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JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

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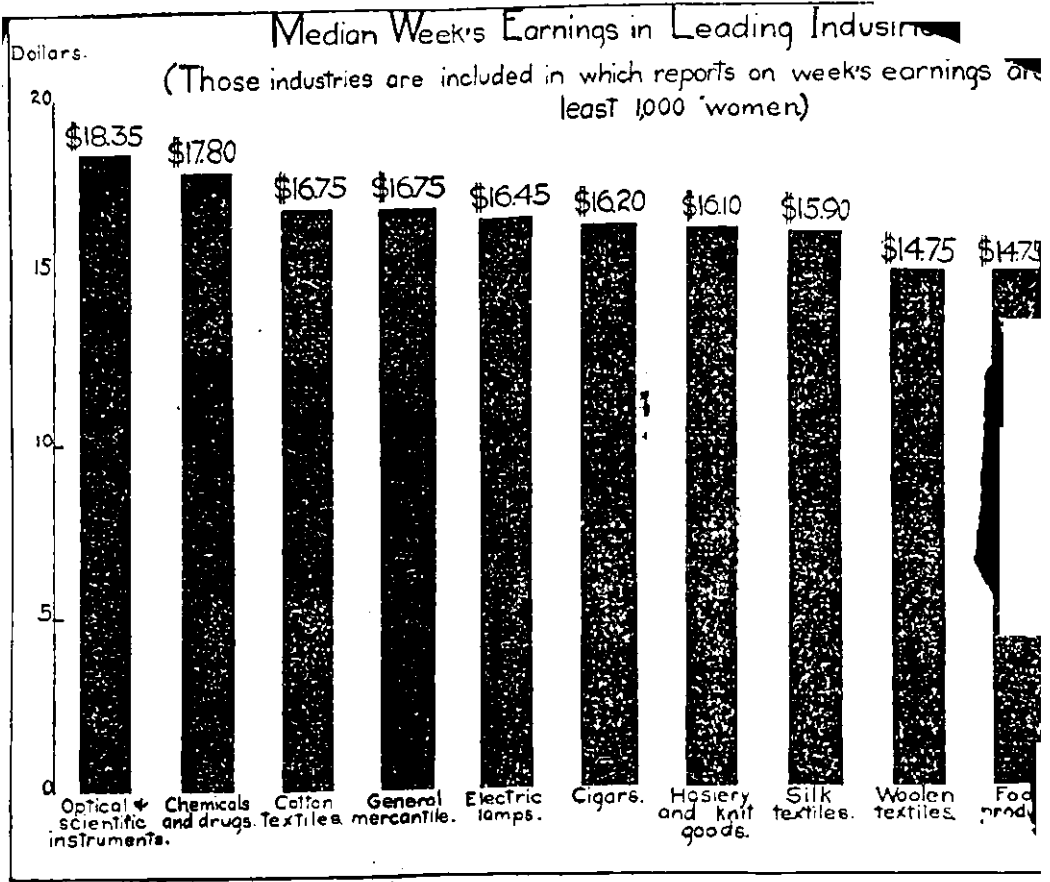
WOMEN IN NEW JERSEY INDUSTRIES

A Study of Wages and Hours



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CONTENTS.

	Page.
PART I. Introduction	1
Scope and method of investigation.....	4
Summary of facts.....	5
Conclusion.....	9
II. Wages	11
Methods of payment.....	11
Week's earnings.....	13
Earnings and time worked.....	15
Full-time earnings.....	22
Earnings and rates.....	24
Rates and scheduled hours.....	27
Earnings and experience.....	29
Earnings and nativity.....	35
Year's earnings.....	36
Earnings of night workers.....	41
III. Hours	42
Scheduled hours.....	43
Daily hours.....	43
Weekly hours.....	47
Saturday hours.....	52
Hours of night workers.....	53
Lunch periods.....	54
Actual hours worked.....	54
Time lost.....	56
Overtime.....	58
IV. The Workers	59
Age.....	60
Nativity.....	61
Conjugal condition.....	65
Living condition.....	67
Education.....	68
Appendixes:	
General tables.....	72
Schedule forms.....	95
New Jersey laws affecting working hours of women employees.....	98

TEXT TABLES.

TABLE 1. Number of establishments visited and number of women employed therein, by industry	5
2. Extent of time and piece work, by industry.....	12
3. Distribution of women and their median earnings, by industry..	13
4. Median earnings and time worked, by industry—Women whose time worked was reported in hours.....	16
5. Median earnings and time worked, by industry—Women whose time worked was reported in days.....	20

	Page.
TABLE 6. Week's earnings of women who worked firm's full scheduled week or more, compared with those of all workers.....	22
7. Median rates and median earnings, by industry.....	25
8. Weekly rates and actual week's earnings.....	26
9. Median rate and scheduled weekly hours, by industry.....	28
10. Median earnings and time in the trade, by industry.....	30
11. Earnings by hours worked—night workers.....	41
12. Scheduled daily hours, by industry.....	44
13. Scheduled weekly hours, by industry.....	48
14. Time lost and overtime, by industry.....	56
15. Age, by nativity.....	61
16. Nativity of the women employees who supplied personal information, by industry.....	63
17. Conjugal condition, by nativity.....	67
18. Extent of schooling and country of birth.....	69

APPENDIX TABLES.

TABLE I. Week's earnings by industry.....	72
II. Week's earnings and time worked, by industry, women whose time worked was reported in hours.....	74
III. Week's earnings and time worked by industry—women whose time worked was reported in days.....	75
IV. Week's earnings of women who worked the firm's scheduled week or more, by industry.....	76
V. Weekly rate and actual week's earnings by industry.....	78
VI. Weekly rate and scheduled weekly hours, all industries.....	82
VII. Week's earnings and nativity of the women employees who supplied personal information, by industry.....	83
VIII. Year's earnings of women for whom 52-week pay roll records were secured, by industry.....	84
IX. Scheduled Saturday hours, by industry.....	86
X. Length of lunch period, by industry.....	88
XI. Hours worked less than scheduled, by industry.....	90
XII. Hours worked more than scheduled, by industry.....	91
XIII. Age of the women employees who supplied personal information, by industry.....	92
XIV. Conjugal condition of the women employees who supplied personal information, by industry.....	93
XV. Living condition of the women employees who supplied information, by industry.....	94

LETTER OF TRANSMITTAL.

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, December 20, 1923.

SIR: Herewith is transmitted a report of an investigation of wages and hours of women in industry in the State of New Jersey. This survey was made at the request of the commissioner of labor of the State and much help and cooperation was given by his department. Other agencies contributing with their help and advice were: The Federal and State Employment Service, the Department of Vocational Education, the State Consumer's League, and the Young Women's Christian Association. We especially appreciate the help given by the manufacturers through whose cooperation the survey was very much facilitated.

This investigation was supervised by Ethel L. Best, the preparation of the statistical material was in charge of Elizabeth A. Hyde, and the report was written by Ruth I. Voris.

MARY ANDERSON, *Director.*

Hon. JAMES J. DAVIS,
Secretary of Labor.

WOMEN IN NEW JERSEY INDUSTRIES.

PART I.

INTRODUCTION.

In the spring of 1922 the Women's Bureau of the United States Department of Labor was asked by the Department of Labor of the State of New Jersey to make a survey in that State of the wages and hours of women workers in the principal woman-employing industries. Civic and labor organizations had repeatedly asked the State department of labor to undertake an investigation which would furnish such information, but lack of funds and inadequate office force had made it impossible for the local authorities to conduct such a study.

Following its policy of cooperation with State departments of labor wherever possible, and because the industries of New Jersey are unusually prominent as employers of women, the Women's Bureau undertook to make this survey, which was carried on during the last four months of 1922. The work of the agents was much facilitated by the cooperation of State officials who gave the benefit of their experience and knowledge of local conditions. Especially valuable assistance was given by the department of labor, whose inspectors gave generously of their time, assisting with direction and service. Other agencies which contributed with help and advice during the course of the survey were the Federal and State employment services, the Department of Vocational Education, the State Consumers' League, and the Young Women's Christian Associations in many cities.

Most prominent among the cooperating agencies were the employers themselves. In almost every instance they gave free access to their records, and it was their readiness to supply the information desired that made possible the collection of the data presented in this bulletin.

The task of conducting a representative survey of the women engaged in industry in a State of the industrial importance of New Jersey is a very considerable one. Although the State is relatively small in area, industrial activity is found on a large scale. As a manufacturing State New Jersey ranks sixth among the States of the country, whether it be rated according to the number of wage earners employed, the capital invested, or the value of the manu-

factured product.¹ The census records show that during the 15 years from 1904 to 1919 the rate of growth of manufacturing industries was greater in New Jersey than in the country as a whole. It would be difficult to estimate accurately the increase in the amount of manufacturing from any data given in monetary terms, on account of the change in the value of the dollar during that period. The number of manufacturing establishments, however, may be taken as some index of the change, and here we find an increase of 57.7 per cent in New Jersey and of 34.2 per cent in the United States as a whole.¹ Not only the number but the size of the individual establishments increased, for the rate of increase in the number of wage earners was 91 per cent in New Jersey and 66.3 per cent in the country at large, the rate of increase in both instances being much higher than the corresponding increases in the number of establishments.¹

It is obvious from these figures that, although New Jersey is one of the oldest industrial States, the present period is witnessing marked increases in its industrial activities. The employment policies and conditions now in force in its establishments have, therefore, an important significance not only for the present but for future developments in the State.

The manufacture of textiles forms one of the most important industries of New Jersey. In 1919 there were 917 textile establishments in the State, employing an average of 71,447 wage earners, or 14 per cent of all the wage earners in manufacturing industries. The industry has shown a considerable growth in recent years, with an increase in the value of the total manufactured product of over 200 per cent from 1909 to 1919, a figure which must be somewhat discounted to allow for the decrease in the value of the dollar and for the unusual industrial conditions existing in 1919, but which undoubtedly indicates a bona fide increase in the industry. Not only is this an important industry within the State but New Jersey ranks fourth among the States in the value of textile products, reporting 9 per cent of the total.²

While cotton, woolen, and worsted goods are all manufactured in New Jersey, the most important of the textile products is silk, and over one-half of the silk mills of the country are located there. Pennsylvania takes the lead in the manufacture of silk goods, contributing 33.7 per cent of the output of the country, and New Jersey follows closely with 31.2 per cent. No other State approaches these two in the manufacture of silk, for New York stands third, with only 11.9 per cent of the value of the manufactured product of the country.³

¹U. S. Bureau of the Census, 14th Census, Manufactures, 1919, Vol. VIII, Table 48, p. 171.

²U. S. Bureau of the Census, 14th Census, Manufactures 1919, Vol. IX, p. 914.

³Ibid., Vol. X.

In the manufacture of cordage and twine New Jersey occupies third place, in the manufacture of woolen and worsted goods fourth, and of knit goods seventh, and only 9 other States produce more cotton goods.³

Because of the predominance of the textile industry and the importance of certain other industries which employ a considerable proportion of women, industrial conditions as they affect women are a conspicuous problem for the industries of the State. In 1920 there were 295,990 women engaged in gainful occupations in New Jersey, 23.9 per cent of all the women in the State. Of this number, 111,825 (37.8 per cent) were engaged in manufacturing and mechanical industries.⁴

The women in manufacturing and mechanical industries formed 17.8 per cent of all the employees in this group, but many branches of industry employed far larger proportions of women.

The manufacturing industries in the State which employed at least 2,000 women, with the per cent these women formed of all the employees within the industry, are as follows:⁵

Industry.	Number of women.	Per cent of all employees.
Silk goods.....	17,020	51.9
Electric machinery.....	8,905	32.2
Cigars and cigarettes.....	8,243	80.2
Worsted goods.....	8,224	49.6
Women's clothing.....	5,650	87.0
Millinery and lace goods.....	5,340	78.9
Cotton goods.....	5,118	52.6
Knit goods.....	3,706	71.8
Dyeing and finishing textiles.....	3,435	21.9
Men's clothing.....	2,852	48.6
Phonographs and graphophones.....	2,800	19.9
Shirts.....	2,645	81.4
Man's furnishings.....	2,640	85.1
Corsets.....	2,038	87.9

In each of these industries, except dyeing and finishing textiles and the manufacture of phonographs and graphophones and electric machinery, the women formed a very large proportion of all employees. In fact, in six of them four-fifths or more of the workers were women and in five others women constituted at least one-half of the force. It is clear that the standards established by these industries for their women employees represent the dominating conditions in a number of important industries of the State. The information presented in this report should therefore be of value not only for the light it throws upon the individual problems of women workers, but as a picture of industrial standards affecting an important proportion of the labor force of New Jersey.

³ U. S. Bureau of the Census, 1920, Abstract of Occupation Statistics, Tables 7-10.

⁵ U. S. Bureau of the Census, 14th Census, Manufactures, 1919, Vol. 1X, Table 42, p. 930.

Scope and method of investigation.

As it was impossible to include in the survey all establishments employing women, a representative number of plants in the various industries having women employees were chosen. Stores, laundries, and manufacturing establishments were visited in 43 cities and towns of the State:

Arlington.	Elizabeth.	Manasquan.	Red Bank.
Asbury Park.	Elizabethport.	Milford.	Riverside.
Bayonne.	Freehold.	Millville.	South Amboy.
Belleville.	Frenchtown.	Newark.	Toms River.
Bloomfield.	Gloucester.	New Brunswick.	Trenton.
Boonton.	Harrison.	Orange.	Union Hill.
Bridgeton.	Hoboken.	Oxford.	Vineland.
Camden.	Jersey City.	Passaic.	West Hoboken.
Clifton.	Keyport.	Paterson.	West New York.
Dover.	Lambertville.	Perth Amboy.	West Orange.
East Orange.	Long Branch.	Phillipsburg.	

Definite information as to numbers of employees and their hours and wages was scheduled by investigators after interviews with employers, managers, and foremen, and after examination of the pay rolls. In order to obtain accurate and uniform information all data from the pay rolls were copied by the investigators, except in a very few cases where the information was supplied by the firm. The wage information secured included data on earnings, rates, and hours of each woman in each occupational group for a representative and current week. In the majority of cases the week chosen was that beginning September 11, 1922, but occasionally, on the advice of the management, another week was selected. Every effort was made to secure information for a week in which no unusual situation had affected the number of hours which the women had worked. With the wage and hour data were combined the facts as to age, nativity, experience in the trade, and conjugal and living condition which were obtained from questionnaires distributed in the plants and filled in by the employees. For a limited number of women record was made of earnings for the year ended September, 1922. The number of establishments included in the survey, the industries covered, and the number of women employed are given in the following table:

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

Industry.	Number of establishments.	Number of women employed.		
		Total.	Day workers.	Night workers.
All industries.....	300	34,894	34,655	239
Manufacturing:				
Buttons.....	6	263	263	.....
Candy.....	3	252	252	.....
Chemicals and drugs.....	7	1,983	1,970	13
Cigars.....	12	2,149	2,149	.....
Clothing—				
Felt hats.....	7	361	361	.....
Shirts and overalls.....	16	1,374	1,374	.....
Underwear.....	4	391	391	.....
Other.....	12	805	805	.....
Electric products—				
Lamps.....	11	1,635	1,620	15
Other.....	8	906	906	.....
Food products.....	9	1,033	1,033	.....
Glass and glass products.....	8	314	296	18
Handkerchiefs.....	8	1,361	1,361	.....
Jewelry and gold and silver ware.....	14	754	754	.....
Leather and leather products.....	11	652	652	.....
Metal products.....	21	2,571	2,571	.....
Optical goods and scientific instruments.....	4	1,366	1,366	.....
Paper and paper products.....	10	583	583	.....
Pencils.....	3	1,104	1,104	.....
Pottery.....	11	746	746	.....
Rubber and rubber products.....	11	546	541	5
Textiles—				
Cordage other than cotton.....	3	754	754	.....
Cotton goods.....	4	1,365	1,298	67
Hosiery and knit goods.....	9	1,557	1,557	.....
Silk goods.....	42	3,543	3,543	.....
Woolen goods.....	7	2,447	2,326	121
Other.....	5	455	455	.....
Miscellaneous.....	3	545	545	.....
General mercantile.....	8	2,025	2,025	.....
5-and-10-cent stores.....	13	309	309	.....
Laundries.....	10	745	745	.....

The 34,894 women included in the survey were employed in 27 different branches of manufacturing industries and in stores and laundries. In all, 300 plants were visited. In these establishments 34,655 women were employed on day shifts, while 239 were employed at night. Of the day workers the group which formed the main bulk of the women for whom information was obtained (almost 30 per cent) were in the various textile industries, with the largest proportion making silk and woolen goods. Over three-fourths of the women on night shifts were in the cotton and silk mills. The only other industries in which any of the plants visited employed women on night work were the manufacture of chemicals and drugs, of electric lamps, of glass and glass products, and of rubber and rubber products.

SUMMARY OF FACTS.

1. Scope.

This survey of women in New Jersey industries gives data on wages and hours for one representative week in September, 1922. The information was secured from 300 establishments representing

27 branches of the manufacturing industry and stores and laundries. Data were recorded for 34,894 women, employed in 43 cities and towns of the State. The textile industry employed 29 per cent of these women.

II. Wages.

Week's earnings.

The median of the week's earnings for 34,655 day workers was \$14.95. Highest earnings were for 361 women in the manufacture of felt hats, whose median was \$23. Lowest earnings were for 252 women in candy manufacturing, whose median was \$10.35. In the textile industry, silk goods manufacturing had median earnings of \$15.90 for 3,543 women; in woolen goods manufacturing median earnings for 2,326 women were \$14.75.

Earnings and time worked.—Earnings did not increase consistently with increased hours of work. Although the highest median, \$16.95, was reported for the 800 women who had worked more than 54 hours, the next highest median was \$16.40 for the 3,723 women who had worked 48 hours, and the 1,045 women who had worked 44 hours had a median of \$16.25. The median of the 899 women who had worked 54 hours was only \$14.05. The median earnings of the 10,983 women who had worked 48 hours or over were \$15.70. The median earnings of the 3,493 who worked on 5 days and more were \$16.80.

Earnings and rates.—A comparison between rates and actual earnings was possible for 6,746 women, and showed that the women actually earned almost as much as the rates would have led them to expect for a full week's work. The median of the rates was \$14.55. and that of the earnings \$14.35.

A comparison of rates and scheduled weekly hours showed a tendency for higher wage rates to accompany shorter hours, those firms with a high standard in one respect having it also in the other. The highest median rate was \$16.30 for those women who were scheduled to work 48 hours a week. The 44-hour week was accompanied by the next highest median rate, \$16, while the 44 to 48 hour week had a median of \$14.95.

Earnings and experience.—The women included in this survey were not an inexperienced group. Of 11,509 for whom experience records were secured, 38 per cent had worked in the trade for 5 years or more, and 15.4 per cent had worked in the trade for 10 years or more. Five-and-ten-cent stores and the manufacture of electrical products other than lamps employed the largest proportion (more than two-fifths) of inexperienced workers. Less than one-tenth of the women in the manufacture of silk goods, underwear, handkerchiefs, shirts, and overalls, felt hats, and cigars had been employed in the trade less than one year.

In three industries the highest median earnings were for the women with less than five years of experience, in six industries the highest median was for those with 5 and under 10 years of experience, in three industries 10 to 15 years was the experience group which showed the highest median, and in seven industries the group with the greatest experience (15 years or more) had the highest median.

Earnings and nativity.—The median earnings of 3,817 foreign-born women were \$15.50, while the median for 9,771 native-born white women was \$14.95.

Year's earnings.

Records of a year's earnings were secured for 2,938 women. The median for this group was \$811. General mercantile establishments had the highest median \$1,085 for 124 women. The lowest median was \$500 for 26 women employed in candy manufacturing. In the textile industry 346 women manufacturing silk goods had a median of \$839, and 190 women manufacturing woollen goods had a median of \$741.

Earnings of Night Workers.

Records were secured of earnings of 239 night workers. Their median was \$14.65, which was 30 cents less than the median for the day workers. The night workers who had worked 48 hours had median earnings of \$14.85.

III. Hours.

Scheduled daily hours.

Information on scheduled daily hours for 34,629 women employed in 300 firms showed that only 19 firms employing 5.4 per cent of the women had a scheduled day as long as 10 hours, the limit permitted by law. An 8-hour day or less was the schedule for 19 per cent of the women. Between 8 and 9 hours was the schedule for 41.2 per cent of the women.

The 10-hour day was scheduled for a large proportion (from 32.8 to 56.7 per cent) of the women in the manufacture of cigars, electric products other than lamps, and rubber products. Less than 8 hours a day was the schedule for 89.1 per cent of the women in general mercantile establishments. An 8-hour day was the schedule for 48.2 per cent of the women in silk mills and 5-and-10-cent stores.

Scheduled weekly hours.

Information on scheduled weekly hours for 34,615 women employed in 300 establishments showed that a schedule of 48 hours or less was in force for 55.2 per cent of the women. A schedule of 54 hours or more was in force for 8.4 per cent of the women.

The largest proportion of women with short hours was found in the manufacture of felt hats and silk goods, where 74.5 per cent and

49.4 per cent, respectively, of the women were scheduled for 44 hours or less. Between 44 and 48 hours was the schedule for 84.8 per cent of the women in general mercantile establishments and for 77.3 per cent of those in cotton mills.

The largest proportion of women working long hours was found in the manufacture of rubber and rubber products and in laundries, where 75.1 per cent and 48.3 per cent, respectively, of the women were scheduled for 54 hours or over.

Saturday hours.

In the manufacturing industries 67.4 per cent of the women had a day of less than 5 hours, while less than 6 per cent were scheduled to work as long as 6 hours on Saturdays. None of the women in stores had a short day on Saturday.

Hours for night workers.

Records for 239 night workers showed that 188 of them who were employed in the textile industry were scheduled to work $9\frac{3}{4}$ hours a night for five nights, making a total of 48 hours a week. The few other women employed in other industries were scheduled to work from $37\frac{1}{2}$ to 48 hours a week.

Lunch periods.

A lunch period of one hour was allowed in 172 establishments, 77 allowed 30 minutes, 51 allowed between 30 minutes and 1 hour.

Time lost.

Records showing actual hours of work for 22,384 women showed that 46.1 per cent had lost some time during the week investigated. Of those who had lost time, 44.4 per cent had lost less than 5 hours, 23.2 per cent had lost between 5 and 10 hours, and 32.4 per cent had lost 10 hours or more.

Overtime.

Of the 22,384 women for whom actual hours of work were reported, 8 per cent had worked longer than the scheduled week. Of this number, 61 per cent had worked less than 5 hours more than their weekly schedule.

IV. The Workers.

Age.

Of 13,274 women who reported on their age, 32.2 per cent were less than 20, 39.8 per cent were between 20 and 30, and 28 per cent were over 30 years old.

The industries with the largest proportion (one-fourth or more) of girls from 16 to 18 years of age were 5-and-10-cent stores and the manufacture of leather and leather products, candy, and felt hats.

The industries employing the largest proportion (more than one-third) of women 30 years of age or older were laundries, the manufacture of felt hats, other clothing, food products, and woolen goods.

Nativity.

Of 13,861 women reporting, 70.5 per cent were native-born white, 2 per cent were native-born negro, 27.5 per cent were foreign-born. Of the foreign born, 28.7 per cent were born in Italy, 19.9 per cent in Austria-Hungary, 16.1 per cent in Poland, and 13.6 per cent in the United Kingdom.

The industries in which more than half the women reporting were foreign born were the manufacture of woolen goods, cotton goods, and cigars:

Conjugal condition.

Of the 13,082 women reporting on conjugal condition, 67.2 per cent were single, 21.9 per cent were married, 10.3 per cent were widowed, separated, or divorced.

Living conditions.

Of the 12,877 women reporting on living condition, 86.3 per cent were living at home, 7.5 per cent were living with relatives, and 6.1 per cent were living independently.

Education.

Of the 10,664 women reporting on schooling, 36.1 per cent had been through the eighth grade or higher. Only 3.9 per cent reported that they had never gone to school.

CONCLUSION.

The figures given in the foregoing summary outline the conditions affecting a large number of wage-earning women in the State. The standard of legal protection which New Jersey has established for its women workers is not high. A 10-hour day and 54-hour week are permitted by law. There is no minimum wage law. The law prohibiting night work is not yet in effect. In 23 States shorter daily hours and in 8 States shorter weekly hours have been adopted as legal standards for women. In 13 States there is legal regulation of women's wages.

Nevertheless, conditions in New Jersey compare favorably with the situation found elsewhere. Of 11 States in which the Women's Bureau has conducted investigations of women's hours, New Jersey ranks second in the per cent of its women who were scheduled to work 48 hours or less. In Maryland 56.9 per cent, in New Jersey 55.2 per cent, and in Rhode Island 53.5 per cent of the women were scheduled for a 48-hour week or less. In the matter of wages New Jersey also ranks high. Of the 10 States in which the Women's Bureau has conducted wage investigations, New Jersey's median earnings of \$14.95 are second only to those of Rhode Island, whose median of \$16.85 was based on records secured in 1920, when wage rates all

over the country were exceptionally high. However, the fact that conditions are so generally commendable does not mean that there is no room for improvement. Most of the figures quoted have been averages, medians, and percentages. Although such figures are a general indication of existing situations, they are not by any means a complete picture. Each average, each median, covers two extremes. A per cent is only part of a whole.

There were 6,419 (18.5 per cent) who were scheduled to work more than 50 hours a week. There were 8,837 (25.5 per cent) who earned less than \$12 a week. It is to these women at the lower end of the scale that attention must be directed, so that persons interested in the well-being of all the women in the State may see the outline of the problem which is before them.

PART II.

WAGES.

The subject of wages is one of great importance and great complexity. It is important from the point of view of thousands of workers who must support themselves and others on what they earn. It is important to society in general, in that unless these workers are financially able to assume their own responsibilities and see them through, they become a burden upon society. But the problem is many-sided, and various factors—such as the general industrial situation, the bargaining strength of the workers, and also their skill and experience, and the policy of the individual firm—influence the amount of wages. Such a report as the one presented here can consider but a few of the conditions which may affect wages. The data given in the following pages are based on a study of actual wage records of women employed in New Jersey industries, combined with certain personal information which was obtained from the women themselves. Correlations have been made of earnings and the various factors which might be expected to affect them, in order to present a more complete picture of the situation in the industries of the State.

Two main types of information on earnings were obtained—a record of earnings for all women employed in the plants visited during one week in September, 1922, and a record of year's earnings for a limited number of women who had been with the firm during the previous 52 weeks.

Methods of payment.

In many manufacturing processes the earnings of the workers are calculated on the basis of output; that is, the sum earned varies with the amount produced. Such employees are said to be working on a piece-rate basis. Other workers receive pay based on the number of hours or days which they have worked during the week, and a limited number may work under both of these systems. Table 2 shows the methods of payment followed in the various industries surveyed.

TABLE 2.—Extent of time and piece work, by industry.

Industry.	Number of time workers and of piece workers, and per cent of these form of total number reporting.					
	Time workers.		Piece workers.		Women doing both time and piece work.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
All industries.....	17,376	50.1	14,432	41.6	2,292	6.6
Manufacturing:						
Buttons.....	97	36.9	152	57.8	14	5.3
Candy.....	152	60.3	1	.4	99	39.3
Chemicals and drugs.....	650	33.0	1,264	63.7	59	3.0
Cigars.....	209	9.7	1,899	88.4	39	1.8
Clothing—						
Felt hats.....	14	3.9	241	94.5	4	1.1
Shirts and overalls.....	329	23.9	960	69.9	79	5.7
Underwear.....	113	28.9	273	69.8	2	.5
Other.....	98	12.2	692	86.0	9	1.1
Electric products—						
Lamps.....	860	53.1	398	24.6	357	22.0
Other.....	502	55.4	310	34.2	94	10.4
Food products.....	993	96.1	29	2.8	11	1.1
Glass and glass products.....	258	87.2	36	12.2	1	.3
Handkerchiefs.....	197	14.5	813	59.7	247	25.5
Jewelry and gold and silver ware.....	612	81.2	94	12.5	47	6.2
Leather and leather products.....	602	92.3	49	7.5	1	.2
Metal products.....	923	35.9	1,138	44.3	234	9.1
Optical goods and scientific instruments.....	632	46.3	558	40.8	163	11.9
Paper and paper products.....	268	46.0	276	47.3	14	2.4
Pencils.....	624	56.5	378	34.2	92	8.3
Pottery.....	387	51.9	253	33.9	105	14.1
Rubber and rubber products.....	217	40.1	287	53.0	37	6.8
Textiles—						
Cordage other than cotton.....	525	69.6	206	27.3	10	1.3
Cotton goods.....	567	46.0	549	42.3	38	2.9
Hosiery and knit goods.....	232	14.9	1,256	80.9	50	3.2
Silk goods.....	1,706	48.2	1,434	46.5	364	10.3
Woolen goods.....	2,195	94.4	128	5.4	3	.1
Other.....	223	49.0	226	49.7	2	.4
Miscellaneous.....	206	37.8	322	59.1	17	3.1
General mercantile.....	2,025	100.0				
5-and-10-cent stores.....	309	100.0				
Laundries.....	621	83.4	119	16.0		

Of the 34,655 women in the New Jersey survey, practically one-half were time workers, over 40 per cent were piece workers, and the remaining fraction received wages derived from a combination of the two systems. Naturally, all the women in the stores were employed on a time-work basis. In the manufacturing industries the largest proportion of time workers were employed on the preparation of food products, where 96.1 per cent were on a straight time basis. The woolen mills and the manufacture of leather and leather products stood next in this respect, with 94.4 per cent and 92.3 per cent, respectively. In the manufacture of glass and glass products and gold and silverware and jewelry 87.2 per cent and 81.2 per cent, respectively, and in laundries 83.4 per cent of the women were time workers. A piece rate was used for very nearly all (94.5 per cent) of the women making felt hats, for 88.4 per cent of the women in cigar manufacturing, for 86 per cent of those making miscellaneous clothing, and for 80.9 per cent of those employed in hosiery and knit goods manufacturing.

Week's earnings.

Data on week's earnings were secured for 34,655 women employed in 31 different industries. (See Table I in Appendix.) The actual earnings for these women were scattered over a wide range, but the median earnings were \$14.95. In other words 17,327 of the women surveyed in New Jersey earned less than that amount, and 17,327 earned more. The following table shows the distribution of the women among the various industries, and the medians of the earnings reported for the week in question:

TABLE 3.—*Distribution of women and their median earnings, by industry.*

Industry.	Women employed.		Median earnings, week of pay-roll investigation.
	Number.	Per cent.	
All industries.....	34,655	100.0	\$14.95
Manufacturing:			
Buttons.....	263	0.8	12.75
Candy.....	252	.7	10.35
Chemicals and drugs.....	1,970	5.7	17.80
Cigars.....	2,149	6.2	16.20
Clothing—			
Felt hats.....	361	1.0	23.00
Shirts and overalls.....	1,374	4.0	13.20
Underwear.....	391	1.1	13.45
Other.....	805	2.3	13.90
Electric products—			
Lamps.....	1,620	4.7	16.45
Other.....	906	2.6	13.80
Food products.....	1,033	3.0	14.75
Glass and glass products.....	296	.9	11.95
Handkerchiefs.....	1,361	3.9	14.10
Jewelry and gold and silver ware.....	754	2.2	15.20
Leather and leather products.....	652	1.9	13.05
Metal products.....	2,571	7.4	13.65
Optical goods and scientific instruments.....	1,366	3.9	18.35
Paper and paper products.....	583	1.7	13.05
Pencils.....	1,104	3.2	13.70
Pottery.....	746	2.2	13.40
Rubber and rubber products.....	541	1.6	14.85
Textiles—			
Cordage other than cotton.....	754	2.2	16.30
Cotton goods.....	1,298	3.7	16.75
Hosiery and knit goods.....	1,557	4.5	16.10
Silk goods.....	3,543	10.2	15.90
Woolen goods.....	2,326	6.7	14.75
Other.....	455	1.3	10.95
Miscellaneous.....	545	1.6	13.10
General mercantile.....	2,025	5.8	16.75
5-and-10-cent stores.....	309	.9	11.30
Laundries.....	745	2.1	12.30

Taking the median as an indication of the wage standard of an industry, the manufacture of felt hats showed the highest earnings of any industry surveyed, with a median of \$23. Only 361 women reported, however, were employed in this industry, which is highly seasonal. The optical and scientific instruments workers stood next, with a median of \$18.35. The lowest paid women were those in the candy factories, where the median was \$10.35. Other textiles and 5-and-10-cent stores were next to the bottom of the list, the medians in those industries being \$10.95 and \$11.30, respectively.

The earnings in the five industries which employed the largest numbers of women in the survey are shown below:

Industry.	Number of women reported.	Median earnings.
Silk goods.....	3,543	\$15.90
Metal products.....	2,571	13.65
Woolen goods.....	2,326	14.75
Cigars.....	2,149	16.20
General mercantile.....	2,025	16.75

These figures on earnings are for all the women employed in the plants surveyed, irrespective of the number of hours worked during the week or the effects of experience. Consequently, the earnings for the week varied all the way from less than \$1 to over \$40, but the earnings of more than three-fourths of the women fell between \$9 and \$21.

The situation in regard to earnings is further indicated in the following statement of industries from which over 1,000 workers were included in the survey:

<i>Per cent earning under \$9.</i>		<i>Per cent earning under \$15.</i>	
All industries.....	10.4	All industries.....	50.3
Shirts and overalls.....	21.1	Pencils.....	63.6
Handkerchiefs.....	16.4	Metal products.....	63.2
Silk goods.....	15.0	Shirts and overalls.....	62.4
Cigars.....	13.7	Handkerchiefs.....	58.0
Food products.....	12.5	Woolen goods.....	54.8
Metal products.....	10.9	Food products.....	53.0
Hosiery and knit goods.....	9.6	Silk goods.....	44.1
Pencils.....	7.9	Cigars.....	42.7
Chemicals and drugs.....	7.4	Hosiery and knit goods.....	42.5
Woolen goods.....	6.3	Chemicals and drugs.....	35.9
Cotton goods.....	5.9	Cotton goods.....	35.4
Electric lamps.....	4.1	General mercantile.....	34.3
Optical goods and scientific instruments.....	3.4	Electric lamps.....	33.7
General mercantile.....	2.2	Optical goods and scientific instruments.....	26.1
<i>Per cent earning under \$12.</i>		<i>Per cent earning under \$18.</i>	
All industries.....	25.5	All industries.....	72.9
Shirts and overalls.....	40.6	Food products.....	90.7
Handkerchiefs.....	32.6	Pencils.....	87.8
Pencils.....	32.6	Metal products.....	85.6
Metal products.....	32.0	Woolen goods.....	84.0
Cigars.....	27.4	Handkerchiefs.....	83.8
Silk goods.....	26.6	Shirts and overalls.....	80.7
Food products.....	23.8	Electric lamps.....	71.5
Hosiery and knit goods.....	23.1	Cotton goods.....	65.2
Chemicals and drugs.....	19.5	Silk goods.....	64.2
Woolen goods.....	17.2	Cigars.....	61.8
General mercantile.....	11.8	Hosiery and knit goods.....	61.5
Cotton goods.....	11.0	General mercantile.....	59.9
Electric lamps.....	10.6	Chemicals and drugs.....	51.1
Optical goods and scientific instruments.....	9.9	Optical goods and scientific instruments.....	47.4

Earnings and time worked.

Figures which give only the actual amount earned during the week fall far short of telling the whole story. In order to arrive at a satisfactory understanding of the situation it is quite as important to know how long it took the worker to earn that wage as it is to know the amount of the wage itself. Information on the actual time worked is not available for all of the workers for whom wage figures were secured. In many cases no record is kept of the number of hours, or even days, which piece workers put in, since such a record is not necessary to compute the week's pay. Even for some of the time workers the books of the firm show only the number of days and not the number of hours worked, a record not altogether accurate since it does not show whether the woman has been on the job all of each half day for which she is marked present.

A definite record of the number of hours worked was found on the books of the plants surveyed for 23,640 women. Not far from one-half of these women had worked 48 hours or more during the week of the survey. The hour group which had the largest number of women was that of 44 and under 48 hours, while the next largest number of women had worked 48 hours. Table 4 shows the median earnings and hours worked for the women for whom hour records were secured.

WOMEN IN NEW JERSEY INDUSTRIES.

TABLE 4.—Median earnings and time worked, by industry.

WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

Industry.	All women reported.		Women who worked during the week—							
			Under 30 hours.		30 and under 39 hours.		39 and under 44 hours.		44 hours.	
	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.
All industries.....	23,640	\$14.80	1,855	\$5.55	1,805	\$11.65	2,780	\$13.80	1,045	\$16.25
Manufacturing:										
Buttons.....	104	12.80	5	(¹)	4	(¹)	18	11.50		
Candy.....	139	11.85	11	(¹)	7	(¹)	24	10.50		
Chemicals and drugs.....	1,278	14.80	99	4.95	70	9.60	153	12.00	29	17.40
Cigars.....	745	15.75	78	6.00	49	10.25	60	12.65	28	10.70
Clothing—										
Felt hats.....	13	(¹)	3	(¹)	5	(¹)	3	(¹)	2	(¹)
Shirts and overalls.....	201	12.70	77	7.30	77	13.50	19	13.25	7	(¹)
Underwear.....	321	13.50	19	5.05	37	9.05	55	13.25	54	14.70
Other.....	104	12.00	36	6.35	15	12.50	15	12.70	24	12.70
Electric products—										
Lamps.....	1,619	16.45	75	6.20	117	12.60	278	15.50	8	(¹)
Other.....	772	13.70	36	6.25	71	12.45	59	13.40	8	(¹)
Food products.....	998	14.80	111	4.25	41	9.25	58	11.25	7	(¹)
Glass and glass products.....	225	11.65	11	(¹)	16	7.80	21	10.50	1	(¹)
Handkerchiefs.....	670	14.50	77	4.60	70	11.80	137	14.75	11	(¹)
Jewelry and gold and silver ware.....	712	15.10	24	9.50	96	12.90	189	14.70	96	16.65
Leather and leather products.....	610	13.65	44	4.35	29	10.70	114	12.15	152	16.70
Metal products.....	2,160	13.55	116	4.50	123	9.80	270	12.45	23	12.50
Optical goods and scientific instruments.....	1,355	18.35	68	7.35	96	12.30	145	16.10	6	(¹)
Paper and paper products.....	371	11.90	47	4.75	37	8.85	34	10.00	5	(¹)
Pencils.....	984	13.40	64	3.50	35	8.60	94	12.00	2	(¹)
Pottery.....	449	13.30	41	6.75	44	9.40	47	12.25	9	(¹)
Rubber and rubber products.....	357	14.65	23	6.10	30	10.35	22	12.00	3	(¹)
Textiles—										
Cordage other than cotton.....	718	16.25	26	5.60	33	12.15	70	14.40	70	16.90
Cotton goods.....	1,298	16.75	80	6.00	122	13.05	105	15.80	4	(¹)
Hosiery and knit goods.....	226	15.70	20	11.35	45	15.65	68	16.40	14	(¹)
Silk goods.....	2,516	15.25	395	6.65	281	12.60	450	15.50	410	16.60
Woolen goods.....	1,926	14.95	104	5.75	101	11.35	104	12.85	38	12.85
Other.....	455	10.95	23	3.50	18	7.75	39	9.05	1	(¹)
Miscellaneous.....	539	13.05	72	5.60	46	9.75	80	11.75	25	13.85
General mercantile.....	1,081	16.85	21	7.60	53	12.15	30	13.05	3	(¹)
5-and-10-cent stores.....	152	10.90	7	(¹)	3	(¹)	6	(¹)	4	(¹)
Laundries.....	482	11.05	42	3.25	25	7.55	13	(¹)	1	(¹)

¹ Not computed, owing to small number involved.

WOMEN IN NEW JERSEY INDUSTRIES.

TABLE 4.—Median earnings and time worked, by industry—Continued.
WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS—Continued.

Industry.	Women who worked during the week—									
	Over 44 and under 48 hours.		48 hours.		Over 48 and under 50 hours.		50 hours.		Over 50 and under 52 hours.	
	Num-ber.	Me-dian earn-ings.	Num-ber.	Me-dian earn-ings.	Num-ber.	Me-dian earn-ings.	Num-ber.	Me-dian earn-ings.	Num-ber.	Me-dian earn-ings.
All industries.....	5,172	\$15.90	3,723	\$16.40	2,213	\$15.25	1,524	\$14.85	677	\$14.85
Manufacturing:										
Buttons.....	20	11.60	1	(1)	26	15.00	30	13.60	.....	.....
Candy.....	42	11.10	7	(1)	24	14.00	3	(1)	5	(1)
Chemicals and drugs.....	261	13.75	67	19.50	460	16.70	4	(1)	47	18.10
Cigars.....	40	15.35	63	20.50	124	17.00	24	10.50	33	14.75
Clothing—										
Shirts and overalls.....	31	14.50	2	(1)	43	14.65	.....	.....	4	(1)
Underwear.....	41	14.75	112	14.55	2	(1)	.....	.....	1	(1)
Other.....	4	(1)	.....	.....	10	(1)	.....	.....	.....	.....
Electric products—										
Lamps.....	638	17.25	336	16.50	100	17.65	9	(1)	45	17.80
Other.....	158	17.20	67	16.35	29	14.25	79	12.80	22	17.50
Food products.....	75	12.75	10	(1)	61	14.15	40	14.35	103	14.35
Glass and glass products.....	137	12.20	5	(1)	3	(1)	5	(1)	2	(1)
Handkerchiefs.....	175	10.00	140	16.55	17	11.50	1	(1)	2	(1)
Jewelry and gold and silver ware.....	205	14.75	12	(1)	25	16.85	2	(1)	17	20.25
Leather and leather products.....	43	12.70	70	12.75	44	14.75	4	(1)	28	14.45
Metal products.....	670	13.95	440	13.60	320	15.85	64	12.15	78	14.00
Optical goods and scientific instruments.....	177	17.05	732	20.55	22	16.50	32	15.75	16	18.00
Paper and paper products.....	33	11.40	49	11.85	111	14.55	29	12.50	2	(1)
Pencils.....	95	13.50	6	(1)	275	13.20	50	11.55	17	12.50
Pottery.....	113	12.50	1	(1)	33	16.05	56	15.90	11	(1)
Rubber and rubber products.....	82	14.95	1	(1)	23	15.60	11	(1)	15	18.25
Textiles—										
Cardage other than cotton.....	52	15.00	195	15.90	13	(1)	254	17.90	.....	.....
Cotton goods.....	704	17.50	200	16.70	1	(1)	1	(1)	4	(1)
Hosiery and knit goods.....	48	16.25	10	(1)	4	(1)	1	(1)	8	(1)
Silk goods.....	244	16.35	70	16.85	91	16.05	421	18.00	44	18.00
Woolen goods.....	59	16.15	1,026	15.70	27	14.20	19	12.85	14	(1)
Other.....	66	12.05	58	16.00	12	(1)	228	10.90	3	(1)
Miscellaneous.....	41	14.95	11	(1)	246	14.80	4	(1)	4	(1)
General mercantile.....	823	17.35	12	(1)	47	16.30	72	14.55	6	(1)
5-and-10-cent stores.....	2	(1)	1	(1)	2	(1)	38	12.15	1	(1)
Laundries.....	33	9.10	19	11.15	18	10.65	43	15.25	145	13.10

1 Not computed, owing to small number involved.

TABLE 4.—Median earnings and time worked by industry—Continued.
WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS—Continued.

Industry.	Women who worked during the week—								48 hours and over.	
	52 hours.		Over 52 and under 54 hours.		54 hours.		Over 54 hours.			
	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.	Num-ber.	Med-ian earn-ings.
All industries.....	199	\$14.15	948	\$15.75	809	\$14.05	800	\$16.05	10,983	\$15.70
Manufacturing:										
Buttons.....									57	13.85
Candy.....	7	(¹)	3	(¹)			6	(¹)	55	14.65
Chemicals and drugs.....	1	(¹)	14	(¹)	24	13.50	49	17.35	666	16.95
Cigars.....	14	(¹)	182	20.45	8	(¹)	42	16.25	490	18.00
Clothing—										
Shirts and overalls.....			1	(¹)					50	14.75
Underwear.....									115	14.45
Other.....									10	(¹)
Electric products—										
Lamps.....	1	(¹)	4	(¹)			8	(¹)	503	16.85
Other.....	20	17.50	27	14.15	175	12.75	21	15.75	440	13.35
Food products.....	6	(¹)	39	14.60	50	14.55	397	16.85	706	15.95
Glass and glass products.....	5	(¹)			8	(¹)	11	(¹)	39	12.95
Handkerchiefs.....					31	15.30			191	15.90
Jewelry and gold and silver ware.....	14	(¹)	4	(¹)	5	(¹)	23	18.75	102	18.15
Leather and leather products.....	16	16.40	52	13.00	1	(¹)	13	(¹)	228	13.95
Metal products.....	18	16.50	14	(¹)	3	(¹)	21	16.75	958	14.45
Optical goods and scientific instruments.....	5	(¹)	36	27.20			20	27.75	863	20.65
Paper and paper products.....	11	(¹)	13	(¹)					215	13.40
Pencils.....	3	(¹)	322	15.50	14	(¹)	7	(¹)	694	14.15
Pottery.....	3	(¹)	90	16.05			1	(¹)	195	15.95
Rubber and rubber products.....	2	(¹)	16	19.00	23	10.95	96	18.20	197	16.15
Textiles—										
Cordage other than cotton.....			1	(¹)			4	(¹)	467	16.90
Cotton goods.....					1	(¹)	16	26.65	223	17.50
Hosiery and knit goods.....	7	(¹)	1	(¹)					31	16.35
Silk goods.....	7	(¹)	55	13.70	3	(¹)	45	15.20	736	16.70
Woolen goods.....	5	(¹)	23	14.90	401	15.35	5	(¹)	1,520	15.50
Other.....	1	(¹)	3	(¹)			3	(¹)	308	11.80
Miscellaneous.....	1	(¹)	1	(¹)	1	(¹)	7	(¹)	275	14.85
General mercantile.....			4	(¹)	9	(¹)	1	(¹)	151	16.40
5-and-10-cent stores.....	49	12.10	39	10.90					130	12.00
Laundries.....	3	(¹)	4	(¹)	132	10.75	4	(¹)	868	12.10

¹Not computed, owing to small number involved.

According to the figures in this table, the earnings of the women surveyed bear no consistent relation to the hours worked. It is true that the lowest earnings (\$5.55) were those of the women who had worked less than 30 hours, and the highest (\$16.95) were those of the women who had worked more than 54 hours, but there was no regular progression within these limits. The next highest earnings were those of the 48-hour group, while those who had worked 44 hours stood third. The median for all of the women who had worked over 48 hours and not more than 54 hours was less than the medians for these two shorter hour groups.

Nor was there any regular progression of earnings with hours worked for the women within any one industry. For the most part the highest wages did not accompany the longest hours. In several industries the highest median earnings were those of the women who

had worked 48 hours, and in one industry—the manufacture of leather and leather products—those who had worked 44 hours during the week averaged the highest earnings. In only four industries—food products, metal products, optical goods and scientific instruments, and cotton textiles—were the highest medians found for those women who had worked over 54 hours. All of the 16 women who had worked this long in the cotton mills were employed in one mill as warper tiers and tenders. Each of them had worked 60 hours, and their earnings ranged from \$23.48 to \$39.35. Almost 40 per cent of the women engaged in the manufacture of food products had worked more than 54 hours during the week for which records were taken, and some had worked as long as 60 hours. The canning of vegetables was done in some of the plants visited, and it must be remembered that canneries are exempt from the provisions of the weekly hour law. Only a few women working on metal products or optical goods and scientific instruments worked longer than 54 hours, and there is no information to indicate anything extraordinary about the occupations of those who did so.

The distribution of the figures in Table II in the appendix, which gives the detailed relation between hours and earnings for the women in all industries taken together, also indicates a lack of causal connection between hours worked and earnings. For example, among the women who had worked less than 30 hours there were some who had earned over \$25, while among the women who had worked over 54 hours there were some who had earned less than \$8. It is probable that these latter women were learners, but the figures still remain as an indication of the dispersion of earnings in the various hour groups.

There were 4,262 women for whom time worked was reported in terms of days. The situation presented by this correlation may be quite different from that of earnings by hours worked, since the woman whose record showed that she had worked 44 hours may have put in full time in a plant with a 44-hour week or she may have lost 10 hours from a normal scheduled week of 54 hours. In the latter event her earnings would bring down the average for that group of women, since hers was only a part week and there is no tendency for the rates for a long scheduled week to be any higher than for a short one. When time worked was reported in days, however, it is obvious that in practically all cases where a woman was employed less than 5½ days she was putting in less than her normal week. Table 5 shows the median earnings and days worked for those women whose record of time worked was reported in days. Over 70 per cent of the women with time records by the day had worked on 5½ or 6 days. The highest median wage was \$18.10 for those who worked on 5½ days, while those who worked on 6 days during the week had a

TABLE 5.—Median earnings and time worked, by industry—Continued.

WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS—Continued.

Industry.	3 days.		3½ days.		4 days.		4½ days.	
	Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.
Manufacturing—Continued.								
Food products.....	20	\$9.50						
Glass and glass products.....	2	(1)	1	(1)			6	(1)
Handkerchiefs.....								
Jewelry and gold and silver ware.....							1	(1)
Leather and leather products.....	1	(1)			1	(1)		
Metal products.....	1	(1)	4	(1)			1	(1)
Optical goods and scientific instruments.....								
Paper and paper products.....	7	(1)	2	(1)	17	\$12.90	12	(1)
Pencils.....								
Pottery.....	1	(1)	3	(1)	9	(1)	1	(1)
Rubber and rubber products.....	3	(1)	3	(1)	5	(1)	7	(1)
Textiles—								
Cotton goods.....								
Hosiery and knit goods.....								
Silk goods.....								
Woolen goods.....								
Other.....								
Miscellaneous.....								
General mercantile.....	11	(1)	2	(1)	13	(1)	5	(1)
5-and-10-cent stores.....	4	(1)			3	(1)	2	(1)
Laundries.....	4	(1)	1	(1)	8	(1)	8	(1)
Industry.	5 days.		5½ days.		6 days.		5 days and over.	
	Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.
All industries.....	474	\$14.20	1,942	\$18.10	1,077	\$16.15	3,493	\$10.80
Manufacturing:								
Buttons.....			11	(1)			11	(1)
Candy.....	14	(1)	84	9.90			98	9.75
Chemicals and drugs.....	14	(1)	515	22.65	2	(1)	531	22.50
Cigars.....	47	15.30	373	20.40	8	(1)	428	19.65
Clothing—								
Felt hats.....								
Shirts and overalls.....	98	12.80	327	14.10	1	(1)	426	13.70
Underwear.....	44	15.00	2	(1)			46	15.00
Other.....	73	15.05	184	17.45	5	(1)	262	16.75
Electric products—								
Lamps.....								
Other.....	7	(1)	88	15.90			95	15.75
Food products.....								
Glass and glass products.....			18	12.65			18	12.65
Handkerchiefs.....								
Jewelry and gold and silver ware.....			33	19.25			33	19.25
Leather and leather products.....	3	(1)	36	15.20			39	15.05
Metal products.....			10	(1)			10	(1)
Optical goods and scientific instruments.....								
Paper and paper products.....	45	14.20	95	15.35			140	14.80
Pencils.....								
Pottery.....	8	(1)	12	(1)	5	(1)	25	13.70
Rubber and rubber products.....	49	18.30	44	16.50			93	17.15
Textiles—								
Cotton goods.....								
Hosiery and knit goods.....								
Silk goods.....	1	(1)	3	(1)			4	(1)
Woolen goods.....								
Other.....								
Miscellaneous.....								
General mercantile.....	37	14.15	23	15.05	848	17.05	908	16.85
5-and-10-cent stores.....	17	10.35	7	(1)	120	12.30	144	12.05
Laundries.....	17	13.90	77	15.00	88	16.60	182	16.06

1 Not computed, owing to small number involved.

Table III in the appendix gives the distribution of earnings for all the day groups. The range is not so conspicuous as in the table showing earnings and hours, yet even here a rather broad range in earnings is found. While there was no one who worked on only one day who had earned more than \$5, there were two women who had worked on six days and earned between \$6 and \$7, and there were 48 women who had worked on 5½ days and earned less than \$9.

Full-time earnings.

TABLE 6.—*Week's earnings of women who worked firm's full scheduled week or more, compared with those of all workers.*

Industry.	Women who worked firm's scheduled week or more.		Median earnings.		Per cent by which median earnings of full time workers exceeded those of all workers.
	Number.	Per cent of women for whom time record was available.	Full time workers.	All workers.	
All industries.....	16,176	58.0	\$16.25	\$14.05	8.7
Manufacturing:					
Buttons.....	65	47.8	13.50	12.75	5.9
Candy.....	139	55.2	11.30	10.35	9.2
Chemicals and drugs.....	1,201	63.4	19.50	17.80	9.6
Cigars.....	760	61.8	18.80	16.20	16.5
Clothing—					
Felt hats.....	1	(¹)	(¹)	23.00	.....
Shirts and overalls.....	384	43.5	14.25	13.20	8.0
Underwear.....	213	64.5	14.70	13.45	9.3
Other.....	224	45.2	16.60	13.90	10.4
Electric products:					
Lamps.....	625	38.6	17.05	16.45	3.6
Other.....	458	50.9	14.85	13.80	7.6
Food products.	559	54.9	16.45	14.75	11.5
Glass and glass products.....	177	68.9	12.45	11.05	4.2
Handkerchiefs.....	187	27.9	16.00	14.10	13.5
Jewelry and gold and silver ware.....	391	32.3	16.45	15.20	8.2
Leather and leather products.....	402	61.7	15.10	13.65	10.6
Metal products.....	997	45.7	13.25	13.65	4.4
Optical goods and scientific instruments.....	806	63.9	20.60	18.35	12.3
Paper and paper products.....	300	54.2	14.40	13.05	10.3
Pencils.....	660	67.1	14.15	13.70	3.3
Pottery.....	190	38.5	15.40	13.40	14.9
Rubber and rubber products.....	102	34.5	15.30	14.85	3.0
Textiles—					
Cordage other than cotton.....	518	72.1	16.00	16.30	3.7
Cotton goods.....	924	71.2	17.40	16.75	3.9
Hosiery and knit goods.....	60	26.5	16.00	16.10	5.0
Silk goods.....	1,110	47.6	16.85	15.90	6.0
Woolen goods.....	1,458	75.7	15.55	14.75	5.4
Other.....	318	69.9	12.15	10.95	11.0
Miscellaneous.....	198	36.7	14.70	13.10	12.2
General mercantile	1,802	89.1	17.20	16.75	2.7
5-and-10-cent stores.....	244	79.0	12.15	11.30	7.5
Laundries.....	494	71.1	13.05	12.30	6.1

¹Not computed, owing to small number involved.

It has already been suggested that the comparison of earnings with time worked was affected by the fact that of women who had worked for the same number of hours some might have put in a full week while others might have worked considerably below their normal schedule. It is possible that wages are more affected by the proportion of the full scheduled week which the woman has worked

than by the actual number of hours. Consequently, it was felt that an interesting check on the general wage figures might be obtained by recording the earnings of all those women who had worked as long or longer than the hours scheduled for the firm by which they were employed. The number of full-time workers and the median earnings of these women in the various industries are given in Table 6. The full details of earnings by industry appear in Table IV in the appendix.

Time records were secured, either in days or in hours, for 27,902 women. Of this number, 16,176, or 58 per cent, had worked the normal week of the firm by which they were employed, or even longer.

Though a woman employed in a plant with a scheduled week of 6 days may be reported as having worked on 6 days, it does not necessarily follow that she actually worked the whole of each day, but this type of record of time worked may be taken as a fairly accurate indication of the extent to which the workers were employed for a full week. Even though this lack of exact data may slightly reduce the median for the day workers, it can not greatly affect the general median for all full-time workers taken together, since the time records were reported in hours for over 80 per cent of the full-time workers.

Naturally the median earnings of these women who had worked a full week or more were higher than those of the women for whom the earnings recorded were irrespective of time worked. The difference, however, is rather less than might have been expected, amounting to only \$1.30, or less than 9 per cent increase over the median for all workers, including those who put in a short week as well as those who worked a greater number of hours. The median earnings for those who had lost no time were \$16.25. This group, however, includes a certain number of women, who had worked more than the scheduled hours. More detailed figures than are given in this report show that when only those women were considered who had worked the exact scheduled hours of the plant, neither more nor less, the median was \$15.90.

Both the proportion of full-time workers and the difference between their median and the median of all the workers varied considerably among the different industries. The smallest proportions of women who had worked at least a normal week were found in the manufacture of handkerchiefs and of hosiery and knit goods. While the median earnings of the full-time workers on handkerchiefs (\$16) were 13.5 per cent higher than those of all the workers surveyed in that industry, the median for the corresponding group of hosiery and knit goods workers (\$16.90) exceeded the general figure for that industry by only 5 per cent. The largest proportion of full-time workers was found in the general mercantile establishments, and

here was the least difference between the two figures on earnings, those of the full-time workers (\$17.20) being only 2.7 per cent in advance of the general figure. There were eight industry groups in which the median for the full-time workers was less than 5 per cent higher than that of all the workers. In some industries, however, there was a very considerable difference, the largest being that between the two figures for miscellaneous clothing, in which the median of the full-time workers was \$16.60, almost one-fifth more than the median for all the women surveyed in the industry. This was in spite of the fact that a considerable proportion of women in that industry had worked a full week. Such a situation would indicate that the workers in the industry who had lost time had lost a considerable amount, or that most of the time was lost by women with the lower rates of pay.

Earnings and rates.

When reports on the earnings of any considerable body of women show them to be conspicuously low, it is always possible that the women had not been earning all that they could—that for personal reasons or reasons connected with the factory they had not been able to work on the job steadily, and had been irregular in their attendance. Consequently, it is important to consider the weekly rate of pay, the amount which the worker may reasonably expect to receive if she puts in a normal scheduled week. It is quite true that it is her actual earnings, and not her expected earnings, with which she must meet her living expenses, but a checking up of the weekly rate and any discrepancy between that and actual earnings is of value as a basis of comparison, giving a more complete picture of the general wage situation.

It would be ideal, for the sake of completeness, if such a comparison could be made for all those women for whom information on week's earnings was furnished, but such complete figures are not obtainable. Almost one-half of the New Jersey women for whom figures on earnings were secured were working on a complete or partial piece-work basis. For these women, obviously, there could be no flat weekly rate, the amount in their pay envelopes depending entirely on the amount of work which they had been able to do during the week. Nor are the piece workers the only women for whom there was no weekly rate, for many of the time workers were paid so much an hour and had no assurance that they were to have a full week's work and therefore a full week's pay. No weekly rates are tabulated which could be obtained only by calculating on the basis of hourly rates and the number of scheduled weekly hours. Only when the records of the plant visited actually showed the rate for the weekly period are the women included in this tabulation.

A comparison between earnings and rates was possible for 6,746 women. In six different industries—the manufacture of felt hats, pottery, rubber and rubber products, cotton goods, electric lamps, and textile other than cotton—figures on weekly rates were given for too few women to make the computation of a median worth while. For all of the other industries included in the survey, however, the median rates and earnings are compared in the following table 7: The detailed figures from which the median were compiled will be found in Table V in the appendix.

TABLE 7.—Median rates and median earnings, by industry.

Industry.	Number of women reported.	Weekly rate.	Week's earnings.	Per cent by which actual earnings fell below (-) or exceeded (+) weekly rate.
All industries ¹	6,746	\$14.55	\$14.35	-1.4
Manufacturing:				
Buttons.....	29	12.90	12.75	-1.2
Candy.....	152	9.95	9.60	-3.5
Chemicals and drugs.....	62	13.15	12.00	-8.7
Cigars.....	155	11.90	11.15	-6.3
Clothing—				
Shirts and overalls.....	223	12.50	12.30	-1.6
Underwear.....	25	12.25	13.15	+8
Other.....	54	14.90	13.75	-7.7
Electric products—				
Other.....	23	15.25	15.15	-.7
Food products.....	323	14.65	16.05	+9.6
Glass and glass products.....	117	11.80	11.70	-.8
Handkerchiefs.....	88	14.35	13.65	-4.9
Jewelry and gold and silver ware.....	126	16.20	15.15	-6.5
Leather and leather products.....	523	14.65	13.60	-7.2
Metal products.....	129	13.85	13.95	+7
Optical goods and scientific instruments.....	440	18.10	17.75	-1.9
Paper and paper products.....	159	12.30	11.25	-8.5
Pencils.....	81	11.25	10.65	-5.3
Textiles—				
Hosiery and knit goods.....	45	17.50	16.70	-4.6
Silk goods.....	853	15.95	14.45	-9.4
Woolen goods.....	182	14.40	13.00	-9.7
Miscellaneous.	157	14.00	13.40	-4.3
General mercantile.....	2,025	15.35	16.75	+9.1
5-and-10-cent stores.....	281	12.25	11.80	-3.7
Laundries.....	471	11.30	10.90	-3.5

¹ Industries with numbers too small for the computing of medians do not appear but are included in "all industries."

For these 6,746 women the median rate was \$14.55 and the median earnings were \$14.35, the actual earnings falling little short of the amount due for a full week's work. Such figures indicate that unless the worker were able to shift to different and more remunerative work or to work overtime she could not expect to increase her earnings much above her present level.

In only three of the industries in which a comparison was possible—the preparation of food products, the manufacture of metal products, and the general mercantile establishments—did the median earnings

exceed the median rate. In each of the other industries the workers' earnings averaged less than their rates, although in some cases the difference was very slight, as in the plants making underwear and in the glass factories, where the difference amounted to less than 1 per cent of the rate. The greatest decline of earnings below rates was found in the silk and woolen mills and in the manufacture of chemicals and drugs and of paper and paper products. In both branches of the textile industry mentioned the median earnings of the workers were almost one-tenth less than the median rates, while the differences in the other two industries were 8.7 and 8.5 per cent, respectively, of the median rate.

Of the industries compared in this table the workers with the highest median rate (\$18.10) were found in the manufacture of optical goods and scientific instruments, an industry in which much of the work was of a skilled nature. The manufacture of hosiery and knit goods came next, with a median rate of \$17.50. In the first-mentioned the earnings of the women compared favorably with the rates, the median of earnings falling less than 2 per cent short of the median rate. In the hosiery and knit-goods factories, however, the median earnings were only \$16.70, which was 4.6 per cent short of the rate characteristic of the industry. The lowest median rates were for the workers in pencil, and in glass and cigar factories, and in laundries, in all of which the median rates were less than \$12. In other words, one-half of the women for whom weekly rates were reported in these industries could not expect more than \$11.25, \$11.30, \$11.80, or \$11.90, respectively, though they worked the full scheduled hours of the firm. Their only chance of higher earnings lay in the possibility of overtime work, with its additional tax upon their strength. As an actual fact, however, it does not seem likely that overtime was resorted to, for the earnings fell from 0.8 per cent to 6.3 per cent below the rates in those industries.

The table below summarizes in somewhat different form the findings in regard to rates and earnings.

TABLE 8.—Weekly rates and actual week's earnings.

Amount.	Per cent of women for whom the amount specified was—	
	Weekly rate.	Week's earnings.
Under \$10.....	0.1	15.5
\$10 and under \$15.....	49.9	39.9
\$15 and under \$20.....	32.7	31.1
\$20 and over.....	11.4	13.5

An interesting difference in the distribution of the rates and earnings appears in this table. While only 6.1 per cent of the women expected to earn less than \$10 a week, more than twice that number, or 15.5 per cent, actually received less than that amount. The per cent who actually earned \$10 and under \$15 was markedly less than the per cent whose weekly rate was quoted as within those limits, while only a few more women had a weekly rate of \$15 and under \$20 than received that amount during the week surveyed. In the highest dollar group, however, a larger proportion of the women are represented by earnings than by rates. The earnings of the women were more evenly distributed among the four wage groups, while there was greater piling up of the rates in the two middle groups. In other words, the table seems to show the presence of both time lost and overtime. Some workers received less than would be due them for a week's work, while others received more than would have been possible in their regular scheduled week.

Rates and scheduled hours.

Although earlier figures have shown that there was no very consistent relation between the actual earnings received and the actual hours of work, it is still important to examine a similar correlation for rates of pay and scheduled hours, to see whether the standard rate of pay set by the industry had any direct relationship to the standard number of hours of work. The following table, compiled from detailed figures which do not appear in this report, shows the median rates by scheduled weekly hours in each industry. Table VI in the appendix gives the more detailed wage figures for all industries combined.

TABLE 9.—Median rate and scheduled weekly hours, by industry.

Industry. ¹	Total.		Under 44 hours.		44 hours.		Over 44 and 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.		
	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	Number of women reported.	Median rate.	
All industries.....	6,746	\$14.55	31	\$12.60	913	\$16.00	2,160	\$14.95	944	\$16.30	677	\$13.80	590	\$13.80	398	\$13.15	180	\$12.75	385	\$14.40	449	\$11.90	19	\$14.25	
Manufacturing:																									
Candy.....	152	9.95					129	9.85			23	12.80													
Cigars.....	155	11.90			46	10.25					33	13.95	32	10.60			2	(¹)				42	13.15		
Clothing— Shirts and overalls.....	223	12.50	1	(²)	24	14.00	73	12.30			125	12.50													
Food products.....	323	14.65													92	14.40					231	14.65			
Glass and glass products.....	117	11.80					117	11.80																	
Jewelry and gold and silver ware..	126	16.20			121	16.20	4	(²)	1	(²)															
Leather and leather products.....	523	14.65			172	16.65			142	13.25	9	(²)	1	(²)	52	14.35	33	16.25	114	13.65					
Metal products.....	129	13.85	1	(²)			17	14.50	48	13.25	63	14.30													
Optical goods and scientific instru- ments.....	440	18.10	26	12.50					414	18.25															
Paper and paper products.....	159	12.30							79	11.00	52	14.00					28	10.50							
Textiles— Silk goods.....	853	15.95			449	16.80			103	11.95	29	14.85	272	15.50											
Woolen goods.....	182	14.40																				182	14.40		
Miscellaneous.....	157	14.00			69	13.50	1	(²)			87	14.65													
General mercantile.....	2,025	15.35					1,717	15.50	72	12.65	86	15.70	98	14.85	50	13.60									
5-and-10-cent stores.....	281	12.25									48	12.90	84	10.90	51	12.45	65	12.00	33	12.35					
Laundries.....	471	13.00					31	12.55	20	11.50	4	(²)	6	(²)	153	12.20	29	11.95			214	10.70	14	(²)	

¹ Industries with fewer than 100 women reported do not appear but are included in "all industries."² Not computed, owing to small number involved.

When the weekly rate is tabulated according to the scheduled hours of the firm no positive correlation is to be found between the hours which the worker is expected to put in during the week and the amount of pay which she may expect to receive for her work. In fact, the highest median rate (\$16.30) is found for those women who were scheduled to work 48 hours a week. The 44-hour week was accompanied by the next highest median rate, that of \$16. The hour group which stands third in line in respect to rates is the 44-and-under-48-hour group, with a \$14.95 median, this group including almost one-third of all the women for whom information on scheduled hours was obtained. While the few women who were scheduled to work more than 54 hours had comparatively high wages, the lowest median was found for those women whose schedule called for 54 hours' service. In general, so far as there is any relation between scheduled hours and weekly rate of pay, the tendency is for higher wages to accompany shorter hours, those firms with a high standard in one respect having it also in the other.

The tabulation of median rates and scheduled weekly hours amounts almost to a tabulation by industry, since certain industries are largely run on one schedule of hours and the high or low wages of that industry affect greatly the median for that hour group.

Within the various industries there seems to be but slight relation between the length of the week and the normal compensation paid. In the candy factories the rates of those with a 48-to-50-hour schedule were higher than those working from 44 to 48 hours a week. The highest rate in the cigar industry was found in the 48-to-50-hour range. The highest rates for shirts and overall workers were those of the women working on a 44-hour schedule. In the manufacture of leather and leather products those with a 44-hour week fared best, but those scheduled for 52 hours of work had higher rates than those whose scheduled hours fell between these extremes. The women in the optical goods and scientific instrument groups were reported as working only on a schedule of under 44 hours or one of 48 hours, and the median rate of the latter group was almost half again (46 per cent) as large as that of the under-44-hour workers. An investigation of the original material, however, shows that this difference in wages is not related to the difference in hours, for the small group of women with a week of less than 44 hours were all employed as cleaners, while many of the other women were doing comparatively skilled work.

Earnings and experience.

In any study of earnings a correlation between length of experience and amount of earnings is important in determining the possibilities of increased earning power which the various industries hold

out to the beginner. Knowledge of the actual length of experience which has been had by the women workers is also important to show whether they can be considered to be permanent factors in industry or whether they should be classed as more or less temporary employees whose short terms of employment renders them of less real value to industry. Table 10 shows the extent of experience for the women for whom records were secured, and also the median earnings for those who had been employed for various lengths of time.

TABLE 10.—Median earnings and time in the trade, by industry.

Industry.	Number of women reporting.		Women who had been in the trade—							
			Under 1 year.							
			Total.		Under 3 months.		3 and under 6 months.		6 and under 9 months.	
			Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.
All industries.....	11,509	\$15.00	2,023	\$12.70	378	\$11.45	779	\$12.55	553	\$13.00
Manufacturing:										
Buttons.....	139	12.95	26	10.50	6	(1)	7	(1)	4	(1)
Candy.....	120	9.85	28	9.05	1	(1)	24	9.00	3	(1)
Chemicals and drugs.....	254	13.10	82	11.40	17	10.40	34	11.50	27	11.95
Cigars.....	576	17.55	26	13.65	7	(1)	7	(1)	8	(1)
Clothing—										
Felt hats.....	23	19.50	1	(1)			1	(1)		
Shirts and overalls.....	232	14.55	11	(1)			5	(1)	4	(1)
Underwear.....	286	13.70	22	11.35	6	(1)	8	(1)	6	(1)
Other.....	299	12.75	36	11.00	15	12.35	8	(1)	8	(1)
Electric products—										
Lamps.....	525	16.20	129	13.00	15	12.50	66	12.55	29	14.90
Other.....	233	16.05	95	13.75	3	(1)	28	13.55	47	13.85
Food products.....	441	15.20	141	13.95	12	(1)	59	13.95	44	13.90
Glass and glass products.....	166	12.60	38	10.00	1	(1)	13	(1)	13	(1)
Handkerchiefs.....	169	13.45	8	(1)	2	(1)			3	(1)
Jewelry and gold and silver ware.....	448	15.00	134	14.10	28	11.40	58	14.25	32	14.55
Leather and leather products.....	189	13.20	56	11.55	14	(1)	18	9.00	14	(1)
Metal products.....	1,454	13.95	208	11.15	54	10.35	61	12.05	62	11.00
Optical goods and scientific instruments.....	206	14.45	66	13.40	26	12.50	18	13.75	17	13.55
Paper and paper products.....	253	13.90	42	11.35	7	(1)	17	10.75	14	(1)
Pencils.....	249	13.75	72	11.70	10	(1)	24	11.65	21	11.65
Pottery.....	102	15.45	31	13.40	18	11.75	7	(1)	6	(1)
Rubber and rubber products.....	288	15.60	67	13.50	4	(1)	29	12.90	21	14.15
Textiles—										
Cotton goods.....	113	20.45	15	19.15	1	(1)	9	(1)	3	(1)
Hosiery and knit goods.....	977	16.80	110	14.00	9	(1)	38	11.50	31	15.65
Silk goods.....	1,224	16.35	111	13.25	19	6.50	43	13.20	17	12.50
Woolen goods.....	1,282	15.30	226	13.95	51	13.00	99	14.00	62	14.05
Other.....	140	13.25	19	11.75	3	(1)	6	(1)	6	(1)
Miscellaneous.....	259	14.25	32	11.20			8	(1)	16	11.35
General mercantile.....	418	17.60	46	13.80	12	(1)	22	14.50	7	(1)
5-and-10-cent stores.....	143	12.05	58	10.80	12	(1)	27	10.40	10	(1)
Laundries.....	304	12.95	87	10.90	25	10.05	35	10.90	18	12.20

¹ Not computed, owing to small number involved.

TABLE 10.—Median earnings and time in the trade, by industry—Continued.

Industry.	Women who had been in the trade—							
	Under 1 year—Con.		1 and under 2 years.		2 and under 3 years.		3 and under 4 years.	
	9 months and under 1 year.		Number.	Median earnings.	Number.	Median earnings.	Number.	Median earnings.
	Number.	Median earnings.						
All industries.....	313	\$13.00	1,381	\$13.65	1,310	\$14.65	1,306	\$15.30
Manufacturing:								
Buttons.....	9	(¹)	21	14.25	31	12.35	16	13.00
Candy.....			14	(¹)	7	(¹)	14	(¹)
Chemicals and drugs.....	4	(¹)	18	12.50	24	13.50	16	12.65
Cigars.....	4	(¹)	28	13.00	51	14.45	43	17.40
Clothing—								
Felt hats.....					1	(¹)	4	(¹)
Shirts and overalls.....	2	(¹)	35	12.60	26	14.75	34	13.00
Underwear.....	2	(¹)	41	12.70	44	13.15	33	13.70
Other.....	5	(¹)	61	12.05	31	10.90	30	14.65
Electric products—								
Lamps.....	19	14.15	41	15.10	113	16.70	83	16.75
Other.....	17	14.15	21	17.75	23	17.65	22	16.50
Food products.....	26	14.35	83	15.90	55	15.30	52	15.70
Glass and glass products.....	11	(¹)	14	(¹)	30	12.40	25	12.60
Handkerchiefs.....	3	(¹)	15	12.50	13	(¹)	24	12.65
Jewelry and gold and silver ware.....	16	14.35	42	14.70	44	14.90	48	16.00
Leather and leather products.....	10	(¹)	40	11.80	26	14.00	22	13.50
Metal products.....	31	12.70	209	12.90	173	14.05	186	14.15
Optical goods and scientific instruments.....	5	(¹)	16	13.60	18	15.50	25	15.10
Paper and paper products.....	4	(¹)	28	13.25	29	12.30	32	14.00
Pencils.....	17	13.25	28	13.50	31	13.20	21	14.90
Pottery.....			1	(¹)	11	(¹)	14	(¹)
Rubber and rubber products.....	13	(¹)	49	17.90	35	16.80	30	15.40
Textiles—								
Cotton goods.....	2	(¹)	5	(¹)	14	(¹)	16	19.50
Hosiery and knit goods.....	32	15.00	154	14.25	91	16.85	102	17.00
Silk goods.....	32	14.85	98	13.00	99	14.15	129	16.15
Woolen goods.....	14	(¹)	142	14.45	138	15.30	153	15.65
Other.....	4	(¹)	30	12.35	16	12.50	17	13.50
Miscellaneous.....	8	(¹)	52	12.80	34	13.65	32	15.00
General mercantile.....	5	(¹)	36	13.25	44	15.65	48	16.20
5-and-10-cent stores.....	9	(¹)	28	12.20	25	12.25	10	(¹)
Laundries.....	9	(¹)	31	12.75	33	12.85	23	12.90

¹ Not computed, owing to small number involved.

TABLE 10.—Median earnings and time in the trade, by industry—Continued.

Industry.	Women who had been in the trade—							
	4 and under 5 years.		5 and under 10 years.		10 and under 15 years.		15 years and over.	
	Num-ber.	Med-ian earnings.	Num-ber.	Med-ian earnings.	Num-ber.	Med-ian earnings.	Num-ber.	Med-ian earnings.
All industries.....	1,117	\$15.80	2,504	\$16.56	946	\$17.15	832	\$17.05
Manufacturing:								
Buttons.....	13	(1)	18	14.75	7	(1)	7	(1)
Candy.....	21	10.40	32	11.35	3	(1)	1	(1)
Chemicals and drugs.....	25	17.15	60	15.50	16	16.50	13	(1)
Cigars.....	41	18.10	246	17.85	91	18.85	50	19.40
Clothing—								
Felt hats.....	2	(1)	4	(1)	2	(1)	9	(1)
Shirts and overalls.....	28	13.00	54	15.40	22	17.35	22	18.20
Underwear.....	18	13.50	80	14.35	31	16.40	17	15.50
Other.....	22	14.00	66	14.80	27	13.75	26	15.00
Electric products—								
Lamps.....	54	17.35	91	17.65	12	(1)	2	(1)
Other.....	30	18.00	38	18.25	4	(1)		
Food products.....	24	15.35	56	15.40	22	17.00	8	(1)
Glass and glass products.....	21	13.60	33	14.50	5	(1)		
Handkerchiefs.....	13	(1)	56	14.35	28	13.75	9	(1)
Jewelry and gold and silver ware.....	37	15.65	75	17.05	25	18.25	43	19.15
Leather and leather products.....	12	(1)	25	15.50	4	(1)	4	(1)
Metal products.....	156	14.80	290	15.10	98	15.00	134	14.75
Optical goods and scientific instruments.....	31	14.95	42	15.40	7	(1)	1	(1)
Paper and paper products.....	23	14.75	54	16.00	23	16.25	22	16.65
Pencils.....	24	15.00	39	15.75	23	15.15	11	(1)
Pottery.....	7	(1)	18	17.00	9	(1)	11	(1)
Rubber and rubber products.....	40	15.85	36	15.90	13	(1)	18	15.40
Textiles—								
Cotton goods.....	18	19.60	29	21.70	9	(1)	5	(1)
Hosiery and knit goods.....	122	18.00	269	18.60	101	18.55	28	16.00
Silk goods.....	114	16.60	290	17.30	151	18.95	232	19.30
Woolen goods.....	116	15.50	306	16.50	117	16.95	84	16.50
Other.....	14	(1)	29	15.50	14	(1)	1	(1)
Miscellaneous.....	17	15.15	55	16.05	20	14.50	17	13.75
General mercantile.....	50	18.10	134	18.75	35	20.40	25	23.25
5-and-10-cent stores.....	9	(1)	10	(1)	2	(1)	1	(1)
Laundries.....	15	14.50	59	14.15	25	15.10	31	16.65

1 Not computed, owing to small number involved.

The figures given in this table show that the women included in the survey can by no means be classed as an inexperienced group. Of the 11,509 for whom experience records were secured, 38 per cent had worked in the trade for five years or more and 15.4 per cent had worked for 10 years or more. There were also a considerable number of beginners, 2,023, or 17.6 per cent of the total number, having been employed for less than one year in the trade; but in view of the generally accepted theory that women's employment in industry is not likely to last many years, it is interesting to see that the women with 10 or more years' experience numbered only 245 fewer than those who had worked in the trade for less than one year.

The experience record varied with the industry, some industries employing a very much larger proportion of comparatively inexperienced workers than did others. The following statement lists them in the order of their importance as employers of women with less than one year of experience.

Industries.	Per cent of women employees with less than one year's experience in the trade.	Industries.	Per cent of women employees with less than one year's experience in the trade.
Electric products other than lamps.....	40.8	Buttons.....	18.7
5-and-10-cent stores.....	40.6	Woolen goods.....	17.6
Chemicals and drugs.....	32.3	Paper and paper products.....	16.6
Food products.....	32.0	Metal products.....	14.3
Optical goods and scientific instruments.....	32.0	Textiles not specified.....	13.6
Pottery.....	30.4	Cotton goods.....	13.3
Jewelry and gold and silver ware.....	29.9	Miscellaneous manufacturing.....	12.4
Leather and leather products.....	29.6	Clothing not specified.....	12.0
Pencils.....	28.9	Hosiery and knit goods.....	11.3
Laundries.....	28.6	General mercantile.....	11.0
Electric lamps.....	24.6	Silk goods.....	9.1
Candy.....	23.3	Underwear.....	7.7
Rubber and rubber products.....	23.3	Handkerchiefs.....	4.8
Glass and glass products.....	22.9	Shirts and overalls.....	4.7
		Cigars.....	4.5
		Felt hats.....	4.3

The manufacture of electrical products other than lamps and the 5-and-10-cent stores were the two industries employing the greatest proportion (more than two-fifths) of inexperienced workers. The industries employing the smallest proportion of such workers were the manufacture of felt hats, cigars, shirts and overalls, and handkerchiefs.

On the whole the wage figures show that there was a steady increase of earnings with each year of additional experience, except for the women who had worked 15 years and over, whose median earnings were slightly less than those of the women who had worked 10 and under 15 years. This is not an unusual situation, as in the group with the longest experience there are naturally included a greater proportion of older women who may have passed the peak of their efficiency and whose earnings may have correspondingly decreased.

A study of the wage figures by industry reveals the fact that although in each industry there is a certain premium put upon experience, there is no very constant relation between the two factors. Extreme variations are found in the length of experience

required to reach the maximum earnings and the amount by which such earnings exceed the rate for inexperienced workers.

The following statement gives the variations for those industries from which records were secured for 200 or more workers.

Industry.	Median earnings for under 1 year.	Highest median. ¹	Years of experience for highest median.	Per cent by which highest median exceeds median for under 1 year.
All industries.....	\$12. 70	\$17. 15	10 and under 15....	35. 0
Chemicals and drugs.....	11. 40	17. 15	4 and under 5.....	50. 4
Cigars.....	13. 65	19. 40	15 and over.....	42. 1
Underwear.....	11. 35	16. 40	10 and under 15....	44. 5
Clothing not specified.....	11. 00	15. 00	15 and over.....	36. 4
Electric lamps.....	13. 00	17. 65	5 and under 10....	35. 8
Other electric products.....	13. 75	18. 25	5 and under 10....	32. 7
Food products.....	13. 95	17. 00	10 and under 15....	21. 9
Jewelry and gold and silver ware.....	14. 10	19. 15	15 and over.....	35. 8
Metal products.....	11. 15	15. 10	5 and under 10....	35. 4
Optical goods and scientific instruments.	13. 40	15. 50	2 and under 3.....	15. 7
Paper and paper products.....	11. 35	16. 65	15 and over.....	46. 7
Pencils.....	11. 70	15. 75	5 and under 10....	34. 6
Rubber and rubber products.....	13. 50	17. 90	1 and under 2.....	32. 6
Hosiery and knit goods.....	14. 00	18. 60	5 and under 10....	32. 9
Silk goods.....	13. 25	19. 30	15 and over.....	45. 7
Woolen goods.....	13. 95	16. 95	10 and under 15....	21. 5
Miscellaneous manufacturing.....	11. 20	16. 05	5 and under 10....	43. 3
General mercantile.....	13. 80	23. 25	15 and over.....	68. 5
Laundries.....	10. 90	16. 65	15 and over.....	52. 8

¹ Does not include medians for any experience groups in which fewer than 15 women were recorded.

In only three industries was the highest median reached by less than 5 years of experience. In the manufacture of rubber and rubber products the highest median, an increase of 32.6 per cent over the lowest, was paid to those with 1 but less than 2 years of experience. In optical goods and scientific instruments manufacturing the highest median was for those with 2 and under 3 years of experience, and in the manufacture of chemicals and drugs the highest median was for those with 4 and under 5 years of experience. In six industries—the manufacture of electric lamps, other electrical products, metal products, pencils, hosiery and knit goods, and miscellaneous manu-

facturing—5 and under 10 years of experience was the period which brought the highest median earnings. In the manufacture of underwear, food products, and woolen goods 10 to 15 years were required to reach the highest median, while in the remaining seven industries it was the group with the greatest experience (15 years or more) which received the highest earnings. Although the median earnings for those with less than 1 year's experience showed great variety in the different industries, there was a considerable similarity in the per cent of increase. In eight industries there was an increase between the lowest and highest median of from 32 to 36 per cent. In five industries the increase ranged from 42 to nearly 47 per cent. In only three industries was the increase as much as 50 per cent and in only three was it lower than 22 per cent.

Earnings and nativity.¹

Among the women included in the New Jersey survey there was a considerable number who were of foreign birth. Less than 14,000 women of the 35,000 surveyed supplied information as to country of birth; but of this number, 3,817, or 27.5 per cent, were foreign born. Since these foreign-born women formed such a considerable proportion of the women in New Jersey industries, it seemed worth while to make a comparison between their earnings and those of the native-born white woman. Table VII in the appendix gives the details of earnings by nativity.

The median earnings of the native-born white women in all of the industries were \$14.95, while the corresponding median for the foreign-born women was \$15.50. For those nationalities which furnished at least 100 of the foreign-born women the highest median was \$16.30, that of the natives of Austria-Hungary. The German Empire and Russia followed, each with \$15.75, Poland with \$15.55, and Italy with \$15.05, while the women of the United Kingdom stood near the bottom of the list with a median of \$14.95, exactly the same as that of the native-born white women. The earnings of the negro women fell considerably below those of either of the white groups.

This difference in the earnings of the foreign-born group and the native can not be accounted for by a disproportionate number of the foreign-born women in those industries which have higher earnings, for in many instances the same discrepancy is to be found even within an industry.

In fact, the information available is not sufficient to permit any very definite conclusions as to the cause of this difference. The method of securing information on nationality may have had some selective effect, since it is possible that only the more ambitious and

¹ In this section the countries of Europe are classed according to pre-war conditions, as the information was supplied by the women themselves.

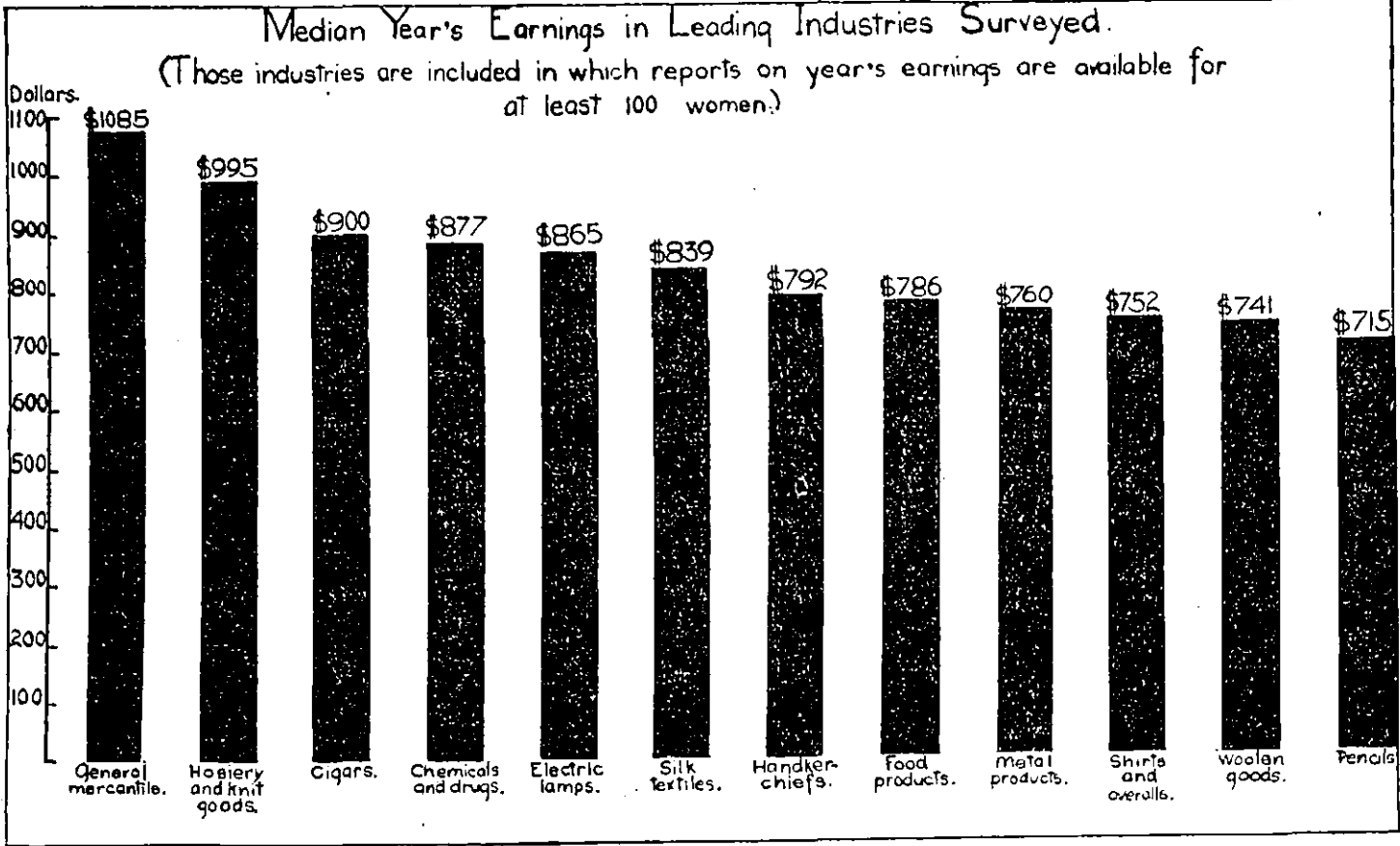
alert foreign women would fill out the schedule on personal information, while the native-born workers who answered might represent a more complete cross section of their entire group. It is also possible that the foreign-born actually worked longer or more intensively, thus raising their earnings. Without more definite information, none of these suppositions may be declared correct, and the figures are presented here not with an idea of any possible interpretation, but because they seem to indicate an interesting situation which would bear more detailed analysis than is possible with the limited figures now available.

Year's earnings.

The wage figures quoted in the foregoing discussions have represented earnings for only one week. This week was selected as a representative one in which neither excessive overtime nor excessive undertime had been worked. It was a week in which there were no holidays and no general shutdown in the industries surveyed. Figures for such a period permit of the most satisfactory and significant analysis in an attempt to show a satisfactory cross section of the wage conditions for a large group of women in many industries. In no industry, however, and in the life of no worker, does the year's work consist of 52 such representative weeks. For almost every industry and every establishment in each industry there are certain periods during the year when work is slack, when orders are not coming in, and when complete or partial shutdowns occur. Almost every worker must reckon on a certain amount of absence for personal reasons such as illness, home duties, or vacations. In addition, therefore, to the wage figures for the one week, figures were secured during this survey to show for as many women as possible complete figures on a year's earnings. The women for whom such records were secured were selected to represent the steady workers who had been in the employment of the same firm for at least one year previous to the time of the survey. Records were not taken of any woman who had not worked at least 44 weeks during the year. In all, the year's records were taken for 2,938 women. Of this number 2,242 had been paid by the week, while 696 had been paid by semi-monthly or two-week pay periods. Of those who had been paid by the week the records show that 854 (38.1 per cent) had worked in every one of the 52 weeks of the year, while 923 (41.2 per cent) had been absent less than two weeks. Only 147 women (6.6 per cent) had worked less than 48 weeks. Of the 696 women whose pay records were given for semi-monthly or two-week periods, 512 (73.6 per cent) appeared on every one of the year's pay periods. It can be considered, therefore, that the year's earnings quoted in the following discussion represent the remuneration received for what amounted, in the large majority of cases, to a full year's work.

Table VIII in the appendix gives the detailed figures on the year's earnings for the women in the various industries. The median earnings in each industry and the number of women for whom records were secured are listed according to the amount of the earnings as follows:

Industry.	Median year's earnings.	Number of women.
General mercantile.....	\$1, 085	124
Cotton goods.....	996	98
Hosiery and knit goods.....	995	160
Felt hats.....	933	22
Cigars.....	900	144
Clothing not specified.....	881	61
Chemicals and drugs.....	877	156
Electric lamps.....	865	162
Optical goods and scientific instruments.....	858	90
Silk goods.....	839	346
Pottery.....	825	60
Jewelry and gold and silver ware.....	796	39
Handkerchiefs.....	792	123
Paper and paper products.....	789	62
Food products.....	786	84
Leather and leather products.....	780	64
Rubber and rubber products.....	780	53
Metal products.....	760	250
Shirts and overalls.....	752	131
Underwear.....	750	40
Woolen goods.....	741	190
Buttons.....	733	28
Glass and glass products.....	725	30
Pencils.....	715	104
Electric products other than lamps.....	711	81
Miscellaneous manufacturing.....	684	61
Laundries.....	675	58
5-and-10-cent stores.....	667	34
Textiles not specified.....	664	46
Candy.....	500	26
All industries.....	811	2, 938



The range of earnings as shown by the more detailed figures in appendix Table VIII was from \$300 to \$2,000 and over, but only 5 women earned as little as \$300 to \$350, and only 4 as much as \$2,000. The majority of the women were massed in the group earning \$600 and less than \$900, 57.5 per cent of the total number appearing in this group, while 32.5 per cent earned \$900 and over, and only 10.1 per cent earned less than \$600. In some industries, of course, there were far larger proportions of women in the highest and lowest earnings groups. For example, earnings of less than \$600 were reported for more than one-half of the candy workers and more than one-third of the laundry workers, for one-third of the women manufacturing electric products other than lamps, for nearly one-third of the women manufacturing "other textiles," and for nearly one-fourth of the women employed in miscellaneous manufacturing. On the other hand, \$900 or more was earned by over four-fifths of the women in general mercantile establishments, by nearly three-fourths of those manufacturing hosiery and knit goods and cotton goods, by more than one-half of the women manufacturing cordage and felt hats, and by exactly one-half of the cigar makers.

It is difficult to translate a figure on year's earnings into terms of the everyday expenses of life. Most budgets and statements of living costs are based on a smaller unit of expenditure, and for this reason it is easier to appreciate the significance of the figures on a year's earnings when they are divided by 52, the result being used as an estimate of the week-by-week expenditures which would be permitted by the year's earnings under discussion. The following statement compares the average weekly earnings based on this method of computation, for the women for whom the year's records were secured, with the median of the earnings for the current week of all of the women included in the survey.

Industry.	Median year's earnings divided by 52.	Median week's earnings.
General mercantile.....	\$20. 87	\$16. 75
Cotton goods.....	19. 15	16. 75
Hosiery and knit goods.....	19. 13	16. 10
Felt hats.....	17. 94	23. 00
Cigars.....	17. 31	16. 20
Clothing, not specified.....	16. 94	13. 90
Chemicals and drugs.....	16. 87	17. 80
Electric lamps.....	16. 63	16. 45
Optical goods and scientific instruments.....	16. 50	18. 35
Silk goods.....	16. 13	15. 90
Pottery.....	15. 87	13. 40
Jewelry and gold and silver ware.....	15. 31	15. 20
Handkerchiefs.....	15. 23	14. 10
Paper and paper products.....	15. 17	13. 05
Food products.....	15. 12	14. 75
Leather and leather products.....	15. 00	13. 65
Rubber and rubber products.....	15. 00	14. 85
Metal products.....	14. 62	13. 65
Shirts and overalls.....	14. 46	13. 20
Underwear.....	14. 42	13. 45
Woolen goods.....	14. 25	14. 75
Buttons.....	14. 10	12. 75
Glass and glass products.....	13. 94	11. 95
Pencils.....	13. 75	13. 70
Electric products other than lamps.....	13. 67	13. 80
Miscellaneous manufacturing.....	13. 15	13. 10
Laundries.....	12. 98	12. 30
5-and-10-cent stores.....	12. 83	11. 30
Textiles, not specified.....	12. 77	10. 95
Candy.....	9. 62	10. 35
All industries.....	15. 60	14. 95

It is obvious from the foregoing figures that in almost every industry the earnings of the women for whom the year's records were secured exceeded those of the larger group for whom there is a record of only one week's earnings. Even so, there were 13 industries with less than \$15 for the average weekly earnings for the picked group of workers who had been employed with the firm throughout the year, no one of whom had worked less than 44 weeks. In seven

industries the average weekly earnings for such a group were \$15 and under \$16, while in only 10 industries were they more than \$16.

Earnings of night workers.

Of the women for whom wage records were secured, 239 were employed on night shifts. The textile industry employed a large majority of this group, with 121 in the manufacture of woolen goods and 67 in the manufacture of cotton goods. Table 11 gives the earnings of the night workers classified by the hours they worked during the period for which the wage record was secured.

The earnings of these women were not very different from those of the day workers, their median being \$14.65 as compared with \$14.95 for the day workers. For the night workers who had worked 48 hours the median was \$14.85, which is considerably lower than the median of \$16.40 for the day workers who had worked 48 hours.

TABLE 11.—Earnings by hours worked—night workers.

Week's earnings.	Number of women for whom hours worked were reported.	Number of women earning each specified amount who worked—			
		Under 42 hours.	42 and under 48 hours.	48 hours.	Over 48 hours.
Total.....	239	42	29	161	7
Per cent distribution.....	100.0	17.6	12.1	67.4	2.9
Median earnings.....	\$14.65	\$11.10	\$14.90	\$14.85	(1)
Under \$1.....	1	1			
\$1 and under \$2.....					
\$2 and under \$3.....	4	4			
\$3 and under \$4.....					
\$4 and under \$5.....	1	1			
\$5 and under \$6.....	1	1			
\$6 and under \$7.....	3	3			
\$7 and under \$8.....					
\$8 and under \$9.....	4	4			
\$9 and under \$10.....					
\$10 and under \$11.....	7	6	1		
\$11 and under \$12.....	10	9	1		
\$12 and under \$13.....	9	5	1	3	
\$13 and under \$14.....	36	2	6	27	1
\$14 and under \$15.....	65	1	6	58	
\$15 and under \$16.....	20	2	1	14	3
\$16 and under \$17.....	14	2	2	8	2
\$17 and under \$18.....	7		6	1	
\$18 and under \$19.....	7	1	3	3	
\$19 and under \$20.....	6		2	3	1
\$20 and under \$21.....	7			7	
\$21 and under \$22.....	10			10	
\$22 and under \$23.....	2			2	
\$23 and under \$24.....	6			6	
\$24 and under \$25.....	7			7	
\$25 and under \$30.....	10			10	
\$30 and under \$35.....	1			1	
\$35 and under \$40.....	1			1	

1 Not computed, owing to small number involved.

PART III.

HOURS.

For a number of years there has been an ever-increasing interest in the length of the working day, effort being made to study scientifically the problem in relation both to the output and to the fatigue of the worker. Of considerable importance in early industrial history was the practical demonstration by Robert Owen of the feasibility of reducing factory hours, although his reductions were from 16 hours a day to 10½ hours. Now we more often think of shortening the working day in terms of a change from 10 to 8 hours. The subject has assumed especial interest in relation to the employment of women and children. Comparatively little has been done in this country through Government regulation to change the hours of labor of working men, who have often been able through their organization or individually to establish their own standards. It has not been possible for women, however, to do much through their own efforts to shorten the day's work, and their welfare has been recognized as of sufficient social interest to make desirable such legal regulation as would protect them from the strain of overlong hours.

The earliest legislative limitations applied only to child workers, and it was not until 1847 that a law limiting the hours of work for women was passed. This was a statute of New Hampshire, and was the first law of its kind in this country. It is a far cry from the practically unenforceable hour laws of those early days to the 8-hour laws of our more progressive States, laws which provide for actual enforcement.

The principle of hour limitation for women workers has taken such hold in this country that there remain only five States which have no legal regulation of the number of hours which women may be employed. Considerable variation is found, however, in the standards of the different States. Nine States and the District of Columbia limit the working day of women in most industries to 8 hours. While the majority of the States establish a 9 or 10 hour limit, the laws of four States permit a day of over 10 hours, one of them a day of 12.

In New Jersey the standard of working hours for women which has been set by law is much less progressive than that of many of her sister States. The New Jersey statute still permits a 10-hour day for her women workers, although the weekly limit is placed at 54 hours. In 23 States the regulation of the length of the day is stricter than

this, and fortunately in New Jersey the actual industrial practice has gone much in advance of the standard set by law.

SCHEDULED HOURS.

Information was obtained from managers regarding the daily and weekly hour schedules actually in operation in the various establishments at the time of the survey, that is, the number of hours which the women of the plant were expected to work regularly each day and each week. The facts presented in this section, therefore, deal with the normal working hours of the plants visited and are not affected by any divergence from that schedule in the number of hours actually worked during the week. It must be remembered that overtime or time lost may cause considerable variation from the plant's scheduled hours. For that reason, whenever it was possible record was also made of the actual hours worked by the women included in the survey. Some discussion of both these types of information relating to women's hours is essential to a well-rounded conception of the whole situation, and the subject of "actual time worked" will be dealt with under that heading.

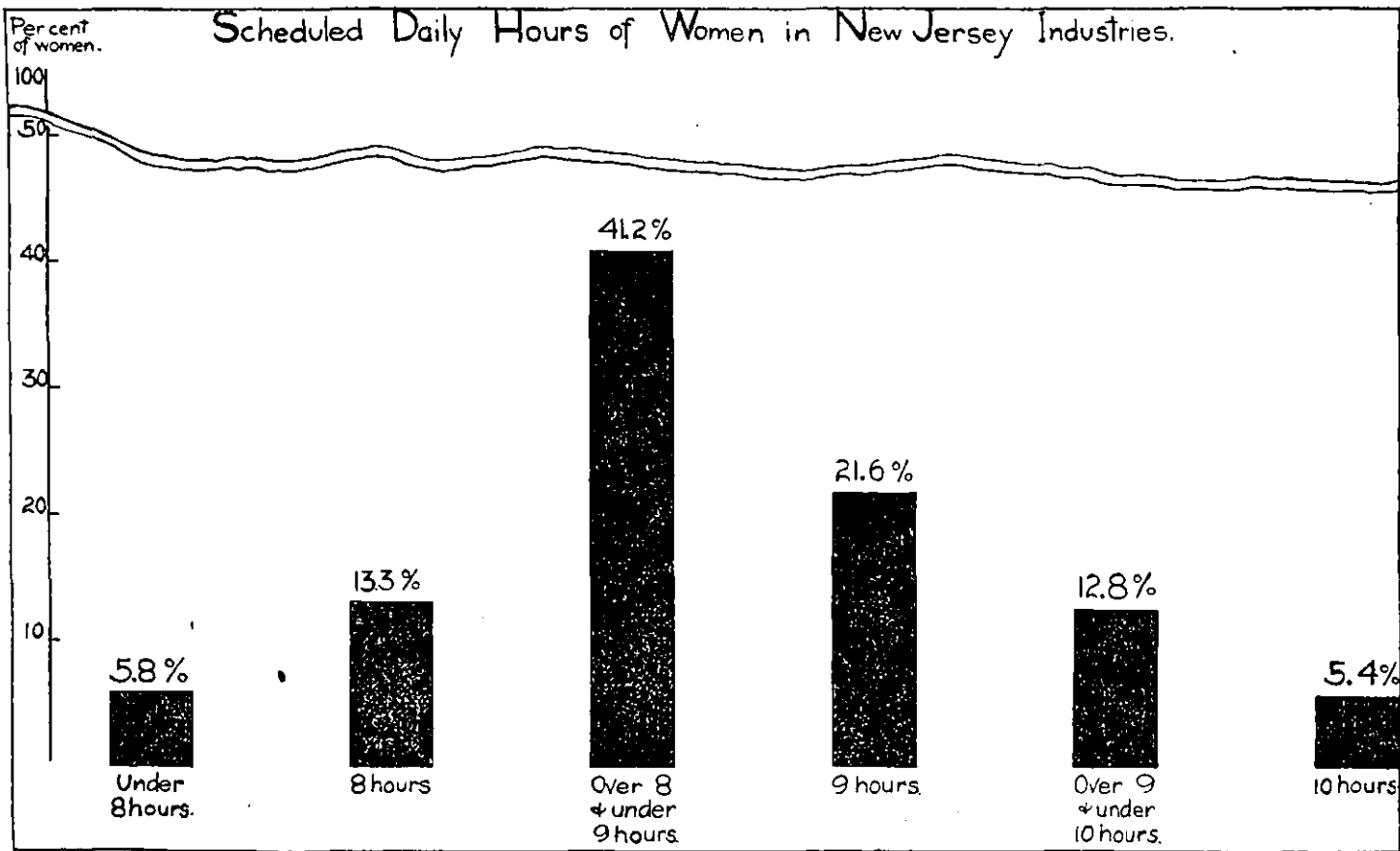
Daily hours.

The length of the working day for the women employed in the industries studied is shown in Table 12.

TABLE 12.—Scheduled daily hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose scheduled daily hours were—											
			Under 8.		8.		Over 8 and under 9.		9.		Over 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.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.
All industries.....	1 300	34,620	12	1,995	73	4,598	105	14,257	69	7,487	38	4,438	19	1,854
Per cent distribution.....	100.0	100.0	4.0	5.8	24.3	13.3	35.0	41.2	23.0	21.6	12.7	12.8	6.3	5.4
Manufacturing:														
Buttons.....	6	263					4	192	3	71				
Candy.....	3	252					2	229	1	23				
Chemicals and drugs.....	7	1,970			1	268	2	792	2	817	2	93		
Cigars.....	12	2,149	1	32	1	441			5	412	3	559	4	705
Clothing—														
Felt hats.....	7	361	1	19	5	250	1	92						
Shirts and overalls.....	16	1,374			3	347	10	835	3	192				
Underwear.....	4	391					3	324	1	67				
Other.....	12	805			1	126	7	383	3	180			1	110
Electric products—														
Lamps.....	11	1,620	1	30			10	1,590						
Other.....	8	906					4	385			3	186	2	335
Food products.....	9	1,033			1	44	1	21	4	158	3	766	1	44
Glass and glass products.....	8	296			3	67	4	210	1	19				
Handkerchiefs.....	8	1,361	1	11			5	1,026	2	178	1	146		
Jewelry and gold and silver ware.....	14	754			8	253	6	501						
Leather and leather products.....	11	652			2	195	3	142	3	105	3	210		
Metal products.....	21	2,571			1	2	8	962	0	1,330	4	277		
Optical goods and scientific instruments.....	4	1,366	1	30			3	1,265	1	71				
Paper and paper products.....	10	583			1	7	3	270	3	181	3	116		
Pencils.....	3	1,104					1	541	1	80	1	477		
Pottery.....	11	746			4	175	1	9	5	375	2	187		
Rubber and rubber products.....	11	541	2	20	2	21	1	16	3	124	1	53	7	307
Textiles—														
Cordage other than cotton.....	3	754			1	106	1	294	1	354				
Cotton goods.....	4	1,298					4	1,298						
Hosiery and knit goods.....	9	1,557			2	206	2	59	3	750	3	536		
Silk goods.....	42	3,517			26	1,696	5	435	7	1,172	3	160	1	54
Woolen goods.....	7	2,326					4	1,682	2	74	2	355	2	279
Other.....	5	455					2	74	2	358	1	23		
Miscellaneous.....	3	545			1	75	1	451	1	19				
General mercantile.....	8	2,025	4	1,805	3	170	1	50						
5-and-10-cent stores.....	13	309	1	48	7	149	5	112						
Laundries.....	10	745					1	8	5	433	3	284	1	20

† Details aggregate more than total because 16 establishments appear in more than one hour group.



Of all the plants visited, only 19, employing 5.4 per cent of the women included in the survey, had a scheduled day as long as 10 hours; that is, only 19 employers out of the 300 visited took advantage of the full limits of the law. The eight industries in which these 19 employers were found are listed below, with the total number of women reported and the per cent of that number on a 10-hour daily schedule.

Industry.	Number of women reported.	Per cent of such number having 10-hour day.
Rubber and rubber products.....	541	56.7
Electric products other than lamps.....	906	37.0
Cigars.....	2,149	32.8
Clothing, not specified.....	805	13.7
Woolen goods.....	2,326	12.0
Food products.....	1,033	4.3
Laundries.....	745	2.7
Silk goods.....	3,517	1.5

The only industry of which it might be said that the characteristic day was 10 hours was the manufacture of rubber products. However, a very considerable proportion of the electrical and cigar workers were scheduled for such a day. The manufacture of silk goods, one of the most important industries of the State, is represented on the list, but only a small number of the employees had a 10-hour day.

There were 12 industrial groups in the State in which none of the plants scheduled had a regular working day of 8 hours; 11 of these were manufacturing buttons, candy, both classes of electric products, handkerchiefs, optical and scientific instruments, pencils, cotton goods, woolen goods, textiles not specified, and underwear; and the other was the laundry industry. In not all instances, however, did the placing of an industry in this group indicate that it was characterized generally by long hours. In the manufacture of electric lamps, for instance, 98.1 per cent of the workers had a scheduled day of between 8 and 9 hours, while the remainder had a regular working day of less than 8 hours. In the handkerchief industry, also, an overwhelming number of the workers were found in the 8-to-9-hour group, while none had a 10-hour day and a few were scheduled for less than 8 hours. A glance at Table 12 will show that similar statements might be made with reference to the cotton industry and the manufacture of optical and scientific instruments.

Certain industries are conspicuously representative of the most progressive hour standards found in the State. In the general mer-

cantile establishments 89.1 per cent of the women were scheduled to work less than 8 hours a day, while as much as 9 hours was not expected of any one. Both in the silk mills and in the 5-and-10-cent stores, 48.2 per cent of the women had an 8-hour day, while in the latter group there were no establishments employing women as long as 9 hours. All of the women workers in the cotton mills had a scheduled day of between 8 and 9 hours, while 98.1 per cent of the women making electric lamps and 92.6 per cent of optical and scientific goods workers fell in that same hour group.

On the whole, New Jersey shows an unusually good record so far as the daily hours of her women in industry are concerned. The existence of a low legal standard, however, has made it possible for some employers to stick to the long working day. While only 18.2 per cent of the women surveyed had a working day of over 9 hours, yet that proportion amounted to over 6,000 women in the group for which information was available. If data could be obtained for all the women employed in New Jersey, the number would doubtless be increased several fold.

Weekly hours.

A report on daily hour schedules does not tell the whole story. The woman in industry is not there to do an isolated day's work, but must keep up that amount of work day after day. Even an 8-hour day might become too much for the woman worker if she had regularly to put in that much time seven days a week. Fortunately, however, the New Jersey law requires one day's rest in seven and further reduces the possible number of hours which a woman may be required to work by establishing a weekly limitation of 54 hours. Here again we find that the State industries have progressed further than the State law, although not to quite the same extent that was found in regard to daily hours. The accompanying table shows the number of establishments and number of women in each industry with specified weekly hours:

TABLE 13.—Scheduled weekly hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose scheduled weekly hours were—																	
			Under 44.		44.		Over 44 and under 48.		48.		Over 48 and under 50.		50.		Over 50 and under 54.		54.		Over 54.	
	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.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
All industries.....	1 300	34,615	7	189	58	3,968	48	6,444	60	8,521	43	5,166	40	3,908	35	3,515	15	2,128	12	776
Per cent distribution....	100.0	100.0	2.3	0.5	19.3	11.5	16.0	18.6	20.0	24.6	14.3	14.9	13.3	11.3	11.7	10.2	5.0	6.1	4.0	2.2
Manufacturing:																				
Buttons.....	6	263					2	150	2	42	1	29	2	42						
Candy.....	3	252					1	130	1	99	1	23								
Chemicals and drugs.....	7	1,970					2	703	2	357	2	817		1	57	1	38			
Cigars.....	12	2,149	1	32	1	441					3	306	2	106	2	467	3	473	2	324
Clothing—																				
Felt hats.....	7	361	1	19	5	250	1	92												
Shirts and overalls.....	16	1,374			3	347	4	393			9	629								
Underwear.....	4	391			1	72	1	67	2	252									1	110
Other.....	12	805			1	126	7	383			3	186								
Electric products—																				
Lamps.....	11	1,620	1	47			7	868	3	705										
Other.....	8	906			1	117			4	385				2	89	1	277	1	58	
Food products.....	9	1,033					1	44					2	87	4	787	2	101	1	44
Glass and glass products.....	8	296					5	221	2	56	1	19						1	146	
Handkerchiefs.....	8	1,361	1	11			4	792	2	351	1	61								
Jewelry and gold and silver ware.....	14	754			8	253	2	381	4	120										
Leather and leather products.....	11	652			2	195			3	142	2	67	1	38	3	210				
Metal products.....	21	2,571			1	2	1	30	9	1,047	5	1,119	4	267	2	106				
Optical goods and scientific instruments.....	4	1,366	1	30					3	1,265			1	71						
Paper and paper products.....	10	583			1	7			3	279	3	181	1	64	2	52				
Pencils.....	3	1,104									1	541	1	86	1	477				
Pottery.....	11	746			4	175	1	9			5	375	2	187						
Rubber and rubber products.....	11	527	1	10	1	17	2	69					2	35			2	170	6	226
Textiles—																				
Cordage other than cotton.....	3	754			1	106			1	294			1	354						
Cotton goods.....	4	1,298					1	1,004	3	294										

Hosiery and knit goods.....	9	1,557			2	206	2	28	1	50	2	193	1	563	2	517					
Silk goods.....	42	3,517	1	40	26	1,696			5	395	2	82	7	1,172	2	132					
Woolen goods.....	7	2,326							4	1,747							3	579			
Other.....	5	455					2	33	1	64			1	339							
Miscellaneous.....	3	645			1	75		6			2	19									
General mercantile.....	8	2,025					1	6			1	464									
5-and-10-cent stores.....	13	309					3	1,717		1	72		1	88	2	98		1	50		
Laundries.....	10	745					2	38		1	20	1	1	48	4	84	8	177			
												1	4	2	96	3	227	2	346	1	14

1 Details aggregate more than total because 19 establishments appear in more than one hour group.

Of the establishments surveyed, 15 had a scheduled week of 54 hours and 12 had one of over 54 hours. Only 8.4 per cent of the women for whom reports were obtained were found in these two groups. The largest proportion found in any one hour group was 24.6 per cent with a 48-hour schedule. A week of 44 hours or less was the regular thing for 12 per cent of the women, and 18.6 per cent were scheduled for between 44 and 48 hours.

In 18 industrial groups there were plants which reported a scheduled week of 44 hours or less, but in most instances a relatively small proportion of the women working in that trade were involved. The largest proportion (74.5 per cent) of women with such a scheduled week were engaged in the manufacture of felt hats, but only 361 women all told were surveyed in that industry. The next largest proportion in any one industry to have a weekly schedule of 44 hours or less was in the silk mills, where 49.4 per cent of the women employed in 64.3 per cent of the mills were so scheduled. Such a standard is of particular importance in this industry, which employs a larger number of women workers than any other manufacturing industry of the State. None of the women silk-mill operatives worked as much as 54 hours a week, but one-third of them had a 50-hour week. Approximately one-third of the 754 women working on jewelry and silverware worked on a schedule of 44 hours.

A relatively high standard in regard to weekly hours existed in the general mercantile establishments and in the cotton mills. In the former, 84.8 per cent of the women surveyed were expected to work between 44 and 48 hours a week, and 77.3 per cent of the cotton mill employees were found in the same hour group.

There were 9 industries in which some of the establishments employed their women workers on a schedule of 54 hours a week or more. With two exceptions, these are the same industries in which plants were reported with a daily schedule up to the full limit permitted by law. The exceptions are the manufacture of chemicals and drugs, which appears with 1.8 per cent of the women scheduled to work 54 hours or more a week, and silk mills, also not on this list, although one appeared as having a scheduled day of 10 hours.

Industry.	Per cent reporting specified hours.	Hours reported.
Rubber and rubber products.....	75.1	54 hours and over.
Laundries.....	48.3	Do.
Electric products other than lamps.....	37.0	Do.
Cigars.....	37.0	Do.
Woolen goods.....	24.9	54 hours.
Food products.....	14.0	54 hours and over.
Clothing, not specified.....	13.7	Over 54 hours.
Handkerchiefs.....	10.7	54 hours.
Chemicals and drugs.....	1.8	Do.

The standard of hours recommended by the Women's Bureau for the employment of women in industry is an 8-hour day and a 44-hour week.

New Jersey fell further short of this standard for weekly hours than for daily hours. For only 12 per cent of the women was the weekly standard of 44 hours met, while 19 per cent of the women for whom reports were obtained were employed under the daily standard of 8 hours or less. But even so the New Jersey record is better than that which obtained in the majority of the States in which the Women's Bureau has made surveys covering the hours of women workers. These States are listed below in the order of the proportion of women in each who were working on a weekly schedule of 48 hours or less.

State.	Date of survey.	Number of women reported.	Per cent working 48 hours and less.
Maryland.....	1921	13,304	56.9
New Jersey.....	1922	34,615	55.2
Rhode Island.....	1920	9,934	53.5
Ohio.....	1922	30,464	34.7
Missouri.....	1922	16,724	32.3
Kentucky.....	1921	9,330	21.9
Virginia.....	1919	17,981	19.3
Alabama.....	1922	5,701	12.7
Arkansas.....	1922	2,174	11.6
Georgia.....	1920	8,691	8.0
South Carolina.....	1921	10,484	4.9

Of these 11 States, only 1 had a proportion larger than New Jersey's of the women surveyed working on a weekly schedule of 48 hours or less, and only 1 other approached the New Jersey percentage. Such a comparison, however, does not indicate that there is no improvement to be made in New Jersey. It should merely serve as an encouragement in the work of establishing an 8-hour day and 44-hour week for an even greater proportion of women workers in the industries of the State.

Saturday hours.

Data on Saturday hours were taken separately from those for the other days of the week to discover to what extent the shorter working day on Saturday prevailed. The provisions of the New Jersey law in themselves suggest the use of the Saturday half holiday to lighten the week's work, when they permit a day of 10 hours but limit the weekly total to 54 hours.

The number of women employed for each specified number of hours on Saturdays in the various industries is shown in Table IX in the appendix. Of the 300 plants surveyed 12 had no work on Saturday for any of the women, as a regular scheduled policy, while in 5 others some of the women did no Saturday work. The largest proportion both of the establishments and of the women were found with a regular Saturday schedule of 4 but under 5 hours. Only 13.1 per cent of the women had a scheduled Saturday of as much as 6 hours.

The only industries in which all of the women had a full day's work on Saturday were the two mercantile groups—the general stores and the 5-and-10-cent stores. In the latter, all of the women surveyed had a 10-hour day, and 4.8 per cent of the larger group were working longer hours than usual on Saturday. The great majority (84.8 per cent) of the general mercantile workers were employed for 7 but under 8 hours, as they were throughout the week. Below are listed the industries, with the proportion of the women employees who regularly worked less than 6 hours on Saturday.

Industry.	Per cent working less than 6 hours.	Industry.	Per cent working less than 6 hours.
Buttons.....	100.0	Pencils.....	100.0
Candy.....	100.0	Pottery.....	100.0
Cordage other than cottons.....	100.0	Shirts and overalls.....	100.0
Cotton goods.....	100.0	Silk goods.....	100.0
Felt hats.....	100.0	Underwear.....	100.0
Hosiery and knit goods.....	100.0	Handkerchiefs.....	99.2
Jewelry and gold and silver ware.....	100.0	Electric lamps.....	98.1
Leather and leather products.....	100.0	Cigars.....	89.2
Metal products.....	100.0	Chemicals and drugs.....	86.4
Miscellaneous manufacturing.....	100.0	Other clothing.....	86.3
Optical and scientific instruments.....	100.0	Food and food products.....	83.9
Other electrical products.....	100.0	Glass and glass products.....	81.1
Other textiles.....	100.0	Rubber and rubber products.....	80.8
Paper and paper products.....	100.0	Woolen goods.....	64.9
		Laundries.....	51.2

One plant each in the shirt and overall industry, the manufacture of metal products, of optical and scientific goods, and of paper and paper products, and one laundry had a scheduled Saturday of less than 4 hours.

In the following manufacturing industries none of the women scheduled had a Saturday as long as 5 hours: Candy, felt hats, underwear, jewelry, and cotton goods. In general the half holiday was the accepted thing in the manufacturing industries, 67.4 per cent of the women having a day of less than 5 hours while less than 6 per cent were scheduled to work as long as 6 hours on Saturday. With such a large proportion of the manufacturing of the State carried on with a 5½-day week, it would seem entirely possible for all factory work to be planned on that basis.

Hours of night workers.

During the course of the investigation records were secured for 239 women who were employed at night. The large majority of these (188) were in the cotton and woolen mills. The women on night shift in the textile industries were all scheduled to work 9½ hours a night, five nights a week, making a total of 48 hours a week. A few women night workers were employed in the manufacture of chemicals and drugs, electric lamps, glass, and rubber products. Some of these workers put in 7½ hours a night, and others 8, the weekly schedule varying from 37½ to 48 hours. The employment

of women workers on night shifts, however short the hours, has been recognized as undesirable, and the New Jersey Legislature has taken action prohibiting such employment of women, the law to become effective in December, 1924.

Lunch periods.

A study of Table X in the appendix shows that the 1-hour lunch period was more common than any other, 172 of the establishments visited having such a lunch period, while 77 allowed 30 minutes, and 51 between 30 minutes and 1 hour. In 2 establishments, and in certain departments of other establishments, no regular lunch period was allowed and the workers had to eat as opportunity presented itself in the course of their work. In only 1 plant were the employees given less than 30 minutes for lunch and in only 1 was the regular noon intermission more than 1 hour in length.

In general, no one lunch period was particularly characteristic of any industry. In two industries, however, no establishments were found which allowed an hour for lunch, while an overwhelmingly large proportion of the women in four branches of the textile industry—cordage, cotton, silk, and hosiery and knit goods—had an hour for lunch. One hour was the accepted lunch period for all of the general mercantile establishments and for all but one of the 5-and-10-cent stores visited.

Generally speaking, the length of the lunch period may be adjusted to the convenience of managers and employees, but certainly no arrangement is satisfactory which does not set a definite period, or which allows less than 30 minutes. That much relaxation from the strain of work is necessary if the woman is to continue during the latter half of the day the same standard of work which she has established in the first.

ACTUAL HOURS WORKED.

In many cases the hours which the women actually worked were not the scheduled hours of the firm. Variations in the running of the plant or personal reasons of the workers themselves served to bring about such differences. Information concerning actual hours worked was not available for all the women for whom wage data were supplied, since many firms using the piece-work basis of payment did not report the number of hours worked by their employees, but kept track only of the days on which they worked. Table 14 shows the number in the manufacturing establishments and the laundries for whom such data were secured and the proportion who worked more or less than the scheduled week. The more detailed information on the subject is available in Tables XI and XII in the appendix.

There were 22,384 women in the manufacturing industries and in the laundries for whom such information was given, or almost 70 per cent of all the women in those industries for whom data on earnings were obtained. In most industries the report on hours worked was available for a fairly representative number of women, but in a few instances it could be obtained for only a small proportion of the women surveyed. Actual hours worked were given for only 738 in the cigar factories, though wage information was reported for over 2,000 women in that industry. Time worked was reported for only 13 of the 361 women in the manufacture of felt hats. Nor was the number supplying hour information sufficient to be considered representative in the manufacture of shirts and overalls, clothing not specified, handkerchiefs, or hosiery and knit goods. In all of these industries the proportion of piece workers is large, and accurate hour records are ordinarily more difficult to get for that class of workers.

Reports on hours worked in stores were obtainable for approximately one-half of the women surveyed. The difficulty in getting hour figures for these women notwithstanding the complete absence of piece work, is due to the fact that many stores keep records only of the number of days on which their employees work and not of the number of hours. The situation of the store employees is quite different from that of the workers in factories and laundries in respect to time lost, since in stores the time not worked represents generally only the loss due to personal reasons, while among other workers it may be caused either by personal reasons or by slack work which shuts down the plant or department for a day or part of a day. For these reasons the groups of store workers have been omitted from the table. Among the general mercantile workers as well as the 5-and-10-cent store girls for whom information was reported, however, time lost was not an insignificant factor, for 11.7 per cent of the former and 18.4 per cent of the latter had lost some time in the week surveyed. Overtime may be found in stores as in factories, for workers may have to remain evenings to unpack or rearrange stock or to shorten the time of taking inventory. In contrast to factory practice, however, these girls do not receive any additional pay, other than a supper check. Of the general mercantile workers for whom time worked was given, 10.5 per cent had put in some overtime during the week surveyed, although practically all of them had exceeded the scheduled hours by less than 5 hours.

TABLE 14.—Time lost and overtime, by industry.

Industry.	Number of women reported.	Time lost.				Overtime.			
		Per cent for whom lost time was reported	Per cent of those losing time who lost			Per cent for whom overtime was reported.	Per cent of those working more than scheduled hours who worked overtime—		
			Less than 5 hours.	5 and under 10 hours.	10 hours and over.		Less than 5 hours.	5 and under 10 hours.	10 hours and over.
All industries ¹	22,384	46.1	44.4	23.2	32.4	8.0	61.0	33.9	5.2
Manufacturing:									
Buttons.....	104	48.1	60.0	22.0	18.0	15.4	100.0	.....	.....
Candy.....	139	60.4	57.1	22.6	20.2	33.1	84.8	8.7	6.5
Chemicals and drugs.....	1,278	46.5	50.5	21.7	27.8	13.6	68.4	19.0	12.6
Cigars.....	738	49.6	44.0	16.9	39.1	.9	100.0	.....	.....
Clothing—									
Felt hats.....	13	92.3	8.3	25.0	66.7	.....	.....	.....	.....
Shirts and overalls.....	261	78.5	17.1	8.3	74.6	3.4	100.0	.....	.....
Underwear.....	321	48.0	44.8	25.3	29.9	.9	66.7	33.3	.....
Other.....	104	66.3	24.6	14.5	60.9	.....	.....	.....	.....
Electric products—									
Lamps.....	1,619	61.4	70.6	13.9	15.5	11.7	95.8	3.7	.5
Other.....	772	52.1	44.0	29.9	26.1	7.3	64.3	35.7	.....
Food products.....	998	44.0	34.2	23.2	42.6	42.7	26.8	70.4	2.8
Glass and glass products.....	225	29.3	40.9	28.8	30.3	15.6	31.4	68.6	.....
Handkerchiefs.....	656	73.6	43.5	23.6	32.9	.....	.....	.....	.....
Jewelry and gold and silver ware.....	712	49.7	57.1	27.7	15.3	12.9	50.0	43.5	6.5
Leather and leather products.....	610	40.0	32.4	36.5	31.1	5.2	59.4	28.1	12.5
Metal products.....	2,160	54.3	65.3	15.0	19.7	7.8	86.4	11.8	1.8
Optical goods and scientific instruments.....	1,355	36.1	50.9	22.1	27.0	6.3	36.0	64.0	.....
Paper and paper products.....	371	44.7	28.3	21.7	50.0	1.1	75.0	25.0	.....
Pencils.....	984	32.9	21.6	45.1	33.3	2.3	69.6	8.7	21.7
Pottery.....	449	61.5	25.4	37.3	37.3	2.2	80.0	20.0	.....
Rubber and rubber goods.....	355	66.8	53.6	18.6	27.8	3.7	92.3	7.7	.....
Textiles—									
Cordage other than cotton.....	718	27.9	33.0	39.0	28.0	1.1	50.0	50.0	.....
Cotton goods.....	1,298	28.8	35.8	30.2	34.0	1.8	29.1	4.2	66.7
Hosiery and knit goods.....	226	73.5	35.5	33.7	30.7	6.6	53.3	46.7	.....
Silk goods.....	2,516	52.5	35.7	17.9	46.3	10.8	77.5	18.8	3.7
Woolen goods.....	1,926	24.3	24.6	29.9	45.5	1.8	65.7	34.3	.....
Other.....	455	30.1	20.4	49.6	29.9	2.9	53.8	30.8	15.4
Miscellaneous.....	539	63.3	45.5	20.8	33.7	4.6	32.0	36.0	32.0
Laundries.....	482	28.4	14.6	33.6	51.8	3.7	83.3	11.1	.....

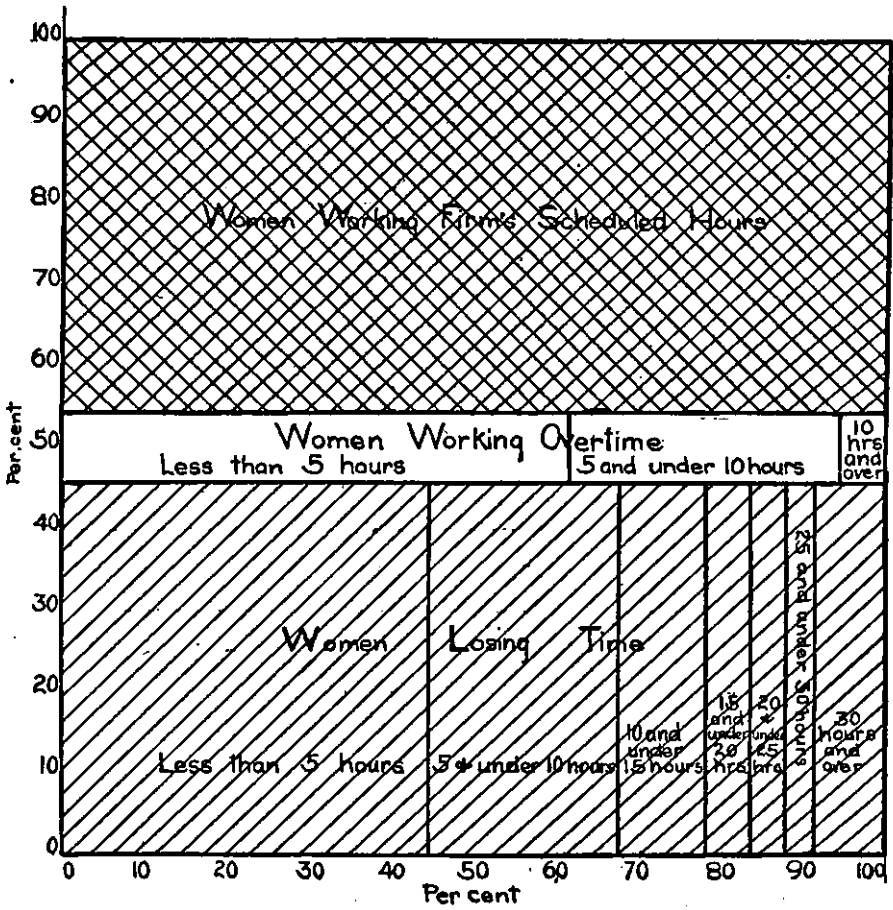
¹ Excluding stores, in which actual hours worked are generally not reported.

Time lost.

Not far from one-half (46.1 per cent) of all the workers for whom data were furnished on the hours which they actually spent on the job were reported as losing some time. To be sure, the largest proportion of these (44.4 per cent) lost less than 5 hours, but 23.2 per cent lost between 5 and 10 hours, while as many as 32.4 per cent actually fell short of the scheduled week by 10 hours or more. No study was attempted of the causes of the time lost, but it is probable that part of it arose from personal causes not connected with the factory and part was due to slack work in some of the plants.

In the following industries over one-half of the workers lost some time: The manufacture of candy, felt hats, shirts and overalls, other clothing, electric lamps, other electric products, handkerchiefs, metal products, pottery, rubber and rubber products, hosiery and

Extent of Time Lost and of Overtime Among Women in New Jersey Industries.



knit goods, silk goods, and miscellaneous. In some of these industries time lost mounted unusually high. While actual time worked was reported by only 13 women making felt hats, all but 1 of them lost some time and 8 of these lost 10 hours or more. Over three-fourths of the shirt and overall workers lost some time, and almost the same proportion of that number lost 10 hours or more. Although 73.6 per cent of the women working on handkerchiefs lost some time, almost one-half of that number lost under 5 hours. Almost three-fourths of the hosiery and knit-goods workers had put in less than a scheduled week, but they were fairly evenly divided among the three groups losing less than 5 hours, 5 to 9 hours, and 10 hours or more.

On the whole, lost time presented a very considerable problem and may be recognized as all the more serious in that the figures were not taken for a year when there was any unusual business depression.

Overtime.

Overtime did not assume any great importance in New Jersey industries during the week for which records were secured. Of all the 22,384 women for whom hours worked were reported, only 1,799, or 8 per cent, had worked longer than the scheduled week. Over 60 per cent of these had exceeded the week's schedule by less than 5 hours, and less than a hundred had worked as much as 10 hours overtime.

In three industries—the manufacture of felt hats, of other clothing, and of handkerchiefs—no overtime was reported. In no industry had as many as one-half of the women put in extra time. The largest proportion in any industry who had exceeded the regular hours was found in the manufacture of food products, where 42.7 per cent of the women had a record of overtime, but for practically all of that group the overtime amounted to less than 10 hours. In the candy factories 33.1 per cent of the women had put in extra time, but 84.8 per cent of that number had exceeded the schedule by less than 5 hours. There was very little overtime in the cigar factories and in the shirt and overall factories, and in both cases all the small group so reported had worked less than 5 hours more than their scheduled week. Overtime was comparatively insignificant in paper and paper products, cordage, cotton goods, and woolen goods. The laundries also showed very little overtime, with only 18 of the women so reporting, and 15 of those had worked less than 5 hours beyond the regular plant schedule.

Overtime did not constitute a serious problem for women workers in New Jersey at the time of the study. They were getting the benefit of the comparatively high industrial standard in regard to scheduled hours.

PART IV.

THE WORKERS.

In the analysis of data concerning wages and correlations of wages with other factors one is inclined to see simply a mass of figures, scarcely realizing who or what is represented. The language ordinarily used in the presentation of statistical material increases this very natural tendency. Industrial groups are often rated according to the "median earnings" for the group, and perhaps there is a tendency to think of all the women employed in that industry as a homogeneous body. Such careless thinking is a serious mistake not only because of the presence of a great range in wages on either side of that median figure but because the information given relates to a body of women—distinct individuals—of varying ages and nationalities, living in different types of home surroundings, and with dissimilar social responsibilities.

It is interesting to know the general situation in the State so far as the age of its industrial women workers is concerned. Are they young girls just starting out to work; or are there many mature women contributing to the industrial life of their State? It is of importance to the community to know whether many married women are in industry; whether many mothers are finding it necessary to add duties outside the home to those ordinarily considered as belonging to their normal sphere. The proportion of foreign-born women among those employed, and the extent to which they may show a tendency to group themselves in any particular industry, is a problem worth consideration, as is the steadiness of the women in their industrial life.

To answer some of these questions suggested and to present a more complete picture of the women in New Jersey industries, cards were distributed to the women in each of the plants visited, on which they were to answer questions concerning age, conjugal condition, living arrangements, and nativity. While not all of the women returned such information, and while some cards were incompletely filled out personal information was obtained from more than 13,000 women, or almost 40 per cent of all the women for whom wage information was obtained, a number large enough to indicate fairly well the characteristics of the women surveyed.

Age.

Of the 13,274 women in New Jersey industries who reported on age, 32.2 per cent were less than 20 years old, 25.8 per cent were between 20 and 25, 13.9 per cent were between 25 and 30, while 28 per cent were over 30 years of age. In other words, the women workers in the industries surveyed were pretty well distributed among the various age groups, with a very considerable number of them over 30 years old. Such figures should serve as an answer to those who maintain that the majority of women in industry are young girls who are merely occupying themselves for a few years before marriage.

There is considerable difference among the industries surveyed in the age most prevalent among the women employed. Table XIII in the appendix shows the details of age by industry. Below are listed the five industries which had the largest proportions of girls between 16 and 18 years of age, with the per cent which those in this age group formed of all those reporting:

Industry.	Per cent over 16 and under 18 years.
5-and-10-cent stores.....	43. 0
Leather and leather products.....	35. 3
Candy.....	27. 0
Felt hats.....	25. 0
Handkerchiefs.....	23. 4

More of the older women were found in the industries following, listed with regard to the per cent of the women employed who were 30 years of age or older:

Industry.	Per cent of women 30 years of age or older.
Laundries.....	54. 6
Felt hats.....	45. 8
Other clothing.....	42. 4
Food products.....	39. 7
Woolen goods.....	35. 7

In every industry but one—the manufacture of electric products other than lamps—there was at least one woman who was 50 years of age or more.

Table 15 indicates that, on the whole, the foreign-born women were older than the native-born white women.

TABLE 15.—Age, by nativity.

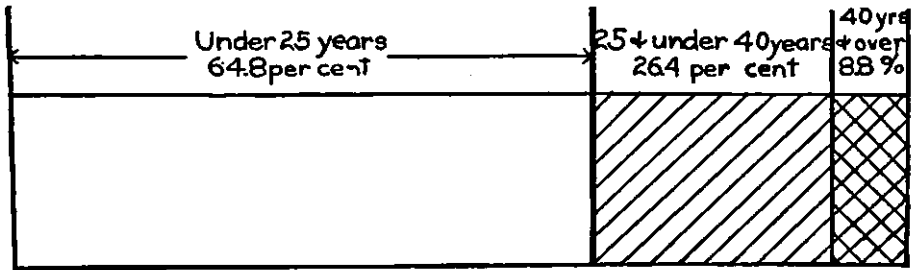
Age	Native born.				Foreign born.	
	White.		Negro.		Number.	Per cent.
	Number.	Per cent.	Number.	Per cent.		
Total number reporting.....	9,382	100.0	106	100.0	3,653	100.0
Under 16 years.....						
16 and under 18 years.....	1,652	17.6	4	3.8	273	7.5
18 and under 20 years.....	1,825	19.5	14	13.2	460	12.6
20 and under 25 years.....	2,605	27.8	24	22.6	702	20.9
25 and under 30 years.....	1,190	12.7	28	26.4	614	16.8
30 and under 40 years.....	1,283	13.7	17	16.0	908	24.9
40 and under 50 years.....	562	6.0	16	15.1	428	11.7
50 and under 60 years.....	201	2.1	3	2.8	164	4.5
60 years and over.....	64	0.7			44	1.2

The largest group of native white women was composed of those between 20 and 25 years of age, who formed 27.8 per cent of all such women. The largest number of foreign-born women, on the other hand, was in the 30 to 40 years group, and these formed 24.9 per cent of the foreign born reporting. Only 106 negro women workers supplied information on age. On the whole, the negro women were older than the native white workers but younger than the foreign born. Almost one-half (49.1 per cent) of the negro women were between 20 and 30 years of age. Information on the correlation between age and nativity is available by industry in unprinted material. For the most part the situation within each industry was much the same as that found when all industries are considered together. Perhaps the most striking difference between the two nativity groups is found in the woolen mills. The two largest groups of the native-born women were those between 16 and 18 years of age and between 18 and 20 years. Over half (56.9 per cent) the native-born women were between 16 and 20 years of age. The largest age group among the foreign women in the woolen mills was that of 30 to 40 years. Practically one-half (49.9 per cent) of the foreign-born women were over 25 years of age and under 40.

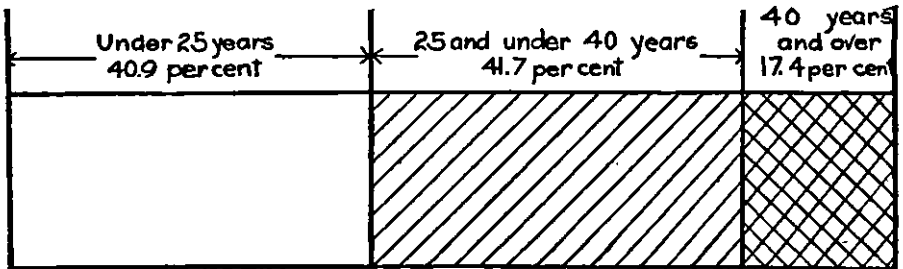
Nativity.

It is to be expected that in a State such as New Jersey—located on the eastern seaboard, easily accessible to the port through which large numbers of our immigrants enter—the women of foreign birth would form a sufficiently large proportion of all the women employed to be worthy of special notice. Information on place of birth was returned by 13,861 women in the plants surveyed and is presented in Table 16.

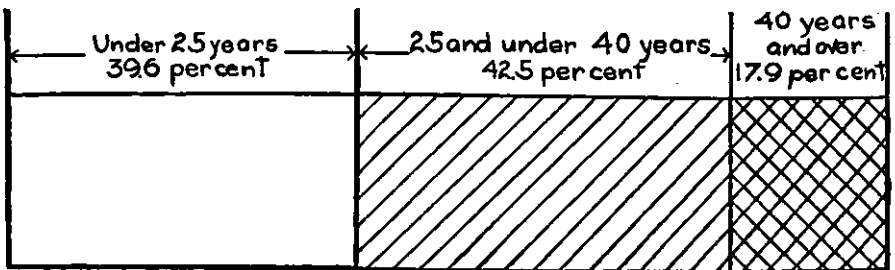
Age of Women in New Jersey Industries.



Native-born white.



Foreign-born white.



Negro.

TABLE 16.—*Nativity of the women employees who supplied personal information, by industry.*

Industry.	Number of women reporting.	Number who were—			Per cent who were—	
		Native born.		Foreign born.	Native born.	Foreign born.
		White.	Negro.			
All industries.....	13,861	9,771	273	3,817	72.5	27.5
Manufacturing:						
Buttons.....	140	88		52	62.9	37.1
Candy.....	122	110		12	90.2	9.8
Chemicals and drugs.....	288	219	1	68	76.4	23.6
Cigars.....	625	249	47	329	47.4	52.6
Clothing—						
Felt hats.....	24	23		1	95.8	4.2
Shirts and overalls.....	268	180	5	83	69.0	31.0
Underwear.....	308	237	2	69	77.6	22.4
Other.....	337	272	10	55	83.7	16.3
Electric products—						
Lamps.....	1,294	1,023		271	79.1	20.9
Other.....	269	191		78	71.0	29.0
Food products.....	539	328		211	60.9	39.1
Glass and glass products.....	179	140	2	37	79.3	20.7
Handkerchiefs.....	348	195		153	56.0	44.0
Jewelry and gold and silver ware.....	457	400		57	87.5	12.5
Leather and leather products.....	186	160	1	25	86.6	13.4
Metal products.....	1,629	1,320	20	289	82.3	17.7
Optical goods and scientific instruments.....	263	205	29	29	89.0	11.0
Paper and paper products.....	256	226		30	88.3	11.7
Pencils.....	285	207		78	72.6	27.4
Pottery.....	122	91		31	74.6	25.4
Rubber and rubber products.....	312	263	2	47	84.9	15.1
Textiles—						
Cotton goods.....	118	55		63	46.6	53.4
Hosiery and knit goods.....	1,039	865	6	168	83.8	16.2
Silk goods.....	1,378	1,028		350	74.6	25.4
Woolen goods.....	1,559	618		941	39.6	60.4
Other.....	192	117		75	60.9	39.1
Miscellaneous.....	303	237		66	78.2	21.8
General mercantile.....	444	385		59	86.7	13.3
5-and-10-cent stores.....	152	133		19	87.5	12.5
Laundries.....	425	206	148	71	83.3	16.7

Of this number, 70.5 per cent were native-born white, 2 per cent were native-born negro, and 27.5 per cent were foreign born.

The ratio of foreign and native-born women varied quite considerably among the different industries, and often two industries which would seem to have much in common differed greatly as far as this characteristic of their personnel was concerned. The two industrial groups which employed the largest proportion of foreign women were the manufacture of woolen goods, in which 60.4 per cent of the women reporting on nativity were foreign born, and cotton manufacture, in which the foreign-born women formed 53.4 per cent of the total. In two other important textile industries, however, knit goods and silk, the foreign born formed only 16.2 per cent and 25.4 per cent, respectively, of all the women in these industries for whom such information was available.

The largest proportions of foreign-born women were found in the following industries:

Industry.	Number reporting.	Per cent foreign-born form of number reporting.
Woolen goods.....	1, 559	60. 4
Cotton goods.....	118	53. 4
Cigars.....	625	52. 6
Handkerchiefs.....	348	44. 0
Food.....	539	39. 1
Textiles not specified.....	192	39. 1

In other industries a comparatively small proportion of the women were foreign born. Only 24 women engaged in the manufacture of felt hats reported upon country of birth, and of this number only one was foreign born. Only 9.8 per cent of the women candy workers were foreign born, and a third of these were from English-speaking countries. In optical goods manufacturing only 11 per cent of the women surveyed were born outside the United States, and of these almost one-half came from the United Kingdom.

The foreign women surveyed reported 16 different countries of birth. From most of these, however, there were but few representatives, and the bulk of the foreign-born group was made up of only a few nationalities. Those countries are listed below whose emigrants formed at least 10 per cent of the total foreign-born element:

	Per cent.
Italy.....	28. 7
Austria-Hungary.....	19. 9
Poland.....	16. 1
United Kingdom.....	13. 6

Among the women employed in all the industries surveyed, those from Italy, Austria-Hungary, and Poland together formed 64.7 per cent of the total foreign born. In those industries which had the most foreign born, these three groups formed an even greater proportion of the foreign women; in the woolen mills they formed 85.1 per cent of the foreign born and 51.4 per cent of all the women employed.

The figures on New Jersey from the latest census show that, in the State as a whole, 23.4 per cent of the population was foreign-born white, while this same element constituted 25.4 per cent of the urban population.¹ Two of the industries surveyed which employed

¹ U. S. Bureau of the Census, 14th Census. Population, 1920, Vol. III, Table 1, p. 630.

unusually large numbers of foreign workers—the manufacture of woolen goods and of cotton goods—were located principally in Passaic. The census figures indicate an unusually large foreign element in that city, where the foreign born comprised 41.3 per cent of the total population, a larger proportion than obtained for the State as a whole, and larger than was found in any other city or town with the exception of two.²

A large number of foreign-born women in an industrial community constitutes a special problem when the establishment of standards is under consideration. In the past it has frequently been the case that advantage has been taken of such workers because of their lack of familiarity with the laws and customs of their adopted country. The figures on wages obtained in the present survey do not indicate the need for any special protection for this group of workers in that particular respect, for the median earnings of the foreign-born women exceeded those of the native in the industrial group taken as a whole and within many of the individual industries.

Conjugal condition.

Conjugal condition was reported by 13,082 of the women surveyed and the facts are shown in Appendix Table XIV. Of this number 67.2 per cent were single, 21.9 per cent were married, and 10.3 per cent were widowed, separated, or divorced.

The proportion of married and of single women differed markedly in the various industries. The largest percentage of single women (94.1 per cent) was found in the manufacture of felt hats, while 5-and-10-cent stores stood next in this respect, with 92.4 per cent unmarried. Approximately 80 per cent of the women workers in each of the following manufacturing industries were single: Electric lamps, jewelry, paper and paper products, and candy. Three of these six industries had large groups of workers between 16 and 18 years of age, and it is to be expected that a considerable proportion of their workers should not yet have married.

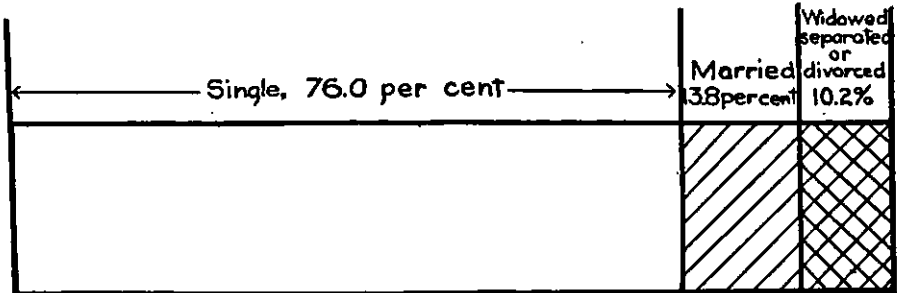
The following is a list of the industries with large proportions of women who were or had been married, the per cents being based on the total numbers reporting:

	Per cent.
Laundries.....	56.3
Woolen goods.....	53.1
Cigars.....	48.2
Food products.....	45.1
Cotton goods.....	37.1

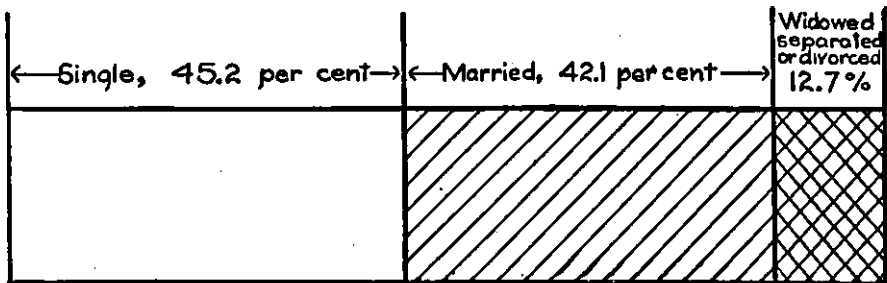
In Table 17 conjugal condition is correlated with nativity and race, showing the difference in the proportion of single and married women to be found in the various groups.

²Ibid., Table 10, p. 646.

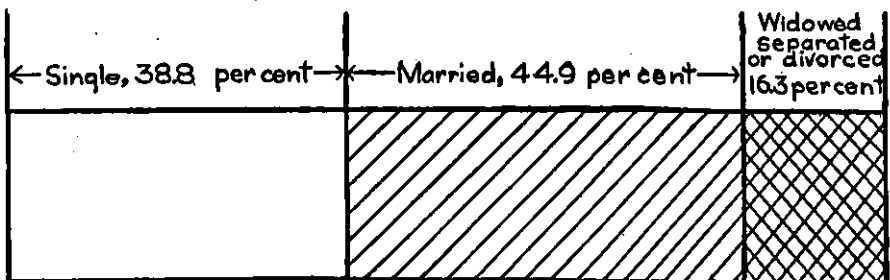
Conjugal Condition of Women in New Jersey Industries.



Native-born white.



Foreign-born white.



Negro.

TABLE 17.—*Conjugal condition, by nativity.*

Conjugal condition.	Native born.				Foreign born.	
	White.		Negro.		Number.	Per cent.
	Number.	Per cent.	Number.	Per cent.		
Total number reporting.....	9,272	100.0	98	100.0	3,556	100.0
Single.....	7,043	76.0	38	38.8	1,006	45.2
Married.....	1,283	13.8	44	44.9	1,497	42.1
Widowed, separated, or divorced.....	946	10.2	16	16.3	453	12.7

While over three-fourths of the native-born white women were single, only 45.2 per cent of the foreign-born group and 38.8 per cent of the negro women were unmarried. There is a less striking difference in the proportions of women with disrupted marital relations, for 10.2 per cent of the native-born white, 12.7 per cent of the foreign-born, and 16.3 per cent of the negro women were widowed, separated, or divorced, the differences in the case of single women being largely offset by the number of women who were married and living a normal family life. Both the negro and the foreign-born women showed a greater tendency to continue work outside the home after marriage than did the native white women.

Living conditions.

Of the women surveyed, 12,877 reported on living condition. The facts reported are given in Table XV in the appendix. The women living at home were greatly in the majority, forming 86.3 per cent of the total, while 7.5 per cent lived with relatives and 6.1 per cent were living independently. Although there are differences among the various industries in the proportion of women who were living at home and the proportion who were living independently or with relatives, the range is not great and figures on such correlations appear to have no great significance. The largest percentage of women living at home was found in the leather industry, with a figure almost as large in the 5-and-10-cent stores. These two industries also employed the greatest number of girls between 16 and 18 years of age.

The point of real importance, however, is that this large proportion of women living at home does not indicate the existence of a group of women workers who need not leave the home for the factory, except to earn money for unnecessary extravagances. The suggestion has been made that the unemployment situation for men might be relieved by discharging married women, since they supposedly had someone to support them. It is also commonly assumed that the unmarried woman living with her family need be only partially

self-supporting. Such arguments make a strong appeal to those not thoroughly acquainted with the true situation and justify in the eyes of many people the low wages of women workers. The fallacy of this position can not be too much emphasized. The average woman in industry, whether married or single, living at home or independently, really needs her earnings, frequently not only for her own support but for that of others as well. It is not usual for her to be the sole support of others, although many instances of such responsibility are to be found, but the average woman shares the burden of family support with others.

A recent report of a study made by the Women's Bureau in Manchester, N. H., presents data bearing definitely on this problem. The facts obtained showed that all of the women included in that survey who were living at home contributed something to their families. Furthermore, 59.9 per cent of the women who were daughters and 95.8 per cent of the women who were wives and mothers contributed all of their earnings to the family support. None of the wives and mothers, and only 0.7 per cent of the daughters, contributed less than one-fourth of their earnings.³

The responsibilities of the women living at home are likely to be quite as severe or perhaps even more so than those of the women living independently.

Education.

An attempt was made in New Jersey to get some record of the school history of the women surveyed and the information obtained for 10,664 women is given in the table following.

³U. S. Dept. of Labor, Women's Bureau. *The Share of Wage-Earning Women in Family Support* Bulletin 30, 1923, pp. 57-59.

TABLE 18.—Extent of schooling and country of birth.

Extent of schooling.	Number of women reporting country of birth.	Number of women with schooling as specified who were born in—									Country of birth not reported.	Grand total.	
		United States.	Austria-Hungary.	Germany.	Italy.	Poland.	Russia.	United Kingdom.	Other foreign countries. ¹	Foreign country not specified.			Total foreign countries.
Number of women reporting on schooling.....	10,664	8,040	461	144	825	392	190	377	202	33	2,624	87	10,751
None.....	417	24	59	2	134	108	58	8	22	2	393	3	420
Grade:													
First.....	43	16	5	2	6	6	3	1	4		27	1	44
Second.....	103	36	8	1	34	16	6	1		1	67		103
Third.....	249	76	23	2	98	26	4	10	8		173	1	250
Fourth.....	423	227	43	8	66	38	10	13	15	3	196	1	424
Fifth.....	806	537	48	6	111	34	15	34	15	6	269	8	814
Sixth.....	1,890	1,293	89	26	117	37	16	72	32	8	397	19	1,709
Seventh.....	2,321	2,028	33	26	81	28	16	76	27	6	293	19	2,340
Eighth.....	2,855	2,519	47	44	52	21	32	96	39	5	336	20	2,875
Ninth, or first year high school.....	469	438	6	3	1	3	3	9	6		31	6	475
Tenth, or second year high school.....	271	252	2		2	3	2	7	3		19		271
Eleventh, or third year high school.....	59	55					2	1	1		4		59
Twelfth, or fourth year high school.....	137	118	3	1	2	2	2	7	2		19	2	139
College or other higher education.....	13	8			1			3	1		5		13
Business or commercial school.....	41	37	1				1		2		4	2	43
Indefinite.....	767	376	94	23	120	68	20	39	25	2	391	5	772
Schooling not reported.....	3,197	2,004	299	54	272	222	96	143	90	17	1,193	20,707	23,904
Grand total.....	13,861	10,044	760	198	1,097	614	286	620	292	50	3,817	20,794	34,655

¹ Countries for which fewer than 100 women reported.

When the women were classified according to the grade which they had completed before leaving school, the largest group (26.8 per cent) consisted of those who quit after completing the eighth grade, although very nearly as many left school at the end of the seventh grade. A few women had continued their schooling for a longer period of time, so that over a third (36.1 per cent) had gone at least as far as through the eighth grade. Only 3.9 per cent reported that they had never attended school.

A difference in the amount of schooling was found between the native women and those foreign born, especially from non-English-speaking countries, who had received their education in the United States. While 42.6 per cent of the native-born women had completed at least the eighth grade, only 12.6 per cent of the women from the non-English-speaking countries had progressed that far. Of the women from these countries who reported on schooling, 15.9 per cent gave replies which were classified as indefinite, including some who had attended school in their native countries but for whom no information was available on the extent of such schooling. The English-speaking group of foreign born fell but slightly short of the American-born women, with 34.3 per cent who had completed at least the eighth grade.

An almost negligible number of native women reported that they had not attended school at all, while 17.3 per cent of the non-English-speaking foreign-born women reported complete lack of schooling. Successively large numbers of native women had quit at the end of each added school grade through the eighth, the climax being reached there with only a scattering who had gone beyond. A similar situation was found among those foreign women who came from English-speaking countries. Among those who came from other countries, however, the increase continued only through the sixth grade, the largest number of these women having quit with the completion of the sixth grade.

Practically one-tenth of the American girls at least entered high school, although only 1.5 per cent completed the course. Of the English-speaking immigrants, 7.3 had entered the secondary schools, while only 2 per cent of the non-English-speaking women had progressed that far. Vocational schools had played practically no part in the training of these working women, for only 2 women reported having attended such schools.

APPENDIXES

Appendix A.—GENERAL TABLES.

Appendix B.—SCHEDULE FORMS.

**Appendix C.—NEW JERSEY LAWS AFFECTING
WORKING HOURS OF WOMEN
EMPLOYEES.**

Number of women earning each specified amount in--

Week's earnings.	The manufacture of--												General mercantile.	5-and 10-cent stores.	Laundries.	
	Metal products.	Optical goods and scientific instruments.	Paper and paper products.	Pencils.	Pottery.	Rubber and rubber products.	Textiles.					Miscellaneous.				
							Cordage other than cotton.	Cotton goods.	Hosiery and knit-goods.	Silk goods.	Woolen goods.					Other.
Total.....	2,571	1,366	583	1,104	746	541	754	1,208	1,557	3,543	2,326	455	545	2,025	309	745
Per cent distribution.....	7.4	3.9	1.7	3.2	2.2	1.6	2.2	3.7	4.5	10.2	6.7	1.3	1.6	5.8	0.9	2.1
Median earnings.....	\$13.65	\$18.35	\$13.05	\$13.70	\$13.40	\$14.85	\$16.30	\$16.75	\$16.10	\$15.90	\$14.75	\$10.95	\$13.10	\$16.75	\$11.30	\$12.30
Under \$1.....	3	1	3	4	1	.....	1	2	3	42	6	2	3	.....	.....	.....
\$1 and under \$2.....	19	3	6	15	3	1	2	6	6	56	13	5	10	.....	1	12
\$2 and under \$3.....	26	5	6	7	7	2	1	6	4	38	9	3	7	1	5	13
\$3 and under \$4.....	20	4	5	12	8	1	3	7	2	41	6	3	5	2	2	10
\$4 and under \$5.....	31	8	6	7	9	3	4	12	8	57	14	4	15	.....	5	5
\$5 and under \$6.....	25	6	6	7	9	8	5	13	20	49	25	4	19	5	3	10
\$6 and under \$7.....	30	6	14	15	16	6	3	16	22	74	23	9	13	10	4	14
\$7 and under \$8.....	45	6	15	10	14	13	3	6	38	79	18	4	18	8	5	22
\$8 and under \$9.....	80	8	38	10	41	19	6	14	47	94	33	21	30	19	16	20
\$9 and under \$10.....	124	16	41	37	41	14	6	17	62	116	45	41	29	27	29	53
\$10 and under \$11.....	227	37	55	87	46	44	12	23	64	144	80	135	46	92	82	125
\$11 and under \$12.....	194	35	35	149	34	34	12	27	84	153	128	34	39	75	17	60
\$12 and under \$13.....	311	67	59	105	67	48	51	76	88	167	218	48	35	141	81	88
\$13 and under \$14.....	238	99	58	121	66	39	99	128	107	223	248	20	41	132	26	70
\$14 and under \$15.....	253	56	53	116	50	46	68	113	106	228	408	28	57	182	15	51
\$15 and under \$16.....	225	64	31	93	61	59	71	85	106	229	261	17	48	194	12	57
\$16 and under \$17.....	192	147	38	99	69	40	93	143	114	316	231	11	49	165	1	40
\$17 and under \$18.....	159	79	30	75	53	29	82	158	76	169	189	7	24	160	1	20
\$18 and under \$19.....	141	109	20	43	27	24	78	112	124	212	148	9	22	177	5	22
\$19 and under \$20.....	85	52	18	49	20	34	26	109	76	143	16	10	14	116	1	11
\$20 and under \$21.....	46	52	18	13	17	12	45	54	65	151	126	6	8	96	.....	9
\$21 and under \$22.....	40	64	11	12	12	14	19	55	76	120	10	9	4	76	.....	8
\$22 and under \$23.....	28	58	7	8	8	21	16	36	50	104	8	5	3	68	.....	6
\$23 and under \$24.....	8	33	4	3	4	9	8	31	40	80	8	7	3	50	.....	4
\$24 and under \$25.....	9	55	2	2	3	8	7	22	40	63	7	4	2	42	.....	3
\$25 and under \$30.....	11	250	3	4	7	13	28	26	91	254	38	6	1	111	.....	11
\$30 and under \$35.....	1	46	1	.....	2	.....	4	4	29	89	8	1	1	48	.....	1
\$35 and under \$40.....	.....	.....	.....	1	1	.....	.....	1	9	39	1	2	.....	13	.....	.....
\$40 and over.....	.....	.....	.....	.....	.....	.....	1	2	.....	13	1	.....	.....	15	.....	.....

APPENDIX TABLE II.—*Week's earnings and time worked, by industry.*

WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS.

Week's earnings.	Number of women reported.	Number of women earning each specific amount who worked—													
		Under 30 hours.	30 and under 39 hours.	39 and under 44 hours.	44 hours.	Over 44 and 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.	48 hours and over
Total.....	23,840	1,855	1,805	2,780	1,045	5,172	3,723	2,213	1,524	677	199	948	899	800	10,983
Per cent distribution.....	100.0	7.8	7.6	11.8	4.4	21.9	15.7	9.4	6.4	2.9	0.8	4.0	3.8	3.4	46.5
Under \$1.....	83	83													
\$1 and under \$2.....	188	187	1												
\$2 and under \$3.....	175	173	1												1
\$3 and under \$4.....	170	162	5	2		1									
\$4 and under \$5.....	223	205	10	5					2						2
\$5 and under \$6.....	256	208	25	14		2	3		1						4
\$6 and under \$7.....	310	187	85	20		2	5		1						11
\$7 and under \$8.....	361	130	112	48		6	19		7		3				46
\$8 and under \$9.....	587	150	180	103		21	61		12		5				72
\$9 and under \$10.....	792	78	191	158		20	187		26		29				160
\$10 and under \$11.....	1,392	72	180	280		45	207		108		35				608
\$11 and under \$12.....	1,348	54	175	256		55	310		96		46				498
\$12 and under \$13.....	2,082	43	219	266		85	408		144		68				1,061
\$13 and under \$14.....	2,068	30	161	209		64	483		110		66				1,051
\$14 and under \$15.....	2,233	23	119	260		86	511		166		80				1,234
\$15 and under \$16.....	1,929	25	91	241		89	424		104		69				1,069
\$16 and under \$17.....	2,230	13	71	249		191	533		92		49				1,173
\$17 and under \$18.....	1,717	7	47	163		62	511		111		37				927
\$18 and under \$19.....	1,446	8	37	91		55	477		108		65				778
\$19 and under \$20.....	982	6	28	84		29	311		121		66				524
\$20 and under \$21.....	804	2	21	65		55	191		85		81				470
\$21 and under \$22.....	537	4	22	47		34	122		110		64				308
\$22 and under \$23.....	399	1	9	29		26	111		77		49				223
\$23 and under \$24.....	270		2	24		17	63		43		48				164
\$24 and under \$25.....	222		3	20		10	62		18		18				125
\$25 and under \$30.....	638	2	9	43		68	133		205		30				383
\$30 and under \$35.....	128		1	13		19	22		2		9				73
\$35 and under \$40.....	24			2		3	8		1		8				11
\$40 and over.....	26					1	8		3						17

Median earnings: All women reported, \$14.80; women who worked 48 hours and over, \$15.70.

APPENDIX TABLE III.—*Week's earnings and time worked, by industry.*

WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS.

Week's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—												
		1 day.	1½ days.	2 days.	2½ days.	3 days.	3½ days.	4 days.	4½ days.	5 days.	5½ days.	6 days.	5 days and over.	
Total.....	4,262	31	12	41	58	100	88	179	260	474	1,942	1,077	3,493	
Per cent distribution.....	100.0	0.7	0.3	1.0	1.4	2.3	2.1	4.2	6.1	11.1	45.6	25.3	82.0	
Under \$1.....	3	3												
\$1 and under \$2.....	9	7	1			1								
\$2 and under \$3.....	28	16	4	4	5	2					1		1	
\$3 and under \$4.....	20	2	3	6	1		3				1		1	
\$4 and under \$5.....	29	3	1	7	4	6	2	2	1	2	1		3	
\$5 and under \$6.....	34			6	5	9	5	6	1		2	1	3	
\$6 and under \$7.....	63			8	6	17	8	10	6	2	4	2	8	
\$7 and under \$8.....	75		2	2	4	9	8	12	11	16	11		27	
\$8 and under \$9.....	105		1	1	11	7	10	17	9	16	28	5	49	
\$9 and under \$10.....	204			4	8	27	12	18	19	21	77	18	116	
\$10 and under \$11.....	253			1	5	7	10	35	31	37	57	70	164	
\$11 and under \$12.....	219			1	3	6	14	18	18	40	82	37	159	
\$12 and under \$13.....	282			1	1	5	3	18	25	39	87	103	229	
\$13 and under \$14.....	298				3		3	14	18	53	119	86	258	
\$14 and under \$15.....	306					2	6	11	25	61	111	101	263	
\$15 and under \$16.....	316							5	16	38	153	105	296	
\$16 and under \$17.....	241					1	2	3	22	32	103	78	213	
\$17 and under \$18.....	225						1	3	16	31	117	58	206	
\$18 and under \$19.....	280				1		1	3	13	19	162	81	262	
\$19 and under \$20.....	212				1			1	11	20	127	52	199	
\$20 and under \$21.....	151							2	7	11	81	50	142	
\$21 and under \$22.....	155								4	14	94	43	151	
\$22 and under \$23.....	143									11	91	38	140	
\$23 and under \$24.....	106							1	3	6	73	23	102	
\$24 and under \$25.....	95									5	67	23	95	
\$25 and under \$30.....	323								2	9	248	64	321	
\$30 and under \$35.....	68								1	1	37	29	67	
\$35 and under \$40.....	15										8	7	15	
\$40 and over.....	4											4	4	

Median earnings: All women reported, \$15.65; women who worked on 5 days and over, \$16.80.

WOMEN IN NEW JERSEY INDUSTRIES.

APPENDIX TABLE IV.—*Week's earnings of women who worked the firm's scheduled week or more, by industry.*

Week's earnings.	All industries.	Number of women earning each specified amount who worked the firm's scheduled days or hours in—														
		The manufacture of—														
		Buttons.	Candy.	Chemicals and drugs.	Cigars.	Clothing—				Electric products.		Food products.	Glass and glass products.	Handkerchiefs.	Jewelry and gold and silver ware.	Leather and leather products.
Felt hats.	Shirts and overalls.					Underwear.	Other.	Lamps.	Other.							
Total.....	16,176	65	139	1,201	760	1	364	213	224	625	458	559	177	187	301	402
Median earnings.....	\$16.25	\$13.50	\$11.30	\$19.50	\$18.80	(1)	\$14.25	\$14.70	\$16.60	\$17.05	\$14.85	\$16.45	\$12.45	\$16.00	\$16.45	\$15.10
\$2 and under \$3.....	1						1									
\$3 and under \$4.....	1						1									
\$4 and under \$5.....	3						1									
\$5 and under \$6.....	4				1		2									
\$6 and under \$7.....	18				3		5	1						1		
\$7 and under \$8.....	49			2	7		8	3								4
\$8 and under \$9.....	108	2	7	2	9		13	1	2				3	3		8
\$9 and under \$10.....	247	1	42	8	14		26	1	3			1	32			7
\$10 and under \$11.....	793	3	16	29	19		27	11	8			3	20	14	4	12
\$11 and under \$12.....	654	6	16	25	20		32	23	3	3	5	3	17	8	83	25
\$12 and under \$13.....	1,339	16	12	40	24	1	39	26	21	58	134	18	35	13	4	29
\$13 and under \$14.....	1,372	9	11	66	39		27	24	9	38	52	34	27	15	6	78
\$14 and under \$15.....	1,619	3	8	63	41		37	23	16	40	45	68	16	20	90	35
\$15 and under \$16.....	1,458	6	6	70	40		50	20	36	69	33	91	9	20	32	40
\$16 and under \$17.....	1,718	5	6	64	44		28	15	19	98	46	136	4	24	59	40
\$17 and under \$18.....	1,367	5	3	59	56		26	10	15	100	24	123	3	17	24	21
\$18 and under \$19.....	1,274	6	4	93	77		16	12	23	66	24	32	1	16	27	17
\$19 and under \$20.....	844		3	152	48		14	12	10	67	17	34	1	11	12	18
\$20 and under \$21.....	735	2	1	67	58		8	10	10	34	17	5	3	15	24	14
\$21 and under \$22.....	518	1	1	73	56		9	9	12	27	15	2	4	4	15	18
\$22 and under \$23.....	422		3	76	38		7	2	9	13	18	3	1	1	14	1
\$23 and under \$24.....	303			72	38		1	3	7	5	9			1	9	10
\$24 and under \$25.....	243			41	31			2	5	5	8				7	2
\$25 and under \$30.....	819			182	82		9	5	11	1	11	1	1	2	21	22
\$30 and under \$35.....	172			17	18		1		2						6	1
\$35 and under \$40.....	37				5		1								2	
\$40 and over.....	30														2	

WOMEN IN NEW JERSEY INDUSTRIES.

Number of women earning each specified amount who worked the firm's scheduled days or hours in—

Week's earnings.	The manufacture of—															
	Metal products.	Optical goods and scientific instruments.	Paper and paper products.	Pencils.	Pottery.	Rubber and rubber products.	Textiles—						Miscellaneous.	General mercantile.	5-and-10-cent stores.	Laundries.
							Cordage other than cotton.	Cotton goods.	Hosiery and knit goods.	Silk goods.	Woolen goods.	Other.				
Total	997	866	300	660	190	162	518	924	60	1,199	1,458	318	198	1,802	244	494
Median earnings.....	\$14.25	\$20.60	\$14.40	\$14.15	\$15.40	\$15.30	\$16.90	\$17.40	\$16.90	\$16.85	\$15.55	\$12.15	\$14.70	\$17.20	\$12.15	\$13.05
\$2 and under \$3.....																
\$3 and under \$4.....																
\$4 and under \$5.....													2			
\$5 and under \$6.....													1			
\$6 and under \$7.....		1	1							3			2			
\$7 and under \$8.....	10				1					7			1		2	
\$8 and under \$9.....	12		4		1	3				18			6	4	7	3
\$9 and under \$10.....	17		9		2					17			4	11	19	31
\$10 and under \$11.....	74	8	35	52		19			3	44	8	125	13	73	66	107
\$11 and under \$12.....	65	1	22	114	15	4			1	57	5	27	11	55	15	39
\$12 and under \$13.....	178	33	37	68	27	7	24	48	7	45	78	48	15	118	77	64
\$13 and under \$14.....	111	26	31	85	20	21	73	105	3	59	173	16	22	118	25	49
\$14 and under \$15.....	127	24	26	73	20	16	44	81	4	80	337	27	32	169	14	40
\$15 and under \$16.....	95	27	25	55	24	33	51	59	4	100	221	14	22	173	12	51
\$16 and under \$17.....	74	116	22	70	35	14	74	114	9	198	192	7	28	152	1	27
\$17 and under \$18.....	70	50	23	56	28	18	66	133	2	77	167	5	14	148	1	16
\$18 and under \$19.....	52	90	12	27	6	6	63	104	11	140	141	7	7	169	4	21
\$19 and under \$20.....	45	33	12	28	4	7	22	91	4	62	9	6	7	110		10
\$20 and under \$21.....	24	40	16	11	4	3	35	45	6	62	119	5	4			7
\$21 and under \$22.....	21	48	10	8	1	2	11	45	1	32	1	9	2	73	1	7
\$22 and under \$23.....	9	43	6	5	1	6	13	33	1	41	2	4		66		6
\$23 and under \$24.....	4	20	2	2		1	8	25		21	2	7	3	49		4
\$24 and under \$25.....	3	48	2	2		1	5	15	2	17		2	2	38		3
\$25 and under \$30.....	6	215	3	3			25	20	2	72	1	6		109		9
\$30 and under \$35.....		43	1		1		3	4		26		1		47		
\$35 and under \$40.....				1				1		12		2		13		
\$40 and over.....							1	2		9	1			15		

¹ Not computed, owing to small number involved.

APPENDIX TABLE V.—Weekly rate and actual week's earnings, by industry.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—															
	All industries.		The manufacture of—													
			Buttons.		Candy.		Chemicals and drugs.		Cigars.		Felt hats.		Shirts and overalls.		Underwear.	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	6,746	6,746	29	29	152	152	62	62	155	155	2	2	223	223	25	25
Median.....	\$14.55	\$14.35	\$12.90	\$12.75	\$9.95	\$9.60	\$13.15	\$12.00	\$11.90	\$11.15	(¹)	(¹)	\$12.50	\$12.30	\$13.25	\$13.15
Under \$4.....		174		1		6		3		5				10		
\$4 and under \$5.....		48				6				1				1		
\$5 and under \$6.....	4	75				8				1			4	11		
\$6 and under \$7.....	14	106				4			2	7			8	11		
\$7 and under \$8.....	35	117				10			1	5			12	9		
\$8 and under \$9.....	90	198				16			2	19			13	11	1	1
\$9 and under \$10.....	287	331		2		78		4		21			18	22	1	1
\$10 and under \$11.....	677	562		1		20		17		20			28	15	2	3
\$11 and under \$12.....	377	388		2		8		19		15			10	14	4	3
\$12 and under \$13.....	779	824	14	10		15		6		12		1	87	26	5	8
\$13 and under \$14.....	663	561	3	4		12		7		19			14	20	2	3
\$14 and under \$15.....	869	555	2	1		3		3		16			11	13	5	4
\$15 and under \$16.....	662	479	1	1		1		1		4			22	19	1	1
\$16 and under \$17.....	626	572	2	2		1		3		2			12	11	1	1
\$17 and under \$18.....	381	413	1			1		1		2			6	8		
\$18 and under \$19.....	404	432	4	4						8		1	11	7	1	1
\$19 and under \$20.....	130	201								1			1	1		1
\$20 and under \$21.....	215	184								1			7	5	1	1
\$21 and under \$22.....	102	142								1				1	1	1
\$22 and under \$23.....	87	110								1			4	3		
\$23 and under \$24.....	38	78								1					1	1
\$24 and under \$25.....	48	56								6						
\$25 and under \$30.....	206	219								3				3		
\$30 and under \$35.....	46	86												1		
\$35 and under \$40.....	13	19														
\$40 and over.....	13	16														

WOMEN IN NEW JERSEY INDUSTRIES.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—													
	The manufacture of—													
	Clothing—Con.		Electric products.				Food products.		Glass and glass products.		Handkerchiefs.		Jewelry and gold and silver ware.	
	Other.		Lamp.		Other.									
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	54	54	(1)	5	23	23	323	323	117	117	88	88	126	126
Median.....	\$14.90	\$13.75	(1)	(1)	\$15.25	\$15.15	\$14.65	\$16.05	\$11.80	\$11.70	\$14.35	\$13.65	\$16.20	\$15.15
Under \$4.....		3				1		6						1
\$4 and under \$5.....		2						4		1		1		
\$5 and under \$6.....		1						5		2				
\$6 and under \$7.....		2								4				
\$7 and under \$8.....	2	3				1		2		3				
\$8 and under \$9.....	4	3						5		6		2		2
\$9 and under \$10.....		1				1		3	31	24		4		
\$10 and under \$11.....	3	5					4	7	18	12	24	15		1
\$11 and under \$12.....	6	2				4	1	14	12	9	3	6	1	
\$12 and under \$13.....	3	2				3	10	18	21	18	4	5		5
\$13 and under \$14.....	1	4	1	1	9		23	24	17	15	7	9		17
\$14 and under \$15.....	9	7			2	1	189	31	6	11	12	9	38	35
\$15 and under \$16.....	8	6			2	3	70	39	5	6	14	11	17	12
\$16 and under \$17.....	4	2			2	1	9	48	3	2	8	7	36	24
\$17 and under \$18.....	2	2			2	2	4	80	3	3	5	6	4	8
\$18 and under \$19.....	5	2			3	3	1	15			9	7	12	5
\$19 and under \$20.....		1	3				2	14					2	3
\$20 and under \$21.....	2	2	1	2	2	2	3	3	1	1			6	6
\$21 and under \$22.....	1	2		1		1		1					5	3
\$22 and under \$23.....	2	1			1		1	3				1	1	1
\$23 and under \$24.....				1										
\$24 and under \$25.....														
\$25 and under \$30.....	2	1					1	1					2	2
\$30 and under \$35.....													1	
\$35 and under \$40.....													1	1
\$40 and over.....														

¹ Not computed, owing to small number involved.

APPENDIX TABLE V.—Weekly rate and actual week's earnings, by industry—Continued.

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—															
	The manufacture of—															
	Leather and leather products.		Metal products.		Optical goods and scientific instruments.		Paper and paper products.		Pencils.		Pottery.		Rubber and rubber products.		Textiles.	
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	523	523	129	129	440	440	159	159	81	81	11	11	1	1	1	1
Median.....	\$14.65	\$13.60	\$13.85	\$13.95	\$18.10	\$17.75	\$12.30	\$11.25	\$11.25	\$10.65	(1)	(1)	(1)	(1)	(1)	(1)
Under \$4.....		20		1		2		5		10						
\$4 and under \$5.....		2		1		5		1		1						
\$5 and under \$6.....		9		1		3		2		3						
\$6 and under \$7.....		6		2				5		2						
\$7 and under \$8.....	7	17		2				5		3						1
\$8 and under \$9.....	14	19		2		4		8		7						
\$9 and under \$10.....	17	14		3				7		15						
\$10 and under \$11.....	18	27	8	7		6	49	27	36	22						
\$11 and under \$12.....	12	30	8	5		5	19	17	11	9	1	1				
\$12 and under \$13.....	34	60	30	26	26	30	19	17	11	9						
\$13 and under \$14.....	121	93	22	15		18	6	9	5	4			1			1
\$14 and under \$15.....	61	39	26	30	21	11	13	11	4	3						
\$15 and under \$16.....	60	35	10	9	4	10	8	7	1	1	1	1				
\$16 and under \$17.....	48	38	3	4	114	101	9	4	1	1						
\$17 and under \$18.....	20	19			44	46	9	7	2	1	7	7				
\$18 and under \$19.....	17	12	14	13		89	7	5								
\$19 and under \$20.....	24	17	1	1	11	13	7	6			1	1				
\$20 and under \$21.....	12	12	3	3	32	21	4	1	1	1	1	1				
\$21 and under \$22.....	20	16	1	1	19	20	1	2								
\$22 and under \$23.....	1	1	2	2	13	17	2	1								
\$23 and under \$24.....	7	9			8	6										
\$24 and under \$25.....	2	3			20	6										
\$25 and under \$30.....	23	24	1	1	34	39										
\$30 and under \$35.....	3	1			5	13										
\$35 and under \$40.....	1								1	1						
\$40 and over.....	1															

Amount.	Number of women for whom amount specified was weekly rate and number for whom it was actual week's earnings in—															
	The manufacture of—										General mercantile.		5-and-10-cent stores.		Laundries.	
	Textiles—Continued.								Miscellaneous.							
	Hosiery and knit goods.		Silk goods.		Woolen goods.		Other.									
	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.	Weekly rate.	Week's earnings.
Total.....	45	45	853	853	182	182	3	3	157	157	2,025	2,025	281	281	471	471
Median.....	\$17.50	\$16.70	\$15.95	\$14.45	\$14.40	\$13.00	(1)	(1)	\$14.00	\$13.40	\$15.35	\$16.75	\$12.25	\$11.80	\$11.30	\$10.90
Under \$4.....		2		37		14				4		3		7		27
\$4 and under \$5.....				13		3				1				2		4
\$5 and under \$6.....				9		8				7		5		3		5
\$6 and under \$7.....			1	29		5				5	1	10		4		9
\$7 and under \$8.....			7	16		6			1	4		8	2	5		17
\$8 and under \$9.....			21	27		3			3	12	4	19	2	10		17
\$9 and under \$10.....		1	23	46		8			6	8	4	27	16	20	38	49
\$10 and under \$11.....	5	4	48	48	25	13			10	11	87	92	77	77	178	118
\$11 and under \$12.....	2	4	48	59	5	14		1	24	11	81	75	16	16	77	51
\$12 and under \$13.....	4	4	41	52	18	17	2	1	18	11	255	141	104	78	88	71
\$13 and under \$14.....	2	3	62	63	23	16			16	11	221	132	28	25	35	43
\$14 and under \$15.....	3	3	79	59	50	35			25	19	251	182	13	14	25	23
\$15 and under \$16.....	3	2	99	64	1	1			23	20	270	194	12	11	15	15
\$16 and under \$17.....	3	5	101	98	47	27			11	13	196	165	3	1	6	9
\$17 and under \$18.....	1	1	98	42	18	11			3	3	147	160	1	1	5	3
\$18 and under \$19.....	12	10	44	70					7	8	149	177	4	5	5	5
\$19 and under \$20.....	3	3	14	17				1	4	3	55	116	1	1		1
\$20 and under \$21.....	3	3	24	19		1	1		2	2	105	96	1		1	1
\$21 and under \$22.....	1	1	20	12					1	1	29	76	1	1	1	1
\$22 and under \$23.....			7	8					2	2	51	68				
\$23 and under \$24.....			1	4							18	50			1	1
\$24 and under \$25.....	2	2	2	3							15	42				
\$25 and under \$30.....	1	1	94	32							41	111				
\$30 and under \$35.....			12	21						1	23	48			1	1
\$35 and under \$40.....			5	4					1		4	18				
\$40 and over.....			2	1							10	15				

1 Not computed, owing to small number involved.

APPENDIX TABLE VI.—Weekly rate and scheduled weekly hours, all industries.

Weekly rate.	Number of women reported.	Number of women receiving each specified rate whose scheduled weekly hours were—										
		Under 44 hours.	44 hours.	Over 44 and 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.
Total.....	6,746	31	913	2,160	944	677	590	398	180	385	449	19
Per cent distribution.....	100.0	0.5	13.5	32.0	14.0	10.0	8.7	5.9	2.7	5.7	6.7	.3
Median rate.....	\$14.55	\$12.60	\$16.00	\$14.95	\$16.30	\$13.80	\$13.80	\$13.15	\$12.75	\$14.40	\$11.90	\$14.25
Under \$4.....												
\$4 and under \$5.....												
\$5 and under \$6.....												
\$6 and under \$7.....	4					4						
\$7 and under \$8.....	14	1		7		4			2			
\$8 and under \$9.....	35	5		4	7	9	8				1	
\$9 and under \$10.....	90	23		6	24	19	10		5		2	
\$10 and under \$11.....	267	13	116		12	26	27	52	13		8	
\$11 and under \$12.....	677	31	95	122	84	96	26	31	13	178		1
\$12 and under \$13.....	377	1	49	112	51	30	48	32	10	4	40	
\$13 and under \$14.....	779	25	62	272	65	117	54	79	37	22	41	5
\$14 and under \$15.....	663	1	68	240	37	57	66	58	11	86	36	3
\$15 and under \$16.....	869		90	236	66	92	59	83	11	169	61	2
\$16 and under \$17.....	662		116	261	47	65	41	36	13	71	9	2
\$17 and under \$18.....	626	1	113	189	134	51	44	12	28	2	51	1
\$18 and under \$19.....	381	1	103	147	65	19	21	4	8	2	13	
\$19 and under \$20.....	404		48	139	119	45	28	9	8		7	1
\$20 and under \$21.....	130		15	56	19	13	11	2	1	13		
\$21 and under \$22.....	215	1	20	101	49	12	25	3	2		1	1
\$22 and under \$23.....	102		25	24	25	9	17	1			1	
\$23 and under \$24.....	87		5	48	19	10	8	1	1			
\$24 and under \$25.....	38	1	9	16	8		4					
\$25 and under \$30.....	48		2	15	22	7	2					
\$30 and under \$35.....	206		100	44	42	3	14			2		1
\$35 and under \$40.....	46		13	21	8		3					1
\$40 and over.....	13		1	5	2	1	4					
	13		1	6	1		5					

APPENDIX TABLE VII.—*Week's earnings and nativity of the women employees who supplied personal information, by industry.*

Week's earnings.	Number of women reporting.	Number of women earning each specified amount who were born in—										
		United States.		Foreign countries.								
		White.	Negro.	Total.	Austria-Hungary	Germany.	Italy.	Poland.	Russia.	United Kingdom.	Other foreign countries. ¹	Foreign country not specified.
Total.....	13,861	9,771	273	3,817	760	198	1,097	614	236	520	292	50
Per cent distribution:												
Native and foreign born.....	100.0	70.5	2.0	27.5	19.9	5.2	28.7	16.1	7.5	13.6	7.6	1.3
Foreign born.....				100.0	18.9	5.2	28.7	16.1	7.5	13.6	7.6	1.3
Median earnings.....	\$15.05	\$14.95	\$10.55	\$15.50	\$16.30	\$16.75	\$15.05	\$15.55	\$15.75	\$14.95	\$15.80	\$17.35
Under \$1.....	18	12	1	5	1		2	1			1	
\$1 and under \$2.....	54	34	7	13	4	2	4	1	1			
\$2 and under \$3.....	51	33	3	15	4	1	2	5	2	1		
\$3 and under \$4.....	77	52	8	17	7		1			5	3	
\$4 and under \$5.....	77	51	3	23	5	1	10	4			2	1
\$5 and under \$6.....	115	78	9	28	3	2	13	4	1	4		1
\$6 and under \$7.....	133	93	7	33	4	2	13	3	4	4	3	
\$7 and under \$8.....	198	137	18	43	3	8	12	4	3	7	5	1
\$8 and under \$9.....	290	210	14	66	13	5	20	7	6	11	4	
\$9 and under \$10.....	505	351	41	113	21	6	42	14	11	15	4	
\$10 and under \$11.....	777	559	48	170	24	7	63	17	8	36	12	
\$11 and under \$12.....	864	617	22	225	24	11	77	34	21	36	21	
\$12 and under \$13.....	1,156	870	22	264	46	15	84	40	13	41	22	
\$13 and under \$14.....	1,186	855	18	313	57	16	90	55	22	46	26	
\$14 and under \$15.....	1,374	972	12	390	78	13	110	77	20	56	24	
\$15 and under \$16.....	1,250	875	12	363	73	13	98	70	33	49	24	
\$16 and under \$17.....	1,259	880	6	873	53	23	110	65	28	52	41	
\$17 and under \$18.....	1,049	697	4	348	70	19	100	68	27	36	22	
\$18 and under \$19.....	876	609	7	260	60	17	70	32	25	28	20	
\$19 and under \$20.....	583	425	4	154	29	6	43	23	11	25	16	
\$20 and under \$21.....	490	309	2	179	58	4	28	48	11	13	12	
\$21 and under \$22.....	374	271	2	101	30	8	23	13	6	15	6	
\$22 and under \$23.....	253	188	2	63	21	3	23	5	5	11	4	
\$23 and under \$24.....	174	114		60	10	4	14	11	4	12	3	
\$24 and under \$25.....	155	112		43	17		10	4	3	5	3	
\$25 and under \$30.....	385	267	1	117	36	10	35	5	10	9	9	
\$30 and under \$35.....	101	71		80	10	1	9			1	1	
\$35 and under \$40.....	28	24		4	1		1			4	2	
\$40 and over.....	9	5		4		1			1		2	

¹ Countries for which fewer than 100 women reported.

APPENDIX TABLE VIII.—Year's earnings of women for whom 52-week pay-roll records were secured, by industry.

Year's earnings.	Number of women earning each specified amount in—															
	All industries.	The manufacture of—														
		Buttons.	Candy.	Chemicals and drugs.	Cigars.	Clothing.				Electric products.		Food products.	Glass and glass products.	Handkerchiefs.	Jewelry and gold and silver ware.	Leather and leather products.
					Felt hats.	Shirts and overalls.	underwear.	Other.	Lamps.	Other.						
Total.....	2,938	28	26	156	144	22	131	40	61	162	81	84	30	123	39	64
Median earnings.....	\$811	\$733	\$500	\$377	\$900	\$933	\$752	\$750	\$881	\$865	\$711	\$786	\$725	\$792	\$796	\$780
Under \$300.....	5		1				3									
\$300 and under \$350.....	10						6	2			1					
\$350 and under \$400.....	24		4				4				2					3
\$400 and under \$450.....	61		8				9				8					2
\$450 and under \$500.....	83	1	1				4				10					
\$500 and under \$550.....	113	2		5	5		7	4	3		6	3				1
\$550 and under \$600.....	220	3	5	16	4	1	11	3	6	9	9	5	3	10	1	5
\$600 and under \$650.....	259	6	1	9	7	1	9	5	4	9	3	12	7	14	7	10
\$650 and under \$700.....	278	3	5	11	15		12	6	5	14	7	7	6	12	5	9
\$700 and under \$750.....	350	5		14	14		12	3	4	14	3	21	6	22	7	5
\$750 and under \$800.....	299	2	1	7	15	5	10	7	8	29	6	15	4	19	4	3
\$800 and under \$850.....	282	2		15	11	2	7	7	9	30	14	14		19	4	2
\$850 and under \$900.....	375	2		27	28	3	13	7	11	47	9	7	2	14	4	6
\$900 and under \$1,000.....	248	2		23	25	1	13	2	8	11	2			3	4	8
\$1,000 and under \$1,100.....	132			10	8	4	4		5	2					2	2
\$1,100 and under \$1,200.....	136			10	10	3	6		3					3	1	6
\$1,200 and under \$1,400.....	44			1	1	1	1				1					3
\$1,400 and under \$1,600.....	11															
\$1,600 and under \$1,800.....	4															
\$1,800 and under \$2,000.....	4															
\$2,000 and over.....	4															
Percent earning—																
Less than \$600.....	10.1	10.7	53.8	8.3	4.2	4.5	25.2	15.0	4.9	33.3	3.6	13.3	5.7	7.8	7.8	7.8
\$600 and less than \$900.....	57.5	75.0	46.2	46.2	45.8	40.9	46.6	62.5	50.8	63.0	51.9	83.1	80.0	71.8	71.8	53.1
\$900 and over.....	32.5	14.3	45.5	45.5	50.0	54.5	28.2	22.5	44.3	37.0	14.8	8.3	6.7	16.3	28.2	39.1

Year's earnings.	Number of women earning each specified amount in—															
	The manufacture of—													General mercantile.	5-and-10-cent stores.	Laundries.
	Metal products.	Optical goods and scientific instruments.	Paper and paper products.	Pencils.	Pottery.	Rubber and rubber products.	Textiles.						Miscellaneous.			
						Cordage other than cotton.	Cotton goods.	Hosiery and knit goods.	Silk goods.	Woolen goods.	Other.					
Total.....	250	90	62	104	60	53	11	98	160	346	190	46	61	124	34	58
Median earnings.....	\$760	\$858	\$789	\$715	\$825	\$780	(1)	\$996	\$995	\$839	\$741	\$664	\$684	\$1,085	\$667	\$675
Under \$300.....																
\$300 and under \$350.....									1							
\$350 and under \$400.....													1			
\$400 and under \$450.....	2		1	1	1			1	2				2			1
\$450 and under \$500.....	2			2				1	7				1		1	10
\$500 and under \$550.....	6	1	2	8	1	4			10	4			4		1	6
\$550 and under \$600.....	9	2	3	10	3	1		1	18	12	2		7		1	4
\$600 and under \$650.....	17	7	5	11	7	5		2	17	30	7	10			12	6
\$650 and under \$700.....	32	7	4	17	2	4		5	27	26	7	8	1		6	4
\$700 and under \$750.....	46	7	9	10	8	6	1	2	21	27	4	8			6	4
\$750 and under \$800.....	55	8	9	19	6	11	2	3	40	41	2	5	5		3	6
\$800 and under \$850.....	30	11	13	12	4	8		6	11	38	14	1	7		1	8
\$850 and under \$900.....	21	12	5	8	14	3	2	9	13	36	8			3	9	4
\$900 and under \$1,000.....	20	16	4	4	5	4	3	23	37	45	3	4	2	21	2	2
\$1,000 and under \$1,100.....	7	7	7	1	5	4		18	28	32	4	4	3	26		
\$1,100 and under \$1,200.....	2	5		1	1	2	2	18	16	18	4	2	2	20		2
\$1,200 and under \$1,400.....	1	6			3	1	1	11	20	24	6			21		
\$1,400 and under \$1,600.....		1						1	10	4	10			9		1
\$1,600 and under \$1,800.....									1	4				6		
\$1,800 and under \$2,000.....									2	1			1			
\$2,000 and over.....									1	1				2		
Per cent earning—																
Less than \$600.....	7.6	8.3	9.7	20.2	8.3	9.4			1.9	11.0	8.9	30.4	24.6	0.8	8.8	36.2
\$600 and less than \$900.....	80.4	57.8	72.6	74.0	68.3	69.8	45.5	27.6	26.3	51.7	76.8	47.8	62.3	14.5	85.3	55.2
\$900 and over.....	12.0	38.9	17.7	5.8	23.3	20.8	54.5	72.4	71.9	37.3	14.2	21.7	13.1	84.7	5.9	8.6

¹ Not computed, owing to small number involved.

APPENDIX TABLE IX.—Scheduled Saturday hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose Saturday hours were—																Number of establishments and number of women having a Saturday of less than 6 hours.					
			None.		4 and under 5.		5 and under 6.		6 and under 7.		7 and under 8.		8 and under 9.		9 and under 10.		10				3 and under 4.			
	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.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.			Estab-lish-ments.	Wom-en.		
All industries.....	1 300	34,615	17	752	194	20,569	60	8,591	3	1,024	4	1,827	8	541	5	404	16	639	5	268	254	29,428		
Per cent distribution	100.0	100.0	5.7	2.2	64.7	59.4	20.0	24.8	1.0	3.0	1.3	5.3	2.7	1.6	1.7	1.2	5.3	1.8	1.7	0.8	88.2	86.9		
Manufacturing:																						6	268	
Buttons.....	6	263			5	221	2	42														3	252	
Candy.....	3	252			3	252																6	1,702	
Chemicals and drugs.....	7	1,970			4	949	2	753					1	268								11	1,917	
Cigars.....	12	2,149			9	1,363	4	554									1	232						
Clothing—																							7	361
Felt hats.....	7	361			7	361																16	1,374	
Shirts and overalls.....	16	1,374			14	1,230	1	111														2	252	
Underwear.....	4	391	2	139	2	252																11	695	
Other.....	12	805			11	695					1	110												
Electric products—																							9	1,543
Lamps.....	11	1,620	1	47	9	1,543							1	30								7	789	
Other.....	8	906	1	117	6	731	1	58					2	65	2	101						6	867	
Food products.....	9	1,033			2	114	4	753																
Glass and glass products.....	8	296			4	224	2	16					2	56									6	240
Handkerchiefs.....	8	1,361			7	1,289	1	61	1	11													8	1,350
Jewelry and gold and silver ware.....	14	754			14	754																		
Leather and leather products.....	11	652			9	500	2	152															11	652
Metal products.....	21	2,571	2	115	15	2,142	3	181														19	2,456	
Optical goods and scientific instruments.....	4	1,366			3	1,265	1	71															4	1,866
Paper and paper products.....	10	583			8	502	1	17															10	583
Pencils.....	3	1,104			3	1,104																	3	1,104
Pottery.....	11	746			4	184	7	562															11	746

Rubber and rubber products.....	11	527	2	63	3	114	7	261											1	89							9	375		
Textiles—																														
Cordage other than cotton.....	8	754			2	400	1	354																			8	754		
Cotton goods.....	4	1,298			4	1,298																					4	1,298		
Hosiery and knit goods.....	9	1,557	1	19	6	476	2	1,062																			8	1,538		
Silk goods.....	42	3,517	3	122	31	2,091	9	1,304																			40	3,395		
Woolen goods.....	7	2,326	1	65	6	1,390	1	88	1	793																	6	1,468		
Other.....	5	455	1	23	3	93	1	339																			4	432		
Miscellaneous.....	3	545	1	6	2	88	1	451																			3	539		
General mercantile.....	8	2,025										3	1,717	2	122	1	86	2	98											
5-and-10-cent stores.....	13	309																												
Laundries.....	10	745	2	36	2	58	4	297	1	220																	1	8	7	363

¹ Details aggregate more than total because 7 establishments appear in more than one hour group. Twelve establishments have no work on Saturday for any women and 5 other have no work for some women.

APPENDIX TABLE X.—Length of lunch period, by industry:

Industry.	Number reported.		Number of establishments and number of women whose daily lunch period was—							
			30 minutes or less. ¹		Over 30 minutes and under 1 hour.		1 hour or more. ²		No definite period allowed. ³	
	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.	Estab-lish-ments.	Women.
All industries.....	1300	34,508	78	8,508	51	6,598	173	19,039	3	363
Per cent distribution.....	100.0	100.0	26.0	24.7	17.0	19.1	57.7	55.2	1.0	1.1
Manufacturing:										
Buttons.....	6	263	4	103			2	160		
Candy.....	3	252	1	99	2	153				
Chemicals and drugs.....	7	1,970	2	93	2	653	3	956	1	268
Cigars.....	12	2,149	1	111	2	797	10	1,241		
Clothing—										
Felt hats.....	7	361	1	92			6	269		
Shirts and overalls.....	16	1,374	1	111	7	490	8	773		
Underwear.....	4	391	1	67	2	104	1	220		
Other.....	12	805	3	222	2	72	7	511		
Electric products—										
Lamps.....	11	1,020	1	30	4	762	6	838		
Other.....	8	906	4	372	3	257	1	277		
Food products.....	9	1,018	5	773	2	115	2	130		
Glass and glass products.....	8	296	1	19	3	207	3	34	1	36
Handkerchiefs.....	8	1,350	2	406			6	944		
Jewelry and gold and silver ware.....	14	754	2	381	1	8	11	365		
Leather and leather products.....	11	652	7	359	2	98	2	195		
Metal products.....	21	2,571	10	590	6	1,146	6	845		
Optical goods and scientific instruments.....	4	1,366	1	943	2	322	1	71		
Paper and paper products.....	10	583	4	375	1	39	5	169		
Pencils.....	3	1,104	1	477			2	627		
Pottery.....	11	746	5	399			6	357		
Rubber and rubber products.....	11	541	4	140	2	81	6	281	1	59
Textiles—										
Cordage other than cotton.....	3	754					3	754		
Cotton goods.....	4	1,298			2	169	2	1,129		
Hosiery and knit goods.....	9	1,557	2	27			7	1,530		
Silk goods.....	42	3,517	2	38	1	28	39	3,451		
Woolen goods.....	7	2,261	4	1,372	2	593	1	296		
Other.....	5	455	2	362			3	93		

Miscellaneous.....	3	545	2	94	1	451	8	2,025	.....	.....
General mercantile.....	8	2,025	.....	.....	.....	.....	12	276	.....	.....
5-and-10-cent stores.....	13	309	.....	.....	1	33	4	242	.....	.....
Laundries.....	10	745	5	473	1	30	.....	.....	.....	.....

¹ Only 1 establishment, with 793 women, had less than 30 minutes.

² Only 1 establishment, with 18 women, had more than 1 hour.

³ Two entire establishments, employing 304 women, and 59 employees of another establishment, had no regular interval for lunch, the women being expected to eat while on duty or while substitutes took their places.

⁴ Details across aggregate more more than total because 5 establishments appear in more than one group.

APPENDIX TABLE XI.—Hours worked less than scheduled, by industry.

Industry.	Number of women reported.	Number and per cent of women who worked less than scheduled hours.		Number of women who worked less than scheduled hours to the extent of—											
		Number.	Per cent.	Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.	
All industries ¹	22,384	10,325	46.1	925	987	614	348	1,712	2,392	1,081	581	456	343	886	
Per cent distribution of women who worked less than scheduled hours.....		100.0		9.0	9.6	5.9	3.4	16.6	23.2	10.5	5.6	4.4	3.3	8.6	
Manufacturing:															
Buttons.....	104	50	48.1	1	6	5	3	15	11	3	1	1	2	2	
Candy.....	139	84	60.4	23	8	3	1	13	10	2	4	2	2	2	
Chemicals and drugs.....	1,278	594	46.5	18	23	124	53	82	129	49	19	20	29	49	
Cigars.....	738	366	49.6	4	67	38	9	43	62	35	21	15	30	48	
Clothing—															
Felt hats.....	18	12	92.3			1			3	5	3				
Shirts and overalls.....	261	205	78.5	17	2	6	2	8	17	72	31	15	10	25	
Underwear.....	321	154	48.0	20	15	6	8	25	39	20	12	1	3	10	
Other.....	104	69	66.3	3	7		8	4	10	4	9	10	6	13	
Electric products—															
Lamps.....	1,619	994	61.4	39	451	55	30	127	138	61	28	18	12	35	
Other.....	772	402	52.1	56	33	12	10	66	120	42	28	11	6	18	
Food products.....	998	439	44.0	19	36	32	26	37	102	40	25	20	14	88	
Glass and glass products.....	225	66	29.3	9	4	1	5	8	19	7	4	4	2	3	
Handkerchiefs.....	656	483	73.6	51	16	47	61	35	114	63	20	20	11	45	
Jewelry and gold and silver ware.....	712	354	49.7	71	27	7	4	93	98	25	11	10	5	3	
Leather and leather products.....	610	244	40.0	16	4	6	5	48	89	26	7	8	4	31	
Metal products.....	2,160	1,173	54.3	74	42	18	42	590	176	84	32	32	19	64	
Optical goods and scientific instruments.....	1,355	489	36.1	113	41	17	20	58	108	41	39	13	13	23	
Paper and paper products.....	371	166	44.7	13	11	1	2	20	36	26	10	16	8	23	
Pencils.....	984	324	32.9	8	22	20	4	16	146	23	15	14	5	46	
Pottery.....	449	276	61.5	41	11	9	2	7	103	50	14	16	8	15	
Rubber and rubber products.....	355	237	66.8	78	20	5	6	18	44	31	9	10	6	10	
Textiles—															
Cordage other than cotton.....	718	200	27.9	15	12	5	1	33	78	20	11	5	6	14	
Cotton goods.....	1,298	374	28.8	27	26	9	9	63	113	19	34	25	14	35	
Hosiery and knit goods.....	226	168	73.5	18	5	8	4	29	56	37	16	1	2	5	
Silk goods.....	2,516	1,321	52.5	60	47	140	30	195	237	187	83	111	76	155	
Woolen goods.....	1,926	468	24.3	29	22	19	8	37	140	70	43	21	29	50	
Other.....	455	137	30.1	11	5	5	1	6	68	11	8	3	5	14	
Miscellaneous.....	539	341	63.3	90	21	12	4	28	71	25	24	30	7	29	
Laundries.....	482	137	28.4	6	3	3		8	46	8	20	4	11	28	

¹ Excluding stores, in which actual hours worked are generally not reported.

APPENDIX TABLE XII.—Hours worked more than scheduled, by industry.

Industry.	Number of women reported.	Number and per cent of women who worked more than scheduled hours.		Number of women who worked more than scheduled hours to the extent of—										
				Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.
				Number.	Per cent.									
All industries ¹	22,384	1,799	8.0	218	341	239	157	142	609	70	13	3	5	2
Per cent distribution of women who worked more than scheduled hours.....		100.0		12.1	19.0	13.3	8.7	7.9	33.9	3.9	0.7	0.2	0.3	0.1
Manufacturing:														
Buttons.....	104	16	15.4	1	1	4	10							
Candy.....	139	46	33.1	13	9	7	8	2	4	1	2			
Chemicals and drugs.....	1,278	174	13.6	13	41	40	9	16	33	7	6	3	4	2
Cigars.....	738	7	.9	4		2	1							
Clothing—														
Felt hats.....	13													
Shirts and overalls.....	261	9	3.4	4	3	1	1							
Underwear.....	321	3	.9	1		1			1					
Other.....	104													
Electric products—														
Lamps.....	1,619	189	11.7	44	58	48	20	11	7	1				
Other.....	772	56	7.3	3	8	8	8	9	20					
Food products.....	998	426	42.7	10	37	20	21	26	300	11	1			
Glass and glass products.....	225	35	15.6		4		6	1	24					
Handkerchiefs.....	656													
Jewelry and gold and silver ware.....	712	92	12.9	4	1	21	2	18	40	5			1	
Leather and leather products.....	610	32	5.2	1	9	2	5	2	9	4				
Metal products.....	2,160	169	7.8	30	71	31	7	7	20	1	2			
Optical goods and scientific instruments.....	1,355	86	6.3	2	9	4	10	6	55					
Paper and paper products.....	371	4	1.1	2	1				1					
Pencils.....	984	23	2.3	1	14	3			2	5				
Pottery.....	449	10	2.2		4	3	1		2	2				
Rubber and rubber products.....	355	13	3.7	3	3	6			1					
Textiles—														
Cordage other than cotton.....	718	8	1.1			3		1	4					
Cotton goods.....	1,298	24	1.8		2	1	2	2	1	16				
Hosiery and knit goods.....	226	15	6.6	2	6				7					
Silk goods.....	2,516	271	10.8	73	41	28	32	36	51	8	2			
Woolen goods.....	1,926	35	1.8	3	7	1	8	4	12					
Other.....	455	13	2.9		2	3	1	1	4	2				
Miscellaneous.....	539	25	4.6		3	2	3	1	9	8				
Laundries.....	482	18	3.7	4	7	2	2		2	1				

¹ Excluding stores, in which actual hours worked are generally not reported.

APPENDIX TABLE XIII.—Age of the women employees who supplied personal information, by industry.

Industry.	Number of women reporting.	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.
All industries.....	13,274	1,953	14.7	2,324	17.5	3,429	25.8	1,849	13.9	2,229	16.8	1,007	7.6	375	2.8	108	0.8
Manufacturing:																	
Buttons.....	142	33	23.2	31	21.8	28	19.7	18	12.7	22	15.5	8	5.6	2	1.4		
Candy.....	122	33	27.0	32	26.2	16	13.1	14	11.5	8	6.6	8	6.6	5	4.1	6	4.9
Chemicals and drugs.....	287	40	13.9	39	13.6	68	23.7	46	16.0	55	19.2	31	10.8	5	1.7	3	1.0
Cigars.....	594	41	6.9	99	16.7	170	28.6	129	21.7	123	20.7	29	4.9	8	.5		
Clothing—																	
Felt hats.....	24	6	25.0			3	12.5	4	16.7	5	20.8	2	8.3	2	8.3	2	8.3
Shirts and overalls.....	256	42	16.4	31	12.1	67	26.2	33	12.9	47	18.4	21	8.2	12	4.7	3	1.2
Underwear.....	294	49	16.7	49	16.7	66	22.4	28	9.5	54	18.4	26	7.8	20	6.8	5	1.7
Other.....	311	34	10.9	36	11.6	68	21.9	41	13.2	73	23.5	34	10.9	18	5.8	7	2.3
Electric products—																	
Lamps.....	1,305	132	10.1	253	19.4	524	40.2	171	13.1	155	11.9	51	3.9	12	.9	7	.5
Other.....	269	44	16.4	50	18.6	94	34.9	36	13.4	38	14.1	7	2.6				
Food products.....	542	59	10.9	99	18.3	100	18.5	69	12.7	104	19.2	75	13.8	80	5.5	6	1.1
Glass and glass products.....	179	41	22.9	38	21.2	46	25.7	15	8.4	26	14.5	9	5.0	3	1.7	1	.6
Handkerchiefs.....	231	54	23.4	45	19.5	54	23.4	25	10.8	43	18.6	6	2.6	4	1.7		
Jewelry and gold and silver ware.....	378	79	20.9	48	12.7	104	27.5	62	16.4	48	12.7	33	8.7	8	.8	1	.3
Leather and leather products.....	187	66	35.3	41	21.9	37	19.8	15	8.0	17	9.1	9	4.8	1	.5	1	.5
Metal products.....	1,619	226	14.0	305	18.8	409	25.3	225	13.9	261	16.1	122	7.5	57	3.5	14	.9
Optical goods and scientific instruments.....	257	12	4.7	43	16.7	99	38.5	46	17.9	42	16.3	13	5.1	2	.8		
Paper and paper products.....	253	57	22.5	61	24.1	66	26.1	23	9.1	26	10.3	16	6.3	2	.8	2	.8
Pencils.....	273	59	21.6	51	18.7	49	17.9	25	9.2	54	19.8	22	8.1	10	3.7	3	1.0
Pottery.....	120	11	9.2	23	19.2	45	37.5	14	11.7	15	12.5	4	3.3	5	4.2	3	2.5
Rubber and rubber products.....	311	42	13.5	59	19.0	79	25.4	46	14.8	58	18.6	21	6.8	4	1.3	2	.6
Textiles—																	
Cotton goods.....	118	12	10.2	22	18.6	39	33.1	16	13.6	18	15.3	9	7.6	2	1.7		
Hosiery and knit goods.....	1,036	126	12.2	153	17.7	290	28.0	184	17.8	173	16.7	56	5.4	19	1.8	5	.5
Silk goods.....	1,210	206	17.0	204	16.9	262	21.7	168	13.9	225	18.6	99	8.2	38	3.1	8	.7
Woolen goods.....	1,571	230	14.6	267	17.0	296	18.8	218	13.9	344	21.9	160	10.2	50	3.2	6	.4
Other.....	204	29	14.2	44	21.6	49	24.0	30	14.7	23	13.7	13	6.4	10	4.9	1	.5
Miscellaneous.....	297	63	21.2	52	17.5	73	24.6	39	13.1	29	9.8	25	8.4	12	4.0	4	1.3
General mercantile.....	422	20	4.7	48	11.4	156	37.0	72	17.1	78	18.5	41	9.7	7	1.7		
5-and-10-cent stores.....	149	64	43.0	43	28.9	31	20.8	7	4.7	2	1.3	1	.7	1	.7		
Laundries.....	318	43	13.7	28	8.9	41	13.1	30	9.6	58	18.5	59	18.8	36	11.5	18	5.8

APPENDIX TABLE XIV.—*Conjugal condition of the women employees who supplied personal information, by industry.*

Industry.	Number of women reporting.	Number and per cent of women who were—					
		Single.		Married.		Widowed, separated, or divorced.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
All industries.....	13,082	8,796	67.2	2,860	21.9	1,426	10.9
Manufacturing:							
Buttons.....	138	105	76.1	22	15.9	11	8.0
Candy.....	121	98	81.0	7	5.8	16	13.2
Chemicals and drugs.....	272	180	66.2	59	21.7	33	12.1
Cigars.....	490	254	51.8	190	38.8	46	9.4
Clothing—							
Felt hats.....	34	32	94.1			2	5.9
Shirts and overalls.....	254	176	69.3	45	17.7	33	12.9
Underwear.....	303	213	70.3	45	14.9	45	14.9
Other.....	321	207	64.5	61	19.0	53	16.5
Electric products—							
Lamps.....	1,259	1,030	81.8	155	12.3	74	5.9
Other.....	268	194	72.4	48	17.9	26	9.7
Food products.....	521	286	54.9	148	28.4	87	16.7
Glass and glass products.....	179	125	69.8	41	22.9	13	7.3
Handkerchiefs.....	192	136	70.8	48	25.0	8	4.2
Jewelry and gold and silver ware.....	453	369	81.5	47	10.4	37	8.2
Leather and leather products.....	184	144	78.3	31	16.8	9	4.9
Metal products.....	1,591	1,139	71.6	253	15.9	199	12.5
Optical goods and scientific instruments.....	244	173	70.9	48	19.7	23	9.4
Paper and paper products.....	228	185	81.1	23	10.1	20	8.8
Pencils.....	272	175	64.3	53	19.5	44	16.2
Pottery.....	115	77	67.0	21	18.3	17	14.8
Rubber and rubber products.....	303	202	66.7	63	20.8	38	12.5
Textiles—							
Cotton goods.....	116	73	62.9	39	33.6	4	3.4
Hosiery and knit goods.....	1,004	656	65.3	224	22.3	124	12.4
Silk goods.....	1,329	947	71.3	263	19.8	119	9.0
Woolen goods.....	1,557	731	46.9	678	43.5	148	9.5
Other.....	201	142	70.6	39	19.4	20	10.0
Miscellaneous.....	292	207	70.9	55	18.8	30	10.3
General mercantile.....	407	293	72.0	59	14.5	55	13.5
5-and-10-cent stores.....	118	109	92.4	7	5.9	2	1.7
Laundries.....	316	138	43.7	88	27.8	90	28.5

APPENDIX TABLE XV.—*Living condition of the women employees who supplied personal information, by industry.*

Industry.	Num-ber of woman re- porting.	Number and per cent of women who wereliving—					
		At home.		With relatives.		Independently.	
		Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.
All industries.....	12,877	11,118	86.3	972	7.5	787	6.1
Manufacturing:							
Buttons.....	143	128	89.5	5	3.5	10	7.0
Candy.....	121	99	81.8	15	12.4	7	5.8
Chemicals and drugs.....	290	238	82.1	29	10.0	23	7.9
Cigars.....	590	520	88.1	30	5.1	40	6.8
Clothing—							
Felt hats.....	24	17	70.8	4	16.7	3	12.5
Shirts and overalls.....	262	219	83.6	26	9.9	17	6.5
Underwear.....	305	262	85.9	20	6.6	23	7.5
Other.....	335	288	86.0	31	9.3	26	10.7
Electric products—							
Lamps.....	545	466	85.5	53	9.7	26	4.8
Other.....	274	233	85.0	32	11.7	9	3.3
Food products.....	538	454	84.4	51	9.5	33	6.1
Glass and glass products.....	180	161	89.4	14	7.8	5	2.8
Handkerchiefs.....	353	302	85.6	20	8.2	22	6.2
Jewelry and gold and silver ware.....	368	309	84.0	32	8.7	27	7.3
Leather and leather products.....	193	182	94.3	8	4.1	3	1.6
Metal products.....	1,623	1,378	84.9	136	8.4	109	6.7
Optical goods and scientific instruments..	259	219	84.6	23	8.9	17	6.6
Paper and paper products.....	262	239	91.2	13	5.0	10	3.8
Pencils.....	282	252	89.4	18	6.4	12	4.3
Pottery.....	121	103	85.1	7	5.8	11	9.1
Rubber and rubber products.....	310	265	85.5	26	8.4	19	6.1
Textiles—							
Cotton goods.....	116	105	90.5	4	3.4	7	6.0
Hosiery and knit goods.....	1,034	911	88.1	69	6.7	54	5.2
Silk goods.....	1,360	1,223	89.9	80	5.9	57	4.2
Woolen goods.....	1,568	1,381	88.1	94	6.0	93	5.9
Other.....	204	165	80.9	32	15.7	7	3.4
Miscellaneous.....	305	267	87.5	16	5.2	22	7.2
General mercantile.....	444	376	84.7	31	7.0	37	8.3
5-and-10-cent stores.....	153	142	92.8	7	4.6	4	2.6
Laundries.....	315	234	74.3	37	11.7	44	14.0

APPENDIX B.

SCHEDULE FORMS.

SCHEDULE I.

This schedule was used for recording the firms' schedule hours, and the number of employees.

U. S. DEPARTMENT OF LABOR, WOMEN'S BUREAU, WASHINGTON.

1. Firm name.....	Address.....
2. Industry.....	Mail report to.....
	Position in Firm.....
3. Scheduled force average.....	less than average.....
Temporarily increased.....	
Weeks closed during 52 week period.....	
4. Number employed in scheduled week (payroll date	
	White. Negro. Total. || White. Negro. Total. || White. Negro. Total.
Men.....	
Women.....	
Minors.....	
Total.....	
5. Firm's regular hours:	
	Daily. Saturday. || Daily. Saturday. || Daily. Saturday.
Begin.....	
End.....	
Lunch period.....	
Rest period.....	
Daily hours.....	
Weekly number of days.....	
Weekly hours.....	
6. Irregular hours	
7. Wages: Length of pay period.....	
Deductions.....	
Bonus, commissions.....	
Premium (piece work with guaranty).....	
Overtime pay.....	
Basis of payment irregular.....	
.....	
.....	
Vacation with pay, length.....	
8. Employment policy: Centralized method (employment mgr., supt., foreman).....	
Method not centralized.....	
Records kept.....	
Labor turnover.....	
9. Subcontract shop:.....	
Home work process.....	In plant Same rate Var.....
	Company's informant.....
Date.....	U. S. Agent.....

SCHEDULE II.

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

U. S. DEPARTMENT OF LABOR, WOMEN'S BUREAU.

Establishment		Employee's No.		Department						
Name						Male	Female	Ago		
Address						Conjugal condition				
Occupation						S	M	W	D	NR
Rate of pay	Piece	Hour	Day	Week	½ month	Month	Additions			
		\$0.	\$	\$	\$	\$	\$	\$		
Days worked	Regular weekly hours	Hours worked this period	Overtime hours	Undertime hours	Earnings		Deductions			
					This period	Computed for regular time				
					\$	\$	\$	\$		
Country of birth		Began work		Time at work		In this trade		This firm		
At home		Ago		Board		Pay-roll period		..... days ending	

SCHEDULE III.

This card was distributed in the plant to be filled out by each woman employee.

U. S. DEPARTMENT OF LABOR, WOMEN'S BUREAU.

Establishment	Employee's No.	Department
.....		
Name	Male or female	
Address	Single, married, widowed, separated, or divorced	
.....		
Country of birth	Ago	
.....		
How old were you when you began to work for wages		
.....		
How long have you been in this trade or business		
.....		
How long have you been working for this firm		
.....		
What is your regular work here		
.....		
Schooling—Last grade completed		
.....		
Do you live with your family		With other relatives
.....		
Do you board or room with persons not relatives		
.....		

SCHEDULE IV.

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

U. S. DEPARTMENT OF LABOR, WOMEN'S BUREAU, WASHINGTON.

Firm..... City.....

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

1. Total, \$.....	2. Total, \$.....	3. Total, \$.....
Weeks worked.....	Weeks worked.....	Weeks worked.....
Weeks not worked.....	Weeks not worked.....	Weeks not worked.....
Average weekly wage.....	Average weekly wage.....	Average weekly wage.....
Average for 52 weeks.....	Average for 52 weeks.....	Average for 52 weeks.....

APPENDIX C.

NEW JERSEY LAWS AFFECTING WORKING HOURS OF WOMEN EMPLOYEES.

Daily and weekly hours.

SECTION 1. No female shall be employed, allowed or permitted to work in any manufacturing or mercantile establishment, in any bakery, laundry, or restaurant more than ten hours in any one day, or more than six days, or sixty hours in any one week: *Provided*, That nothing herein contained shall be held to apply to any mercantile establishment for the six working-days next preceding the twenty-fifth day of December in each year; *And provided further*, That nothing herein contained shall apply to canneries engaged in packing a perishable product such as fruits or vegetables.

SEC. 2. It shall be the duty of the commissioner of labor, the assistant commissioner or the inspectors and they shall have power to investigate and inspect, all establishments coming under the intent and provisions of this act.

SEC. 3. An abstract of this law shall be prepared and furnished by the commissioner of labor to every corporation, firm or person in this State who is affected thereby, and every such corporation, firm or person shall post such abstract of this law and keep it posted, in plain view, in such place that it can be easily read by the employees or operatives in going in or coming out from said manufacturing or mercantile establishment, bakery, laundry, or restaurant, and shall also keep a record of the hours of work of each employee in a proper book prepared for that purpose which book shall be open to the inspection of the department of labor as required.

SEC. 4. Whoever employs any female or permits any female to be employed in violation of any of the provisions of this act shall be punished for a first offense by a fine of not less than twenty-five nor more than fifty dollars, and for a second offense by a fine of not less than fifty nor more than two hundred dollars. (Supplement to the Compiled Statutes of New Jersey, 1911-1915, sec. 83, p. 866.)

Weekly hours. Amendment to law of 1912.

An act to amend an act entitled "An act to regulate and limit the hours of employment of females in any manufactory, mercantile establishment, in any bakery, laundry, or restaurant, in order to safeguard the health of such employee; to provide for its enforcement and a penalty for its violation." (Approved March 28, 1912.)

Be it enacted by the Senate and General Assembly of the State of New Jersey: 1. Section one of the act to which this is an amendment is hereby amended to read as follows:

"1. No female shall be employed, allowed, or permitted to work in any manufacturing or mercantile establishment, in any bakery, laundry, or restaurant more than 10 hours in any one day, or more than 6 days, or 54 hours in any one week; provided, that in hotels or other establishments the business of which is in its nature continuous, and when the working hours for women do not exceed 8 hours per

day, the provisions of this act shall not apply; and provided, that nothing herein contained shall apply to canneries engaged in packing a perishable product such as fruits and vegetables."

2. This act shall take effect immediately. (Approved April 8, 1921.)

(Session Laws of New Jersey, 1921, p. 510.)

Night work.

Supplement to an act entitled, "An act to regulate and limit the hours of employment of females in any manufactory, mercantile establishment, in any bakery, laundry, or restaurant, in order to safeguard the health of such employees; to provide for its enforcement and a penalty for its violation," approved March 28, 1912.

Be it enacted by the Senate and General Assembly of the State of New Jersey: 1. In order to protect the health and morals of females employed in manufacturing establishments, bakeries, and laundries by providing an adequate period of rest at night, no female shall be employed or permitted to work in any manufacturing establishment, bakery, or laundry in this State before 6 o'clock in the morning or after 10 o'clock in the evening of any day; provided, that nothing herein contained shall apply to canneries engaged in packing a perishable product, such as fruits or vegetables.

2. This act shall take effect December 31, 1924. (Approved March 21, 1923.)

(Session Laws of New Jersey, 1923, pp. 312-313.)

Lunch period.

SECTION 1. Every corporation, firm, or person owning or operating any place coming under the provisions of the act to which this act is a supplement (secs. 16-60, pp. 1386 et seq.), shall give all operatives and employees at least one-half hour for their midday meal, after being continuously employed for a period of not more than six hours, on any workday except Saturday.

SEC. 2. The period for such meal shall be fixed by every such employer, having in view the health and physical welfare of such operatives and employees in all such factories, workshops, mills, and places where the manufacture of goods of any kind is carried on; if any such place is operated at night, or in eight-hour shifts, such meal period shall be fixed as aforesaid for such operatives and employees at such time as may be consistent with the mutual interests of such employer and operatives and employees.

SEC. 3: Notice of the hours within which such operatives may obtain such meals shall be plainly printed and kept posted in a conspicuous place in all workrooms where any such employees or operatives are engaged.

SEC. 4. Any such owner or employer, violating any of the provisions of this act shall be liable to a penalty of one hundred dollars for the first offense and of two hundred dollars for each subsequent offense. (First Supplement to the Compiled Statute of New Jersey, 1911-1915, sec. 54, p. 861.)