

UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, NO. 67.

WOMEN WORKERS
IN FLINT, MICH.

AR 121

[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 13229]

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

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

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

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

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

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

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

Approved, June 5, 1920.

U. S. DEPARTMENT OF LABOP
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, NO. 67

**WOMEN WORKERS
IN FLINT, MICH.**



SERVANTS OF INDIA SOCIETY'S
BRANCH LIBRARY
BOMBAY

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON
1929

ADDITIONAL COPIES
OF THIS PUBLICATION MAY BE PROCURED FROM
THE SUPERINTENDENT OF DOCUMENTS
U.S.GOVERNMENT PRINTING OFFICE
WASHINGTON, D. C.
AT
15 CENTS PER COPY

CONTENTS

	Page
Letter of transmittal.....	v
Introduction.....	1
Summary.....	5
Character of population.....	5
Insecurity of employment.....	5
Conditions in various industries.....	5
Week's earnings.....	6
Year's earnings.....	6
Earnings and weekly hours.....	6
Daily hours.....	7
Working conditions.....	7
Sanitary conditions.....	7
Equipment of homes.....	8
Women's employment status.....	8
Boarders and lodgers.....	8
Personal data.....	8
Reasons for married women working.....	9
Problems in Flint.....	9
Scope and method.....	10
Hours.....	15
Daily hours.....	15
Saturday hours.....	16
Lunch period.....	16
Weekly hours.....	17
Earnings.....	18
Week's earnings.....	18
Full-time earnings, undertime earnings, and overtime earnings.....	19
Timeworkers and pieceworkers.....	21
Earnings and experience.....	22
Earnings and time with the firm.....	23
Earnings and age.....	24
Earnings and schooling.....	25
Year's earnings and weeks worked.....	26
Restaurants.....	28
Daily hours.....	28
Weekly hours.....	31
Earnings.....	32
Working conditions.....	34
Stairs.....	35
Lighting.....	35
Seating.....	36
Heating.....	36
Drinking facilities.....	37
Washing facilities.....	37
Toilet equipment.....	37
Service equipment.....	38
Employment department.....	38
Personal history.....	40
Nativity.....	41
Age.....	41
Schooling.....	43
Conjugal condition.....	45
Industrial experience of women wanting work.....	46
Living condition.....	48
Living with relatives or living independently.....	48
Boarders and lodgers.....	49
Houses owned, being bought, or rented.....	50
Appendix A—General tables.....	52
Appendix B—Schedule forms.....	70

TEXT TABLES

	Page
TABLE 1. Number of men, women, and children in the establishments visited, by industry.....	12
2. Composition of the units surveyed, by employment status of the women.....	13
3. Daily hours, by industry.....	15
4. Weekly hours, by industry.....	17
5. Median earnings, by industry or occupation.....	19
6. Median earnings of all workers and of full-time workers, by industry or occupation.....	20
7. Median earnings, by time in the trade.....	22
8. Median earnings, by time with the firm.....	23
9. Highest median earnings in the industry or occupation, by age group in which found.....	24
10. Median earnings, by extent of schooling—all industries.....	26
11. Year's earnings, by industry.....	27
12. Length of employee-day, by number of schedules in a week—restaurants.....	29
13. Number of periods off duty, by type of restaurant.....	30
14. Weekly hours, by occupation—restaurants.....	31
15. Nativity, by industry or occupation.....	41
16. Age, by industry or occupation.....	42
17. Age distribution of the women who were working or had worked during the year and of women wanting work.....	43
18. Extent of schooling of employed women, by industry or occupation in which employed.....	43
19. Extent of schooling of women wanting employment, by kind of work desired.....	44
20. Conjugal condition of employed women, by industry or occupation in which employed.....	45
21. Conjugal condition of women wanting employment, by kind of work desired.....	46
22. Kind of work desired, by experience.....	46
23. Living condition, by industry or occupation.....	48
24. Living condition, by age.....	49

APPENDIX TABLES

TABLE 1. Scheduled daily hours, by industry.....	52
2. Scheduled weekly hours, by industry.....	53
3. Scheduled Saturday hours, by industry.....	54
4. Length of lunch period, by industry.....	55
5. Week's earnings, by industry or occupation.....	56
6. Week's earnings of full-time workers, by industry or occupation.....	57
7. Week's earnings, by time in the trade—all industries or occupations.....	58
8. Age, by employment status.....	59
9. Conjugal condition, by employment status.....	60
10. Nativity, by employment status.....	62
11. Living condition, by age and employment status.....	64
12. Number and size of units surveyed, by number of roomers in the home.....	65
13. Number of units owning, buying, or renting home, by extent of improvements.....	66
14. Length of employee-day, by occupation—restaurants.....	66
15. Scheduled weekly hours, by type of restaurant and by occupation—restaurants.....	68

APPENDIXES

APPENDIX A—GENERAL TABLES
APPENDIX B—SCHEDULE FORMS

APPENDIX A

GENERAL TABLES

TABLE 1.—*Scheduled daily hours, by industry*¹

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	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All Industries ¹	1 99	2,594	8	25	18	48	45	1,037	28	1,430	5	54
Per cent distribution.....		100.0	1.0	1.0	1.9	1.9	40.0	40.0	55.1	55.1	2.1	2.1
Manufacturing:												
Automobiles and accessories.....	1 22	1,751	1	2	1	5	8	504	13	1,230	2	15
Other.....	12	150	1	14	1	5	4	32	5	87	1	12
Stores:												
General mercantile.....	11	280	1	2	2	2	5	271	3	5	.....	.....
5-and-10-cent.....	4	134	.....	.....	.....	.....	.....	138	.....	.....	.....	.....
Other.....	1 34	128	3	4	11	37	20	82	3	5	.....	.....
Laundries.....	16	147	2	3	4	4	4	10	4	103	2	27

¹ Excludes restaurant occupations, tabulated elsewhere. (See p. 28.)

² Details aggregate more than total, because some establishments appear in more than 1 hour group.

³ Women alternating different shifts are divided between the 2 hour groups.

⁴ Includes 2 of 4 women alternating a 9-hour day with one of 5 or 6 hours.

TABLE 2.—Scheduled weekly hours, by industry¹

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	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries ¹	100	2,596	7	22	1	2	7	248	8	43	15	390
Per cent distribution.....		100.0	0.8	0.8	0.1	0.1	9.6	1.7	1.7	15.0	15.0	15.0
Manufacturing:												
Automobiles and accessories.....	22	1,751	1	2			3	241			5	263
Other.....	13	152	2	15			2	4	2	32	1	7
Stores:												
General mercantile.....	11	280			1	2					1	1
5-and-10-cent.....	4	138										
Other.....	34	128	2	12			2	3	1	5	3	13
Laundries.....	16	147	2	3					5	6	5	106

Industry	Number of establishments and number of women whose scheduled weekly hours were—											
	50		Over 50 and under 52		52		Over 52 and under 54		54		Over 54 and under 55	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries ¹	25	1,310	13	326	2	6	23	230	4	18	1	1
Per cent distribution.....		50.5	12.6	12.6	0.2	0.2	8.9	8.9	0.7	0.7	(?)	(?)
Manufacturing:												
Automobiles and accessories.....	12	1,209					3	36				
Other.....	2	77	2	2			1	2	2	13		
Stores:												
General mercantile.....	2	3	5	271			1	1	1	2		
5-and-10-cent.....							4	138				
Other.....	9	21	4	34	1	2	13	44	1	3	1	1
Laundries.....			2	19	1	4	1	9				

¹ Excludes restaurant occupations, tabulated elsewhere. (See p. 31.)
² Details aggregate more than total, because some establishments appear in more than 1 hour group.
 Women alternating different shifts are divided, one in each group.
³ Less than 0.05 per cent.
⁴ Includes 1 of 2 women working alternate weeks of 42 and 49 hours.

WOMEN WORKERS IN FLINT, MICH.

TABLE 3.—Scheduled Saturday hours, by industry¹

Industry	Number reported		Number of establishments and number of women whose scheduled Saturday hours were—											
			4		Over 4 and under 5		5		6		Over 6 and under 7		7	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries ¹	99	2,594	4	47	14	628	16	1,290	4	9	4	35	1	4
Per cent distribution.....		100.0		1.8		24.2		49.7		0.3		1.4		0.3
Manufacturing:														
Automobiles and accessories.....	22	1,751	1	2	8	516	13	1,212						
Other.....	12	150	2	9	2	29	2	77			2	26		
Stores:														
General mercantile.....	11	280												
5-and-10-cent.....	4	138												
Other.....	34	128					1	1	1	1	1	1		
Laundries.....	16	147	1	36	4	83			3	8	1	9	1	4

Industry	Number of establishments and number of women whose scheduled Saturday hours were—															
	Over 7 and under 8		8		Over 8 and under 9		9		Over 9 and under 10		10		Over 10 and under 11		11	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries ¹	1	1	9	38	8	229	9	23	6	75	23	201	5	9	2	4
Per cent distribution.....		(²)		1.5		8.8		0.9		2.9		7.7		0.3		0.2
Manufacturing:																
Automobiles and accessories.....			1	21												
Other.....			2	7	1	1	1	1								
Stores:																
General mercantile.....					4	222	3	5	2	50	2	3				
5-and-10-cent.....												138				
Other.....	1	1	2	6	1	3	5	17	4	25	17	60	5	9	2	4
Laundries.....			4	4	2	3										

¹ Excludes restaurant occupations, tabulated elsewhere. (See pp. 28 to 32.)
² Details aggregate more than total, because some establishments appear in more than 1 hour group.
 Women alternating different shifts are divided, 1 in each group.
³ This woman alternates 5 and 9 hours.
⁴ This woman alternates 6 and 9 hours.
⁵ Less than 0.05 per cent.
⁶ Includes 1 woman alternating 5 and 9 hours and 1 alternating 6 and 9 hours.

GENERAL TABLES

TABLE 4.—Length of lunch period, by industry¹

Industry	Number reported		Number of establishments and number of women whose scheduled lunch period was—									
			30 minutes		45 minutes		1 hour		More than 1 hour		No definite lunch period allowed	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
All industries ¹	99	2,591	10	162	3	248	67	2,054	20	123	2	4
Per cent distribution.....		100.0		6.3		9.6		79.3		4.7		0.2
Manufacturing:												
Automobiles and accessories.....	22	1,751	4	35	2	239	16	1,463	1	14		
Other.....	13	162	3	28			10	124				
Stores:												
General mercantile.....	11	280					8	229	3	51		
5-and-10-cent.....	4	138					4	138				
Other.....	33	123					18	62	15	57	2	4
Laundries.....	16	147	3	99	1	9	11	38	1	1		

¹ Excludes restaurant occupations, discussed elsewhere. (See p. 30.)
² Details aggregate more than total, because some establishments appear in more than 1 hour group.
³ Women alternating different lunch hours are divided, 1 in each group.
⁴ Includes 1 of 2 women having no lunch period on three 9-hour days and having a 1-hour lunch period on three 9-hour days.

TABLE 5.—*Week's earnings, by industry or occupation*¹

Week's earnings	Number of women earning each specified amount in—											
	All industries or occupations	Manufacturing		Stores			Selling occupations in restaurants ²	Laundries	Office work	Telephone operating	Service ³	Supervisory positions
		Automobiles and accessories	Other	General mercantile	5-and-10-cent	Other						
Total.....	1,530	397	161	236	133	142	6	150	194	22	23	16
Median earnings.....	\$16.50	\$20.10	\$14.05	\$16.00	\$11.50	\$18.40	(9)	\$13.30	\$19.20	\$18.20	\$13.75	\$19.00
Under \$6.....	29	4	14	1	8			2				
\$6 and under \$7.....	22	1	8	2	5	1		2	1		2	
\$7 and under \$8.....	16	1	7	3	2	2		2			1	
\$8 and under \$9.....	18	1	8	3	3			2				
\$9 and under \$10.....	44	4	9	6	10	1		11	2	1		
\$10 and under \$11.....	85	5	6	8	31	5		23	2		3	
\$11 and under \$12.....	71	8	9	7	25	4		12	1	1	8	1
\$12 and under \$13.....	121	14	7	47	19	11		16	3	2	2	
\$13 and under \$14.....	91	17	12	11	15	3		18	9		4	2
\$14 and under \$15.....	69	14	12	8	4	5	2	14	7	2	1	
\$15 and under \$16.....	161	12	27	48	5	23		14	19	2	6	3
\$16 and under \$17.....	76	25	7	15	8	2	1	9	8		1	
\$17 and under \$18.....	88	34	7	15	2	6	1	4	2	2	1	
\$18 and under \$19.....	135	35	6	40	2	20	2	3	20	5	2	
\$19 and under \$20.....	53	21	5	3		2		2	16	4		
\$20 and under \$21.....	92	26	8	21	1	11		3	20	2		
\$21 and under \$22.....	53	27	2	5		6		1	11	1		
\$22 and under \$23.....	51	23	3	10		7		2	3			
\$23 and under \$24.....	39	21	2	2		1			13			
\$24 and under \$25.....	33	22		5		2		3	1			
\$25 and under \$30.....	134	66	1	17		21		6	21			1
\$30 and under \$35.....	31	11		6		4		1	8			1
\$35 and over.....	16	5	1	3		5			3			2

¹ Excludes restaurant occupations, discussed elsewhere. (See p. 32.)² Selling candy, cigarettes, etc.³ Elevator operators, cleaners, charwomen, etc.⁴ Not computed, owing to small number involved.

TABLE 6.—*Week's earnings of full-time workers, by industry or occupation*¹

Week's earnings	Number of full-time workers earning each specified amount in—											
	All industries or occupations ¹	Manufacturing		Stores			Selling occupations in restaurants ²	Laundries	Office work	Telephone operating	Service ³	Supervisory positions
		Automobiles and accessories	Other	General mercantile	5-and-10-cent	Other						
Total.....	883	51	79	254	109	134	6	34	156	22	26	10
Median earnings.....	\$16.70	\$21.30	\$14.55	\$16.60	\$12.00	\$18.55	(⁴)	\$18.50	\$19.30	\$18.20	\$14.00	(⁴)
\$6 and under \$7.....	8		4			1			1		2	
\$7 and under \$8.....	3		2			1						
\$8 and under \$9.....	5		2	2		1			1			
\$9 and under \$10.....	18		4	5	5	1			2	1		
\$10 and under \$11.....	49	1	4	5	27	5		1	2		3	1
\$11 and under \$12.....	40		5	3	23	4			1	1	3	
\$12 and under \$13.....	92		7	45	19	10		4	3	2	2	
\$13 and under \$14.....	44	1	7	6	14	3		4	7	3	1	2
\$14 and under \$15.....	30		8	7	4	5	2	3	7	2	3	
\$15 and under \$16.....	118		12	47	5	21		3	15	2	8	3
\$16 and under \$17.....	37	2	5	13	7	1	1	1	6		1	
\$17 and under \$18.....	46	7	5	12	2	6			10	2	1	
\$18 and under \$19.....	97	5	2	39	2	19	2	2	19	5	2	
\$19 and under \$20.....	25	1	2	3		2			13	4	2	
\$20 and under \$21.....	68	7	5	21	1	11		3	18	2	2	
\$21 and under \$22.....	28	5	1	4		6		1	8			
\$22 and under \$23.....	30	3	3	10		7		2	2			3
\$23 and under \$24.....	18	4		2		1			11			
\$24 and under \$25.....	14	2		5		2		3	1			
\$25 and under \$30.....	71	8		17		21		6	19			
\$30 and under \$35.....	22	3		6		4		1	8			
\$35 and under \$40.....	9		1	2		4			1			
\$40 and over.....	4	1				1			1			1

¹ Excludes restaurant occupations, discussed elsewhere. (See p. 32.)

² Selling candy, cigarettes, etc.

³ Elevator operators, cleaners, charwomen, etc.

⁴ Not computed, owing to small number involved.

TABLE 7.—*Week's earnings, by time in the trade—all industries or occupations*¹

Week's earnings	Number of women reporting	Number of women earning each specified amount who had been in the trade—											
		Under 3 months	3 and under 6 months	6 and under 9 months	9 months and under 1 year	Total under 1 year	1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 years and over
Total.....	504	66	34	23	18	146	41	58	45	31	106	40	37
Per cent distribution.....	100.0	13.1	6.7	5.6	3.6	29.0	8.1	11.4	8.9	6.2	21.0	7.9	7.3
Median earnings.....	\$15.05	\$11.70	\$12.00	\$12.50	\$15.20	\$12.20	\$13.10	\$14.65	\$15.70	\$17.30	\$17.00	\$18.50	\$20.65
Under \$6.....	7	3				3	2				1	1	
\$6 and under \$7.....	7		1	2		3					1	1	
\$7 and under \$8.....	3						1	1		1			
\$8 and under \$9.....	9	3	1	1		5							
\$9 and under \$10.....	15	3	2	2		7	1				4		
\$10 and under \$11.....	39	15	4	5	2	26	3	2	1	1			3
\$11 and under \$12.....	42	13	9	2		24	5	3			3	1	
\$12 and under \$13.....	54	13	2	4	4	23	8	2	2	2	3	3	3
\$13 and under \$14.....	41	8	5	2	2	17	5	5	6	1	6	1	
\$14 and under \$15.....	30	2	1	2		5	1	3	4	2	7	3	
\$15 and under \$16.....	69	4	2	4	5	15	7	11	11	3	11	5	4
\$16 and under \$17.....	21	1	1			2	3	1	3	4	5	1	1
\$17 and under \$18.....	21			1		1	1	4		5	9	1	
\$18 and under \$19.....	39	1	4	1		6		4	3	5	15	4	3
\$19 and under \$20.....	8						1	1	1	1	2		3
\$20 and under \$21.....	24		1	1	1	3	1	1	3	1	6	5	4
\$21 and under \$22.....	9			1	1	2		1	1	1	2	1	1
\$22 and under \$23.....	11			1	1	1		1	1	2	2	2	1
\$23 and under \$24.....	7										4	2	1
\$24 and under \$25.....	8						1			2	1	1	1
\$25 and under \$30.....	30		1		2	3		1	4		12	5	5
\$30 and under \$35.....	6											2	2
\$35 and over.....	4												4

¹ Excludes restaurant occupations.

TABLE 8.—Age, by employment status

A. WOMEN WHO WERE WORKING OR HAD WORKED DURING THE YEAR

Industry or occupation	Number of women reporting	Women whose age was—																		
		Under 16 years		16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
Total.....	1,755	6	0.3	93	5.3	291	16.6	515	29.3	291	16.6	353	20.1	157	8.9	43	2.5	6	0.3	
Manufacturing:																				
Automobiles and accessories.....	535	1	.2	13	2.4	73	13.6	178	33.3	100	20.4	111	20.7	41	7.7	6	1.1	3	.6	
Other.....	145			6	4.1	18	11.0	37	25.5	24	16.6	40	27.6	14	9.7	7	4.8	1	.7	
Stores:																				
General mercantile.....	161			9	5.6	21	13.0	32	19.9	27	16.8	45	28.0	23	14.3	4	2.5			
5-and-10-cent.....	132	2	1.5	28	21.2	50	37.9	38	28.8	9	6.8	4	3.0	1	.8					
Other.....	112			6	5.4	13	11.6	25	22.3	15	13.4	34	30.4	16	14.3	3	2.7			
Selling occupations in restaurants ¹	6			2	(²)	2	(²)			1	(²)	1	(²)							
Laundries.....	119			2	1.7	16	13.4	25	21.0	23	19.3	32	26.9	18	15.1	2	1.7	1	.8	
Restaurants, public.....	200	2	1.0	11	5.5	36	18.0	40	20.0	30	15.0	42	21.0	23	11.5	15	7.5	1	.5	
Restaurants, other ³	13			2	(²)	2	(²)	1	(²)	3	(²)	3	(²)	1	(²)					
Office work.....	254			8	3.1	46	18.1	118	46.5	44	17.3	30	11.8	6	2.4	2	(²)			
Telephone operating.....	27			3	11.1	9	33.3	10	37.0	2	7.4	2	7.4	1	3.7					
Service ⁴	31	1	3.2	3	9.7	5	16.1	5	16.1	1	3.2	6	19.4	7	22.6	3	9.7			
Supervisory positions.....	19					2	10.5	6	31.6	4	21.1	3	15.8	4	21.1					
Occupation not reported.....	1									1	100.0									

¹ Selling candy, cigarettes, etc.

² Restaurants in factories or schools and soda-fountain lunch service.

³ Elevator operators, cleaners, charwomen, etc.

⁴ Not computed, owing to small number involved.

TABLE 8.—Age, by employment status—Continued

B. WOMEN WHO WANTED WORK

Type of work desired	Number of women reporting	Number 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
Total.....	174	23	24	28	13	48	26	10	3
Per cent distribution.....	100.0	13.2	13.8	16.1	7.5	27.6	14.9	5.7	1.1
Any.....	19	5	4	4	—	6	—	—	—
Any but housework.....	3	1	—	—	1	1	—	—	—
Any but restaurant.....	1	—	—	1	—	—	—	—	—
Automobile factory.....	8	1	1	2	—	3	1	—	—
Beauty shop.....	2	—	—	—	1	1	—	—	—
Café.....	1	—	—	—	—	—	1	—	—
Café or factory.....	2	—	—	1	—	—	1	—	—
Cigar factory.....	1	—	—	—	—	—	—	1	—
Cleaning cores.....	1	—	—	—	—	1	—	—	—
Factory.....	65	4	6	8	6	24	11	6	—
Factory or store.....	7	2	1	—	1	1	—	—	—
Factory or daywork.....	1	—	—	—	—	—	1	—	—
Factory or office.....	7	—	1	3	—	2	1	—	—
Factory, store, or office.....	7	1	—	3	1	—	—	—	—
Factory, store, or laundry.....	1	—	—	—	—	—	1	—	—
Factory, hotel, or store.....	1	—	—	1	—	—	—	—	—
Garment factory.....	4	—	—	—	—	—	3	1	—
Garment factory or nurse.....	1	—	—	—	—	—	—	—	1
Housework.....	1	—	—	1	—	—	—	—	—
Laundry.....	1	—	—	—	—	1	—	—	—
Light work.....	1	—	—	—	1	—	—	—	—
Nurse.....	1	—	—	—	—	—	—	1	—
Office.....	22	5	6	2	2	5	2	—	—
Office or sales.....	4	1	1	1	—	1	—	—	—
Sales.....	6	3	—	1	1	—	1	—	—
Sewing-machine operating.....	2	—	—	1	—	—	—	—	1
Tailor shop.....	1	—	—	—	—	—	1	—	—
Telephone or office.....	1	—	1	—	—	—	—	—	—
Textile.....	1	—	—	—	1	—	—	—	—
Type not reported.....	1	—	—	—	—	—	—	1	—

TABLE 9.—Conjugal condition, by employment status

A. WOMEN WHO WERE WORKING OR HAD WORKED DURING THE YEAR

Industry or occupation	Number of women reporting	Women who were—					
		Single		Married		Widowed, separated, or divorced	
		Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,738	804	46.3	673	38.7	261	15.0
Manufacturing:							
Automobiles and accessories.....	529	238	45.0	197	37.2	94	17.8
Other.....	145	44	30.3	80	55.2	21	14.5
Stores:							
General mercantile.....	161	58	36.0	77	47.8	26	16.1
5-and-10-cent.....	132	98	74.2	27	20.5	7	5.3
Other.....	114	36	31.6	61	53.5	17	14.9

TABLE 9.—*Conjugal condition, by employment status—Continued*

A. WOMEN WHO WERE WORKING OR HAD WORKED DURING THE YEAR—Continued

Industry or occupation	Number of women reporting	Women who were—					
		Single		Married		Widowed, separated, or divorced	
		Number	Per cent	Number	Per cent	Number	Per cent
Selling occupations in restaurants ¹	8	8	(?)	1	(?)	-----	-----
Laundries.....	117	31	26.5	68	58.1	18	15.4
Restaurants, public.....	194	66	34.0	76	39.2	52	26.8
Restaurants, other ²	13	4	(?)	8	(?)	1	(?)
Office work.....	248	183	73.8	52	21.0	13	5.2
Telephone operating.....	28	19	67.9	7	25.0	2	7.1
Service ³	30	14	46.7	11	36.7	5	16.7
Supervisory positions.....	19	7	(?)	7	(?)	5	(?)
Occupation not reported.....	2	1	(?)	1	(?)	-----	-----

¹ Selling candy, cigarettes, etc.

² Not computed, owing to small number involved.

³ Restaurants in factories or schools and soda-fountain lunch service.

⁴ Elevator operators, cleaners, charwomen, etc.

B. WOMEN WHO WANTED WORK

Type of work desired	Number of women reporting	Number of women who were—		
		Single	Married	Widowed, separated, or divorced
Total.....	172	48	97	27
Per cent distribution.....	100.0	27.9	56.4	15.7
Any.....	19	10	7	2
Any but housework.....	3	1	1	1
Any but restaurant.....	1	-----	1	-----
Automobile factory.....	8	-----	7	1
Beauty shop.....	2	-----	2	-----
Café.....	1	-----	1	-----
Café or factory.....	2	-----	1	1
Cigar factory.....	1	-----	1	-----
Cleaning cores.....	1	-----	1	-----
Factory.....	64	8	41	15
Factory or store.....	7	3	4	-----
Factory or daywork.....	1	-----	-----	1
Factory or office.....	7	1	5	1
Factory, store, or office.....	7	5	2	-----
Factory, store, or laundry.....	1	-----	-----	1
Factory, hotel, or store.....	1	1	-----	-----
Garment factory.....	2	-----	2	-----
Garment factory or nurse.....	1	-----	1	-----
Home work.....	1	-----	1	-----
Housework.....	1	1	-----	-----
Laundry.....	2	-----	1	1
Light work.....	1	1	-----	-----
Office.....	21	10	10	1
Office or sales.....	4	2	1	1
Sales.....	6	3	3	-----
Sewing-machine operating.....	2	-----	1	1
Tailor shop.....	1	-----	1	-----
Telephone or office.....	1	1	-----	-----
Textile.....	1	-----	1	-----
Type not reported.....	2	1	-----	1

WOMEN WORKERS IN FLINT, MICH.

TABLE 10.—*Nativity, by employment status*

A. WOMEN WHO WERE WORKING OR HAD WORKED DURING THE YEAR

Industry or occupation	Number of women reporting	Women who were—										
		Native-born white		Native-born negro		Foreign born, by country of birth						
		Number	Per cent	Number	Per cent	All countries		Canada	England	Poland	Scotland	Other
						Number	Per cent					
Total.....	1,784	1,559	87.4	9	0.5	216	12.1	89	27	21	18	59
Manufacturing:												
Automobiles and accessories.....	538	473	87.9			65	12.1	16	12	11	7	19
Other.....	147	129	87.8			18	12.2	8		1		9
Stores:												
General mercantile.....	165	145	87.9			20	12.1	12	3	2	1	1
5-and-10-cent.....	131	120	91.6			11	8.4	9	2			
Other.....	123	100	81.3			23	18.7	11	3	1	2	6
Selling occupations in												
restaurants ¹	6	4	(²)			2	(²)					2
Laundries.....	122	98	80.3	1	.8	23	18.9	12	1		2	7
Restaurants, public.....	204	173	84.8	3	1.5	28	13.7	8	2	4	1	13
Restaurants, other ³	13	12	(⁴)	1	(⁴)							
Office work.....	256	236	92.2			20	7.8	11	2	1	4	2
Telephone operating.....	27	27	100.0									
Service ⁴	31	22	71.0	4	12.9	5	16.1	2	2		1	
Supervisory positions.....	19	18	94.7			1	5.3			1		
Occupation not reported.....	2	2	100.0									

¹ Includes 2 women reported as foreign born but country not specified.

² Includes 1 woman reported as foreign born but country not specified.

³ Selling candy, cigarettes, etc.

⁴ Not computed, owing to small number involved.

⁵ Restaurants in factories or schools and soda-fountain lunch service.

⁶ Elevator operators, cleaners, charwomen, etc.

GENERAL TABLES

TABLE 10.—*Nativity, by employment status—Continued*

B. WOMEN WHO WANTED WORK

Type of work desired	Number of women reporting	Number of women who were—							Nativity not reported
		Native born		Foreign born, by country of birth					
		White	Negro	All countries	Canada	England	Poland	Other	
Total.....	176	143	8	22	6	1	6	9	3
Any.....	19	11	5	3		1	1	1	
Any but housework.....	3	3							
Any but restaurant.....	1	1							
Automobile factory.....	8	8							
Beauty shop.....	2	2							
Café.....	1	1							
Café or factory.....	2	2							
Cigar factory.....	1			1					1
Cleaning cores.....	1								
Factory.....	65	52	2	11	3		4	4	
Factory or store.....	7	6		1	1				
Factory or daywork.....	1			1	1				
Factory or office.....	7	6		1	1				
Factory, store, or office.....	7	7							
Factory, store, or laundry.....	1			1				1	
Factory, hotel, or store.....	1	1							
Garment factory.....	4	3		1			1		
Garment factory or nurse.....	1								1
Home work.....	1	1							
Housework.....	1		1						
Laundry.....	1	1							
Light work.....	2	1		1					
Nurse.....	1	1							
Office.....	22	21							1
Office or sales.....	4	4							
Sales.....	6	6							
Sewing-machine operating.....	2	2							
Tailor shop.....	1	1							
Telephone or office.....	1	1							
Textile.....	1			1					1
Type not reported.....	1	1							

TABLE 11.—Living condition, by age and employment status

Age	All women				Women who were working			
	Total number reporting	Number who were living—			Total number reporting	Number who were living—		
		At home	With relatives	Independently		At home	With relatives	Independently
Total.....	1,922	1,512	121	289	1,650	1,274	113	263
Per cent distribution.....	100.0	78.7	6.3	15.0	100.0	77.2	6.8	15.9
Under 16 years.....	6	6	—	—	6	6	—	—
Per cent distribution.....	100.0	100.0	—	—	100.0	100.0	—	—
16 and under 18 years.....	116	103	7	6	85	75	6	4
Per cent distribution.....	100.0	88.8	6.0	5.2	100.0	88.2	7.1	4.7
18 and under 20 years.....	313	240	27	46	269	205	24	40
Per cent distribution.....	100.0	76.7	8.6	14.7	100.0	76.2	8.9	14.9
20 and under 25 years.....	542	390	43	109	476	336	40	100
Per cent distribution.....	100.0	72.0	7.9	20.1	100.0	70.6	8.4	21.0
25 and under 30 years.....	303	232	19	52	275	206	19	50
Per cent distribution.....	100.0	76.6	6.3	17.2	100.0	74.9	6.9	18.2
30 and under 40 years.....	400	340	16	44	345	289	15	41
Per cent distribution.....	100.0	85.0	4.0	11.0	100.0	83.8	4.3	11.9
40 and under 50 years.....	181	152	7	22	146	119	7	20
Per cent distribution.....	100.0	84.0	3.9	12.2	100.0	81.5	4.8	13.7
50 and under 60 years.....	53	42	2	9	42	33	2	7
Per cent distribution.....	100.0	79.2	3.8	17.0	100.0	78.0	4.8	16.7
60 years and over.....	8	7	—	1	6	6	—	1
Per cent distribution.....	100.0	(1)	—	(1)	100.0	(1)	—	(1)

Age	Women who had worked during the year				Women who wanted work			
	Total number reporting	Number who were living—			Total number reporting	Number who were living—		
		At home	With relatives	Independently		At home	With relatives	Independently
Total.....	98	80	1	17	174	158	7	9
Per cent distribution.....	100.0	81.6	1.0	17.3	100.0	90.8	4.0	5.2
16 and under 18 years.....	8	7	—	1	23	21	1	1
Per cent distribution.....	100.0	(1)	—	(1)	100.0	91.3	4.3	4.3
18 and under 20 years.....	20	15	1	4	24	20	2	2
Per cent distribution.....	100.0	75.0	5.0	20.0	100.0	83.3	8.3	8.3
20 and under 25 years.....	38	31	—	7	28	23	3	2
Per cent distribution.....	100.0	81.6	—	18.4	100.0	82.1	10.7	7.1
25 and under 30 years.....	15	13	—	2	13	13	—	—
Per cent distribution.....	100.0	86.7	—	13.3	100.0	100.0	—	—
30 and under 40 years.....	7	5	—	2	48	46	1	1
Per cent distribution.....	100.0	(1)	—	(1)	100.0	95.8	2.1	2.1
40 and under 50 years.....	9	9	—	—	26	24	—	2
Per cent distribution.....	100.0	100.0	—	—	100.0	92.3	—	7.7
50 and under 60 years.....	1	—	—	1	10	9	—	1
Per cent distribution.....	100.0	—	—	100.0	100.0	(1)	—	(1)
60 years and over.....	—	—	—	—	2	2	—	—
Per cent distribution.....	—	—	—	—	100.0	100.0	—	—

1 Not computed, owing to small number involved.

TABLE 12.—Number and size of units¹ surveyed, by number of roomers in the home

Size of unit	Number of units surveyed	Units in which the number of roomers was—											
		None		1		2		3		4		5	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	867	608	70.1	115	13.3	57	6.6	26	3.0	28	3.2	16	1.8
1 person.....	14	14	100.0										
2 persons.....	198	195	98.5	3	1.5								
3 persons.....	121	102	84.3	17	14.0	2	1.7						
4 persons.....	123	87	70.7	27	22.0	8	6.5	1	.8				
5 persons.....	127	68	53.5	33	26.0	18	14.2	7	5.5	1	.8		
6 persons.....	84	45	53.6	13	15.5	11	13.1	7	8.3	6	7.1	2	2.4
7 persons.....	60	25	41.7	13	21.7	11	18.3	5	8.3	4	6.7	2	3.3
8 persons.....	57	35	61.4	6	10.5	2	3.5	4	7.0	7	12.3	3	5.3
9 persons.....	39	23	49.0	1	2.6	1	2.6	1	2.6	7	17.9	3	7.7
10 persons.....	15	4	26.7			1	6.7			2	13.3	2	13.3
11 persons.....	13	5	(?)	1	(?)	1	(?)	1	(?)	1	(?)	2	(?)
12 persons.....	5	2	(?)	1	(?)	1	(?)					1	(?)
13 persons.....	4	1	(?)	1	(?)	1	(?)						(?)
14 persons.....	3	2	(?)									1	(?)
15 persons.....	1												
18 persons.....	1												
20 persons.....	2												

Size of unit	Units in which the number of roomers was—													
	6		7		8		9		11		14		15	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	6	0.7	5	0.6	2	0.2	1	0.1	1	0.1	1	0.1	1	0.1
1 person.....														
2 persons.....														
3 persons.....														
4 persons.....														
5 persons.....														
6 persons.....														
7 persons.....														
8 persons.....														
9 persons.....	2	5.1	1	2.6										
10 persons.....	3	20.0	2	13.3	1	6.7								
11 persons.....	1	(?)	1	(?)										
12 persons.....			1	(?)										
13 persons.....					1	(?)								
14 persons.....														
15 persons.....									1	100.0				
18 persons.....								1	100.0					
20 persons.....											1	(?)	1	(?)

¹ A unit is a group of persons keeping house together. There may be 2 or more such groups in one house or apartment.

² Not computed, owing to small number involved.

³ Includes 1 unit of 2 girls, both working, interview not obtained.

⁴ In 1 case the "roomer" was the housekeeper.

⁵ In 1 case the "roomer" was the maid.

WOMEN WORKERS IN FLINT, MICH.

TABLE 13.—Number of units¹ owning, buying, or renting home, by extent of improvements

Extent of improvements	Units surveyed		Units owning		Units buying		Units renting	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	560	100.0	195	100.0	164	100.0	501	100.0
Running water, flush toilet, bath, and sewer.....	744	87.2	181	92.8	143	87.2	420	85.0
Running water, flush toilet, and bath.....	1	.1					1	.2
Running water, flush toilet, and sewer.....	65	10.0	9	4.6	11	6.7	65	13.2
Running water, bath, and sewer.....	1	.1					1	.2
Running water and flush toilet.....	2	.2					2	.4
Running water and sewer.....	7	.8	3	1.5	4	2.4		
Flush toilet, bath, and sewer.....	2	.2					2	.4
Flush toilet and sewer.....	1	.1			1	.6		
Bath and sewer.....	1	.1					1	.2
Running water.....	3	.4	1	.5	1	.6	1	.2
No improvements.....	6	.7	1	.5	4	2.4	1	.2
Improvements not reported.....	7						7	

¹ A unit is a group of persons keeping house together. There may be 2 or more such groups in one house or apartment.

² Based on total after excluding those not reporting improvements.

TABLE 14.—Length of employee-day,¹ by occupation—restaurants

A. ALL WORKERS

Occupation	Number of women	Number of employee-days	Number of employee-days ¹ of—										
			Under 5 hours	5 and under 6 hours	6 and under 7 hours	7 and under 8 hours	8 hours	Over 8 and under 9 hours	9 hours	Over 9 and under 10 hours	10 hours	Over 10 and under 11 hours	11 hours
All occupations.....	189	1,128	31	13	120	173	342	150	242	39	8	7	3
Per cent distribution.....		100.0	2.7	1.2	10.6	15.3	30.3	13.3	21.5	3.5	0.7	0.6	0.3
Dining-room:													
Bus girl.....	1	7					1	6					
Counter girl.....	6	42	2	8	2		5		20		5		
Soda-fountain clerk.....	1	7				4							
Vegetable checker.....	1	7	1			1		3					
Waitress.....	99	602	6	4	61	117	253	98	116	3	2	2	
Kitchen:													
Cook.....	28	187	6	1	28	23	23	14	60	26	1	5	
Chocolate dipper.....	2	12						6	5				
Dishwasher.....	25	167	16		5	28	50	20	34	5			3
Kitchen girl.....	5	30			21				6				
Not reported.....	1	7					1	6					

¹ Because of the irregularity of daily hours, each day's work is taken as a unit—the employee-day, however short or long. Totaled, they amount to 6 or 7 times the number of women employed.

TABLE 14.—Length of employee-day,¹ by occupation—restaurants—Continued

B. WORKERS ON A UNIFORM SCHEDULE

Occupation	Number of women	Number of employee-days	Number of employee-days ¹ of—										
			Under 5 hours	5 and under 6 hours	6 and under 7 hours	7 and under 8 hours	8 hours	Over 8 and under 9 hours	9 hours	Over 9 and under 10 hours	10 hours	Over 10 and under 11 hours	11 hours
All occupations..	84	553	.....	.....	63	85	206	76	123	.....	.....	.....	.....
Per cent distribution.....		100.0	.....	.....	11.4	15.4	37.3	13.7	22.2	.....	.....	.....	.....
Dining-room—waitresses.....	57	379	.....	.....	20	64	166	56	73	.....	.....	.....	.....
Kitchen:			.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Cook.....	9	58	.....	.....	19	.....	7	7	25	.....	.....	.....	.....
Chocolate dipper.....	2	12	.....	.....	.....	.....	6	.....	6	.....	.....	.....	.....
Dishwasher.....	11	74	.....	.....	.....	21	27	13	13	.....	.....	.....	.....
Kitchen girl.....	5	30	.....	.....	24	.....	.....	.....	6	.....	.....	.....	.....

C. WORKERS ON TWO DIFFERENT SCHEDULES

All occupations..	69	464	24	5	49	79	128	71	84	13	1	7	3
Per cent distribution.....		100.0	5.2	1.1	10.6	17.0	27.6	15.3	18.1	2.8	0.2	1.5	0.6
Dining-room:													
Bus girl.....	1	7	.....	.....	.....	.....	1	6	.....	.....	.....	.....	.....
Soda-fountain clerk.....	1	7	.....	.....	.....	4	3	.....	.....	.....	.....	.....	.....
Waitress.....	39	263	6	4	39	50	87	39	33	2	1	2	.....
Kitchen:													
Cook.....	14	94	3	1	5	19	13	7	30	11	.....	5	.....
Dishwasher.....	13	86	15	.....	5	6	23	13	21	.....	.....	.....	3
Not reported.....	1	7	.....	.....	.....	.....	1	6	.....	.....	.....	.....	.....

D. WORKERS ON THREE OR MORE DIFFERENT SCHEDULES

All occupations..	16	111	7	8	8	9	8	3	35	26	7	.....	.....
Per cent distribution.....		100.0	6.3	7.2	7.2	8.1	7.2	2.7	31.5	23.4	6.3	.....	.....
Dining-room:													
Counter girl.....	6	42	2	8	2	.....	5	.....	20	.....	5	.....	.....
Vegetable checker.....	1	7	1	.....	.....	1	.....	.....	.....	5	.....	.....	.....
Waitress.....	3	20	.....	.....	2	3	.....	3	10	1	1	.....	.....
Kitchen:													
Cook.....	5	35	3	.....	4	4	3	.....	5	15	1	.....	.....
Dishwasher.....	1	7	1	.....	.....	1	.....	.....	.....	5	.....	.....	.....

¹ Because of the irregularity of daily hours, each day's work is taken as a unit—the employee-day, however short or long. Totaled, they amount to 6 or 7 times the number of women employed.

TABLE 15.—Scheduled weekly hours, by type of restaurant and by occupation—restaurants

Type of restaurant and occupation	Number of women reported	Number of women in each occupation whose scheduled weekly hours were—														
		40 hours and under	Over 40 and under 44 hours	Over 44 and under 48 hours	48 hours	Over 48 and under 50 hours	Over 50 and under 52 hours	52 hours	Over 52 and under 54 hours	54 hours	55 hours	Over 55 and under 58 hours	Over 58 and under 60 hours	60 hours	Over 60 and under 65 hours	65 hours and over
All restaurants—total	169	12	7	5	5	10	4	5	14	34	3	35	19	5	9	2
Per cent distribution	100.0	7.1	4.1	3.0	3.0	5.9	2.4	3.0	8.3	20.1	1.8	20.7	11.2	3.0	5.3	1.2
Dining room:																
Bus girl	1														1	
Counter girl	6					1					1	3			1	
Soda-fountain clerk	1									1						
Vegetable checker	1												1			
Waitress	99	4	7	1	2	9		3	10	23	2	24	9	1	3	1
Kitchen:																
Cook	28	2		2	1		1	2	1	6		2	5	3	2	1
Chocolate dipper	2				1											
Dishwasher	25	2		2	1		3		3	1		6	3	1	2	
Kitchen girl	5	4								1						
Not reported	1												1			
Independent restaurants—total	144	8	7	2	3	10	4	5	7	27	3	35	18	5	6	2
Per cent distribution	100.0	5.6	4.9	1.4	2.1	6.9	2.8	3.5	4.9	18.7	2.1	24.3	12.5	3.5	4.2	1.4
Dining room:																
Bus girl	1														1	
Counter girl	6					1					1	3			1	
Vegetable checker	1												1			
Waitress	83		7		2	9		3	4	19	2	24	8	1	3	1
Kitchen:																
Cook	26	2		2	1		1	2	1	5		2	5	3	1	1
Dishwasher	21	2					3		2	2		6	3	1	2	
Kitchen girl	5	4								1						
Not reported	1												1			

WOMEN WORKERS IN FLINT, MICH.

Hotel restaurants—total	8	4	2	1									1
Dining room—waitress	4	4											
Kitchen:													
Cook	1												1
Dishwasher	3		2	1									
Store restaurants—total	17		1	1			7	7			1		
Dining room:													
Soda-fountain clerk	1							1					
Waitress	12		1				6	4		1			
Kitchen:													
Chocolate dipper	2			1				1					
Cook	1							1					
Dishwasher	1						1						

APPENDIX B

SCHEDULE FORMS

SCHEDULE I

[This schedule was used for recording the numbers of employees, scheduled hours, plant policies, and data on working conditions in factories, stores, and laundries employing more than five women.]

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

- Agent.....
- Date.....
1. Name of firm..... Address.....
2. Product..... City.....
3. Person interviewed..... Position.....
- Person interviewed..... Position.....
4. Number employed:

	Day			Night		
	White	Colored	Total	White	Colored	Total
Men.....				Men.....		
Women.....				Women.....		
Girls.....				Girls.....		
Boys.....				Boys.....		
Total.....				Total.....		

5. Firm's scheduled hours:

	Begin	End	Lunch	Rest	Total		Begin	End	Lunch	Rest	Total
	Day.....							Day.....			
Sat.....						Sat.....					

Reg. wk. days Reg. wk. hrs..... Reg. wk. days Reg. wk. hrs.....

6. Seasonal or overtime.....

7. Home work given out Same work done in shop Identical rates.....

8. Wages:

Length pay period Vac. without pay With pay.....

Deductions.....

Bonus or commission.....

Overtime pay.....

9. Employment policy:

Employment manager Other centralized method Other.....

Records kept.....

10. Stairways:

Location	Material	Wind-ing	Light O. K.	Hand rail O. K.	Nar-row	Steep	Repair	Other	Notes

11. Employees allowed to use elevators.....
Workrooms:

12. Rooms			13. Floors				14. Aisles		15. Ventilation			16. Other problem
Workroom	Code	Fl.	Mat.	Rpr.	Cin.	Other	Obstr.	Narr.	Nat.	Artif.	Spec. probl.	

Notes:

17. Cleaning: Sweep, by whom..... Frequ.....
 Scrub, by whom..... Frequ.....
 18. Natural light:.....
 Shades or awnings.....
 In roof.....
 Glare.....
 General statement.....
 19. Artif. light: General.....
 Indiv., hang., or adj.....
 Glare.....
 General statement.....

20. Seating:

Occupations	Seats		Foot rests		Notes
	Kind	No. O. K.	Kind	Need	
Sit.....					
Stand.....					
Both.....					

21. Heating-----

22. Drinking facilities

23. Washing facilities											
Floor	Kind	Share with—		Cln.	Hot water	Soap	Towels				
		M.	P.				Furn.	Individual		Common	
								Kind	Freq.	No.	Freq.
Public.....											
Conven.....											
Bblr. san.....											
Bblr. unsan.....											
Cooled.....											
Tank.....											
Cooler.....											
Faucet.....											
Other.....											
Cup, ind.....											
Cup, com.....											

Notes:-----

24. Toilets: Kind ----- Paper ----- Instr. ----- Room cleaned by—
 Seat rpr. ----- Clean ----- Hand fl. ----- Seat fl. ----- Sweep -- Frequ...
 Plbg. rpr. ----- Clean ----- Auto fl. ----- Frequ. ----- Scrub -- Frequ...

Fl.	No. using				No. of seats	No. per seat	Seat incl.	Room desig.	Scrns.	Flr. non-absorb.	Room coil.	Ventilation			Light		Room cln.
	Women	M.	P.	Out. wnd.								Art.	Oth. rm.	Out. wnd.	Art.		
	W.	Oth.															

25. Service facilities:

Lunch	Fl.	Comb. with—	Cln.	Artif. light	Out. wnd.	Toilet ventil. into	Supr.	Caf.	Tab.	Seat	Hot food	Hot drink	Ok. conv.

Rest	Cot	Chairs	Comf. ch.	Bench

Cloak	Lkr.	Shlvs.	Racks	Wall hks.	Seats

26. Uniforms requ. by firm _____ Kind _____ Supplied by firm _____
 Laundered by firm _____ Free _____ Cost to girl _____

27. Health service:
 Hosp. ___ First aid ___ Chg. of doctor full time ___ Doctor part time ___
 Other ___ No resp. ___ Med. exam. _____ Other welfare _____

SCHEDULE II

[This schedule was used for recording the number of employees, scheduled hours, and data on working conditions in factories, stores, and laundries employing five or fewer women.]

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

Date _____
 Agent _____
 Name of firm _____ Address _____
 Product _____ City _____
 Person interv. _____ Position _____

Number employed: _____ Firm's scheduled hours: _____

	White	Col.	Total		Begin	End	Lunch	Rest	Total
Men _____				Day _____					
Women _____				Sat. _____					
Girls _____				Reg. wk. days _____					
Boys _____				Reg. wk. hours _____					
Total _____									

Natural light _____ Glare _____ Adequate _____
 Artificial light _____ Glare _____ Adequate _____

Seating:

Occupations	Seats		Footrests		Notes
	Kind	No. O. K.	Kind	Need	
Sit. _____					
Stand _____					
Both _____					

Drinking facilities: Bubbler _____ Cooler _____ Faucet _____ Other _____

Washing facilities: Kind _____ Clean _____ Ind. towel _____

Com. towel _____

Toilet facilities: Kind _____ No. using _____ Women _____ Men _____

Public _____

No. seats _____ No. per seat _____ Room ceiled _____ Vent.: Outside

window _____ artif. vent. _____ vent. other rm. _____ Light: Outside

window _____ artif. _____ room clean _____

Notes: _____

WOMEN WORKERS IN FLINT, MICH.

SCHEDULE III

[This schedule was used for recording the number of employees, scheduled hours, plant policies, and data on working conditions in hotels and restaurants.]

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

Date.....
Agent.....

- 1. Name of firm..... Address.....
Person interviewed.....
2. Type of restaurant.....
3. Hours open for business:
Daily..... Sunday..... Extra.....

Table with 3 columns: Number of men, Boys, Total; Number of women, Girls, Total.

5. Location of building.....

6. Workroom conditions: a. General description of use of floors.....

b. General impression of workrooms.....

c. Cleaning.....

d. Heating.....

e. Lighting.....

f. Ventilation.....

7. Occupations (describe general duties of various employees):

Table with 2 columns for listing occupations and their duties.

8. Sanitation:
Drinking facilities.....

Washing facilities.....

Hot water..... Soap..... Towels.....

Toilets:

- a. Location
- b. Ventilation
- c. Lighting—Daylight Artificial
- d. Screened from workroom
- e. Describe—ventilation; cleanliness; cleaned when and by whom; type of toilet; type of seat
-
-
-
- f. Number of seats Number of women per seat

Uniforms: Supplied Required Laundering

9. Service and welfare facilities:
Lunchroom

Rest room

Cloakroom and locker facilities

Health service: Medical examination Health records

First-aid equipment

Other welfare equipment

10. Employment management: a. Hiring and discharge centralized

Other

Records kept

Worker Race Occupation

11. Hours worked by employees:

	Hours														Meals		Total hours											
	M 12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3		4	5	6	7	8	9	10	11	M 12	On duty	Off duty
Sunday																												
Monday																												
Tuesday																												
Wednesday																												
Thursday																												
Friday																												
Saturday																												

Total weekly

[The individual record of hours worked was repeated for each employee.]

WOMEN WORKERS IN FLINT, MICH.

SCHEDULE IV

[Pay-roll information was copied onto this card, one card being used for each woman employee. Certain information was added later from Schedule V.]

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

Establishment		Employee's No.		Department						
Name						Male	Female	Age		
Address						Conjugal condition				
Occupation						S	M	W	D	NR
Rate of pay	Piece	Hour	Day	Week	1/2 month	Month	Additions			
		\$.	\$	\$	\$	\$	\$			
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		Age	Board	Pay-roll period						
				---- days ending						

SCHEDULE V

[This schedule was distributed in the factory to be filled out by each woman employee. Certain information was transferred later to Schedule IV.]

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	Age	
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 FORMS

SCHEDULE VI

[Pay-roll information for each week in the year was recorded for a representative number of the employees a year or more with the establishment, this schedule being used.]

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

Firm.....				City.....				
Em- ployee	W. N.		W. N.		W. N.		W. N.	
	T. P. B.		T. P. B.		T. P. B.		T. P. B.	
Week	Wage	Remarks	Wage	Remarks	Wage	Remarks	Wage	Remarks
1.....								
2.....								
3.....								
4.....								
5.....								
6.....								
7.....								
8.....								
9.....								
10.....								
11.....								
12.....								
13.....								
14.....								
15.....								
16.....								
17.....								
18.....								
19.....								
20.....								
21.....								
22.....								
23.....								
24.....								
25.....								
26.....								
27.....								
28.....								
29.....								
30.....								
31.....								
32.....								
33.....								
34.....								
35.....								
36.....								
37.....								
38.....								
39.....								
40.....								
41.....								
42.....								
43.....								
44.....								
45.....								
46.....								
47.....								
48.....								
49.....								
50.....								
51.....								
52.....								
Amt.....	Wks. wrkd.....	Amt.....	Wks. wrkd.....	Amt.....	Wks. wrkd.....	Amt.....	Wks. wrkd.....	
Wks. clsd....	Wks. lost.....	Wks. clsd....	Wks. lost.....	Wks. clsd....	Wks. lost.....	Wks. clsd....	Wks. lost.....	

WOMEN WORKERS IN FLINT, MICH.

SCHEDULE VII

[Pay schedule was used in the house-to-house canvass to record information where there were women informworked, who had worked during the past year, or who wanted work.]

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

Agent

Date

1. Address **2. Family name** **3. Number in family** **4. Number persons in home** **5. Number roomers or boarders**

Housing: **6. Own home** **7. Buying on contract or mortgage** **8. Rent home** **9. Number of rooms**
10. Running water **11. Flush toilets** **12. Bath** **13. City sewerage**

14. Wage earners	15. Nativity	16. Present age	17. Age left school	18. Present job		19. Date began work	20. Special training	21. Experience: Former jobs—kind of work
				Occupation	Industry			
a.....								
b.....								
c.....								
d.....								
e.....								
f.....								
g.....								

22. Non-wage earners 16 years and over	23. Nativity	24. Present age	25. Age left school	26. Grade	27. Will continue in school	28. Want work	29. Regular work	30. Part-time work	31. Special training	32. Experience	33. Kind of work wanted

34. Under 16 years:
 Boys' ages.....
 Girls' ages.....

35. Wage earners	36. Present time				37. Unemployment during year, seasons	38. Work wanted			
	Unemployment		Part-time work			Job wanted	Regular	Part-time	Kind of work
	Vol.	Invol.	Vol.	Invol.					
a.....									
b.....									
c.....									
d.....									
e.....									
f.....									
g.....									

39.

Remarks:

.....

.....

.....

.....

SCHEDULE FORMS

SCHEDULE VIII

[This schedule was used in the house-to-house canvass to record general information where there were no women who worked, who had worked during the past year, nor who wanted work.]

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

1. Address					
2. Family name					
Family:			Roomers:		
No.	Male	Female	No.	Male	Female
Under 16					
16 and over					
Married					
Single and other					

PUBLICATIONS OF THE WOMEN'S BUREAU

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

- No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Third ed., 1921.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- *No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919.) 4 pp. 1920.
- *No. 8. Women in the Government Service. 37 pp. 1920.
- *No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
- *No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1921.
- No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1921.
- *No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 20 pp. 1921.
- No. 16. See Bulletin 63.
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 11 pp. 1921.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- *No. 20. Negro Women in Industry. 85 pp. 1922.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- *No. 22. Women in Georgia Industries. 89 pp. 1922.
- *No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
- No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
- No. 26. Women in Arkansas Industries. 86 pp. 1923.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. See Bulletin 63.
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.
- No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.
- No. 46. Facts About Working Women—A graphic presentation based on Census statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 23 pp. 1926.
- *No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925.
- No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 84 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 616 pp. (and Index). 1928.
- No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp. 1927.
- No. 63. State Laws Affecting Working Women. 51 pp. 1927. (Revision of Bulletins 16 and 40.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
- No. 66. History of Labor Legislation for Women in Three States; Chronology of Labor Legislation for Women in the United States. (In press.)
- No. 67. Women Workers in Flint, Mich. (80 pp. 1928.)
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter II of Bulletin 65.) 22 pp. 1928.
- Annual Reports of the Director, 1919*, 1920*, 1921, 1922, 1923, 1924, 1925, 1926, 1927, 1928.

*Supply exhausted.