

UNITED STATES DEPARTMENT OF LABOR  
BULLETIN OF THE WOMEN'S BUREAU, No. 92

**WAGE-EARNING WOMEN  
AND THE INDUSTRIAL CONDITIONS OF 1930  
A SURVEY OF SOUTH BEND**

[PUBLIC—No. 259—66TH CONGRESS]

[H. R. 13229]

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

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

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

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

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

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

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

Approved, June 5, 1920.

UNITED STATES DEPARTMENT OF LABOR

W. N. DOAK, SECRETARY

WOMEN'S BUREAU

MARY ANDERSON, Director

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BULLETIN OF THE WOMEN'S BUREAU

**WAGE-EARNING WOMEN  
AND THE INDUSTRIAL  
CONDITIONS OF 1930**

**A SURVEY OF SOUTH BEND**

By

**CAROLINE MANNING and ARCADIA N. PHILLIPS**

SERVANTS OF INDIA SOCIETY'S  
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BOMBAY



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## Appendix A.—General Tables

### TABLE I.—Number and causes of final separations during past five years

Time elapsed since beginning work in past 5 years	3,245 women employed at some time during past 12 months																																			
	Total		Women leaving jobs						Reporting jobs left																											
	Number	Per cent	Women not leaving jobs in past 12 months nor preceding years	Total			Past 12 months			Preceding years			Jobs left in past 12 months												Jobs left in preceding years											
				Total	Past 12 months	Preceding years	Total number of—		Reasons for leaving jobs						Reasons not reported <sup>1</sup>		Total number of—		Reasons for leaving jobs						Reasons not reported <sup>1</sup>											
	Women	Jobs	Women				Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs	Women	Jobs							
	<b>Total<sup>2</sup></b>	3,140	100.0	1,693	1,444	919	816	919	1,074	915	1,070	598	667	376	403	4	4	816	1,066	804	1,046	193	230	673	516	12	20	3								
Less than 3 months	41	1.3	33	8	8	8	8	8	8	8	4	4	4	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—								
3 and less than 6 months	77	2.5	56	27	27	27	30	27	30	18	20	10	10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—								
6 and less than 9 months	81	2.6	46	35	35	35	37	35	37	20	20	17	17	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—								
9 and less than 12 months	100	3.2	51	49	49	49	62	49	62	38	46	16	16	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—								
1 and less than 1½ years	296	9.4	176	120	112	20	112	133	112	133	59	68	61	65	—	—	20	22	20	22	10	10	11	12	—	—	—	—								
1½ and less than 2 years	186	5.9	70	116	86	51	86	103	86	103	57	68	34	35	—	—	51	58	51	58	12	16	39	42	—	—	—	—								
2 and less than 2½ years	333	10.6	202	130	84	78	84	103	84	103	66	72	28	31	—	—	78	89	78	89	24	25	57	64	—	—	—	—								
2½ and less than 3 years	118	3.8	23	95	63	63	70	63	70	39	44	25	26	—	—	56	74	56	74	19	20	45	54	—	—	—	—	—								
3 and less than 3½ years	302	9.6	182	120	72	77	72	88	72	88	51	62	24	26	—	—	77	90	77	90	17	23	65	76	—	—	—	—								
3½ and less than 4 years	106	3.4	22	84	51	64	51	65	51	65	27	30	32	35	—	—	64	97	64	97	24	29	51	68	—	—	—	—								
4 and less than 4½ years	279	8.9	148	130	67	94	67	77	67	77	64	76	41	45	1	1	94	122	93	120	19	19	81	101	1	2	1	—								
4½ and less than 5 years	130	4.1	27	103	51	81	51	67	51	67	30	35	27	32	—	—	81	131	78	127	22	33	66	94	3	4	—	—								
5 years	1,091	34.7	663	427	214	295	214	231	211	228	148	153	70	75	3	3	295	374	237	360	46	55	258	305	8	14	1	—								

<sup>1</sup> Included in this column are those who report unemployment periods but do not report reasons for all periods.

<sup>2</sup> Includes women who report on past 12 months but do not report number of jobs left in preceding years or those who report on jobs left in one period and not on other, etc.

<sup>3</sup> Details aggregate more than totals, as some women were in more than one class.

GENERAL TABLES

TABLE II.—*Time out of work between jobs for industrial and personal causes*

Total time unemployed between jobs	Women reporting date and reason for unemployment between jobs							
	Past 12 months				Preceding 4 years			
	Industrial		Personal		Industrial		Personal	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
	Total.....	605	100.0	268	100.0	270	100.0	310
Less than 1 month.....	113	18.7	33	12.3	66	31.9	14	4.5
1 and less than 2 months.....	140	23.1	40	14.9	43	15.9	21	6.8
2 and less than 3 months.....	108	17.9	49	18.3	38	14.1	21	6.8
3 and less than 4 months.....	60	9.9	20	10.8	32	11.9	24	7.7
4 and less than 5 months.....	46	7.6	26	9.7	19	7.0	11	3.5
5 and less than 6 months.....	44	7.3	22	8.2	8	3.0	13	4.2
6 and less than 7 months.....	34	5.6	24	9.0	10	5.9	20	6.5
7 and less than 8 months.....	18	3.0	12	4.5	4	1.5	8	2.6
8 and less than 9 months.....	23	3.8	16	6.0	4	1.5	8	2.6
9 and less than 10 months.....	8	1.3	8	3.0	3	1.1	6	1.9
10 and less than 11 months.....	5	.8	7	2.6	2	.7	5	1.6
11 and less than 12 months.....	6	1.0	2	.7	1	.4	4	1.3
1 and less than 1½ years.....					11	4.1	65	21.0
1½ and less than 2 years.....					3	1.1	27	8.7
2 and less than 2½ years.....							31	10.0
2½ and less than 3 years.....							10	3.2
3 and less than 3½ years.....							17	5.5
3½ and less than 4 years.....							2	.6
4 years.....							3	1.0



TABLE III.—Number of wage earners in family earlier in the year and at time of interview, by size of family

Number of persons in family	Total reporting wage earners at interview	Number of families that had had during the year—																	
		1 wage earner—			2 wage earners—			3 wage earners—				4 wage earners—							
		Total	And at time of interview had—		Total	And at time of interview had—		Total	And at time of interview had—			Total	And at time of interview had—						
			No wage earner	1 wage earner		No wage earner	1 wage earner		2 wage earners	No wage earner	1 wage earner		2 wage earners	3 wage earners	No wage earner	1 wage earner	2 wage earners	3 wage earners	4 wage earners
Total.....	2,747	401	54	347	1,593	43	510	1,040	483	8	56	137	282	198	1	14	35	67	81
1.....	182	182	19	163	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
2.....	571	92	13	79	479	19	164	305	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
3.....	511	61	11	50	404	16	131	257	46	.....	7	8	31	.....	.....	.....	.....	.....	.....
4.....	468	26	5	21	304	9	97	198	123	2	13	30	78	15	.....	1	2	6	4
5.....	343	21	5	16	173	4	42	127	91	2	4	33	52	52	.....	.....	9	19	24
6.....	258	9	.....	9	110	1	34	75	79	1	12	43	43	49	1	.....	.....	.....	.....
7.....	153	5	1	4	59	3	18	38	58	1	7	14	36	21	.....	6	1	7	11
8.....	109	2	.....	2	35	.....	14	21	37	.....	6	15	16	24	.....	2	0	10	6
9.....	66	.....	.....	.....	15	.....	4	11	27	.....	2	7	18	13	.....	2	4	4	3
10.....	32	1	.....	1	7	.....	2	5	9	1	3	2	3	10	.....	2	2	2	4
11.....	28	2	.....	2	6	.....	3	3	7	.....	.....	.....	.....	10	.....	3	3	5	2
12.....	10	.....	.....	.....	1	.....	1	.....	2	.....	.....	2	2	1	.....	.....	.....	.....	1
13.....	7	.....	.....	.....	.....	.....	.....	.....	4	.....	2	1	1	1	.....	.....	.....	1	.....
14.....	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	2	.....

Number of families that had had during the year—Continued

Number of persons in family	5 wage earners—						6 wage earners—					7 wage earners—		8 wage earners—		10 wage earners—					
	Total	And at time of interview had—					Total	And at time of interview had—					Total	And at time of interview had—		Total	And at time of interview had—				
		No wage earner	1 wage earner	2 wage earners	3 wage earners	4 wage earners		5 wage earners	No wage earner	2 wage earners	3 wage earners	4 wage earners		5 wage earners	2 wage earners		5 wage earners	Total	And at time of interview had 5 wage earners	Total	And at time of interview had 7 wage earners
Total .....	56	1	1	8	12	22	12	12	1	2	2	3	4	2	1	1	1	1	1	1	
1.....																					
2.....																					
3.....																					
4.....																					
5.....	6				2	3	1														
6.....	11			4	1	4	2														
7.....	11		1			6	4	4		1		1	2								
8.....	8	1		1	3	2	1	3		1	1		1								
9.....	9			1	2	4	2	1			1			1		1					
10.....	5			2	2		1														
11.....	2					2		1					1								
12.....	3				2		1	2				2								1	
13.....								1	1					1	1						
14.....	1					1										1	1				

GENERAL TABLES

TABLE IV.—Number of wage earners in family at time of interview and number employed steadily, by size of family

Number of persons in family	Total reporting number of wage earners employed steadily at interview	Families having one or more wage earners at time of interview that had had during the year—																	
		1 wage earner—			2 wage earners—				3 wage earners—				4 wage earners—						
		Total	And now had, employed steadily—		Total	And now had, employed steadily—			Total	And now had, employed steadily—			Total	And now had, employed steadily—					
			No wage earner	1 wage earner		No wage earner	1 wage earner	2 wage earners		No wage earner	1 wage earner	2 wage earners		3 wage earners	No wage earner	1 wage earner	2 wage earners	3 wage earners	4 wage earners
Total.....	2,592	346	206	140	1,519	762	558	199	464	167	175	84	38	194	53	75	36	18	12
1.....	163	163	96	67	456	222	171	63	46	13	19	10	4	14	2	7	3	2	..
2.....	535	79	49	30	380	182	142	56	116	36	46	23	11	47	11	22	8	6	5
3.....	475	49	27	22	288	150	103	35	88	35	27	16	10	52	11	22	8	6	5
4.....	439	21	14	7	168	93	50	25	76	25	32	16	3	47	16	20	5	2	4
5.....	329	16	8	8	108	59	42	7	56	23	20	9	4	21	5	5	5	5	1
6.....	251	9	9	3	34	18	13	3	36	15	13	5	3	24	7	9	7	1	1
7.....	152	4	1	1	15	7	6	2	26	13	8	2	3	12	5	4	2	1	..
8.....	106	2	1	1	7	2	4	1	8	2	4	2	..	10	3	3	3	..	1
9.....	64	..	..	..	6	4	2	..	6	1	4	1	..	10	3	4	2	1	..
10.....	31	1	1	1	1	1	..	..	2	2	..	..	..	1	..	..	..	1	..
11.....	27	2	1	1	..	..	..	..	4	2	..	..	..	1	1	1	..	..	..
12.....	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
13.....	6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
14.....	4	..	..	..	..	..	..	..	..	..	..	..	..	2	1	..	1	..	..

Families having one or more wage earners at time of interview that had had during the year—Continued

Number of persons in family	5 wage earners—							6 wage earners—						7 wage earners—		8 wage earners—		10 wage earners—			
	Total	And now had, employed steadily—						Total	And now had, employed steadily—					Total	And now had, employed steadily—		Total	And now had, employed steadily, 3 wage earners			
		No wage earner	1 wage earner	2 wage earners	3 wage earners	4 wage earners	5 wage earners		No wage earner	1 wage earner	2 wage earners	3 wage earners	5 wage earners		6 wage earners	No wage earner		4 wage earners	Total	And now had, employed steadily 1 wage earner	Total
Total.....	54	23	16	6	6	2	1	11	2	3	2	1	1	2	2	1	1	1	1	1	1
1.....																					
2.....																					
3.....																					
4.....																					
5.....	5	1	1	2	1																
6.....	11	4	2	2	2	1		4		2			1	1							
7.....	11	4	3		2	1	1	4		2			1	1							
8.....	7	3	3	1	2			3	1	1					1						
9.....	9	4	4	1				1			1				1			1			
10.....	5	4	1																		
11.....	2	2						1						1							
12.....	3	1	1		1			2	1		1									1	1
13.....															1	1					
14.....	1		1														1		1		

GENERAL TABLES

Appendix B.—Schedule Forms

SCHEDULE I

This schedule was used for the interview with women in their homes.

U. S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU

(FRONT)

1. Name \_\_\_\_\_ 2. Address \_\_\_\_\_ Ward \_\_\_\_\_ Block \_\_\_\_\_  
3. Relationship to head of family \_\_\_\_\_ 4. Age \_\_\_\_\_ 5. Marital status \_\_\_\_\_  
6. Country of birth \_\_\_\_\_ 7. Occupation \_\_\_\_\_ 8. Industry \_\_\_\_\_  
At work yesterday: Yes \_\_\_\_\_ No \_\_\_\_\_

EMPLOYMENT HISTORY

Firm name (9)	Occupation (10)	Industry (11)	Time employed (12)	Reason left (13)	Date left (14)	Time un-employed (15)	Cause (16)
a							
b							
c							
d							
e							
f							
g							
h							

BROKEN EMPLOYMENT

EMPLOYED IRREGULARLY

Occupation No. (17)	Number of weeks idle (17)	Reason (18)	Occupation No. (19)	Describe (19)	Reason (20)

(BACK)

21. If unemployed: Able to work \_\_\_\_\_ Desire to work \_\_\_\_\_ Looking for work \_\_\_\_\_  
22. Present economic status \_\_\_\_\_  
23. Comparison of definite jobs, in wages, regularity of work, and other conditions: \_\_\_\_\_  
24. General comments on employment (difficulties in finding work, technological changes) \_\_\_\_\_  
25. General comments on changes and difficulties in family economic conditions: (As to other wage earners, housing, finances—loans, pensions, etc.) \_\_\_\_\_  
26. Any assistance from unemployment insurance? \_\_\_\_\_  
Person interviewed \_\_\_\_\_ Agent \_\_\_\_\_ Date \_\_\_\_\_

SCHEDULE II

This schedule was used for information from factories on numbers of employees, hours, wages, and policies.

Firm..... Product.....

Person interviewed.....

Number employed: September, 1929, to September, 1930.....

Men.....

Women.....

Marked variations in number. (Indicate whether or not a usual seasonal trend.)

Department	Date	Number men and women affected
.....	.....	.....
.....	.....	.....
.....	.....	.....

Turnover records by month: Men and women for 2 years.....

Hours: Normal schedule, 1929.....

Changes in schedule, 1930, by department (give dates of changes).....

Variations in hours worked daily or number of days worked per week, by department. Describe overtime or undertime.

Staggered shifts.....

Employees' voluntary division of work.....

Lay-offs: Number affected, men and women, by department and date.....

Policy basis—Efficiency, experience, sex, age, family, type of work, transfers.....

Vacation practice, 1930.....

Vacation practice, previous years.....

Wages: Changes in method; rates or standards or bonus payments.....

If recently established in South Bend—

Reason for location.....

Date of beginning production.....

Type of labor hired..... Age.....

Experience..... Training.....

Employment records kept.....

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

## 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. Fourth ed., 1928.
- 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. 28 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. 6 pp. Revised, 1931.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- \*No. 20. Negro Women in Industry. 65 pp. 1922.
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- \*No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
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