	18.15
6	(¹)	4	(¹)	2	(¹)	2	(¹)	11	(¹)	2	(¹)	22	19.00
49	13.60	32	12.90	13	13.00	17	15.30	44	15.50	11	(¹)	99	19.40
664	14.90	418	15.60	256	15.90	219	16.20	434	17.00	137	17.30	17	21.75
57	15.30	49	17.10	23	18.60	20	19.00	47	20.05	19	19.40	17	21.75
52	13.70	32	14.00	25	15.30	25	13.95	37	15.25	10	(¹)	16	17.00
73	15.50	45	15.95	37	15.85	31	16.50	51	18.90	18	17.35	12	(¹)
23	13.95	25	13.90	11	(¹)	14	(¹)	15	16.25	4	(¹)	1	(¹)
229	15.45	131	15.25	76	16.90	55	16.85	119	17.55	28	18.00	12	(¹)
82	13.65	34	14.00	30	14.65	18	14.25	46	15.65	22	15.55	14	(¹)
51	15.45	38	16.70	16	16.85	13	(¹)	33	16.95	12	(¹)	15	20.50
97	14.10	64	14.90	33	14.25	45	14.90	86	15.70	34	16.90	12	(¹)
573	18.40	454	19.10	274	19.30	263	19.60	494	19.80	111	21.45	61	22.85
225	17.30	154	18.00	115	17.90	86	18.65	143	18.50	35	19.50	11	(¹)
81	15.65	70	16.15	36	16.35	41	16.85	91	16.95	10	(¹)	12	(¹)
172	20.50	161	21.40	91	21.55	94	21.30	190	22.10	53	22.55	27	24.90
95	18.25	69	18.55	32	19.60	42	19.40	70	18.85	13	(¹)	11	(¹)
80	13.85	46	14.85	27	16.20	30	16.85	51	17.55	10	(¹)	4	(¹)
26	13.00	18	14.35	12	(¹)	10	(¹)	22	17.35	6	(¹)	2	(¹)
21	13.10	8	(¹)	6	(¹)	5	(¹)	7	(¹)	2	(¹)	2	(¹)
3	(¹)	5	(¹)	1	(¹)	3	(¹)	2	(¹)				
80	12.90	14	(¹)	9	(¹)	2	(¹)			2	(¹)		

NEGRO WOMEN—Continued

Number and per cent of women and their median rates where time with the firm was—Continued													
1 and under 2 years		2 and under 3 years		3 and under 4 years		4 and under 5 years		5 and under 10 years		10 and under 15 years		15 years and over	
Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
446	\$8.55	367	\$9.45	243	\$8.65	186	\$10.90	374	\$11.00	96	\$10.55	28	\$10.50
5	(¹)	5	(¹)	7	(¹)	6	(¹)	17	14.50	3	(¹)	3	(¹)
5	(¹)	5	(¹)	6	(¹)	5	(¹)	11	(¹)	3	(¹)	2	(¹)
1	(¹)			1	(¹)							1	(¹)
169	12.70	134	13.50	70	13.65	32	14.10	148	14.70	17	14.50		
83	12.90	57	13.65	27	13.65	42	13.70	63	14.95	14	(¹)		
4	(¹)	5	(¹)	7	(¹)			8	(¹)				
36	10.90	36	11.35	20	12.75	19	13.30	34	12.90	2	(¹)		
43	14.25	35	14.40	15	15.40	21	15.35	40	15.20	1	(¹)		
3	(¹)	1	(¹)	1	(¹)			2	(¹)				
								1	(¹)				
1	(¹)	3	(¹)	1	(¹)	1	(¹)	4	(¹)				
270	7.25	225	7.65	165	7.90	97	7.75	205	8.00	76	8.50	25	10.15
103	6.65	63	6.80	51	6.85	45	7.05	37	7.45	25	7.75	9	(¹)
49	7.35	45	7.40	33	7.35	14	(¹)	35	7.90	10	(¹)	1	(¹)
40	6.75	30	7.10	18	7.40	7	(¹)	18	7.90	4	(¹)	1	(¹)
52	7.55	63	8.45	33	8.90	22	8.15	54	8.35	34	12.35	10	(¹)
26	10.45	34	10.55	25	10.40	9	(¹)	11	(¹)	3	(¹)	4	(¹)

TABLE XXIV.—Median of the rates and earnings of timeworkers and of the earnings of all women, by section and city

Section and city	Earnings of all workers				Earnings of timeworkers				Rates of timeworkers			
	White women		Negro women		White women		Negro women		White women		Negro women	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
All places.....	14,104	\$16.10	6,078	\$8.85	11,827	\$16.00	4,328	\$8.60	11,670	\$16.50	4,203	\$9.25
Eastern.....	2,306	14.50	246	12.50	1,910	14.30	215	12.45	1,935	14.70	221	13.30
Boston.....	1,423	14.60	67	13.35	1,291	14.35	55	13.35	1,251	14.70	61	13.50
Jersey City and Newark.....	365	14.80	160	11.90	355	14.70	144	11.85	357	15.45	144	13.10
Providence.....	518	13.65	19	14.15	324	13.40	16	14.25	327	13.50	16	14.50
Middle western.....	5,692	14.75	1,938	12.26	4,582	14.65	1,534	12.20	4,442	15.20	1,498	12.75
Chicago.....	746	16.65	989	12.45	558	16.40	751	12.45	560	16.45	725	12.75
Cincinnati.....	539	14.05	50	12.10	393	13.50	41	12.05	390	13.80	42	12.30
Cleveland.....	608	15.25	448	10.85	528	14.95	370	10.30	532	15.60	378	10.95
Des Moines.....	238	14.00		218	13.85		218	14.05	218	14.05		
Detroit.....	1,245	15.35	399	12.55	1,146	15.35	339	12.65	1,141	15.90	324	14.55
Indianapolis.....	900	13.45	50	12.50	570	12.85	31	12.65	535	13.55	28	12.70
Milwaukee.....	529	14.65		302	14.60		316	15.85	316	15.85		
Minneapolis and St. Paul.....	887	14.10	2	(1)	777	14.15	2	(1)	744	14.40	1	(1)
Western.....	5,564	17.90	16	17.50	4,819	17.95	10	(1)	4,809	18.55	10	(1)
Los Angeles.....	2,613	17.00	16	17.50	2,002	16.85	10	(1)	2,002	17.20	10	(1)
Portland.....	768	15.35		658	15.30		657	16.00	657	16.00		
San Francisco.....	1,434	20.70		1,434	20.70		1,425	21.20	1,425	21.20		
Seattle.....	749	18.05		725	18.00		725	18.30	725	18.30		
Southern.....	542	13.95	2,876	7.15	516	13.95	2,569	7.10	484	14.05	2,474	7.35
Atlanta.....	180	14.40	940	6.45	167	14.40	875	6.40	167	14.35	881	6.70
Birmingham.....	118	15.80	742	7.00	114	15.70	595	6.95	97	15.65	515	7.05
Jacksonville.....	47	16.40	352	6.80	47	15.40	338	6.75	47	15.65	340	6.90
Richmond.....	11	(1)	477	8.20	11	(1)	466	8.20	12	(1)	477	8.55
St. Petersburg and Tampa.....	186	11.95	365	9.50	177	11.90	295	10.25	161	12.20	261	10.65

(1) Not computed, owing to the small number involved.

TABLE XXV.—Marital status of the women who supplied personal information, by section and city

Section and city	Number of women reporting marital status		Number and per cent of women whose marital status was—											
			Single				Married				Widowed, separated, or divorced			
			White		Negro		White		Negro		White		Negro	
			White	Negro	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All places.....	12,371	4,163	4,158	33.6	1,209	28.9	5,333	43.1	1,721	41.1	2,890	23.3	1,253	30.0
Eastern.....	2,000	198	990	49.5	86	43.4	644	32.2	80	40.4	366	18.3	32	16.2
Boston.....	1,215	75	621	51.1	31	41.3	382	31.4	29	38.7	212	17.4	15	20.0
Jersey City and Newark.....	312	107	134	42.9	44	41.1	105	33.7	47	43.9	73	23.4	16	15.0
Providence.....	473	16	235	49.7	11	68.8	157	33.2	4	25.0	81	17.1	1	6.3
Middle western.....	5,228	1,623	1,834	35.1	406	26.7	2,247	43.0	608	43.9	1,145	21.9	440	29.5
Chicago.....	684	783	212	31.0	196	25.0	340	49.7	322	41.1	132	19.3	205	33.8
Cincinnati.....	504	46	187	37.1	22	47.8	184	36.5	19	41.3	133	26.4	5	10.9
Cleveland.....	549	334	209	38.1	86	25.7	239	43.5	100	47.9	101	18.4	88	26.3
Des Moines.....	168		18	10.7			99	58.9			51	30.4		
Detroit.....	1,191	322	516	43.3	97	30.1	490	41.1	148	46.0	185	15.5	77	23.9
Indianapolis.....	327	37	141	17.0	5	13.5	302	47.4	18	48.6	204	35.0	14	37.8
Milwaukee.....	467		177	37.9			218	46.7			72	15.4		
Minneapolis and St. Paul.....	386	1	374	44.7			285	34.1	1	(1)	177	21.2		
Western.....	4,510	19	1,129	24.8	1	5.3	2,261	49.0	11	57.9	1,220	26.5	7	36.8
Los Angeles.....	2,044	18	649	31.8	1	5.6	875	42.8	10	55.6	520	25.4	7	39.9
Portland.....	645		151	23.4			318	49.3			176	27.3		
San Francisco.....	1,311		236	18.0			704	53.7			371	28.3		
Seattle.....	610	1	93	15.2			364	59.7	1	(1)	163	25.1		
Southern.....	535	2,443	205	38.3	716	29.3	181	33.8	962	39.4	149	27.9	765	31.3
Atlanta.....	191	796	88	46.1	212	26.6	57	29.8	339	42.6	46	24.1	245	30.8
Birmingham.....	106	613	33	31.1	177	28.9	33	31.1	231	37.7	40	37.7	205	33.4
Jacksonville.....	30	262	14	46.7	97	37.0	7	23.3	84	32.1	9	30.0	81	30.9
Richmond.....	7	442	3	(1)	170	38.5	3	(1)	153	34.6	1	(1)	119	20.9
St. Petersburg and Tampa.....	201	330	67	33.3	60	18.2	81	40.3	155	47.0	53	28.4	115	34.8

¹ Not computed, owing to the small number involved.

TABLE XXVI.—*Nativity and race of the women who*

Section and city	Number of women reporting nativity and race			Number of foreign-born women reporting country of birth	Number of foreign-born women whose country of birth was—					
	Native born		Foreign born		Austria	Belgium	Canada	Denmark	England	Finland
	White	Negro								
All places.....	8,971	5,954	3,444	3,402	70	26	413	33	180	34
Per cent distribution.....	48.8	32.4	18.7							
Eastern.....	1,290	236	714	713	1	1	197	4	35	4
Boston.....	747	97	471	471		1	179	2	22	3
Jersey City and Newark.....	209	218	105	104	1			2	5	
Providence.....	337	21	138	138			18		10	1
Middle western.....	4,172	2,240	1,075	1,036	47	10	120	6	49	5
Chicago.....	398	1,156	290	281	13	2	7	1	4	1
Cincinnati.....	480	56	25	25	1		1		2	
Cleveland.....	404	525	143	135	11	1	9		9	1
Des Moines.....	157		14	14					1	
Detroit.....	846	444	350	334	10	6	91	1	21	2
Indianapolis.....	818	57	11	11					1	
Milwaukee.....	368		106	101	10		4	1	1	
Minneapolis and St. Paul.....	701	2	136	135	2	1	8	3		1
Western.....	2,965	20	1,635	1,633	22	15	96	23	74	25
Los Angeles.....	1,334	19	721	719	3		37	4	29	
Portland.....	509		137	137	6	1	22	5	8	5
San Francisco.....	725		591	591	11	5	12	8	20	9
Seattle.....	427	1	188	186	2	9	25	6	17	11
Southern.....	514	3,358	20	20					2	
Atlanta.....	186	1,090	3	3						
Birmingham.....	107	861								
Jacksonville.....	30	433								
Richmond.....	7	546								
St. Petersburg and Tampa.....	184	428	17	17					2	

supplied personal information, by section and city

Number of foreign-born women whose country of birth was—Continued													
France	Germany	Hungary	Ireland	Italy	Mexico	Norway	Poland	Portugal	Russia	Scotland	Sweden	Yugoslavia	Other foreign
88	268	46	238	338	557	90	255	60	199	98	168	38	235
4	19	2	135	139	-----	3	15	55	10	29	12	-----	48
1	6	-----	105	66	-----	2	9	1	10	26	4	-----	34
1	10	2	7	67	-----	1	3	-----	-----	2	2	-----	3
2	3	-----	23	6	-----	-----	3	54	-----	1	6	-----	11
14	141	33	48	46	16	33	226	-----	24	38	69	35	77
3	26	6	8	27	8	7	121	-----	-----	3	10	3	23
2	12	-----	7	1	-----	-----	-----	1	-----	-----	-----	-----	-----
2	22	11	10	10	-----	-----	13	-----	6	2	2	12	14
5	-----	-----	2	-----	-----	2	1	-----	2	-----	-----	-----	2
1	25	7	11	4	7	-----	66	-----	5	27	5	11	20
1	2	1	2	-----	-----	-----	-----	-----	-----	1	1	-----	2
1	36	9	1	1	-----	2	20	-----	2	-----	-----	5	3
-----	18	-----	7	1	-----	22	5	-----	8	5	38	1	13
68	96	11	55	163	541	53	14	5	165	30	85	3	99
6	26	4	6	23	516	3	4	-----	19	9	13	-----	18
2	19	-----	2	16	-----	10	3	-----	12	3	14	-----	10
59	41	7	43	111	24	11	7	-----	4	8	21	3	62
1	19	-----	5	4	1	29	-----	1	9	10	37	-----	9
-----	2	-----	-----	-----	1	1	-----	-----	-----	1	2	-----	11
-----	2	-----	-----	-----	-----	-----	-----	-----	-----	-----	1	-----	-----
-----	-----	-----	-----	-----	1	1	-----	-----	-----	1	1	-----	11

TABLE XXVII.—Age of the women who supplied personal information, by section and city

WHITE WOMEN

Section and city	Number of women reporting age		Number and per cent of women whose age was—															
			16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All places.....	12,260	100.0	426	3.5	1,211	9.9	2,170	17.7	1,643	13.4	3,408	27.8	2,312	18.9	855	7.0	235	1.9
Eastern.....	2,004	100.0	177	8.8	185	9.2	309	15.4	224	11.2	462	23.1	418	20.9	175	8.7	54	2.7
Boston.....	1,217	100.0	75	6.2	114	9.4	198	16.3	141	11.6	300	24.7	256	21.0	105	8.6	28	2.3
Jersey City and Newark.....	812	100.0	56	17.9	26	8.3	27	8.7	17	5.4	67	18.3	79	24.4	40	12.8	13	4.2
Providence.....	475	100.0	40	9.7	45	9.5	84	17.7	66	13.9	105	22.1	66	18.1	30	6.3	13	2.7
Middle western.....	5,219	100.0	173	3.3	620	11.9	950	18.2	651	12.5	1,407	27.0	913	17.5	393	7.5	112	2.1
Chicago.....	685	100.0	41	5.3	72	10.4	68	10.0	63	12.2	224	32.8	135	19.6	47	6.9	15	2.2
Cincinnati.....	505	100.0	9	1.8	71	14.1	98	19.4	49	9.7	115	22.8	82	16.2	53	10.5	28	5.5
Cleveland.....	548	100.0	12	2.2	75	13.7	112	20.4	63	11.5	160	29.2	87	15.9	35	6.4	4	.7
Des Moines.....	171	100.0	2	1.2	7	4.1	22	12.9	18	10.5	46	26.9	45	26.3	25	14.6	6	3.5
Detroit.....	1,193	100.0	60	5.0	225	18.9	254	21.3	141	11.8	282	23.6	102	13.6	67	4.8	12	1.0
Indianapolis.....	827	100.0	3	.4	37	4.5	113	13.7	118	14.3	243	29.4	102	23.2	101	12.2	20	2.4
Milwaukee.....	477	100.0	13	2.7	51	10.7	92	19.3	65	13.6	133	27.9	81	17.0	27	5.7	15	3.1
Minneapolis and St. Paul.....	813	100.0	33	4.1	82	10.1	101	12.5	114	14.0	204	25.1	129	15.9	48	5.9	12	1.5
Western.....	4,501	100.0	87	.8	344	7.6	793	17.6	680	15.1	1,397	31.0	916	20.4	277	6.2	57	1.3
Los Angeles.....	2,036	100.0	21	1.0	232	11.4	457	22.4	318	15.6	647	31.8	339	16.7	99	4.9	23	1.1
Portland.....	641	100.0	10	1.6	41	6.4	100	15.6	93	14.5	182	28.4	148	23.1	49	7.6	18	2.8
San Francisco.....	1,222	100.0	6	.5	52	4.3	168	13.7	197	16.1	433	35.4	286	23.4	73	6.0	7	.6
Seattle.....	602	100.0			19	3.2	68	11.3	72	12.0	235	39.0	143	23.8	56	9.3	9	1.5
Southern.....	536	100.0	39	7.3	62	11.6	118	22.0	88	16.4	142	26.5	65	12.1	10	1.9	12	2.2
Atlanta.....	191	100.0	13	6.8	21	11.0	49	25.7	36	18.8	46	24.1	15	9.4	3	1.6	5	2.6
Birmingham.....	107	100.0	2	1.9	8	7.5	24	22.4	29	27.1	32	29.9	10	9.3	1	.9	1	.9
Jacksonville.....	30	100.0	3	10.0	5	16.7	6	20.0	4	13.3	9	30.0	2	6.7	1	3.3		
Richmond.....	7	100.0					2	(1)			3	(1)		1	(1)			
St. Petersburg and Tampa.....	201	100.0	21	10.4	28	13.9	37	18.4	19	9.5	52	25.9	24	11.9	4	2.0	6	3.0

NEGRO WOMEN

All places.....	4,202	100.0	148	8.5	485	11.5	1,176	28.0	925	22.0	963	22.9	405	9.6	87	2.1	13	0.3
Eastern.....	200	100.0	12	6.5	20	10.0	66	33.0	29	14.5	40	20.0	20	10.0	10	5.0	2	1.0
Boston.....	76	100.0	3	3.9	1	1.3	31	40.8	12	15.8	17	22.4	5	6.6	5	6.6	2	2.6
Jersey City and Newark.....	108	100.0	9	8.3	17	15.7	30	27.8	13	12.0	21	19.4	14	13.0	4	3.7		
Providence.....	16	100.0	1	(1)	2	(1)	5	(1)	4	(1)	2	(1)	1	(1)	1	(1)		
Middle western.....	1,534	100.0	17	1.1	160	10.4	430	28.0	368	24.0	357	23.3	165	10.8	36	2.3	1	.1
Chicago.....	799	100.0	14	1.8	83	10.4	225	28.2	177	22.2	189	23.7	90	11.3	21	2.6		
Cincinnati.....	46	100.0			12	26.1	14	30.4	7	15.2	12	28.1	1	2.2				
Cleveland.....	327	100.0	1	.2	29	8.9	97	29.7	79	24.2	72	22.0	41	12.5	7	2.1	1	.3
Detroit.....	324	100.0	2	.6	36	11.1	87	26.9	95	29.3	75	23.1	23	7.1	6	1.9		
Indianapolis.....	37	100.0					7	18.9	10	27.0	9	24.3	9	24.3	2	5.4		
Minneapolis and St. Paul.....	1	100.0											1	100.0				
Western.....	20	100.0							3	(1)	10	(1)	4	(1)	3	(1)		
Los Angeles.....	19	100.0							2	(1)	10	(1)	4	(1)	3	(1)		
Seattle.....	1	100.0							1	100.0								
Southern.....	2,448	100.0	118	4.8	305	12.5	680	27.8	525	21.4	556	22.7	216	8.8	38	1.6	10	.4
Atlanta.....	800	100.0	54	6.8	91	11.4	195	24.4	205	25.6	185	23.1	66	7.0	10	1.3	4	.5
Birmingham.....	616	100.0	24	3.9	72	11.7	178	28.9	124	20.1	150	24.4	65	8.9	12	1.9	1	.2
Jacksonville.....	262	100.0	23	8.8	42	16.0	72	27.5	44	16.8	55	21.0	23	8.8	2	.8	1	.4
Richmond.....	439	100.0	1	.2	67	15.3	146	33.2	77	17.5	89	20.3	49	11.2	8	1.8	2	.5
St. Petersburg and Tampa.....	331	100.0	16	4.8	33	10.0	89	26.9	75	22.7	77	23.3	33	10.0	6	1.8	2	.6

1 Not computed, owing to the small number involved.

TABLE XXVIII.—Time with the firm of women who supplied personal information, by section and city

WHITE WOMEN

Section and city	Number of women reporting time with the firm	Number of women whose time with the firm was—										
		Under 3 months	3 and under 6 months	6 and under 9 months	9 months and under 1 year	1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 years and over
All places.....	12,115	1,517	1,202	1,124	605	2,075	1,406	809	778	1,022	473	294
Per cent distribution.....	100.0	12.5	10.4	9.3	5.0	17.1	12.1	7.4	6.4	13.4	3.9	2.4
Eastern.....	1,737	193	137	135	60	249	211	117	101	313	124	91
Boston.....	1,217	148	94	90	44	165	144	82	64	220	102	55
Jersey City and Newark.....	55	3	6	4	4	13	5	3	2	11	2	3
Providence.....	465	42	37	32	18	71	62	82	35	82	20	34
Middle western.....	5,243	716	637	466	288	941	580	386	310	584	188	127
Chicago.....	604	103	100	70	35	105	76	39	35	80	27	24
Cincinnati.....	500	98	65	36	21	84	52	38	33	43	13	17
Cleveland.....	544	62	67	62	25	85	59	49	41	64	18	12
Des Moines.....	168	21	9	14	5	30	28	16	19	20	4	2
Detroit.....	1,199	136	118	106	92	251	148	89	60	136	30	18
Indianapolis.....	826	135	103	93	60	148	67	70	25	73	33	19
Milwaukee.....	474	48	67	42	23	90	57	33	24	51	22	17
Minneapolis and St. Paul.....	838	113	108	63	27	148	93	52	64	117	35	18
Western.....	4,606	531	439	452	221	771	605	353	339	678	147	70
Los Angeles.....	2,047	260	234	215	103	349	253	169	142	260	57	15
Portland.....	642	52	56	61	41	110	89	46	47	111	14	15
San Francisco.....	1,309	139	98	127	36	207	185	102	103	223	61	28
Seattle.....	608	90	51	40	41	105	78	36	47	84	15	12
Southern.....	529	77	49	51	30	114	70	43	28	47	14	6
Atlanta.....	184	24	9	12	7	39	26	13	17	27	7	3
Birmingham.....	107	7	10	8	8	28	11	13	6	9	4	3
Jacksonville.....	30	5	4	8	1	5	5	—	—	2	—	—
Richmond.....	7	—	—	—	—	1	—	—	—	2	—	—
St. Petersburg and Tampa.....	201	41	26	23	14	41	27	17	2	7	3	—

NEGRO WOMEN

All places.....	4,066	599	455	411	168	627	503	345	266	531	125	36
Per cent distribution.....	100.0	14.7	11.2	10.1	4.1	15.4	12.4	8.5	6.5	13.1	3.1	0.9
Eastern.....	95	10	5	4	6	13	6	8	11	23	6	3
Boston.....	76	10	4	3	3	10	6	7	10	15	6	2
Jersey City and Newark.....	3			1	1			1		1		
Providence.....	16		1	1	2	3			1	7		1
Middle western.....	1,531	195	200	155	66	261	195	108	115	210	26	1
Chicago.....	706	131	114	77	32	129	98	47	58	91	19	
Cincinnati.....	44	1	5	4	1	9	5	7		11	1	
Cleveland.....	333	30	39	42	13	53	44	33	27	49	4	
Detroit.....	320	28	38	30	14	62	44	18	29	56	1	
Indianapolis.....	37	5	4	2	6	8	4	3	1	3		1
Minneapolis and St. Paul.....	1									1		
Western.....	20		1		2	3	3	3	2	5	1	
Los Angeles.....	19		1		2	2	3	3	2	5	1	
Seattle.....	1					1						
Southern.....	2,420	394	249	252	94	350	299	226	138	298	93	32
Atlanta.....	775	143	59	89	28	118	80	58	56	108	31	10
Birmingham.....	618	93	77	72	24	83	81	90	26	82	15	5
Jacksonville.....	262	45	29	27	12	52	28	28	11	25	4	1
Richmond.....	434	41	42	42	14	58	64	38	24	64	35	12
St. Petersburg and Tampa.....	391	72	42	23	16	39	45	42	21	19	8	4

TABLE XXIX.—Occupation, by section

WHITE WOMEN

Section	Number of women reporting occupation	Number of women whose occupation was—																	
		Mark and sort	Hand wash	Machines wash	Starch and dampen	Tumbler	Flat-work ironer	Press operate	Iron	Press and hand iron	Curtain and blanket drier	Collar or collar starch	Bundle, wrap, pack	Mand; seamstress	General	Fore-lady	Shirt	Clean	Other
All places...	12,926	2,942	38	12	316	30	5,406	1,733	1,890	77	84	290	174	362	178	223	94	13	68
Eastern.....	2,348	432	5	4	44		1,057	324	211	31	11	80	23	53	16	51	11	3	6
Middle western.....	5,731	1,204	23	4	154	12	2,063	722	839	44	48	130	108	149	54	75	8	9	24
Western.....	5,285	967	5	8	117	17	2,160	628	831	2	25	83	31	123	105	76	80	1	23
Southern.....	561	349		1	1	1	106	9	9			15	12	37		21			

NEGRO WOMEN

All places...	5,076	242	51	15	115	14	2,408	855	1,067	58	23	62	51	67	34	4	3	20	28
Eastern.....	216	4			4		141	41	48	1		3	3		1				
Middle western.....	1,922	89	24	3	55	4	1,136	296	197	12	15	13	12	36	10	1	2	11	24
Western.....	16	1				1			12				2						
Southern.....	2,892	148	27	13	73	9	1,181	513	780	45	8	46	36	19	23	3		9	4

TABLE XXX.—Occupation, by age

WHITE WOMEN

Occupation	Number of women reporting age and occupation	Number of women with occupation as specified whose age was—								
		Under 16 years	16 and under 18 years	18 and under 20 years*	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over
All occupations.....	1,304	9	57	139	236	167	340	215	106	37
Mark and sort.....	215	2	10	24	59	42	71	29	7	1
Hand wash.....	1									1
Machine wash.....	2							1	1	
Starch and dampen.....	25			3	1	1	12	5	3	
Tumbler.....	7			1	1		1	1		
Flat-work ironer.....	307	7	31	71	103	64	110	67	33	16
Press operate.....	189		4	17	26	24	63	35	18	3
Iron.....	161		4	6	18	15	44	45	20	9
Press and hand iron.....	6			1			1	2	1	
Curtain and blanket drier.....	15			1	2		1	6	4	1
Collar or collar starch.....	22		1	5	7	8	5		1	
Bundle, wrap, pack.....	39		5	6	10	4	10	4		
Mend; seamstress.....	38		1	1	1	2	8	10	12	
General.....	12		1	1	2	2	2			2
Forlady.....	25				3				1	
Shirt.....	1							1		
Clean.....	2							1		1
Other.....	6			2	2		1	1		
Office.....	2				1	1				

NEURO WOMEN

All occupations.....	533	2	21	63	166	116	113	47	12	3
Mark and sort.....	42		1	6	17	11	6	1		
Hand wash.....	8				2	1	2	3		
Starch and dampen.....	12				3	1	3	3	1	1
Tumbler.....	1						1			
Flat-work ironer.....	222	1	14	35	70	49	32	13	4	1
Press operate.....	80		3	5	20	23	24	3	2	
Iron.....	125	1	2	8	25	21	41	21	6	1
Press and hand iron.....	10			1	4	3	1	1		
Curtain and blanket drier.....	5				2	1	1	1		
Collar or collar starch.....	7			2	3	1	1			
Bundle, wrap, pack.....	8		1		4	1	1			
Mend; seamstress.....	5			1	1			1		
General.....	7			1	4	2				
Other.....	1				1					

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TABLE XXXI.—*Woman's reason for working, by marital status*

WHITE WOMEN

Reason for working	Women reporting reason for working		Number and per cent of women giving reason as specified who were—					
			Single		Married		Widowed, separated, or divorced	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total	1,315	100.0	408	100.0	495	100.0	352	100.0
To support self.....	535	40.7	339	72.4	6	1.2	190	54.0
To support family or self; to help family.....	459	34.9	128	27.4	172	34.7	159	45.2
High cost of living.....	5	.4			5	1.0		
Choice or habit.....	26	2.0			23	4.6	3	.9
To pay bills (doctor, hospital, passage).....	12	.9			12	2.4		
To educate children.....	11	.8			11	2.2		
To buy home or furniture.....	22	1.7			22	4.4		
To save for future.....	12	.9			12	2.4		
Husband ill, injured, or too old.....	64	4.9			64	12.9		
Husband's work not steady.....	79	6.0			79	16.0		
Husband's work slack.....	10	.8			10	2.0		
Husband out of work.....	43	3.3			43	8.7		
Husband will not work, no good, etc.....	11	.8			11	2.2		
To buy car.....	6	.5			6	1.2		
To buy extras.....	20	1.5	1	.2	19	3.8		

NEGRO WOMEN

* Total	535	100.0	132	100.0	225	100.0	178	100.0
To support self.....	176	32.9	76	57.6	14	6.2	86	48.3
To support family or self; to help family.....	272	50.8	56	42.4	125	55.6	91	51.1
High cost of living.....	1	.2			1	.4		
Choice or habit.....	9	1.7			8	3.6	1	.6
To pay bills (doctor, hospital, passage).....	2	.4			2	.9		
To buy home or furniture.....	5	.9			5	2.2		
To save for future.....	2	.4			2	1.0		
Husband ill, injured, or too old.....	9	1.7			9	4.0		
Husband's work not steady.....	32	6.0			32	14.2		
Husband's work slack.....	6	1.1			6	2.7		
Husband out of work.....	16	3.0			16	7.1		
Husband will not work, no good, etc.....	2	.4			2	.9		
To buy car.....	1	.2			1	.4		
To buy extras.....	2	.4			2	.9		

TABLE XXXII.—*Mothers with children under 14 years of age, by marital status*

Number of children under 14 years	Mothers reporting number of children under 14 years				Number and per cent of mothers with children under 14 as specified who were—							
					Married				Widowed, separated, or divorced			
	White		Negro		White		Negro		White		Negro	
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total.....	849	100.0	401	100.0	498	100.0	298	100.0	351	100.0	175	100.0
None.....	631	62.5	264	65.8	291	58.4	149	65.9	240	68.4	115	66.7
1.....	171	20.1	69	17.2	101	20.3	41	18.1	70	19.9	28	16.0
2.....	90	10.6	42	10.5	55	11.2	20	8.8	34	9.7	22	12.6
3.....	34	4.0	16	4.0	20	5.8	9	4.0	5	1.4	7	4.0
4.....	18	1.9	7	1.7	15	3.0	8	2.7	1	.3	7	4.0
5.....	5	.6	2	.5	5	1.0	1	.4			1	.6
6.....	1	.1	1	.2					1	.3	1	.6
7.....	1	.1			1	.2						

TABLE XXXIII.—*Actual time worked in the laundry industry, by over-all time since first laundry job*

Over-all period	Number of women reporting time in the industry		Number of women with overall as specified whose actual time worked was—									
			Under 1 year		1 and under 5 years		5 and under 10 years		10 and under 15 years		15 years and over	
	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
Total.....	1,296	525	250	114	587	276	269	102	89	25	101	8
Under 1 year.....	217	81	217	81								
1 and under 5 years.....	497	243	26	25	471	218						
5 and under 10 years.....	283	133	4	5	83	49	191	79				
10 and under 15 years.....	109	46	1	1	10	7	40	20	49	17		
15 years and over.....	199	23	2	2	18	2	38	3	40	8	101	8

TABLE XXXIV.—Industrial experience, by kind of work done and by section and city

Section and city	Number of women reporting industrial experience		Number of women who had been employed in—																	
			Laundry only		Laundry and domestic service		Laundry and other service		Laundry and factory		Laundry and store		Laundry and hotel or restaurant		Laundry and office or professional work		Laundry and one other kind of work		Laundry and more than one other kind of work	
			White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro	White	Negro
All places.....	1,322	536	441	114	141	233	8	7	278	33	64	2	64	21	31	3	21	13	234	110
Eastern.....	305	10	122		22	7	1		108	2	13		4		2		1		32	1
Boston.....	118	1	50		9	1			32		4		4		1				18	
Jersey City and Newark.....	107	6	43		9	5	1		44	1	3				1		1		5	
Providence.....	80	3	20		4	1			32	1	6								9	1
Middle western.....	606	202	165	53	75	64	5	5	121	20	30	1	31	15	11	3	13	3	155	38
Chicago.....	56	123	13	39	5	32	1	2	12	17	3	1	5	9	1	2	2		14	21
Cincinnati.....	57	18	19	2	7	9		1	12	1	4		3				1	1	11	4
Cleveland.....	67	81	23	6	4	10	1	1	9	2	3			3	2	1	2	2	23	6
Des Moines.....	39		8		4				8		2		5		1		1		10	
Detroit.....	85	28	30	6	10	12		1	17		6		3	3	2		1		16	6
Indianapolis.....	74	2	17		4	1	2		19		4		4		1		1		22	1
Milwaukee.....	93		24		19		1		26		2		3				1		17	
Minneapolis and St. Paul.....	136		31		22				18		6		8		4		4		42	
Western.....	378	2	140		44	1	2		43		17		18		18		5		91	1
Los Angeles.....	119	2	57		8	1	1		13		4		6		7		2		21	1
Portland.....	77		26		6				14		2		2		1		1		36	
San Francisco.....	102		43		10				10		9		8		5		2		15	
Seattle.....	80		15		20		1		6		2		2		5				29	
Southern.....	83	322	14	61		161		2	6	11	4	1	1	6			2	10	6	70
Atlanta.....	11	91	5	11		60			2	5	1								3	15
Birmingham.....	12	72	4	13		34			2	1	1	1		1			2	2	3	20
Jacksonville.....	3	52	2	11		20				1				1				5		14
Richmond.....		52		20		18		2		3										9
St. Petersburg and Tampa.....	8	85	8	6		29			2	1	2		1	4				3		12

TABLE XXXV.—*Preference for laundry work or for other employment, by kind of work and reason for preference*

Reason for preference	Number of women reporting preference	Number of women contrasting laundry work with—						
		Domestic service	Restaurant or hotel	Store	Factory	Cleaning offices buildings	Home work	Other
Total.....	749	211	123	53	276	16	16	45
Laundry preferred to other work:								
All reasons.....	537	186	94	45	216	11	15	20
Better pay.....	155	35	13	22	77	2	6	
Better hours.....	173	94	52	12	6	3		6
Easier.....	99	24	18	2	41	4	2	8
Steadier.....	67	14		2	47	1	3	
Cleaner.....	10	1			9			
Working conditions better.....	53	6	6	5	27		4	5
Other.....	21	7	3	2	8			1
Not reported.....	9	5	2		1	1		
Other work preferred to laundry:								
All reasons.....	153	25	29	8	60	5	1	25
Better pay.....	66	7	16	1	33	2		2
Better hours.....	8		2		1	3		2
Easier.....	15	3	4	1	2			5
Working conditions better.....	25	4	1	3	11		1	5
Other.....	7	4			2			1
Not reported.....	32	7	6	3	6			10

TABLE XXXVI.—Reason for leaving job, by kind of job left

WHITE WOMEN

Reason	Women reporting on leaving jobs		Women who for reasons specified left—													
	Number of women	Number of separations	Other laundries		Domestic and personal-service work		Factory work		Stores		Hotels and restaurants		Office or professional work		Other work	
			Number of women	Number of separations	Number of women	Number of separations	Number of women	Number of separations	Number of women	Number of separations	Number of women	Number of separations	Number of women	Number of separations	Number of women	Number of separations
Total	1,065	2,637	645	1,157	296	358	433	524	136	151	108	204	68	70	55	64
Personal:																
Illness of self.....	110	125	73	81	8	8	18	18	5	5	4	4	6	5	3	3
Pregnancy and confinement.....	47	40	20	30	6	6	10	10	2	2	1	1				
Illness of others.....	39	43	14	14	3	3	16	17	4	4	5	5				
Accident.....	4	4	2	2			1	1							1	1
Death.....	6	6	6	6												
Marriage.....	325	333	88	90	82	82	62	63	23	23	31	31	29	29	15	15
Home duties.....	64	90	52	71	6	6	4	5	3	3	4	4	1	1		
Education.....	20	24	6	7	7	8	6	6	3	3						
Rest.....	20	33	25	26	1	1	1	1	1	1	2	2	2	2	1	2
Vacation.....	23	37	21	26	2	2	4	4	1	1	2	2	1	1	1	1
Business.....	2	2	1	1							1	1				
Distance too great.....	30	31	18	18	1	1	9	9	1	1			2	2		
Change of residence.....	297	421	168	222	43	47	77	85	18	20	26	26	11	12	7	9
Desired a change.....	86	100	38	45	25	26	15	15	3	3	13	17	1	1	4	5
Another job.....	77	105	59	69	8	13	7	8	7	7	3	3	4	4	1	1
Not necessary to work.....	41	54	32	42	2	2	4	4	3	3	3	3				
Personal reason not specified.....	30	48	27	31	3	3	8	10	2	2	2	2				
Industrial:																
Accident.....	12	13	3	3	2	2	7	8								
Illness due to job.....	22	23	4	4			13	14			2	3			2	2
Work too hard.....	104	123	34	38	26	27	30	31			21	24	1	1	2	2
Dissatisfied with conditions.....	100	118	41	47	10	19	20	20	5	5	18	22	2	2	3	3
Hours too long.....	74	76	11	11	20	20	3	3	11	12	19	19			2	2
Earnings insufficient.....	184	216	73	78	19	20	69	74	19	19	14	15	7	7	3	3
Work slack.....	40	54	10	10	2	2	35	38	2	2	1	1			1	1
No work.....	96	127	12	22	32	39	33	37	13	13	4	6	5	5	5	5
Shutdown.....	84	80	24	25	3	3	35	37	10	10	0	0	1	1	3	4
Laid off.....	122	144	33	30	1	1	60	91	10	10	1	1	2	2		
Replaced by men.....	11	11	1	1	1	1	7	7	1	1					1	1
Discharged.....	32	36	21	24	4	4	2	2	3	2	1	1	2	2	1	1
General:																
Dispute.....	68	76	56	62	1	1	5	5	2	2	2	2	2	2	2	2
Strike.....	6	6	6	6												
Weather.....	2	2	1	1			1	1								
Miscellaneous.....	0	0	5	5	2	2							1	1	1	1

NEGRO WOMEN

Total	428	858	278	428	215	236	65	78	6	6	78	96	5	5	10	10
Personal:																
Illness of self	50	60	26	28	12	12	4	4	2	2	8	3			1	1
Pregnancy and confinement	19	24	15	10	2	2	1	1	1	1	1	1				
Illness of others	10	11	7	7			8	3			1	1				
Accident	1	1	1	1												
Death	1	1			1	1										
Marriage	34	34	9	9	21	21	1	1			2	2	1	1		
Home duties	6	6	6	6												
Education	16	21	10	12	3	3	3	4			1	1			1	1
Rest	44	47	29	31	7	7	5	5			4	4				
Vacation	19	26	15	21	2	2	1	1	1	1						
Distance too great	14	14	9	9	2	2	2	2			1	1				
Change of residence	101	112	44	45	41	42	4	5	1	1	11	11	3	3	5	5
Desired a change	37	42	15	19	15	15	4	4			2	3			1	1
Another job	33	36	26	29	6	6		4			1	1				
Not necessary to work	7	7	3	3	3	3					1	1				
Personal reason not specified	20	23	15	18	3	3					2	2				
Industrial:																
Accident	6	6	5	5							1	1				
Illness due to job	2	2	2	2												
Work too hard	27	27	14	14	9	9	1	1			3	3				
Dissatisfied with conditions	38	43	17	19	9	9	6	6			8	8	1	1		
Hours too long	47	50	6	6	25	25	1	1	1	1	16	17				
Earnings insufficient	63	62	25	28	15	16	12	12			5	6				
Work slack	14	15	7	8	4	4		2			1	1				
No work	73	78	16	16	46	46	5	5			9	9				
Shutdown	27	30	13	15	2	2	5	5			7	8				
Laid off	40	41	21	21	3	3	13	13			4	4				
Replaced by men	7	7			3	3	2	2			1	1			1	1
Discharged	13	16	10	10			1	1			2	4			1	1
General:																
Dispute	14	14	12	12							2	2				
Weather	4	4	4	4												
Miscellaneous	1	1	1	1												

† Details aggregate more than total, because some women gave more than one reason or had left more than one job. Of the total number reporting, 118 failed to give details for all jobs.

† Details aggregate more than total, because some women gave more than one reason.

† Details aggregate more than total, because some women gave more than one reason or had left more than one job. Of the total number reporting, 224 failed to give details for all jobs.

APPENDIX B.—SCHEDULE FORMS

SCHEDULE I

This schedule was used for recording the firm's schedule hours, the number of employees, and information on working conditions.

Women's Bureau, United States Department of Labor

LAUNDRY SCHEDULE

1. Name of laundry, Address, City,
2. Type,
3. Person interv., Position,
- Person interv., Position,

4. Numbers employed:

	White	Colored	Total
Men			
Women			
Total			

5. Firm's scheduled hours:

	Begin	End	Lunch	Rest	Total	Max. daily hrs.
Monday						
Tuesday						
Wednesday						
Thursday						
Friday						
Saturday						

6. Seasonal, overtime, holidays, etc.:

7. Wages: Overtime pay,

Deductions or bonuses,

Vacation without pay,

8. Employment policy: Emp. mgr. with pay,

Other, Records kept, Other contr. method,

9. Description of buildings,

10. Stairways:

Location	Mat.	Windg.	Light o. k.	Hd. rail	Nar.	Stp.	Rpr.	Notes
.....								
.....								

Agent,

Date,

11. Elevators:

12. Workrooms:

Workroom	Floor	Material	Repair	Clean	Wet	Good arr.	Obstructions
.....							
.....							
.....							

Special conditions,

SCHEDULE I—Continued

Women's Bureau, United States Department of Labor—Continued

LAUNDRY SCHEDULE—continued

13. Cleaning: Swept, _____ By whom, _____ Freq., _____
 Scrubbed, _____ By whom, _____ Freq., _____
 Notes: _____

14. Ventilation—Natural: _____

15. Ventilation—Artificial:

Workroom	Fans		Mangle hoods		Wall exhausts		Special systems
	Port.	Pad.	Sup.	Exh. fan	Loc.	No.	

Notes: _____

16. Temperature readings: _____ Time of day: _____

Near	Dry	Wet	Rel.	Near	Dry	Wet	Rel.
	a. Large flat-work ironers.						
b. Small ironers.							
c. Presses.							
d. Driers and tumblers.							
e. Other.							
f. Outdoor temperature.							

17. Natural lighting: a. Source, _____
 b. Adequacy, _____
 c. Glare or reflection, _____
 d. Shades, _____
 e. Remarks, _____

18. Artificial lighting: a. Source, _____
 b. Adequacy, _____
 c. Glare or reflection, _____
 d. Shades, _____
 e. Remarks, _____

19. Seating:

Occupations	Number of women	Sitting	Standing	Seats prov.	Sit or stand	Platforms				
						Nec.	Prov.	Type mat.	Sta.	Height
Mark and sort.										
Flat work										
Starching										
Press operating										
Collar mch. op.										
Hand ironing										
Packing										

Notes: _____

SCHEDULE I—Continued

Women's Bureau, United States Department of Labor—Continued

LAUNDRY SCHEDULE—continued

25. Toilets:

Flr.	No. using		No. seats	No. per seat	Privy	Plumbing		Auto.	Ventilation			Lighting		Seat incl.	Seat scrn.
	Woman	Men				Hand flush	Seat flush		Out. wind.	Art.	Oth.	Out. wind.	Art.		

Flr.	Room ceiled	Cond. fr.	Repair		Cleanliness			Swept		Scrubbed		Paper suppl.	Room needs designation
			Seat	Plbg.	Room	Seat	Plbg.	By	Freq.	By	Freq.		

Notes:

26. Service facilities:

Room	Flr.	Comb. with	Cln.	Lighting		Toilet vents into	Superv.	Cafe-teria	Other					
				Art.	Out. wind.				Tab.	Seats	Hot food	Hot drink	Cooking conveniences	
Lunch														
Rest								Cot	Chairs	Conf. ch.	Bench			
Cloak								Lkrs.	Shlvs.	Racks-Hngs.	Wall hks.	Seat		

Notes:

27. Uniforms:

28. First aid:

By whom administered,
Where administered,

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SCHEDULE IV

This schedule was used for the information secured during home visits to the women employed in the laundries surveyed.

U. S. Department of Labor, Women's Bureau

PERSONAL INTERVIEW, LAUNDRY STUDY

1. Firm, City,
2. Name,
3. Length of time in industry,
 Overall, Actual,
4. Present job,
5. Length of time on present job,
6. Other jobs with present employer,
7. Comparison of present job with other work,
8. Hours, overtime, seasonal, etc.
9. Reason for working,
10. Number of children under 14 years of age,
11. Industrial history:

Industry	Occupation	Data begun	Duration	Reason for leaving
.....
.....
.....
.....
.....

PUBLICATIONS OF THE WOMEN'S BUREAU

[Any of these bulletins still available will be sent free of charge upon request]

- *No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Third ed., 1921.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- *No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919.) 4 pp. 1920.
- *No. 8. Women in the Government Service. 37 pp. 1920.
- *No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
- *No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1921.
- *No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1921.
- *No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. (See Bulletin 63.)
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 11 pp. 1921.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- *No. 20. Negro Women in Industry. 65 pp. 1922.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- *No. 22. Women in Georgia Industries. 89 pp. 1922.
- No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
- No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
- No. 26. Women in Arkansas Industries. 86 pp. 1923.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. (See Bulletin 63.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.

*Supply exhausted.

- ~~1919~~ No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.
- No. 46. Facts about Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
- *No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925.
- No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 54 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 635 pp. 1928. Price, 90 cents.
- No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp. 1927.
- No. 63. State Laws Affecting Working Women. 51 pp. 1927. (Revision of Bulletins 16 and 40.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- *No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
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*Supply exhausted.