

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**

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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, September 22, 1931.*

SIR: I have the honor to submit the report of this bureau's survey of employment conditions among the wage-earning women of South Bend, Ind., in the late summer of 1930.

Originally intended to be a study of women's recent industrial histories, to serve as a background for special analyses of the effects on women of industrial changes, the survey was made in the South Bend district on the advice of a consulting committee composed of Miss Mary van Kleeck, director of industrial studies of the Russell Sage Foundation, Dr. Lillian M. Gilbreth, consulting engineer, and Mr. Lawrence W. Wallace, engineer, a member of the committee on technological employment.

When the field work had begun, it became apparent that business in the community was experiencing much more of a depression than had been realized, and the house-to-house canvass, instead of placing emphasis on the women's industrial histories over a period of years, resolved itself into a study of part-time employment—in many cases complete unemployment—in a time of economic depression.

The 3,245 women interviewed, besides supplying information on their own employment status, answered questions on the changed status of the wage earners in nearly 2,700 families, the whole constituting a body of information not easily duplicated and undoubtedly of great value in the endeavor to control and alleviate the social consequences of such economic upheavals as the one through which the country is passing.

The cordial response of the women interviewed in their homes, the courteous cooperation of employers and other persons and agencies, the kindness of the Bureau of the Census in supplying advance figures, all are gratefully acknowledged.

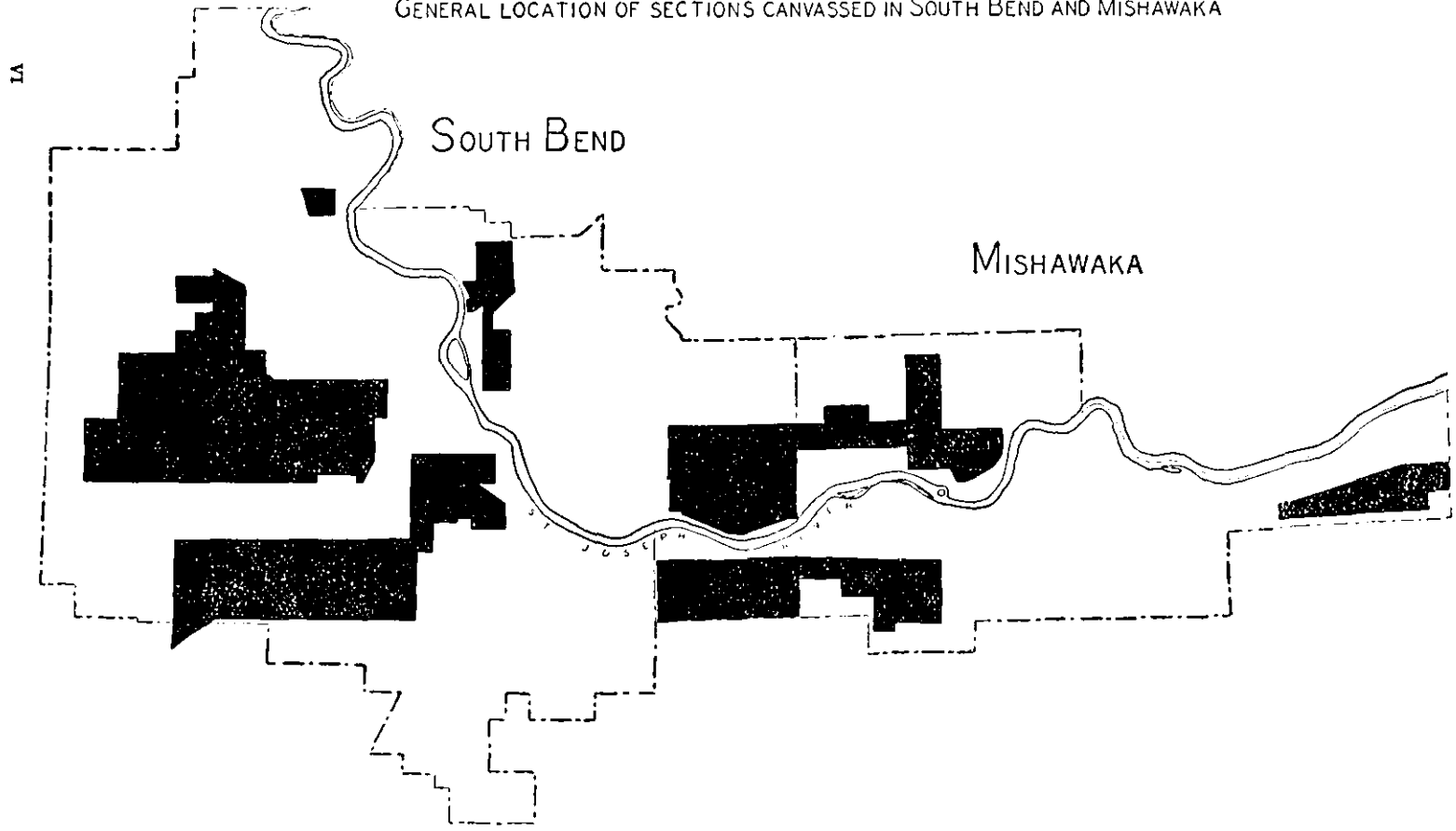
The field work was directed by Caroline Manning, industrial supervisor, and the report has been written by Miss Manning and Arcadia N. Phillips, statistician.

Respectively submitted.

MARY ANDERSON, *Director.*

Hon. W. N. DOAK,  
*Secretary of Labor.*

GENERAL LOCATION OF SECTIONS CANVASSED IN SOUTH BEND AND MISHAWAKA



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

## PART I.—INTRODUCTION

This community survey was intended originally to serve as a background for more specialized studies of the effects of the modern trends in industry upon employment of women, that is, to what extent human waste results from new and improved mechanical equipment or from the consolidations and migrations constantly occurring in industry. But as soon as the field work began, in August, 1930, it became apparent that business already was far below normal, and the survey quickly resolved itself into a study of unemployment in a period of depression, that gained in momentum as the field work progressed. Relief agencies were beginning to feel the strain, but their load was nothing in comparison with what it became in the winter months following, 1930-31. This report, then, pictures the extent and effects of unemployment and part-time employment among industrial workers and their families in an admittedly subnormal business period, yet before the worst of the depression. In some respects it was possible to compare steadiness of employment in the present year with a few preceding years when business was normal, or, during much of the time, far above normal. And again, comparisons were made of the first six months and the last six months of the current year, showing the increasing burden of unemployment as the year progressed, especially in the irregularity of work and part-time employment.

The advice of a consulting committee, consisting of Miss Mary van Kleeck, director of industrial studies, Russell Sage Foundation, Dr. Lillian M. Gilbreth, consulting engineer, and Mr. Lawrence W. Wallace, engineer, a member of the committee on technological employment, was sought in selecting the locality, one that should be small enough to make the survey practicable, one that should be fairly isolated so that interchange of labor with other communities would not be customary, one that should offer many and diversified opportunities of employment for women, and one that should reflect fairly steady or normal employment conditions. After careful consideration, South Bend, Ind., and its close neighbor Mishawaka were selected for this community survey. Together, these constitute one of the most important of the smaller industrial communities in the Middle West and one long a woman-employing district. It was not too large to cover and, most important of all considerations, up to midsummer 1930 business organizations reported that unemployment had not been acute here and business had been holding its own much better than in most other manufacturing districts.

That South Bend has been a thriving and rapidly developing city is confirmed by the figures of the United States census. In 1920 it had a population of 70,983, and in 1930 it had 104,193, an increase of 46.8 per cent; the number of gainfully employed persons increased



from 29,979 in 1920 to 44,446 in 1930. With the exception of Detroit and Flint, its rate of population increase surpassed that of all cities of 100,000 population north of the Mason and Dixon line.

The combined population of South Bend and Mishawaka, which are industrially one center, was 132,823 in 1930, and the number of gainfully employed women in the two cities combined was 14,155, or about one-fourth of all females 10 years of age or over. About one-fourth of the working population of these cities is wage-earning women. The percentage of gainfully employed women in South Bend alone (figures for Mishawaka are not available for 1920) gained by 1.6 points in the census decade 1920-1930, while the percentage of men gainfully employed decreased by 3.4 points.

### Scope and method.

With the emphasis always upon changes in condition of employment of women workers, the investigation approached the subject from two angles: First, interviews with the employees in their homes; and second, interviews with employers, who in many instances furnished pay-roll and other plant records that served as the best possible check upon the findings that resulted from the interviews.

Only those women were interviewed who were at least 18 years old and had had some regular employment during the past 12 months and since reaching their eighteenth birthday. Women in the professions, the self-employed, household workers, those with only irregular and intermittent employment during the 12 months, and those who were doing work in their own homes for others were not scheduled. On this basis, several nurses, teachers, and librarians were omitted, as were many who were busy in neighborhood stores conducted by their own families or were running small beauty parlors; agents, those who were sewing at home, caring for children in their own homes, or women like the one who "turned the house into a hand laundry" when her husband was laid off, were not scheduled. Probably the largest group of wage earners thus eliminated from the survey were the girls under 18, many of whom had minor jobs in clothing and other small factories. In one family a girl of 17 was the only one employed; another was working while her two brothers had been laid off and her father worked very irregularly. Not all the young girls had employment, for many under 18 were desperate for work.

Next in number to the young girls who were not interviewed were the women whose work had been intermittent, perhaps an occasional Saturday in a store, perhaps a day or so a week in the spring house-cleaning season, or as an "extra" now and then in a restaurant "when they sent for me."

Only at rare intervals did the women seem to resent the questions or hesitate to give the desired information. Unemployment was a common experience and a common topic of conversation with neighbors and fellow workers, so that the purpose of the questionnaire was quickly comprehended and made the interview comparatively easy.

In more than one home the entire family joined in the conversation, for it was a family affair when men also were out of work not only because of the economic depression but because of other conditions that seemed to have developed simultaneously with the depression. Undoubtedly "bad spell" in business. Skilled rubber-shoe makers were unprec-

despondent over having lost their trade; machines that were revolutionizing the jobs had been introduced recently, and with this improved equipment they had seen women hired in their places at greatly decreased rates of pay. "Women were getting jobs that had always belonged to the men." Older men in the families said they were having greater difficulties than the younger men in finding work, but new machines and equipment, together with new and complicated ways of figuring wages, seemed to be the chief causes for grievance.

It was impracticable to canvass the entire community in an effort to find the homes of working women; so, guided by the advice of industrial leaders, school authorities, and census supervisors, a few districts were selected for a house-to-house canvass where the residents were predominantly industrial workers. (See frontispiece.)

During the two months in which the field work was in progress, 11,966 houses—3,413 in Mishawaka and 8,553 in South Bend—were canvassed, and on an average an interview with a wage-earning woman was obtained in 1 in every 3 or 4 houses. Vacant houses averaged about 1 in every 17 houses visited.

During the house-to-house canvass, 22.9 per cent of the total number of gainfully employed women as enumerated in the 1930 census were visited by agents of the Women's Bureau. In manufacturing lines the percentages were considerably higher. In total manufacturing, 33 per cent were scheduled; in wearing apparel, inclusive of a shoe and rubber factory, 40.6 per cent; and in the manufacture of automobiles and parts, 35.8 per cent. There was a slight difference in the designation of the automobile industry, the census including automobile factories and repair shops, and the Women's Bureau only factories making automobiles or parts.

The more than 800 women interviewed in Mishawaka lived in districts north and south of the river. The heart of the city gave the impression of an old, well-established settlement where the women lived in substantially built homes in good repair. Only one tenement was noted; 1-family dwellings were the rule. On the outer fringes of the city, the larger 2-story dwellings gave way to smaller bungalows, and civic pride was justified in the clean streets and well-kept lawns and gardens that prevailed in all but one small region toward the city limits on the west. In comparison with the rest of the city, this limited area seemed particularly desolate, with weeds, wild grass, and dust. The houses were very small, mere makeshifts erected at the rear of the deep lots, ultimately to become garages. It was a very new and cheap development and many houses were devoid of plumbing and dependent upon yard pumps.

In South Bend the district that yielded the most schedules was what is called the west end. In this section the houses of the workers were in the immediate neighborhood of many of the city's leading industrial establishments; in some cases their frame cottages surrounded the plant, reaching up to the factory fence, and most of the homes were within easy walking distance of the place of work. There was a close dependence of the firms upon the neighborhood for labor and of the neighborhood upon the factories for employment. Much of this district was conspicuously foreign, chiefly Polish and Hungarian, but literally hundreds of young daughters from these families had been born in this country and constituted a dependable American element in the labor force of these industries.

The canvass of the central part of South Bend, an old section of the city that used to be an exclusive residential district, disclosed many houses deteriorating by degrees into furnished rooms and tenements. For the most part the residents were English speaking, with a fringe of colored and a few Italian families. In this district were women living alone and many transient families who had been attracted from their homes in other sections of the country, south, west, and east, by glowing accounts of opportunities for high wages. Naturally, they were not home buyers, and a few of the houses seemed gradually approaching a state of dilapidation.

The eastern end of South Bend, adjoining Mishawaka, also furnished a good area for this survey. This section is practically a development within the past 10 years and is predominantly American, with many young couples, the husband and wife both working in an effort to pay for their home.

There was much unemployment in homes visited by the investigators but not scheduled because they included no wage-earning women. In case after case the husband or father had not worked for months and the outlook was serious. Savings had disappeared in the months of unemployment and they were worrying about the winter's coal supply. Also in many homes where there were no wage-earning women to interview, married women who had never worked before were eager for information as to where they might find jobs. Many others who had worked in years gone by were anxious to work again but had looked for jobs in vain. Not only had mature women failed to find work, but schoolgirls 16 and 17 years old, keen to help their families, were having the same trouble. In one household where the father had lost his job, the mother and 16-year-old daughter were out looking for work. In one case a young son who had a paper route was the only one contributing to the family support. Although this small boy had work, young people 16 to 21 years old were out of work in large numbers.

In every neighborhood canvassed, young office girls just through school were finding it particularly difficult to get positions, and the starting wage was said to be lower than formerly. Some experienced clerical workers reported time off without pay where in former years they had had vacations with pay, and others had missed the usual salary increase this year.

Some of the more important facts derived from the study are summarized below:

#### SUMMARY

Date of survey..... August and September, 1930.  
Place..... South Bend and Mishawaka, Ind.

#### *House-to-house canvass*

Number of women interviewed in their homes.....	3, 245
Age (3,215 reporting):	Percent
Under 20.....	16. 6
20 and under 25.....	31. 0
25 and under 40.....	39. 0
40 and over.....	12. 6
Marital status (3,243 reporting):	
Single.....	46. 1
Married.....	43. 7
Widowed, separated, or divorced.....	10. 2

Industry of present or last employment (3,245 reporting):	Per cent	
Automobiles and automobile parts.....	10.4	
Wearing apparel, including footwear.....	43.9	
Machinery and electrical products.....	5.9	
Paper products.....	2.1	
Other manufacturing.....	2.2	
Clerical and telephone.....	19.2	
Domestic and personal service.....	10.7	
Sales.....	5.5	
Employment status earlier in the year (3,245 reporting): Employed.....	100.0	
Employment status at time of interview (3,243 reporting):		
Employed.....	78.6	
Unemployed.....	21.4	
	Number	
Total weeks lost through industrial causes in past year by 2,053 women....	13,445	
Average per woman.....	6.5	
Aggregate of part-time weeks worked in past year (1,826 reporting):	Per cent	
Less than 2 months.....	25.8	
2 and less than 4 months.....	23.5	
4 and less than 8 months.....	26.7	
8 and less than 12 months.....	11.8	
12 months.....	12.3	
Per cent decrease in earnings during year (1,314 reporting):		
Less than 20 per cent decrease.....	15.1	
20 and less than 40 per cent decrease.....	43.2	
40 and less than 60 per cent decrease.....	32.4	
60 per cent or more decrease.....	9.3	
	Per cent of families	
Wage earners in family earlier in year and at time of interview (2,755 families):	Earlier in year	At time of interview
No wage earner.....	0.0	3.9
1 wage earner.....	14.6	33.8
2 wage earners.....	57.9	44.5
3 wage earners.....	17.6	13.2
4 to 10 wage earners.....	9.9	4.6
Number of wage earners employed earlier in the year (2,755 families)....	6,237	
Number of wage earners employed at time of interview.....	4,988	
Per cent having steady jobs among those employed at time of interview..	38.0	
Employment of husband or father at time of interview (2,031 families):		
Employed.....	87.4	
Not employed.....	12.6	
Per cent having steady jobs among those employed.....	33.3	

*Pay-roll information*

Women reported in one week in September, 1929 (2,746), and in one week in September, 1930 (2,483)—largely wearing apparel (see pp. 9-10):	Per cent	
	In 1929	In 1930
Working under 36 hours.....	16.6	38.4
Working 48 hours and over.....	34.6	20.2
Earning under \$10.....	9.9	23.9
Earning \$20 and over.....	36.6	14.4

Average change in the 12 months: A loss of 5.9 hours in time and of \$4.45 in earnings.

## PART II.—DATA SECURED BY HOME INTERVIEWS

Although the primary interest in these women lies in the fact that they were wage earners (only women ordinarily wage earning were selected for interview), society is interested in knowing what responsibilities the women had toward their families as well as ascertaining, if possible, what the obligations of the community may be to these women, members of society as well as wage earners. From answers to a few personal questions it developed that they were largely a young group; about two-fifths (39.2 per cent) bore the relationship of daughters to the heads of the families, and more than two-fifths (43.7 per cent) were married and carrying the double burden of wage earning and domestic cares.

Somewhat less than half (44.4 per cent) of the married women had no children, but there were over 200 widows with children to support. Almost another 200 women (183) were adrift; that is, living alone. A considerable group (150) bore distinct relationships to the families with whom they lived, as sister, niece, or granddaughter.

As a whole, the wage-earning women were quite a homogeneous group of native Americans; with the exception of a few Belgians and Italians and some Hungarians and Slavs, all were English speaking. Of the 3,235 reporting, only 491 (15.2 per cent) were foreign-born women, who for the most part had found work in factories or as janitresses and office cleaners. But, although the percentage of foreign born is low, a great many were the daughters of foreign-born parents. As between native and foreign born, there was not much difference in the proportions of those not working at the time of the interview, as 24.6 per cent of the foreign born and 20.8 per cent of the native whites were not employed.

Only 18 colored women—restaurant workers or charwomen—could be scheduled, but many colored families were living in the area canvassed, especially west of the business center of South Bend. Their homes bore marked evidences of poverty, and repeatedly they expressed a desire for work. Many with "house-cleaning places" four or five days a week in former years had been reduced to one or two days now, and this irregularly, work too spasmodic and intermittent to insure a living wage. They were in more straitened circumstances now, some said, because white men and women thrown out of their own jobs in the present emergency were competing for "negro jobs."

### Age.

As stated before, as a group the women interviewed were young, for almost one-half (48.4 per cent) were not yet 25 years old; close on one-third (31.9 per cent) were 20 and under 25, and only one-eighth (12.6 per cent) were as much as 40.

As is usually the case, the clerical workers and saleswomen were predominantly young, while in manufacturing industries 55.9 per cent of the workers were 25 years old or more. Furthermore, one-

seventh of the women employed in the manufacture of wearing apparel were at least 40; and, as usual, the proportion of older women was highest in the domestic and personal service group.

TABLE 1.—Age distribution of women at work and not at work

Age	3,245 women employed at some time during past 12 months reporting on employment at time of interview								
	Total		At work		Not at work				
					Total		Reason for leaving last job		
	Number	Per cent	Number	Per cent	Number	Per cent	Personal	Industrial	Not reported
Total.....	3,245	-----	2,551	-----	694	-----	234	458	2
Not reporting.....	30	-----	26	-----	4	-----	1	3	-----
Total reporting.....	3,215	100.0	2,525	100.0	690	100.0	233	455	2
18 and under 20 years.....	533	16.6	425	16.8	108	15.7	23	84	1
20 and under 25 years.....	1,024	31.9	798	31.6	226	32.8	82	144	-----
25 and under 30 years.....	569	17.7	437	17.3	132	19.1	57	75	-----
30 and under 40 years.....	685	21.3	542	21.5	143	20.7	52	90	1
40 and under 50 years.....	308	9.6	240	9.5	68	9.9	18	50	-----
50 and under 60 years.....	82	2.6	69	2.7	13	1.9	1	12	-----
60 years and over.....	14	.4	14	.6	-----	-----	-----	-----	-----

That the proportions of those employed and not employed varied but little within any one age group is shown in the accompanying table. In the largest division, those 20 and under 25 years old, were 31.6 per cent of all at work and 32.8 per cent of all not at work, and the same close similarity in the proportions of those at work and not at work occurs in each age subdivision, the variation in no group being as much as 2 points; 48.4 per cent of those at work and 48.4 per cent of those not at work were under 25 years, and 12.8 per cent of those at work and 11.7 per cent of those not at work were 40 or more. Although the numbers in the two highest age groups are very small, it is worth noting that all the women of 60 or more and most of those of 50 and under 60 had work.

A subdivision of the unemployed into those who had left their jobs for purely personal or family reasons and those who had lost them through industrial causes indicates that in the years between 20 and 40 a larger proportion of the women had become unemployed through personal reasons than was true of the youngest and oldest groups combined, who were out of work more often because of industrial reasons. In this connection the statement may be made that no small number of the women who had left their jobs for personal reasons found themselves unable to reenter the ranks of the employed because of industrial reasons.

There is no evidence of a tendency to remove the older rather than the younger employees; but when it came to hiring a new force of labor, employment managers and superintendents interviewed later occasionally expressed a pronounced preference for young girls in such phrases as these: "As long as they are young and lively, it doesn't matter much if they haven't a lot of sense. We usually hire

with a rush and take what are in line. Often they don't last long." "They are all young here. I hope I haven't a girl over 25 in the plant." In these two cases the type of work was simple and classed as labor, but in another plant, where much of the work was skilled, the employer also boasted that he had been able to build up a force 65 per cent of whom were 18 to 22 years old. There were not many as old as 30 or 35, and these few had had long experience in the trade.

The policy of hiring the younger girls had been particularly marked in two or three plants recently established in the South Bend district.

#### Marital status.

There were almost as many married women as single women, there being 43.7 per cent married to 46.1 per cent single, while the widowed, separated, and divorced constituted about one-tenth of the entire group.

TABLE 2.—*Marital status and industry in which employed*

Industry of present or last employment	3,245 women employed at some time during past 12 months						
	Total	Total reporting marital status		Per cent reporting marital status as—			Not reporting marital status
		Number	Per cent	Single	Married	Widowed, separated, or divorced	
Total.....	3,245	3,243	100.0	46.1	43.7	10.2	2
Manufacturing.....	2,095	2,094	100.0	40.5	48.9	10.6	1
Clerical, including telephone.....	624	624	100.0	71.5	22.4	6.1	-----
Domestic and personal service.....	347	346	100.0	30.1	52.9	17.1	1
Sales.....	179	179	100.0	53.1	39.7	7.3	-----

From this table it is apparent that the married women outnumbered the single women in manufacturing lines and in domestic and personal-service jobs, but that the single women predominated among clerical workers and to a less extent in the sales group. The largest number of widowed, separated, or divorced women were in the garment industry (which far outdistances all other industries in point of total numbers employed), but their proportion is higher in automobile plants and in domestic and personal service, being 13.9 per cent of all employed during the year in the former and 17.1 per cent of all employed during the year in the latter.

Since so much interest attaches to the employment of married women, the next tabulation is significant because it shows a greater falling off recently in the employment of married than of single women.

TABLE 3.—*Present employment status, by marital status*

Marital status	3,245 women employed at some time during past 12 months reporting on employment at time of interview					
	Total		At work		Not at work	
	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	3,245	100.0	2,551	78.6	694	21.4
Not reporting.....	2				2	
Total reporting.....	3,243	100.0	2,551	78.7	692	21.3
Single.....	1,494	100.0	1,286	86.1	208	13.9
Married.....	1,417	100.0	990	69.9	427	30.1
Widowed, separated, or divorced.....	332	100.0	275	82.8	57	17.2

In actual numbers, twice as many married women as single women were not working at time of interview; and as regards proportion, only 13.9 per cent of the single women, in contrast to 30.1 per cent of the married women, were not working. It is surprising to discover that over one-sixth of the widows were not at work, a larger percentage than that of single women.

In some instances, women with husbands, embarrassed by the popular sentiment against the employment of married women, had voluntarily relinquished their jobs, but undoubtedly the greatest number of removals of married women from industry was due to the avowed policy in two or three manufacturing establishments during the depression of first laying off the married women who had other means of support. In most cases there was little questioning as to whether or not this support was adequate. Although efficiency of the worker was also a determining factor, when faced with the necessity of reducing the force, the inefficient married woman was laid off before the inefficient single girl. Altogether, more than 200 married women formerly employed in manufacturing establishments were unemployed at time of interview through industrial causes.

#### WORK EXPERIENCE

##### Industries in the South Bend district.

Located in this industrial community were not over 10 factories, engaged in the manufacture of various products, that were employing more than 100 women in usual seasons. One factory of long standing in the community engaged in the manufacture of men's shirts, underwear, hosiery, and neckwear, and another making shoes and rubbers, had employed over 1,800 women each, and an automobile plant had employed somewhat less than 1,000 women at its peak. Beside these three firms, the others fade into insignificance in respect to numbers of women employed. Three factories making overalls and shirts, automobile brakes, and sewing machines had an enrollment ranging from about 200 to 300 women, while four making clothing, carburetors, and radios had an enrollment ranging roughly from 100 to 200 women.

A unique and very large establishment whose products are a miscellaneous line of footwear, including leather, canvas, and rubber



boots and shoes, as well as heavy woolen socks and lumbermen's felt boots, has been included with the garment and clothing factories in an industrial group called "wearing apparel" to avoid the identification of firms. Two firms in the wearing-apparel group are so conspicuously large, each having in recent busy seasons employed about 1,800 women, that this group "wearing apparel" far overbalances the numbers employed in the other industries. Included in the wearing-apparel division are five small firms manufacturing various articles of clothing—shirts, overalls, uniforms, underwear, and corsets and supporters. The enrollment of women in these various factories ranged roughly from 30 to about 300.

In plants making automobiles and automobile parts, machinery, and electrical products, women are engaged for the most part in small assembly operations, finishing, and inspection work, and although the automobile industry employs overwhelmingly large numbers of men, women have worked here for years, especially in sewing operations. The products of these factories range from automobiles and farm machinery to sewing machines, automobile brakes, carburetors, lighting equipment, transformers, and radios.

Most of the laundry workers interviewed were employed in five establishments that averaged about 50 employees per plant. Laundries as well as other lines of industry were feeling the depression and were operating shorter hours, and some had been forced to reduce their labor force by laying off as many as one-fifth or one-fourth or more of their employees. Other women interviewed were employed in scattered restaurants or hotels or as office cleaners and janitresses in various establishments too numerous to classify. Together with the laundry employees they compose the broad division called domestic and personal service.

Not only was there no concentration of the interviewed women in the domestic and personal service group, but few of the saleswomen were working in any one store. There were a few in various specialty shops, a few in each of two or three department stores, one or two in each of several chain stores; others were working in remote neighborhood stores in various sections of the city. In like manner the many clerical workers were widely scattered in various kinds of offices, with possibly the one exception of those employed in the offices of the automobile industry.

The number of women in retail trade who were interviewed was comparatively small, probably due to the fact that the canvass was concentrated in sections where industrial workers predominated. In the families in these sections many factory employees were interviewed and also many young clerical workers, daughters who had had the advantage of a business education; but there were few saleswomen.

The miscellaneous group covers 29 plants, few employing as many as 10 women. Some had had very seasonal work, such as one making fishing tackle and another making perfume, which was in great demand especially for the holiday trade. Throughout most of the report the three small factories making paper products, such as boxes, calendars, cards, and catalogues, have been classed in miscellaneous manufacturing.

The questionnaire used in the interviews with the wage-earning women called for information on their industrial experience during only the past five years. The data on work histories were limited to

this brief period because it seemed that these few years would furnish ample material for a general occupational background in a study of recent trends in industry. While work experience was traced back five years, special emphasis was placed upon the 12 months immediately preceding the interview, stressing changes in operations, variations in wages and hours, lay-offs both permanent and temporary, and part-time employment that had occurred within this year.

### Present or latest employment.

The following table shows in a broad classification in what industries the women were employed or had been last employed. As stated before, only those women were interviewed who, if not at present employed, had worked at some time during the year, and as a matter of fact nearly four-fifths had jobs when scheduled.

TABLE 4.—*Industry of present or last employment*

Industry of present or last employment	3,245 women employed at some time during past 12 months reporting on employment at time of interview					
	Total		At work		Not at work	
	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	3,245	100.0	2,551	78.6	694	21.4
Manufacturing:						
Automobiles and automobile parts.....	338	100.0	268	79.3	70	20.7
Wearing apparel.....	1,426	100.0	1,132	79.4	294	20.6
Machinery and electrical products.....	192	100.0	87	45.3	105	54.6
Paper products.....	69	100.0	51	73.9	18	26.1
Miscellaneous manufacturing.....	70	100.0	39	55.7	31	44.3
Clerical, including telephone <sup>1</sup> .....	624	100.0	558	89.4	66	10.6
Domestic and personal service.....	347	100.0	280	80.7	67	19.3
Sales.....	179	100.0	136	76.0	43	24.0

<sup>1</sup> Includes 23 telephone operators.

By far the largest group were workers in establishments making wearing apparel, including various kinds of garments and footwear. The next were clerical workers, and other representative numbers worked in automobile plants and in domestic and personal service (charwomen, laundry workers, or employees in hotels and restaurants). The saleswomen, although a comparatively small group, were employed in 66 mercantile establishments, while the large group of garment workers were employed in only 8. There is nothing distinctive in the miscellaneous manufacturing classification. One or two women worked in one place, perhaps half a dozen in another, and altogether the 70 women were scattered in 29 plants. In most of the industry divisions over three-fourths were still at work, but only about 45 per cent of those in machinery and electrical products and 55 per cent of those in miscellaneous manufacturing plants were employed, in contrast to about 90 per cent of the clerical workers.

### Employment during past five years.

Looking back over five years there was little evidence of shifting from one industry to another. The limited number of woman-employed industries in the South Bend district may account in part

for this fact. But whatever the cause may have been, four-fifths (77.9 per cent) of the women had worked in only one industry during the past five years; 586 women, or less than one-fifth, had had experience in two industries, and only 4 per cent had been in three or more industries. The percentage who had worked in two or more industries is greater among those not employed at time of interview than among those then at work, 28.9 per cent in the former and 20.3 per cent in the latter case.

TABLE 5.—Time employed and number of industries in which employed in past 5 years

Number of industries in which employed	3,245 women employed at some time in past 12 months							Not reporting time employed
	Total	Reporting time employed in past 5 years						
		Total reporting	Less than 1 year	1 and less than 2 years	2 and less than 3 years	3 and less than 4 years	4 and less than 5 years	
<b>Total:</b>								
Number.....	3,245	3,169	379	521	510	484	1,275	76
Per cent.....		100.0	12.0	16.4	16.1	15.3	40.2	
Not reporting.....	7							7
<b>Total reporting:</b>								
Number.....	3,238	3,169	379	521	510	484	1,275	69
Per cent.....		100.0	12.0	16.4	16.1	15.3	40.2	
<b>1 industry—</b>								
Number.....	2,522	2,490	328	402	372	337	1,051	32
Per cent.....		100.0	13.2	16.1	14.9	13.5	42.2	
<b>2 industries—</b>								
Number.....	580	557	42	103	110	113	189	29
Per cent.....		100.0	7.5	18.5	19.7	20.3	33.9	
<b>3 or more industries—</b>								
Number.....	130	122	9	16	28	34	35	8
Per cent.....		100.0	7.4	13.1	23.0	27.9	28.7	

Table 5 not only emphasizes stability in one industry but shows that a conspicuously large proportion had worked four to five years during the past five; 40.2 per cent, or slightly more than two-fifths, had worked throughout much or all of this period. All in all, about one-third of the women (1,051) were outstandingly steady workers, having been employed four to five years in only one line of work.

Women had changed about in some lines of work more than in others, and from the next table it is apparent that the least shifting from industry to industry occurred among women employed in the wearing-apparel and clerical groups. At the other extreme in the numerically important divisions is the automobile trade; almost one-half (46.4 per cent) of the women reporting this as their latest industry had done other kinds of work,

TABLE 6.—Number of industries in which employed in past 5 years, by industry of present or last employment

Industry of present or last employment	3,245 women employed at some time during past 12 months									Not reporting number of industries
	Total	Total reporting number of industries		Per cent reporting number of industries in which employed in past 5 years						
		Number	Per cent	1 industry			2 industries	3 or more industries		
				Total	Reporting time employed					
					4 to 5 years	Less than 4 years <sup>1</sup>				
Total.....	3,245	3,238	100.0	77.9	32.5	45.4	18.1	4.0	7	
Manufacturing:										
Automobiles and automobile parts.....	338	330	100.0	53.6	17.0	36.7	38.4	8.0	2	
Wearing apparel.....	1,426	1,426	100.0	85.4	37.9	47.5	13.0	1.6	-----	
Machinery and electrical products.....	192	192	100.0	62.0	22.9	39.1	27.1	10.9	-----	
Paper products.....	69	69	100.0	29.0	1.4	27.5	43.5	27.5	-----	
Miscellaneous manufacturing.....	70	70	100.0	62.9	34.3	28.6	27.1	10.0	-----	
Clerical, including telephone.....	624	623	100.0	90.9	41.3	49.6	8.5	.6	1	
Domestic and personal service.....	347	346	100.0	71.1	24.0	47.1	23.7	5.2	1	
Sales.....	179	176	100.0	73.3	25.0	48.3	20.5	6.3	3	

<sup>1</sup> Includes the not reported, only 32 women.

In the division called paper products, over seven-tenths (71 per cent) of the women had worked in other trades. This group included plants engaged in manufacturing boxes, greeting cards, calendars, and novelties, and, although very few women were employed, these few illustrate a condition common in this highly seasonal trade that depends largely upon unskilled female labor, especially in peak loads of business.

A further analysis of that important number of women who had worked as much as four or five years in one trade may be made from the table. Again the wearing apparel and clerical divisions lead in having the highest proportions working four to five years; the automobile trade is next to the bottom of the list, with only 17 per cent of the women working four to five years. Only 1.4 per cent of those whose sole experience had been in paper products had worked as much as four to five years in this trade.

#### Varied industrial experience.

The varied work histories of the 716 women who had changed from one industry to another during the five years necessarily were limited by the industries represented in the community.

Almost three-fifths (59.4 per cent) of the industries in which the women had worked previously were in manufacturing lines, another fifth (22 per cent) were in domestic and personal service, and the rest were chiefly in retail trade, although a few were clerical jobs.

The next table shows the kinds of work in which the 716 women—512 factory workers, 100 domestic and personal service workers, and 104 in other lines—had engaged formerly. For the most part the women in factory work had gone from one line of manufacturing to another, yet 66 had at some time within five years been saleswomen,

TABLE 7.—Other lines of employment within past 5 years, by industry of present or last employment

A.—PRESENT OR LAST EMPLOYMENT IN MANUFACTURING—512 WOMEN

Industry of present or last employment	Number of women	Other lines of employment within past 5 years									
		Total of other lines of employment	Manufacturing						Sales	Domestic and personal service	Clerical, telephone, and other
			Total	Automobiles and automobile parts	Garments	Footwear	Machinery and electrical products	Other			
Manufacturing: Total.....	512	631	385	51	156	26	55	97	66	148	32
Per cent distribution.....		100.0	61.0	8.1	24.7	4.1	8.7	15.4	10.5	23.5	5.1
Automobiles and automobile parts.....	156	190	126	-----	52	11	37	26	13	45	6
Garments.....	128	141	68	21	-----	13	7	27	20	44	9
Footwear.....	80	92	50	8	29	-----	2	11	13	21	8
Machinery and electrical products.....	45	58	41	9	23	1	-----	8	2	13	2
Other manufacturing.....	103	150	100	13	52	1	9	25	18	25	7

B.—PRESENT OR LAST EMPLOYMENT IN DOMESTIC AND PERSONAL SERVICE—100 WOMEN

Industry of present or last employment	Number of women	Other lines of employment within past 5 years									
		Total of other lines of employment	Manufacturing	Sales	Domestic and personal service					Clerical, telephone, and other	
					Total	Hotels	Laundries	Char-women	Housework		Other
Domestic and personal service: Total.....	100	125	83	7	30	8	6	5	9	2	5
Per cent distribution.....		100.0	66.4	5.6	24.0	6.4	4.8	4.0	7.2	1.6	4.0
Hotels and restaurants.....	31	38	21	1	12	-----	3	4	3	2	4
Laundries.....	34	40	29	3	8	4	-----	1	3	-----	-----
Cleaning.....	18	24	16	2	6	3	1	-----	2	-----	-----
Other domestic and personal service.....	17	23	17	1	4	1	2	-----	1	-----	1

C.—PRESENT OR LAST EMPLOYMENT IN CLERICAL, TELEPHONE, OR SALES—104 WOMEN

Industry of present or last employment	Number of women	Other lines of employment within past 5 years								
		Total of other lines of employment	Manufacturing	Sales			Domestic and personal service	Clerical	Telephone	Other industries
				Total	5-and-10-cent stores	General mercantile and other stores				
Clerical, telephone, sales: Total.....	104	124	55	30	11	19	16	14	7	2
Per cent distribution.....		100.0	44.4	24.2	8.9	15.3	12.9	11.3	5.6	1.6
Clerical.....	55	59	23	23	9	14	6		5	2
Telephone.....	2	2		1		1		1		
Sales.....	47	63	32	6	2	4	10	13	2	
5-and-10-cent stores.....	13	21	10	4		4	3	3	1	
General mercantile and other stores.....	34	42	22	2	2		7	10	1	

32 clerical or telephone workers, and 148 in domestic and personal service. About half the former jobs of the garment workers had been in automobile plants, in shoe factories, in machinery or electrical plants, and in various other kinds of factories. In 44 instances their former work had been in laundries, hotels, or housework and the like, and 20 women who had had sales experience and 9 who had done clerical work were in garment factories in the year of the survey.

The previous experience of women in the automobile group was most heavily in garment factories and in plants manufacturing machinery or electrical products. Like the garment workers, several of them had done housework or been employed in hotels or laundries and in a few instances they had worked in stores and offices.

The garment industry stands out above all other manufacturing lines as the one in which the most women had had employment. But besides garment factories, domestic and personal service had offered many opportunities for work in the past; of 148 women in manufacturing who had been in domestic and personal service, 66 had done housework, 42 had worked in hotels or restaurants and 25 in laundries, and 15 had been office cleaners and workers in miscellaneous similar lines.

Another section of the table indicates roughly the various kinds of work done in the past five years by 100 women whose present or latest occupation was in domestic and personal service, largely as waitresses or kitchen helpers, laundresses, and office cleaners. There had been some interchange of jobs within the domestic and personal service group, that is, former workers in hotels were now in laundries and those who worked formerly in laundries were now in hotels, but by far the major part of the shifting (two-thirds of the cases reported) had been from manufacturing industries to these various domestic and personal service lines. Altogether, 83 moves had been made from factory work, including 50 from garment and automobile plants, to work as kitchen helpers, laundresses, or office cleaners, or other jobs customarily heavy and unskilled. In a very few instances, women with experience in stores and offices now found themselves employed in hotels or laundries and as charwomen.

Besides the women in the two groups described there were 104 saleswomen and clerical workers who had been employed in more than one industry. A very few had done housework previously, but a much larger proportion had changed from some kind of factory work to their present occupations.

Women who previously had been garment workers now had employment in all other manufacturing lines, in all branches of domestic and personal service listed, as well as in stores and in offices; also those who had been clerical workers or saleswomen were now working in factories and occasionally in domestic and personal service jobs.

For the most part the tabulations show no definite trend from one industry to another; for example, those who now were garment workers had had experience in all the industries listed and the same diffusion is noted in all other groups. Probably the most definite change had been a movement away from housework, for all the 83 who had been so employed at some time during the 5-year period had found other kinds of work. However, no sweeping conclusions can be made from this limited group of women, as the house-to-house canvass was confined to those wards where industrial workers lived chiefly and

did not extend to the sections where the employers of household workers and professional people resided, and none who then were household workers were interviewed.

Stability of employment is shown by the few changes the women had made from job to job as well as from industry to industry. Almost two-thirds of the women had had only one job during the five years under consideration, and slightly less than one-fourth had worked in two jobs only.

It is natural that those who began work less than a year ago had changed from job to job less than those who began five years ago, but the fact is worth commenting upon that as many as 70 per cent of the women who began work at least five years ago had never changed jobs.

### Full-time workers.

While slightly less than one-tenth of the women had begun work within the last year or else had returned to work after an absence from the wage-earning status covering at least the other four years, about one-third (34.4 per cent) had begun work five or more years ago. But more important than the time that had elapsed since they began working is the amount of time actually spent as wage earners, for it does not follow necessarily that all the women who began work five years ago had been wage earners during the whole of that time. The following summary shows within broad limits what proportion of the women had been fairly steadily employed since they began work.

Time elapsed since beginning work within past 5 years	3,245 women employed at some time during past 12 months		
	Total	Women employed practically the entire time since beginning work within the past 5 years	
		Number	Per cent
Total.....	3,245		
Not reporting.....	127		
Total reporting.....	3,118	2,327	74.6
Less than 3 months.....	41	41	100.0
3 and less than 6 months.....	77	69	89.8
6 and less than 9 months.....	81	61	75.3
9 months and less than 1 year.....	100	62	62.0
1 and less than 2 years.....	482	412	85.5
2 and less than 3 years.....	451	385	85.4
3 and less than 4 years.....	406	333	82.0
4 and less than 5 years.....	407	303	74.4
5 years.....	1,073	661	61.6

The figures are more telling in the longer-time periods, where in the largest, the 5-year group, over three-fifths had worked practically all the time. About three-fourths who began work four and under five years ago had worked practically all the time that had elapsed since then.

The claim is not made that these 2,327 women had been full-time workers, although many had been, but the correlation does indicate



that a large majority had been in the wage-earning status much of, if not all, the time that had elapsed since they began work, and the numbers are large enough to establish the fact that the women interviewed were not as a group intermittent workers or floaters in industry.

#### Time employed during the past year.

It was not a part of the original plan to survey employment conditions during a period of acute business depression; but there was no doubt, as the field work progressed, that unemployment grew steadily more severe. It seemed to be the consensus of opinion among residents of the community that although employment was far above normal during much of 1929 it had not got below par, or it was only slightly so, before the spring of 1930, so the 12 months preceding the interviews were divided into two periods of 6 months each in order to present two pictures of employment, one in a fairly normal and the other in a subnormal period. A few more women reported definitely upon the duration of employment in the second 6 months than in the first, but approximately 3,000 reported in each.

Time employed during 6-month period	Per cent of women employed specified time in—	
	First 6 months	Second 6 months
Less than 2 months.....	3.0	3.8
2 and less than 3 months.....	4.0	4.2
3 and less than 4 months.....	4.1	6.6
4 and less than 5 months.....	6.6	9.8
5 and less than 6 months.....	25.5	43.2
6 months.....	56.7	32.4

In each 6-month period the per cents in the groups below five months are comparatively small, but well over one-half (56.7 per cent) had worked six months, or full time, in contrast to less than one-third (32.4 per cent) who had worked full time in the second half.

Table 8 is a further analysis showing how the numbers of women working five or six months in each half of the year varied within specified industries; furthermore, a separation is made to show how employment for as much as five or six months differed in the two groups employed and not employed when interviewed. It should be added that some of those included in the tabulation who were not working at time of interview were at home from choice and not because of the industrial situation.

TABLE 8.—Time employed during first and second six months of year, by present employment status and industry of present or last employment

Time employed	3,245 women employed at some time in past 12 months <sup>1</sup>											
	Total				Reporting present status as—							
	Reporting time employed as specified				At work				Not at work			
					Reporting time employed as specified				Reporting time employed as specified			
	First 6 months		Second 6 months		First 6 months		Second 6 months		First 6 months		Second 6 months	
Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
<b>ALL INDUSTRIES</b>												
Total reporting.....	2,952	100.0	3,018	100.0	2,330	100.0	2,475	100.0	622	100.0	543	100.0
Less than 5 months.....	525	17.8	734	24.3	333	14.3	305	12.3	192	30.9	429	79.0
5 and less than 6 months.....	752	25.5	1,305	43.2	563	24.2	1,191	48.1	189	30.4	114	21.0
6 months.....	1,675	56.7	979	32.4	1,434	61.5	979	39.6	241	38.7	—	—
<b>AUTOMOBILES AND AUTOMOBILE PARTS</b>												
Total reporting.....	277	100.0	306	100.0	217	100.0	247	100.0	60	100.0	59	100.0
Less than 5 months.....	119	43.0	114	37.3	89	41.0	62	25.1	30	50.0	52	88.1
5 and less than 6 months.....	84	30.3	101	33.0	72	33.2	94	38.1	12	20.0	7	11.9
6 months.....	74	26.7	91	29.7	56	25.8	91	36.8	18	30.0	—	—
<b>WEARING APPAREL</b>												
Total reporting.....	1,361	100.0	1,332	100.0	1,086	100.0	1,104	100.0	275	100.0	228	100.0
Less than 5 months.....	190	14.0	251	18.8	117	10.8	74	6.7	73	26.5	177	77.6
5 and less than 6 months.....	494	36.3	950	71.3	382	35.2	690	62.4	112	40.7	51	22.4
6 months.....	677	49.7	131	9.8	587	54.1	131	11.9	90	32.7	—	—
<b>OTHER MANUFACTURING</b>												
Total reporting.....	280	100.0	290	100.0	145	100.0	172	100.0	135	100.0	118	100.0
Less than 5 months.....	81	28.9	157	54.1	42	29.0	63	36.6	30	22.2	94	79.7
5 and less than 6 months.....	100	35.7	80	27.6	53	36.5	56	32.5	47	34.8	24	20.3
6 months.....	99	35.4	53	18.3	50	34.5	53	30.8	40	29.6	—	—
<b>CLERICAL (INCLUDING TELEPHONE)</b>												
Total reporting.....	577	100.0	603	100.0	516	100.0	550	100.0	61	100.0	53	100.0
Less than 5 months.....	51	8.8	86	14.3	33	6.4	48	8.7	18	29.5	38	71.7
5 and less than 6 months.....	28	4.9	85	14.1	23	4.5	70	12.7	5	8.2	15	28.3
6 months.....	498	86.3	432	71.6	460	89.1	432	78.5	38	62.3	—	—
<b>DOMESTIC AND PERSONAL SERVICE</b>												
Total reporting.....	302	100.0	324	100.0	247	100.0	271	100.0	55	100.0	53	100.0
Less than 5 months.....	62	20.5	85	26.2	40	16.2	41	15.1	22	40.0	44	83.0
5 and less than 6 months.....	31	10.3	65	20.1	24	9.7	56	20.7	7	12.7	9	17.0
6 months.....	209	69.2	174	53.7	183	74.1	174	64.2	26	47.3	—	—
<b>SALES</b>												
Total reporting.....	155	100.0	163	100.0	119	100.0	131	100.0	36	—	32	—
Less than 5 months.....	22	14.2	41	25.2	12	10.1	17	13.0	10	(?)	24	(?)
5 and less than 6 months.....	15	9.7	24	14.7	9	7.6	16	12.2	6	(?)	8	(?)
6 months.....	118	76.1	98	60.1	98	82.4	98	74.8	20	(?)	—	—

<sup>1</sup> 97 women did not report whether employed during first or last 6 months.

<sup>2</sup> Per cent not computed; base less than 50.

Table 8 shows that among the total now employed about three-fifths had worked six months, the equivalent of full-time employment, during the first half of the year, but only two-fifths had worked full time in the second half of the year. Furthermore, in each of the industry classifications, except the manufacture of automobiles, larger proportions worked full time in the first half of the year than in the second. The exception in the case of automobiles was due undoubtedly to the usual seasonal decline in the industry, which fell in the earlier period. The difference in amount of full-time work is particularly striking in the case of the wearing-apparel group, in which 54.1 per cent reported full time in the earlier period and only 11.9 per cent in the latter. The seasonal character of the work undoubtedly had an effect here.

As for the total number now employed who had worked five and less than six months, there were over twice as many in the second half of the year as in the first half, and again the most outstanding difference is found in the clothing industry.

The distribution by industry of those not employed is too scattering to mean much. As a whole, however, almost two-fifths worked full time during the first half of the year, whereas naturally none worked full time during the second period. Furthermore, the proportion that had worked as much as five and under six months was much larger in the first half of the year than in the second, and this holds true not only for the total of all industry groups but for each of the manufacturing classes. It is interesting to note that in clerical work, an occupation regarded as fairly steady, less than two-thirds (62.3 per cent) of the small number now unemployed had had full-time work during the first half of the year, and among those still employed about one-tenth had failed to work full time in the first six months and over one-fifth in the second six months. In conclusion, in practically all comparisons work was steadier in the first six months than in the second six.

Continuing the comparison of those employed and those not employed, it is apparent from the table that in the first half of the year 61.5 per cent of the total now employed had full-time work, whereas only 38.7 per cent of those now not employed were so fortunate. In the separate industries with numbers sufficiently large to warrant comparisons, the wearing-apparel group shows the most distinct contrast, as in the first half of the year only 32.7 per cent of the women now unemployed had full-time work as against 54.1 per cent of those now employed. Also, among those working five to six months in the second half of the year, the advantage is with those now employed rather than with the unemployed. On the whole, it appears from this table not only that employment was better in the first than in the second period but that those now employed had fared better in even the first half of the year than had those now unemployed.

#### UNEMPLOYMENT

In each interview the investigators made a special effort to get detailed accounts of employment conditions throughout the past year, stressing particularly the extent of employment, unemployment, and part-time employment, and in the last named not only the extent but a description of the variation of the shortened work hours in order to judge the better of its severity.

Three types of unemployment prevailed among the women wage earners in South Bend during the year:

(1) No job at all—the women who had been without any place of employment because either permanently laid off or, having quit for personal reasons, unable to find work when later they desired it.

(2) Temporary lay-off—the women who, while they had jobs, had experienced temporary lay-offs of a week or more, after which they returned to the same place of employment. Such lay-offs were due to a definite shutdown of the plant or department for a specified period, or, instead of a complete shutdown, in some firms it was the policy to stagger the lay-offs, that is, to rotate them among employees, some one week and others the next.

(3) Part-time employment—the women who had jobs but were working part time from day to day during the week, being unable to get full-time work because of a reduction in the number of days per week or the number of hours per day. Sometimes the work was curtailed by having both days and hours cut. Occasionally the decrease was a definite change in scheduled weekly hours, but more often the hours varied from day to day in a way too irregular to describe.

The first condition described may be strictly called unemployment, while the second and third illustrate unemployment within employment, or lost time, irregular employment, undertime.

In the next few pages unemployment is considered under two headings: Idleness continuing for at least a week, which includes weeks out of work between jobs and also within a job; and part-time weeks, that is, a curtailment of the week's regular scheduled work period.

Only 1 in 3 of the women (1,046) were so fortunate as to be able to report that they had lost absolutely no time during the year, that work had been regular and steady. As might be expected, they were for the most part clerical workers, saleswomen, or domestic and personal service workers; only one-fifth (20.4 per cent) of them were in manufacturing industries.

Comparatively few women (295) had experienced any overtime during the year, and what little there had been was spasmodic, of short duration, and chiefly before the summer of 1930. For the most part, it had been confined to establishments making automobile parts, shoes, and radios, and to a few small plants in the miscellaneous manufacturing group. Naturally, undertime employment had far outweighed the overtime.

Over two-thirds of the women, 2,173 (67.4 per cent), had experienced some kind of unemployment at some time during the year—definite lay-offs of at least a week's duration, or short time during the week, or both idle weeks and short weeks. A large majority (1,548) had been affected by both short weeks and idle weeks, while 407 women had had short weeks only and 218 had had idle weeks only.

#### **Comments on irregular employment.**

How closely the fluctuations in hours paralleled the rush in orders and the quick falling off was described by a young woman who said she never could plan on her earnings, sometimes the pay envelope having \$20, at others only \$10. For short periods they had speeded all day, evenings, and Sunday to keep up with orders, and then there had been what seemed like interminable days with no work. In the

spring there was excessive overtime and again in June. The overtime in April was followed by a 4-day and a 5-day week, and that in June by 3 days and 4 days, with many short days. Then in August came a shutdown of two weeks; she did not call it a vacation. In the current week she had a full day Monday, there was no work after noon on Tuesday, and on Wednesday and Thursday the work lasted until the middle of the afternoon.

Others described the effects of business fluctuations in such phrases as—

“We work to death part of the year—starve and loaf the rest.”

“We don’t get tired now. We ain’t got work enough.”

An experienced power-sewing-machine operator had seen things go from bad to worse. Throughout the fall of 1929 there was no more work on hand than enough to keep her busy three or four days a week. In November it dropped to two days, with frequently no work during an entire week, and in February, not earning enough to pay for car fares, she quit the place where she had been employed for three years. She was more fortunate than she realized at the time in soon finding a new job, but here also work was slack—having on an average only six or seven hours a day on four or five days a week. When visited she was encouraged, for she had just had two full weeks, the first in a year.

Another clothing worker had benefited from steady work only from March to July. Previous to that the plant operated only from three to five days a week and afterward from one to four days. Even in normal years she did not count on continuous 8-hour days, except in the four busiest months in the spring. However, it was unusually slack in the summer of 1930—“14 hours last week, 3½ days the week before last, 14 hours so far this week, but we may have work again Friday,” she said.

Occasionally, after a spell of undertime, business would take a temporary spurt and the worker would be on full time again. But when this was over, undertime sometimes more severe than in the first instance would follow. Illustrative of such ups and downs are the working hours of a woman who in April was reduced from five and one-half to four days a week, the days varying in length anywhere from four to eight hours; in July an increase in orders provided regular full-time work in her department for a few weeks, but September found her back on a 4-day week. Another woman reported work for only two or three days a week throughout the fall of 1929; the early part of 1930 reflected the customary seasonal pick-up, but after Easter they fell back to a 4-day week, working usually 5, 6, or 7 hours and rarely a full day of 8 hours; in the late summer the schedule improved to a week of 5 days of 9 hours each, but still they were not consistently working the full schedule. This girl had been laid off during the year also—six weeks in the winter and one week in July.

“Work been getting slack all the year. Came home at 2 o’clock to-day. Last fall made \$20 to \$22 a week, now \$12 to \$14 a week,” said one worker.

In describing changing hours, one operator said she worked during the early half of the year from 7 a. m. to 2 or 3 p. m., in March work was normal, but at the time of the survey there wasn’t work to keep her busy later than 11 or 12 or 1 o’clock. Furthermore, the week had recently been cut to five days.

Others referred to hours as going down steadily all the year or as so irregular that on some days only two hours were worked. Others reported the workday as six or seven hours long now, some days less.

Worker has had 11 years' experience and when working full time could make \$16 a week, but since January, 1930, she spends most of her time waiting for work and can make only \$6 or \$7. In April she was reduced from five and one-half to four days a week. Father's work is not steady.

After 20 years' experience worker was able to make \$17 to \$18 a week, but in April she was reduced from five and one-half to four days a week, and then had to wait around for work, and though she spent nine hours a day in the factory she had only five or six hours' work and earned less than \$12.

Worker of three years' experience reported work slack for past year. Work not steady, and had to sit around two or three hours at a time waiting for work. Father is working four hours a day. A brother has been out of work 11 months. Sister is working a little. A younger brother and mother never were employed.

Worker has three years' experience. Since October, 1929, much time lost waiting around for work. Has to be on hand in case special orders come in.

### Idle weeks.

As stated before, the number of weeks idle or out of employment during the year, due to conditions in industry, includes the two distinct types of lay-offs reported by the women, the one due to a permanent separation from the job and the other only a temporary condition followed by another period of employment at the same job. In the first case the woman was left jobless, but in the second she had been able to return to the same place of employment.

TABLE 9.—Number of weeks idle during past year due to industrial causes, by industry

Number of weeks idle during past year due to industrial causes	3,245 women employed at some time during past 12 months; reporting industry in which absences occurred							
	Total		Auto- mobiles and auto- mobile parts	Wear- ing apparel	Other manu- facturing	Clerical and tele- phone	Domes- tic and personal service	Sales
	Num- ber	Per cent						
Total.....	3,245		338	1,429	331	624	347	179
No weeks idle.....	1,121		64	166	72	482	210	127
Not reporting as to number of weeks idle.....	71		18	25	11	2	10	5
Total reporting weeks idle.....	2,053	100.0	256	1,235	248	140	127	47
1 week.....	122	5.9	25	41	13	23	15	5
2 weeks.....	708	34.5	25	580	30	39	29	8
3 weeks.....	308	15.0	31	237	16	10	10	4
4 weeks.....	193	9.4	33	114	18	13	10	5
5 weeks.....	60	2.9	13	30	8	2	6	1
6 weeks.....	82	4.0	19	39	14	2	6	2
7 weeks.....	50	2.4	10	28	9	1	1	1
8 weeks.....	80	3.9	11	31	20	7	8	3
9 to 13 weeks.....	177	8.6	32	70	41	14	12	8
14 to 26 weeks.....	190	9.3	43	54	45	15	25	8
27 to 46 weeks.....	83	4.0	14	11	28	14	14	2
Total weeks idle.....	13,445		2,299	5,344	2,814	1,184	1,377	427
Average weeks idle per woman.....	6.5		9.0	4.3	11.3	8.5	10.8	9.1

The data secured show not only how many women had been idle a week or more at a time but the aggregate weeks lost throughout

the year, based on the total number of weeks out of work at various seasons by each woman. Lost time consisting of only a day or so—in fact, anything less than a full week—is not included here.

About one-third of the women (35.3 per cent) reported no weeks lost because of industrial conditions, but the other two-thirds—2,053—had lost altogether 13,400 weeks, or an average of 6½ weeks per woman.

*Comments from schedules.*—Employees have been taking every third week off in rotation since April. "We took turns at laying off. I've lost eight weeks altogether this spring and summer."

Shut down two weeks in May and two in July.

"We work a day or two, then we are off a week or more. Lost six weeks between November and March."

Off one week in December, then off two weeks in July while they took inventory, and also laid off four weeks because work was slack.

In manufacturing, the vast majority of the women reported idle weeks, but the opposite is true in domestic and personal service, clerical work, and sales lines. Yet, although their numbers are comparatively small, the average number of weeks lost per woman is higher in these latter industry groups than in manufacturing.

A very large proportion of the women in the wearing-apparel group—1,235 of 1,401 reporting, more than in any of the other classifications—had been out of work as much as a week or more at a time during the year, but their average of four weeks per woman is the lowest of all the industry classifications. This is surprising, as the garment industry is admittedly seasonal and has much under-employment, but the group called wearing apparel in this report includes more than the traditional garment lines. It includes a very large shoe factory in which only the usual shutdown of two weeks, in July, had occurred, lay-offs due to reorganization or the economic depression having been staved off.

Over 250 women in the manufacture of automobiles and parts had been totally unemployed for an average of nine weeks, or as much as two months of the year. The average, also, in the miscellaneous manufacturing group may be attributed to the very seasonal character of the work in some firms represented here. But it is more surprising to find such extended idleness among saleswomen, clerks, or restaurant and laundry workers, for whom the average number of idle weeks amounted to two months or more.

The type of the lay-off varied as between manufacturing and the other lines of employment. While in manufacturing it was more intermittent, off and on, in the others the lay-off was likely to be final and followed by many weeks of idleness before there was a readjustment in another job, if such readjustment came at all. Not all these idle weeks were spent in persistently looking for work day after day; but it is fair to assume that if conditions in industry had not been the initial cause of unemployment and if new jobs had been available, the women would have secured work and these weeks that should have been productive would not have been spent in idleness, a loss to the employee herself, to industry, and to the entire community.

Table 9 discloses the extent of the time without work. Although the average for the group is 6.5 weeks, two-fifths of the women lost

only 1 or 2 weeks and another significantly large number (about one-fourth) had been out of work 3 or 4 weeks during the year. The numbers of those who lost 5, 6, 7, or more weeks are noticeably smaller than those who were out of work less than a month, yet the protracted unemployment as shown in their cases is one of the worst features of the business depression. More than 350 women (17.9 per cent) had been idle from 2 to 6 months and 83 women had worked less than half of the year.

From the industry subdivisions it is apparent that the wearing-apparel group is responsible for the majority of those who were idle 2, 3, or 4 weeks, while in the automobile industry and in other manufacturing over one-third and somewhat less than one-half, respectively, had been idle more than two months of the year. Passing from the manufacturing classifications to clerical workers, waitresses and laundresses, and saleswomen, it is not surprising to find large proportions who had lost only 1 or 2 weeks, but at the other extreme are large proportions who had been out of work several months, a few even half of the year. It is the women with records showing months of idleness who bring the average for the whole group up to six and one-half weeks.

*Distribution through the schedule year.*—More than one-half (51.5 per cent) of the women who had been affected by lay-offs of a week or more had had such lay-offs only within the past six months; about one-tenth (9.6 per cent) had had lay-offs in the first six months only, and about two-fifths (39 per cent) reported weeks out of work in both the first and the second half of the year.

The next table shows the distribution through the various months of the year of the total weeks lost. Before making any analysis of the data, it is necessary to explain what constituted the year in this case. For each woman the year was the 12 months immediately preceding the interview. Some who were visited early in August, 1930, dated their experience back to the corresponding date in 1929, while those interviewed in September, 1930, dated their year from September in the previous year. Since the time in which interviews were made covered about two months, August and September in 1930, the annual period covers various months for different women, from August to August for some, from September to September for others. A movable date was used in reckoning the year because of the quicker reaction and more reliable data possible in the interview. In this way many calculations were eliminated that would have been necessary if a uniform date had been used for all women. Because of this variable 12-month period, data applying altogether to 14 months were included and the records are incomplete for the first two and the last two of these.

It was impossible for a few of the women interviewed to specify the exact month in which their lost time fell. Many could be no more specific than to say it came "in the spring" or "in the summer," and all such replies are classed as "indefinite" in the table, but most of the women knew exactly when they had been out of work and were definite in their replies.



TABLE 10.—*Distribution of weeks lost for industrial causes during a 12-month period, by time of the year*

Time of year	Weeks lost in 12-month period for industrial causes reported by 2,053 women						
	Total	Industry of present or last job					
		Auto- mobiles and auto- mobile parts	Wearing apparel	Other manu- facturing	Clerical and tele- phone	Domes- tic and personal service	Sales
Total.....	13,445	2,299	5,344	2,814	1,184	1,377	427
Time not reported.....	206	33	49	66	6	45	7
Total reported:							
Number.....	13,239	2,266	5,295	2,748	1,178	1,332	420
Per cent <sup>1</sup> .....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1929:							
August.....	0.5	0.8	0.4	0.5	0.3	0.6	-----
September.....	1.6	3.9	.8	.9	2.3	2.0	0.5
October.....	3.3	10.8	1.0	1.9	3.5	3.5	1.9
November.....	3.9	10.1	1.3	3.1	4.9	5.0	2.9
December.....	10.7	10.6	14.1	9.5	5.4	6.5	4.8
1930:							
January.....	4.8	6.7	2.8	6.3	5.8	6.2	4.5
February.....	4.5	6.0	1.8	6.7	6.5	6.2	5.0
March.....	4.8	7.0	2.0	6.7	5.2	7.2	7.6
April.....	5.4	7.0	3.0	7.2	7.4	6.8	5.0
May.....	6.0	5.4	3.8	8.8	8.4	7.0	10.7
June.....	8.5	4.9	7.2	10.3	12.1	11.0	14.8
July.....	24.1	0.3	39.3	15.1	17.1	16.4	16.7
August.....	13.9	8.6	14.4	15.6	14.9	15.5	16.0
September.....	4.6	3.5	4.0	5.7	4.9	5.2	8.6
Indefinite.....	3.2	5.4	4.0	2.0	1.4	1.0	1.2

<sup>1</sup> See conclusion of paragraph next but one preceding.

Every month of the 14 had its share of idle weeks, but in the total for all industries there is a marked increase from 3.9 per cent in November to 10.7 per cent in December, and again in the summer there is a sharp rise from 8.5 per cent in June to 24.1 per cent in July. This banking of numbers in December and again in July is due in part to the policy of closing plants for a week or more at the Christmas holiday season or around the Fourth of July, called by some "inventory periods" and by others "vacations." The very few vacations with pay reported are excluded from this tabulation, which represents only full weeks without earnings.

However, not all the idle weeks in the summer of 1930 were due to inventory or vacations without pay. The 1,397 women who were out of work in July and the 650 in August undoubtedly were idle largely on account of the growing economic depression.

Striking as is the amount of lost time in December, 1929, and again in the summer of 1930, the intervening months have a heavy record of idle weeks, fairly evenly distributed through the winter and spring.

Employment in the making of automobiles and parts follows the fluctuation usual in this industry except that employment having remained much below the usual peak in winter and spring there was less of a decline in the summer. It departs from the curves in this report found in other industries, and over 30 per cent of the idle weeks in this manufacturing group are about evenly distributed in October,

November, and December. On the other hand, except for the peak of lost time in December, there is only a slight increase of unemployment in nearly every case in each of the other industries from month to month until the summer of 1930. It is a fairly even distribution, characteristic of conditions in a fairly usual business period.

The force of the economic depression is strikingly reflected by each industry group except automobiles in the summer of 1930, beginning among the saleswomen in May and increasing in the next few months. The increase is noticeable in the miscellaneous manufacturing group, clerical work, and domestic and personal service by June and is outstandingly marked in the wearing-apparel group by July. In all industry groups except automobiles, from about two-fifths to three-fifths of all the weeks lost throughout the year are crowded into the summer months.

Yet conditions were bad enough through the earlier months of 1930, in which only 4, 5, or 6 per cent of the idleness occurred, when one considers that even in these months anywhere from almost 200 to 250 women had been out of work a week or more, or that the same women who had lost time in September or October, for example, may have been idle again at this later period.

*Return to work after lay-off.*—That some of the women had more than one absence of a week or longer for industrial reasons is apparent from the next table, which shows over 3,000 periods of absence distributed among 2,038 women.

TABLE 11.—Industrial absences, by time of the year

Time of the year	Industrial absences of 1 week or longer during past 12 months reported by 2,038 women								
	Total	Followed by—							
		Total		No return to work		Return to work with another firm		Return to work with same firm	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	3,245	3,179	100.0	455	14.3	259	8.1	2,465	77.5
Not reporting.....	86								
At no time.....	1,121								
Total reporting.....	2,038	3,179	100.0	455	14.3	259	8.1	2,465	77.5
In first 6 months.....	195	212	100.0			38	17.9	174	82.1
In second 6 months.....	1,049	1,203	100.0	234	19.5	48	4.0	921	76.6
In both periods.....	794	1,764	100.0	221	12.5	173	9.8	1,370	77.7

From Table 11 it appears that following 14.3 per cent of the terminations of jobs the women had been unable to find work again and were not employed when visited. However, in the vast majority (85.7 per cent) of the cases the women had found work again and usually (77.5 per cent) with the same firm.

Changes to new firms were more frequent in the first than in the second half of the year and also none of the women laid off only in the first half of the year had been unable to get work again.

As far as various industries are concerned, the average number of absences for industrial reasons per employee was much greater in each manufacturing group than among sales, clerical, or domestic and personal service employees.

TABLE 12.—*Industrial absences or idle weeks due to industrial causes, by industry of present or last job*

Industry of present or last job	Women				Industrial absences of 1 week or longer during past 12 months reported by 2,038 women				
	Total	Re- port- ing no ab- sences	Re- port- ing pro- ce- dure after ab- sences	Wom- en not re- port- ing pro- ce- dure	Total		Per cent reporting—		
					Num- ber	Per cent	No re- turn to work	Re- turn to work with an- other firm	Re- turn to work with same firm
Total.....	3,245	1,121	2,038	86	3,179	100.0	14.3	8.1	77.5
Automobiles and automobile parts.....	338	64	254	20	460	100.0	8.7	10.9	80.4
Wearing apparel.....	1,426	166	1,229	31	1,880	100.0	9.9	2.0	88.1
Machinery and electrical products.....	192	27	162	3	283	100.0	31.8	7.4	60.8
Other manufacturing.....	139	45	83	11	143	100.0	23.8	35.0	41.3
Clerical and telephone.....	624	482	137	5	104	100.0	23.8	25.0	51.2
Domestic and personal service.....	347	210	125	12	176	100.0	25.0	21.6	53.4
Sales.....	179	127	48	4	73	100.0	30.1	30.1	39.7

A greater proportion of idle periods in the manufacture of automobiles and parts and wearing apparel than in the other industry groups were followed by a return to work for the same firm, and a smaller proportion of idle periods in these two important industries continued permanently, that is, without success in finding work again, all of which illustrates the seasonal character of work in automobile and garment factories, the on-and-off condition with returns to the same job rather than a lay-off accompanied by the complete loss of a job.

The 455 cases where no work was found after the termination of a job represent the women still unemployed and reporting time of becoming unemployed. The proportion of such permanent lay-offs was small in automobile and wearing-apparel groups, but was much higher among all the others. Very roughly, about one-fourth of the lay-offs had been permanent separations in these other industries. In all of these, except machinery and electrical products, the percentage of shifts to other firms also is comparatively high; for, quite naturally, as the opportunities of returning to work for the same firm decrease, it becomes more urgent to find work elsewhere if possible.

Included in the group designated as machinery and electrical products are two firms that undoubtedly are responsible for the high percentage of permanent lay-offs in this industry; the one closed its branch in South Bend and the other established the policy of laying off married women, a group that was experiencing increasing difficulties in making readjustments in industry.

It is interesting to note in this connection how long those now unemployed for industrial reasons have been out of work. Included in the 488 now out of work are 69 women who, although they quit

their jobs earlier in the year for personal reasons, now are very anxious for jobs but are unable to get back into industry, their condition being one of unemployment for industrial causes.

Duration of present unemployment	Number of women out of work for industrial causes
Total.....	488
Not reported.....	1
Total reporting.....	487
Less than 1 month.....	98
1 and less than 2 months.....	117
2 and less than 3 months.....	89
3 and less than 4 months.....	50
4 and less than 5 months.....	39
5 and less than 6 months.....	25
6 and less than 7 months.....	18
7 and less than 8 months.....	14
8 and less than 9 months.....	20
9 and less than 10 months.....	4
10 and less than 11 months.....	7
11 and less than 12 months.....	6

One-fifth of the women had been idle less than a month, but more than two-fifths had lost one or two months and about one-seventh had been out of work at least six months.

**Short weeks.**

Almost as many women (1,955) had lost time during the week as had been idle a week or more at a stretch. A few (131) had had only the number of hours cut, as, for example, from 9 to 8 a day; many more (701) had been reduced in number of days worked per week, sometimes from 5½ to 4; but by far the largest number, much more than half, had had both hours per day and days per week curtailed. Furthermore, in most instances the cut in hours and days had been at the same time. Not only had the working time for the week been shortened for these women, but almost four-fifths of them had had weeks with absolutely no work at some other period during the 12 months.

TABLE 13.—Undertime and shortened work weeks during past 12 months

Undertime	1,955 women whose work week had been shortened					
	Total	Reporting short weeks due to decrease in--				Type of decrease not reported
		Days only	Hours only	Both days and hours		
				Simultaneous	Not simultaneous	
Total.....	1,955	701	131	1,053	55	15
Undertime due to short weeks only.....	407	154	70	170	4	9
Undertime due to both short and idle weeks.....	1,548	547	61	883	51	6

Rarely did the pendulum swing back and forth between normal and undertime employment in the individual cases. Moreover, time

and again decrease succeeded decrease, the condition going from bad to worse. For example, the original change from normal time may have been from five and one-half to five days a week, then there may have been a cut in daily hours from nine to eight, and these in turn may have been followed by a third reduction from five to four days or less.

*Aggregate of part-time weeks.*—Table 14 shows to what total part-time weeks had amounted during the year. The duration of this undertime is based upon the aggregate of short weeks during the year and does not necessarily represent consecutive weeks or months. Undertime weeks that had totaled less than a month had affected only about one-tenth (9.9 per cent) of the women, but over 700 women had had part-time weeks amounting to 1, 2, or 3 months.

TABLE 14.—*Aggregate of part-time weeks per woman during past 12 months, by method of reducing time*

Aggregate of part-time weeks	1,955 women whose work week had been shortened				
	Total	Reporting short weeks due to decrease in—			Type of decrease not reported
		Hours only	Days only	Both days and hours	
Total.....	1,955	131	701	1,108	15
Not reporting number of weeks.....	129	21	33	67	8
Total reporting:					
Number.....	1,826	110	668	1,041	7
Per cent.....	100.0	100.0	100.0	100.0	(9)
Less than 1 month.....	9.9	14.5	16.2	5.4	-----
1 and less than 2 months.....	15.9	20.0	21.6	11.9	-----
2 and less than 3 months.....	10.8	11.8	13.2	9.0	-----
3 and less than 4 months.....	12.7	10.0	15.4	11.0	-----
4 and less than 5 months.....	7.8	8.2	6.0	9.0	-----
5 and less than 6 months.....	7.4	5.5	2.8	10.6	-----
6 and less than 7 months.....	7.6	10.9	5.4	8.6	-----
7 and less than 8 months.....	3.9	2.7	3.0	4.6	-----
8 and less than 9 months.....	4.1	2.7	4.5	3.9	-----
9 and less than 10 months.....	3.1	1.8	2.4	3.7	-----
10 and less than 11 months.....	2.2	1.8	1.5	2.8	-----
11 and less than 12 months.....	2.4	-----	2.2	2.7	-----
12 months.....	12.3	10.0	5.8	16.7	-----

<sup>1</sup> Per cent not computed; base less than 50.

For an appreciable majority the part-time weeks had amounted to less than 6 months, yet the part-time employment that had affected over 600 women for at least half a year, and 224 of these for all the year, was one of the most serious situations revealed by the survey. More than 15 per cent of the 1,826 women reporting had been on part time from 6 to 8 months of the year and 20 per cent had been on part time from 9 to 12 months; in short, almost one-sixth (15.6 per cent) had had full-time work for only about one-third to one-half of the year, and almost one-eighth (12.3 per cent) had not had one full-time week in the entire year.

Another serious phase of this undertime employment is the manner of curtailing the work period: 6.8 per cent of the women had experienced a cut in hours only and 36.1 per cent had had only the number of days reduced, for example, from a customary 6 or 5½ days to 5 days or less. Well over half the women (57.1 per cent) had suffered a cut in both hours and days, in the vast majority of cases simultaneously.

Of the women reporting both kind and extent of shortened time, 174 (9.6 per cent) not only had experienced a decrease in both hours and days but had failed to have a full week's work during the entire year.

The shortening of the week by reducing both the number of days and the number of hours had been more far-reaching than the reduction in number of days only. The weeks affected amounted to at least nine months to more than twice the extent in the first mentioned as in the second mentioned.

The type and extent of the undertime differed somewhat in the various industries. In the miscellaneous manufacturing group and in the nonmanufacturing trades a reduction in number of days had been resorted to most frequently, while in the two major manufacturing industries, wearing apparel and automobiles and automobile parts, respectively 60.5 per cent and 76.3 per cent of the employees had experienced a decrease in both hours and days. Almost one-third (32.9 per cent) of the employees in the automobile trade had not had a full-time week for a year, whereas only 8.5 per cent of those in wearing-apparel plants, only 4.5 in other manufacturing, and only 11.9 per cent in industries other than manufacturing had had such extended part-time employment. While more than one-half of the women in all the other industry groups had had less than four months of this underemployment, not much more than one-fifth of those in automobile plants had been so fortunate.

*Time of year in which short week began.*—Table 15 shows in what month or season of the year the reductions in the length of the working week were made first, and whether the curtailment was a definite decrease in effect week after week or was comprised of irregular changes, varying from day to day or week to week. The table is based upon all decreases reported for each individual. For example, if a woman's hours were reduced at three different times, the three separate changes are included in the tabulation.

TABLE 15.—*Type of decrease in the working week, by time of year*

Time of year	Decreases in the working week during past 12 months					
	Due to reduced number of hours			Due to reduced number of days		
	Total	Regular schedule	Irregular schedule	Total	Regular schedule	Irregular schedule
Total:						
Number.....	826	175	651	2,062	1,468	594
Per cent.....	100.0	21.2	78.8	100.0	71.2	28.8
In 1929.....	176	15	161	331	113	218
In 1930:						
January.....	38	7	31	116	43	73
February.....	18	3	15	41	20	21
March.....	45	12	33	85	49	36
April.....	145	19	126	333	280	44
May.....	43	7	36	128	96	32
June.....	36	9	27	105	72	33
July.....	212	55	157	560	490	70
August.....	67	31	36	245	213	32
September to date of interview.....	14	11	3	36	29	7
Indefinite:						
Winter.....	2	1	1	7	6	1
Spring.....	23	2	21	51	37	14
Summer.....	7	3	4	23	11	12
Fall and winter.....				1		1

Reductions in hours were irregular in nearly four-fifths (78.8 per cent) of the cases, while decreases in the number of days were for the most part regular (71.2 per cent). Irregular decreases in hours predominated throughout the year, but the situation changed during the year in the case of decreases in days. In the earlier months the decreases in days were somewhat haphazard and irregular, but as the year wore on, noticeably in April, July, and August, they became conspicuously regular. More than half (53.7 per cent) of the reductions in the length of the working week occurred in the three months specified. The marked trend toward regularity in the last of the 12-month period in the matter of reducing days was due to a definite reduction in the work schedules of two prominent firms, one of which changed from a 6-day to a 5-day week and the other from a standard 5½-day to a 5-day week. These two changes alone affected hundreds of women in the group manufacturing wearing apparel. At the time it did not seem probable that they would ever return to their longer schedules.

The two pronounced peaks for cuts in days as well as in hours and for regular as well as irregular changes fell in the spring and mid-summer. There were almost as many reductions in the one month of April, 1930, as throughout the last four or five months in 1929, and there were decidedly more in July.

What happened before 1930 and in the months before the depression became severe in South Bend is quite as important as what happened in the summer of 1930. Previous to January, 1930, there had been about 500 cuts in the work week; more than one-fifth of the changes to shorter hours and almost one-sixth of the decreases in number of workdays per week had occurred in the last few months of 1929; and they had been decidedly irregular, not conforming to any definite program or schedule. The automobile industry was responsible for most of the changes during these earlier months, and the figures for 1929 undoubtedly are illustrative of the type and extent of undertime that characterizes the seasonal slump that has occurred autumn after autumn in this industry.

TABLE 16.—*Type of decrease in the working week, firms making automobiles and automobile parts and wearing apparel, by time of year*

Time of year	Decreases in the working week in firms manufacturing—			
	Automobiles and automobile parts		Wearing apparel	
	Hours	Days	Hours	Days
Total.....	173	320	551	1,424
In 1929.....	81	135	60	127
In 1930:				
January.....	16	26	15	66
February.....	5	12	8	20
March.....	9	22	28	51
April.....	11	25	125	273
May.....	15	23	20	86
June.....	10	19	16	58
July.....	8	18	193	462
August.....	12	20	52	205
September to date of interview.....	1	9	5	18
Indefinite:				
Winter.....		1	1	6
Spring.....	4	5	18	42
Summer.....	1		4	10
Fall and winter.....		1		

Decreases in days predominated in both industry groups, and in the automobile group three-fourths of the changes were irregular. Although in the first months of 1930 irregular changes predominated also in the wearing-apparel group, in April there is a marked shift from a variable number of days to a fixed reduction in days in this industry.

Another striking difference in the two industries is the time of year in which the reduction banked most heavily. In the automobile industry 46.8 per cent of the decreases in hours and 42.2 per cent of the decreases in days had occurred before January, but not until April is there any bulking of numbers in the wearing-apparel group and much the greatest number of reductions occurred in midsummer.

Of 79 reductions in the work week reported by saleswomen and clerical workers, 67 were regular and 58 of these were decreases in number of days worked per week.

*Type and amount of weekly decrease.*—In the next table emphasis is laid on the daily or weekly amount of the decrease in working time during the longest undertime period, as well as whether or not the change was a regularly recurring one. Reference here to the duration of undertime denotes the longest undertime period in the year and not the aggregate of several such periods occurring at various times within the 12 months.

Of the 1,723 women who reported a decrease in days per week, seven-tenths had had definite and regular changes in their working schedules; but of the 650 who reported a reduction in hours per day, more than three-fourths indicated irregular decreases, liable to change from day to day or week to week.

Two or three large concerns were responsible for the bulk of regular reductions in days per week. For example, the change from 6 to 5 days reported by 438 women, and the change from  $5\frac{1}{2}$  to 5 days reported by 140 women and that from  $5\frac{1}{2}$  to 4 days reported by 430, affected practically whole establishments, or entire departments within those establishments. The 5-day week had been customary in one plant for several years, and in this case the regular reduction reported by women employed here usually was to a 4-day week. As a result of definite and regular decreases in days per week 578 of the 1,215 reporting were reduced to a 5-day week, 542 to a 4-day week, and 86 to a week of 1, 2, or 3 days. In the decreases from the 6-day to the 5-day week, the most extended undertime period had not been long in the majority of cases; three-eighths had been less than a month and another such proportion from 1 to 2 months. But a larger proportion of the changes from  $5\frac{1}{2}$  to 4 days had been of long standing, more than half having continued from 3 to 4 months.

The irregular decreases from the customary week of 6,  $5\frac{1}{2}$ , or 5 days are too varied and scattering to present a clear picture of the situation. Not half so many women reported these variable shifts in days as reported the regular changes in working schedules noted above. There was nothing standard in the number of workdays per week; some weeks the women might be employed only one day and the next week they might work four days and the next two days. All was uncertainty; at night the foreman was as likely to say "We won't work any more this week, girls" as "We have work O. K. for tomorrow." It was part-time employment, but whether, on the whole, they were working more or less than three-fourths or one-half of the time it was



impossible to reckon with any degree of accuracy, and it was especially difficult where such irregularity had continued over a considerable period of time.

One hundred and thirty-seven women whose customary schedule had been 5½ days had worked irregularly sometimes as little as 3 days a week; 186 had been down as low as 2 days a week and 45 had ranged all the way from 1 to 5½ days. Of the total 508 who reported varying changes in the number of days worked per week, 52 reported a range whose minimum was 1 workday a week, 222 have a minimum of 2 days a week, and 165 a minimum of 3 days; in other words, somewhat less than nine-tenths had had weeks with as few as 1, 2, or 3 days of work, although at other times the weeks may have been as long as 4, 5, or 6 days. This irregularity in workdays was not a recent development, as it had persisted throughout the year for about one-fifth of these women, who normally should have been employed 5, 5½, or 6 days a week.

TABLE 17.—Duration and amount of decrease in time worked during longest under-time period in the year, by method of reducing time

A.—DECREASE IN DAILY HOURS

Decrease in daily hours	1,230 women who reported decrease in hours worked											
	Total	Reporting duration of longest undertime period										Not reporting duration
		Total reporting	Less than month	1 and less than 2 months	2 and less than 3 months	3 and less than 4 months	4 and less than 5 months	5 and less than 6 months	6 and less than 9 months	9 and less than 12 months	12 months	
Total.....	1,239	1,137	96	153	115	214	95	68	182	97	117	102
Not reporting type of decrease.....	589	510	47	78	46	72	44	37	103	37	46	79
Total reporting.....	650	627	49	75	69	142	51	31	79	60	71	23
Regular decrease.....	150	144	20	31	19	14	13	8	16	9	5	6
From 10 or 11 hours to—												
7 and 7½.....	8	8	1	4	1		1			1		
Other.....	9	8	1	5			1	1				1
From 9 or 9½ hours to—												
8.....	33	31	4	5	4	3	2	1	8	3	1	2
7 and 7½.....	24	23	6	2	3	4	3			3	2	1
6 and 6½.....	14	14	4	5		1		2	1		1	
Other.....	7	7	1	3	2		1					
From 8 or 8½ hours to—												
7 and 7½.....	22	21	4	2	4	2	2	1	4	1	1	1
6 and 6½.....	11	10	3	1	2	1	1	1		1		1
Other.....	22	22	5	4	3	3	2	2	3			
Irregular decrease.....	500	483	20	44	50	128	38	23	63	51	60	17
From 10 or 11 hours to—												
7 and more.....	22	22	3	10	7				2			
Other.....	13	13	1	4	4	1			1	1		
From 9 or 9½ hours to—												
7 and more.....	35	33		3	2		5	1	9	4	9	2
6 and more.....	42	41	5	6	4	7	5	2	3	3	6	1
5 and more.....	41	41		5	3	7	2	3	5	5	11	
4 and more.....	46	43	4	2	3	3	2	1	6	3	19	3
Other.....	44	41	4	4	2	3	5	2	0	4	11	3
From 8 or 9 hours to—												
6 and more.....	86	84	1	4	11	38	6	4	7	10	3	2
5 and more.....	46	44		1	5	16	6	3	7	4	2	2
4 and more.....	74	72		3	6	39	2	3	6	10	3	2
2 and more.....	23	22	2		2	6	4	1	3	4		1
Other.....	28	27		2	1	8	1	2	8	3	2	1

TABLE 17.—Duration and amount of decrease in time worked during longest under-time period in the year, by method of reducing time—Continued

## B.—DECREASE IN DAYS WORKED

Decrease in days a week	1,800 women who reported decrease in days worked											
	Total	Reporting duration of longest undertime period										Not reporting duration
		Total reporting	Less than month	1 and less than 2 months	2 and less than 3 months	3 and less than 4 months	4 and less than 5 months	5 and less than 6 months	6 and less than 9 months	9 and less than 12 months	12 months	
Total.....	1,800	1,731	237	287	103	331	133	75	224	103	148	78
Not reporting type of decrease.....	86	66	2	3	4		5	6	21	9	16	20
Total reporting.....	1,723	1,665	235	284	189	331	128	69	203	94	132	58
Regular decrease.....	1,215	1,181	221	248	150	272	84	39	94	34	33	34
From 6 days to—												
5.....	438	430	161	162	40	13	8	5	19	7	6	8
Other.....	80	88	32	34	8	3	4	3	2	2		1
From 5½ days to—												
4.....	430	417	4	19	61	215	54	17	29	9	0	13
Other.....	202	191	18	18	24	36	14	14	36	14	17	11
From 5 days to—												
4.....	40	39	4	12	12	3	3		4		1	1
Other.....	16	16	2	3	2	2	1		4	2		
Irregular decrease.....	508	484	14	36	33	50	44	30	100	60	99	24
From 6 days to—												
4 and more.....	16	16	3	7	1			1	4			
Other.....	15	13	2	4	1		1	1	3	1		2
From 5½ days to—												
3 and more.....	137	130	1	6	6	18	15	13	21	18	32	7
2 and more.....	186	177	3	9	7	24	14	8	35	26	51	9
Other.....	94	89	2	3	5	9	9	6	28	11	16	5
From 5 days to—												
3 and more.....	23	22	2	5	4	4	2	1	4			1
2 and more.....	30	30	1	2	7	3	3		10	4		
Other.....	7	7			2	1			4			

A fixed change in the daily schedule of hours had affected comparatively very few women; 78 who had been on a 9-hour or 9½-hour day found themselves, for the most part, down to a 6, 7, or 8 hour day, while 55 who had customarily worked an 8-hour or 8½-hour day were reduced for the most part to a regular schedule of 4, 5, 6, or 7 hours a day. Altogether, of the 150 who reported a definite decrease in hours per day, 41 were on an 8-hour or 8½-hour day, 54 on a 7-hour or 7½-hour day, 28 on a 6-hour or 6½-hour day, and 25 on a day of 3, 4, 5, or 5½ hours. These longest periods of definite decreases in daily hours had been most frequently less than a month, or 1 and under 2 months.

It was much easier to describe a regular change that was in effect day after day and week after week than to explain irregularities that varied from day to day. Because of the lack of any regularity in daily work hours, it was hardly to be wondered at that nearly 600 women did not attempt to describe even vaguely within certain limits how their hours had been shortened. Many recalled specific instances of going to the factory in the morning and having the allotment of work finished in two hours, while others told of waiting an hour or more before any work reached them. On the next day there might be a steady flow of work that kept the department busy full time. Many described the daily uncertainty, for although they went to the shop regularly, day after day, they never knew how soon they might

be at home again; and the phrase "waiting for work" was common in the community.

The irregularities most frequently cited were variations from a fixed 9-hour or 9½-hour day to minimum days of 4, 5, 6, or 7 hours with maximum days of 5, 6, 7, 8, or 9 hours, for a group of 164 women, and the reductions cited by 206 women who had received a cut from definite hours of 8 and under 9 to minimum days of only 4, 5, or 6 hours, with as much as 7 or 8 hours on other days. Considering the total, 500 who reported a constantly-changing number of hours worked per day, 409 had had days whose minimum was from 2 to 6 hours, 188 of them reporting workdays whose minimum was from 2 to 4 hours.

Workdays of such indefinite and various lengths had continued as much as three to four months at a stretch for more than one-fourth of the women and had lasted as long as a year for more than one-eighth of them.

Two-thirds of the total decreases listed were described by garment and shoe workers. Especially did these predominate among women reporting a fixed decrease in days per week, being 976 of the total 1,214. But in the automobile industry far more reported irregularity in number of days per week than definite reductions.

#### UNEMPLOYMENT FOLLOWING FINAL SEPARATIONS, OR TIME LOST IN CHANGING JOBS

Up to this point the analysis of idle weeks has covered time lost between different jobs as well as within a job, but this next is concerned only with time lost in changing from one place of employment to another. It also differentiates between periods out of work for industrial reasons and those idle for personal reasons. There is in the following, therefore, some duplication of cases found in the preceding discussion of weeks idle, so far as they occurred in changing from one employment to another and were due to conditions in industry.

#### Final separations and their causes.

The next table also approaches the changes made from job to job from a slightly different angle, placing the emphasis upon the number of jobs or separations rather than upon the number of women.

TABLE 18.—*Final separations during period of employment in past 5 years, by cause*

Time elapsed since beginning work in past 5 years	Cause of separations in past 12 months (915 women)			Cause of separations in previous 4 years (804 women)		
	Total separations with cause reported	Per cent due to—		Total separations with cause reported	Per cent due to—	
		Industrial causes	Personal causes		Industrial causes	Personal causes
Total:						
Number.....	1,070	667	403	1,046	230	816
Per cent.....	100.0	62.3	37.7	100.0	22.0	78.0
Less than 1 year.....	137	65.7	34.3			
1 and less than 2 years.....	236	57.0	42.4			
2 and less than 3 years.....	173	67.1	32.9	80	32.5	67.5
3 and less than 4 years.....	153	60.1	39.9	163	27.0	72.4
4 and less than 5 years.....	143	55.9	44.1	196	26.5	73.5
5 years.....	228	67.1	32.9	247	21.1	78.9
				360	15.3	84.7

From this table it is evident that the total number of separations for the women reporting cause had been larger in the past 12 months than in the whole of the 4 years preceding, and that during such 4 years only something over one-fifth of the separations had been for industrial reasons, while in the past year more than three-fifths had been due to conditions in industry. (See Appendix Table I.) Naturally, the opposite is true for separations on account of personal reasons. In the four years nearly four-fifths had been due to personal causes, while in the last year less than two-fifths could be so classed. Not only is this relative importance of industrial and personal causes found in total numbers, but it holds true whether the women began working 1, 3, or 5 years ago. In each over-all classification from less than a year to 5 years, during the past 12 months the percentages of separations are much greater for industrial reasons than for personal reasons; and in the cases of over-all including more than the past year, separations for industrial causes in the past 12 months very greatly overbalance those in such earlier period.

Furthermore, during the four years in question the proportion of absences for industrial causes follows a regular descending scale according to years worked, while the proportion of absences for personal causes increases correspondingly. For example, though 32.5 per cent of the separations from the job among women who began work only one and under two years ago were due to conditions in industry, less than half that proportion, 15.3 per cent, were for the same cause among women who began work five years ago. In the recent 12-month period, however, the time that has elapsed since the women began working seems to bear no direct relation to cause of separation. The proportion of separations for industrial causes was as great among women who began work five years ago as among those beginning within the past two or three years.

#### **Time lost after final separations.**

During the 5-year period, less than half the women had changed from one place of employment to another or from one kind of occupation to another; moreover, in making these new adjustments, many had lost no time other than a day or so. It is clear from Table I in the appendix that in changes from one job to another during all the first four years only 214 women lost their jobs because of conditions in industry and 715 made changes because of personal matters, some, naturally, appearing in both these classes; but over 600 women who had lost their jobs in the past 12 months considered such loss due to industrial causes and only 389 attributed it to personal causes.

The following shows roughly the total amount of time lost per woman in changing from one job to another, as well as the cause of such unemployment, whether for personal reasons there was no desire for a job or for industrial reasons it was impossible to get work. The time lost between various jobs has been totaled for each woman, for while some made no changes, others shifted from one place to another two or three times. As in the last correlation, the past 12 months is compared with the preceding four years.

TABLE 19.—Time out of work between jobs, by cause

Total time unemployed between jobs	3,245 women employed at some time during past 12 months			
	Reporting time lost due to industrial causes		Reporting time lost due to personal causes	
	In past year	In preceding 4 years	In past year	In preceding 4 years
Total:				
Number.....	605	270	268	310
Per cent.....	100.0	100.0	100.0	100.0
Less than 1 month.....	18.7	31.9	12.3	4.5
1 and less than 2 months.....	23.1	15.9	14.9	6.8
2 and less than 3 months.....	17.9	14.1	18.3	6.8
3 and less than 6 months.....	24.8	21.9	28.7	15.5
6 and less than 9 months.....	12.4	8.9	19.4	11.6
9 months and less than 1 year.....	3.1	2.2	6.3	4.8
1 and less than 2 years.....		5.2		29.7
2 and less than 3 years.....				13.2
3 years and over.....				7.1

The contrast between the past year and the earlier period is especially striking in the number who lost time through unemployment for industrial reasons; the women with idleness on this account in the past year far outnumbered not only those with idleness for personal reasons in the same period but those having idle periods for any reason, either personal or involuntary, in all the previous four years.

In the most recent year, 18.7 per cent of the women unemployed between jobs for industrial causes had been so unemployed a total of less than a month, but in the preceding four years 31.9 per cent had had idle periods totaling such short period. Again, while 30 per cent of the women had been unemployed between jobs in four previous years a total of one and under three months, in the past year 41 per cent had had such idle periods.

In the per cent distribution of those losing three months or more through industrial causes, the difference is only slightly in favor of the earlier four years. In the past year and in previous years, roughly two-fifths had been out of work at least 3 months because of industrial reasons. It is surprising that, in scattering instances, involuntary unemployment could have aggregated as much as 9 to 12 months and even more. It may be that a few workers waited for a more advantageous opening rather than take the first job that offered, and yet attributed the entire waiting period to industrial conditions; but there is always the shifting, inefficient worker to be considered, the first to be laid off and the last to get a job, so it is not at all unlikely that in some cases such long periods without work represent the actual experience of wage earners who needed employment and honestly sought it.

While during the past year almost one-half (45.5 per cent) of the women had absences for personal reasons between jobs aggregating less than three months, in earlier years less than one-fifth (18.1 per cent) of them were in these low groups. The women who reported, for the 4-year period, voluntary absences totaling at least a year, undoubtedly represent many temporarily obliged to give up the job as wage earner for domestic duties and other home concerns.

In the next table is a further analysis of the amount of time unemployed for industrial causes after final separations, the emphasis in this case being upon the time elapsed since the women who experienced the unemployment had begun work.

TABLE 20.—*Time out of work between jobs for industrial causes, by time elapsed since beginning work in past 5 years*

Total time unemployed between jobs	Women who lost time in last year and in preceding years, by length of work history in past 5 years							
	1 and less than 2 years		2 and less than 3 years		3 and less than 4 years		4 and including 5 years	
	Last year	During pre- ceding year	Last year	During pre- ceding 2 years	Last year	During pre- ceding 3 years	Last year	During pre- ceding 4 years
Total:								
Number.....	131	30	105	55	82	54	207	129
Per cent.....	100.0	(1)	100.0	100.0	100.0	100.0	100.0	100.0
Less than 1 month.....	19.1	-----	22.9	34.5	17.1	27.8	17.4	33.3
1 and less than 2 months.....	15.3	-----	25.7	14.5	26.8	13.0	25.6	17.1
2 and less than 3 months.....	14.5	-----	20.0	12.7	14.6	18.5	18.8	12.4
3 and less than 6 months.....	32.1	-----	16.2	25.5	24.4	20.4	24.2	20.9
6 and less than 9 months.....	14.5	-----	12.4	7.3	13.4	13.0	11.1	8.5
9 months and less than 1 year.....	4.6	-----	2.9	-----	3.7	1.8	2.9	2.3
1 and less than 2 years.....	-----	-----	-----	5.5	-----	5.0	-----	5.4

<sup>1</sup> Per cent not computed; base less than 50.

Of the women who began working two or more years ago, 394 had lost time for industrial reasons in changing jobs within the past 12 months, while in all the previous years only 238 had lost time between jobs for the same cause.

That the time elapsed since beginning work (within the 5-year period) bears some relation to the extent of lost time between jobs in the past 12 months is apparent from the comparison following: Of the women who began work only 1 and under 2 years ago, practically two-thirds were at least 2 months without work in the past 12 months, almost one-third (32.1 per cent) being idle 3 and under 6 months; of those who had begun work earlier, however, the proportions with such loss of time were much less, from 51 to 57 per cent being at least 2 months without work and only from 16 to 24 per cent being idle 3 and under 6 months. This table emphasizes that the total numbers losing time were much greater in the past 12 months than in the earlier years of the period, and that in former years roughly one-third of the women made their new adjustments within a month, but in the past year more spent 1 to 2 months making a change than spent less than 1 month.

The overwhelming conditions of the present business depression so overshadow other, more normal, times that it is easy to overlook the previous years. But this table brings out the important fact that in the 4 years when business was good, much of the time far above normal, from one-fifth to one-fourth of the women who began working 2, 3, 4, or 5 years ago had been out of work from 3 to 6 months in changing jobs and that a considerable number had been out of work even longer.

### Figures from census of unemployment.

Of the 14,155 female wage earners enumerated in the census returns of April, 1930, in the South Bend and Mishawaka district, 893, or 6.3 per cent, reported that at that time they either were out of a job entirely or were laid off temporarily without pay from a job that they still regarded as theirs. The numbers in the two classes were not very different.

The following tabulation, from the unemployment report of the United States Bureau of the Census, indicates how long this idleness had been in effect. For Class A these periods are based on replies to the question, "For how many weeks has he been without a job?"; for Class B, "How many weeks since he worked on the job?"

Period of idleness	893 women not at work		
	Total	Out of a job (Class A)	On lay-off (Class B)
Total.....	893	427	466
Not reported.....	51	6	45
Under 1 week.....	364	24	340
1 to 2 weeks.....	109	79	30
3 to 4 weeks.....	90	72	18
5 to 8 weeks.....	82	67	15
9 to 13 weeks.....	57	52	5
14 to 17 weeks.....	37	33	4
18 to 26 weeks.....	59	53	6
27 to 39 weeks.....	24	23	1
40 to 52 weeks.....	11	11	0
53 to 104 weeks.....	6	4	2
105 weeks and over.....	3	3	0

The status of unemployment had continued less than a week for more than two-fifths of the women reporting (43.2 per cent). Of the 478 women who reported on time unemployed and had been idle for at least a week, four-tenths (41.6 per cent) had been out of work from 1 to 4 weeks and three-tenths (29.1 per cent) had been idle from 5 to 13 weeks. But the seriousness of the situation already existing in April of 1930 is revealed in the extended periods of unemployment: 44 women had not worked for more than 6 months, and a few had been out of work for over a year.

Of the 48 negro women unemployed in April, 34 had no job and 14 were on lay-off; but of the 114 foreign-born white only 22 had no job, which seems to bear out the testimony of negro women, made later in September, to the effect that there was almost no work left for negro women to do.

Of all the 893 women who were unemployed, almost one-half (48.4 per cent) were not yet 25 years old; well over one-third (36.3 per cent) were 25 and under 40, and 15.3 per cent were 40 or over. In the youngest group, a proportion approaching three-fifths (56.7 per cent) were in Class A, out of a job, but in the two older groups the proportions entirely out of work were conspicuously lower and the majority had reason to believe their unemployment was only temporary.

The information on census returns introduced here can not be used in a comparison between conditions in April when the census was taken and the early autumn when the Women's Bureau survey was

made. In the census of unemployment, "period of idleness" referred to the one definite period of which "yesterday," regarding which the inquiry was made, formed a part, while in the bureau study "idle weeks" covers all time out of work, whether at one or at several dates in the 12 months. In addition to this difference in the element of time is one of classification. While the census figure includes all unemployed women, and two-fifths of them had been idle less than a week, the Women's Bureau study divides lost time into two categories, (1) that of a week's duration or more, and (2) that amounting to only a fractional part of a week or made up of short weeks.

#### EARNINGS<sup>1</sup>

Because only 1,712 women referred to reductions in their pay, it does not follow that others had not had the same experience. Many, to be sure, especially those who were paid by the week, such as saleswomen and office workers, had noticed no change in earnings, and a few women (46) reported an increase in earnings during the year. The schedule did not call for as definite data on wages as on employment and unemployment. It provided only for "general comments on wages and other conditions of work," so if the individual being interviewed was reticent about discussing wages or did not seem intelligently interested, the investigator did not pursue the topic further. This section on earnings, then, should be regarded as descriptive of conditions affecting only the women who talked more or less informally about wages, and not in reply to set questions.

Furthermore, many made such confused statements about the succession of various changes they had had during the year that it was impossible to get anything coherent out of it, and others were too perplexed by the intricacies of reckoning pay in the task-and-bonus system under which they were working to attempt to describe what had happened to their rates. However, more than half of the women (1,712) reported definite changes, so it was possible to get some idea from the women themselves of how much their pay had fallen off.

#### Reduced earnings.

Of the women reporting wage changes, less than 200 were employed outside of manufacturing lines, but it is surprising that earnings had been reduced at all in such employment before October, 1930. As many as 82 saleswomen and office workers and 98 women employed in laundries or hotels and as office cleaners reported decreases in their pay. An effort was made to learn in terms of dollars and cents what had been the usual full-time earnings during the year, but undoubtedly some quoted maximum rather than normal earnings. It was not so difficult to get a statement on the amount of present earnings. In case a woman gave a series of definite changes—as a maximum wage of \$22, a usual wage of \$16 to \$18, and a minimum of \$6 to \$8—the decrease was reckoned as the difference between \$8 and \$18.

The appalling situation revealed in the table is the extent of the decrease in actual earnings. Summarizing the table, earnings of three-fifths of the women reporting had decreased as much as 20 to 50 per cent; earnings of very few had been reduced by as little as 10 per cent, and half of these were saleswomen or clerical workers. But at

<sup>1</sup> See also pay-roll records, p. 63.



the other extreme, earnings of 122 women, one-eleventh of all, were only from 10 to 40 per cent of what they had been.

Some of those in most highly skilled occupations in power-machine sewing, weaving, or rubber-shoe manufacturing undoubtedly made good wages when very busy. They occasionally quoted maximum earnings as high as \$30 or \$35, but for the rank and file \$20 was a high wage, so little is left to the imagination in picturing what remains after usual earnings had been reduced by 10, 20, or 50 per cent, or even more.

The degree of the decline varied among the three inclusive industry divisions specified in the table. Earnings of about three-fifths of the women in manufacturing had been reduced from 20 to 50 per cent, of three-fifths of those in domestic and personal service from 10 to 30 per cent, and of almost three-fifths of saleswomen and clerical workers less than 20 per cent.

TABLE 21.—Amount of reduction in earnings, by industry of present or last employment

Per cent decrease in earnings	1,712 women who commented on decreased earnings							
	Total		Reporting industry of present or last employment					
			Manufacturing		Domestic and personal service		Sales and clerical, including telephone	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,712		1,532		98		82	
Not reporting.....	398		337		39		22	
Total reporting.....	1,314	100.0	1,195	100.0	59	100.0	60	100.0
Less than 10.....	30	2.3	14	1.2	1	1.7	15	25.0
10 and less than 20.....	168	12.8	134	11.2	15	25.4	19	31.7
20 and less than 30.....	304	23.1	274	22.9	21	35.6	9	15.0
30 and less than 40.....	264	20.1	243	20.3	11	18.6	10	16.7
40 and less than 50.....	228	17.4	221	18.5	5	8.5	2	3.3
50 and less than 60.....	198	15.1	190	15.9	5	8.5	3	5.0
60 and less than 70.....	84	6.4	81	6.8	1	1.7	2	3.3
70 and less than 80.....	29	2.2	29	2.4				
80 and less than 90.....	8	.6	8	.7				
90 and over.....	1	.1	1	.1				

About three-fifths (62 per cent) of the women in manufacturing whose losses were due to a cut in rates, but only about one-third whose losses were due to a reduction in hours or allotment of work, had had their earnings cut less than 30 per cent. Conversely, less than two-fifths whose losses were due to cuts in rates but more than two-thirds whose losses were due to reductions in hours or allotment of work had had their earnings cut as much as 30 per cent or more.

#### Causes of decreased earnings.

In discussing the decreasing wage scales the women usually had some explanation to offer for the changes that had occurred in their own individual cases.

TABLE 22.—Cause of reduction in earnings, by industry of present or last employment

Cause of reduction in earnings	1,712 women who commented on decreased earnings				
	Total	Manu- factur- ing	Clerical, includ- ing tele- phone	Domestic and personal service	Sales
Total.....	1,712	1,532	58	98	24
Shorter hours.....	715	619	28	57	11
Lower rates.....	265	212	26	18	9
Shorter hours and lower rates.....	410	385	3	22	—
Shorter hours or allotment of work or both.....	133	130	1	—	2
Shorter hours, lower rate, allotment of work.....	95	95	—	—	—
Change in method of pay.....	10	10	—	—	—
Miscellaneous combinations of above causes.....	84	81	—	1	2

More than any other one cause that they mentioned was the reduction in working hours, the sole reason cited by 715 women. Two hundred and sixty-five women attributed the decrease in earnings solely to a definite cut in the rates of pay, either hourly or piece rates, and 410 stated that their reductions were due to the combined causes of a decrease in hours and a cut in wage rates.

Still other women mentioned one or both of these in conjunction with a third explanation, closely related to the shortening of hours and hardly to be separated from it. Repeatedly the women talked about the "short ticket" and the limited allotment of work on hand. The ticket indicated the amount of work assigned to each worker at the beginning of the day and was called long or short according as there was more or less than could be accomplished in a normal day. Girls employed in other plants where the portions of work were not definitely assigned from day to day as in the ticket system, complained of the lack of organization, of waiting for work, and of the haphazard way in which the work came through. Only six women ascribed their decreased earnings to the limited allotment of work alone; more often they discussed the short ticket together with the resulting short hours, and 82 women, in addition to lowered allotments of work and hours, had had a cut in rates of pay.

A few comments from schedules follow:

Used to get a ticket so she could make 38 a day, but now there are only 25 on her ticket.

"The ticket has been cut from 400 to 100 parts now. We could get through now by 11.30 a. m., but the girls sit around until 1. If we stopped work and punched out before that, we're afraid our tickets would be cut again."

"We're working on amounts and get through anywhere from 11.30 a. m. to 3.00 p. m."

Then again there was a small group that gave changes in method of wage payments as another reason for the falling off in earnings. In several instances, bonus payments based upon production and attendance had been discontinued during the year. Pieceworkers who formerly were guaranteed by one firm a straight hourly rate when production was so low that they had to wait for work, had lost this guarantee. Many were employed by firms that were replacing the straight time or the individual piecework method of payment with a group task-and-bonus system. With 10 exceptions, all those who referred to these various changes in wage-payment schemes

discussed other factors that also had contributed to their reduced earnings, some having had smaller allotments of work, fewer hours, lower rates, as well as changes in methods of payment.

#### Comments on effects of the group piecework method of payment.

Now work in groups instead of alone. Says she is a fast worker and made more when she worked as an individual. The slow workers drag the fast workers down.

If one on a team is slow it holds up the whole group and faster ones must help the slow ones. When working alone made \$22 to \$25. Last pay on teamwork was \$18.90.

Changed from individual to teamwork. The net loss has been about \$1 a week.

On individual work earned \$17 to \$19 a week. On teamwork earns \$16 at most.

"If the girl behind you is fast, you have to step on it like anything."

Rates changed several times and from individual piecework to group work. Cuts and changes have reduced hourly earnings from 50 to 30 cents. Last February drew \$40 for a half month. Draws \$18 to \$19 for a half month at present.

Before change to group work earned \$26 to \$27 a week—can't earn over \$20 now.

After shutdown in July, 1930, worker was put on different style of work. Earnings went down while getting used to change. "Timekeeper stands to look to see how fast you work, to cut wage." Present job was man's work before the shutdown. "Men have to stay home, I not like it. Better give the men more money so lady can stay home."

The group reporting cause of reduction is so overwhelmingly composed of factory workers that the manufacturing group follows very closely the totals for all industries. Of the 180 who were not employed in manufacturing, over half attributed the reason of the decrease in earnings to reduced hours and less than one-third to a reduction in rates. Few of them gave the double cause of both hours and rates.

#### Reduced rates of pay.

A separate tabulation was made of all those who mentioned decreased rates either as the sole cause or as one of the chief contributing causes of decreased earnings, since rates deal with fixed values and the variable elements so often present in earnings are lacking.

TABLE 23.—Per cent decrease in rates of pay of women who reported earnings reduced by such decrease

Per cent decrease in rates	826 women who commented on reduced earnings due to decrease in rate					
	Total		Reporting industry of present or last job			
	Number	Per cent	Manufacturing	Clerical, including telephone	Domestic and personal service	Sales
Total.....	826		747	20	41	9
Not reported.....	531		520	6	4	1
Total reporting per cent decrease in rate of pay.....	295	100.0	227	23	37	8
Less than 10.....	28	0.5	10	9	1	2
10 and less than 20.....	93	31.5	58	10	22	3
20 and less than 30.....	137	46.4	122	4	10	1
30 and less than 40.....	27	9.2	22		3	2
40 and less than 50.....	6	2.0	6			
50 and less than 70.....	4	1.4	3		1	

The earlier table showing decreases in earnings was based on reports of actual dollars and cents earned per week before decreases became effective and afterward. But this one is based upon reports that gave the rate of change and not necessarily amounts of earnings. For example, some may have quoted a lowering of an hourly rate from 35 to 30 cents, amounting to a decrease of 14 per cent, or the piece rate may have changed from 15 to 12 cents a dozen, a 20 per cent cut.

During the discussion of changing conditions in the job, 826 women referred to reductions in rates of pay. Most of them were rather vague in describing what occurred, but 295 were definite enough in their account of rates before and after the change so that the percentage decrease could be reckoned. That over 2,000 women made no reference whatever to rate reductions does not mean that rates in their cases had remained constant, and it should not be inferred that none except these few hundred women had experienced a decrease in either piecework or hourly rates. The women were much more inclined to discuss earnings, for that was a tangible experience. They had learned what amount to expect in the pay envelope, and when it was less they felt it. That so few referred to rates and that still fewer gave information full enough upon which to base comparisons is easily understood when it is realized that in some cases work changed from one size to another or one style to another or one quality to another several times a day, and that with each change in size or style or quality the piece rate also varied. They might quote the rate for one size, but rates for other sizes on which perhaps they worked less frequently were forgotten. Needless to say, the workers found it very difficult to explain the various changes in rates to the uninitiated. The women who gave complete and intelligent data on rate changes were employed for the greater part in manufacturing industries, as would be expected. But 79 clerical workers, saleswomen, and domestic and personal service workers had also had a cut in the rate per hour or per day or per week.

Nor had these cuts been slight. About one-third of the women in all industries had had rates reduced 10 to 20 per cent, and almost one-half had experienced as much as a 20 to 30 per cent cut in rates. The number who had had a cut of less than 10 per cent is negligible, about 10 per cent, but at the other extreme one-eighth had a cut of at least as much as 30 per cent. In manufacturing lines more than half of the women had received a reduction amounting to from 20 to 30 per cent of the normal rates, and for a large majority of the few domestic and personal service workers cuts ranged from 10 to 30 per cent. The few clerical workers had fared best, as none of these had had cuts of as much as 30 per cent.

#### **Employers' comments upon wage changes.**

Our few salary cuts are considered departmental changes and are not part of a wage-cutting policy.

We used this occasion for correcting inequalities in jobs that might have been overrated or underrated. We made these individual adjustments in addition to the general reduction.

We've been merely adjusting rates.

We've been changing piece rates to attain a better equilibrium in costs.

As it is necessary to keep a balance in production costs, piece rates based upon the efficiency operation of the group have been lowered. Base rates or the hourly standard rate have remained unchanged.

**Comments of employees upon changes in rates and hours.**

For about two years had got 4 cents an order and could average \$16, \$17, and \$18 a week. Two weeks ago rate was cut from 4 cents to 2½ cents. Last week, which was not full time, she made \$5.80. Rate cut too recently to figure full-time earnings since.

Rate cut from 40 cents to 28 cents an hour. Week's wages changed from \$18 full time to about \$8 part time now.

Wage rates cut from 3 cents to 2 cents a dozen. Former full time \$15 to \$16. Now \$10 to \$11 for full week.

Was working on a grade that paid 18 cents a dozen. Then was transferred to cheaper grade that paid 16 cents, and later that rate was cut to 12 cents.

Wages \$20 a week when work was good. When it got slack, they cut rates from 45 cents to 30 cents an hour. Earnings now about \$5 to \$6 a week.

Rate cut 50 cents to 40 cents a thousand. Formerly on full time earned \$15 to \$16. Then on part time reduced to \$10 to \$12; and now since rate cut, to \$8.

**Other extracts from schedules illustrating reduced earnings and hours.**

Last pay was \$3. I was ashamed to bring it home. Full time I made \$10 to \$11 a week. When on four days I earned \$6 to \$8.

In November was making around \$20 a week. Sometimes as low as \$5 to \$6 a week now.

Full time earned \$15 to \$16 a week. Now on three days; earns \$8 to \$10. One week dropped down to \$2.

Made \$20 a week quite regularly until about December, 1929. Since then hours increasingly shorter and makes \$12 to \$14 a week.

October, November, and December, work was good and made \$20 to \$21 for a 5-day week. After that, things began to get slow. Sometimes worked one, two, or three days a week. Last wage was \$3 for two days' work.

Has been taken off piecework because work too varied for piece rates. On piecework normally—5-day week—made \$16 to \$17 a week. Rate now 35 cents an hour; earnings full time would be \$14.

At times has drawn \$35 to \$40 for half month. Drew \$19 last pay check. Said she had worked 13 or 14 days of this period but many days did not work more than a half day.

**EMPLOYMENT IN THE FAMILY**

This picture of unemployment obviously would have been incomplete if facts had been ascertained only in regard to the wage-earning women without reference to other persons of the family, both those normally employed and those unemployed, for besides being wage earners the women were fundamentally members of family units and on that account were carrying double burdens in the business depression.

Although emphasis throughout was placed upon the work histories of the women interviewed, it was not possible to disassociate them from the household groups. For this reason, included in the schedule were questions having to do with the family, classified as to minors and adults; the number of wage earners—employed, out of work, or having part-time jobs—and the number of non wage earners. The answers to these questions are summarized in the following.

In 393 households more than one wage-earning woman was interviewed, so the 3,245 women represented 2,852 families, comprising a total of 11,500 persons. The 182 women who lived alone also are regarded as family units in this section. About two-thirds of the entire number were adults and four-fifths of the adults ordinarily

were wage earners. No one in the family was regarded as a wage earner who had not worked during the past year. Almost one-fifth of the wage earners were not employed at the time of the interview, and almost one-half did not have steady work.

From this discussion it is clear that the wage earners considerably overbalanced the non wage earners (54.3 and 45.7 per cent, respectively) and that over 70 per cent of the non wage earners were children. About one-eighth of the non wage-earning children were more than 16 years of age, and in many households these older children bemoaned the fact that they could not find work when their assistance was so much needed. It was not from choice that they were still in school or were loafing at home. Less than 1,500 of the adults (19.3 per cent of 7,727 reported) had not worked during the year; or, on an average, in only about half the families was there an adult who was not ordinarily a wage earner. The average family for the group consisted of 4 members (4.03), slightly more than 2 wage earners (2.19) and just under 2 nonwage earners (1.84), the non wage earners including, on the average, something over 1 child (1.4) per family.

At the time of the interview the status of employment among the 6,237 wage earners, both men and women, is the startling condition in this picture, for less than one-third had steady employment, almost one-half were working irregularly, and about one-fifth had no work whatsoever.

#### Changes in number of wage earners.

The following summaries and chart show what happens in wage-earning families when business collapses. Of the 273 families that had four or more wage earners during the year, not much more than one-third reported all wage earners occupied at date of interview. Less than three-fifths of the families that usually had three wage earners reported all wage earners employed now, and only about two-thirds that usually had two wage earners reported both employed now. Furthermore, though they had jobs it does not mean that they had steady or full-time work.

Number in family employed at some time during year	Number of families reporting	Families with same number employed at time of interview	
		Number	Per cent
Total.....	2,735	1,760	64.1
1.....	401	347	86.5
2.....	1,596	1,040	65.2
3.....	485	282	58.1
4 to 10.....	273	97	35.5

Throughout the community there was a decided decrease in the number of families that now had 2, 3, 4, 5, or more wage earners compared with the situation in normal times. Whereas in the district canvassed about 400 families had only 1 wage earner in normal times, 928 families now were depending upon only 1 working member and in 108 families visited all wage earners were unemployed. (See Tables III and IV in Appendix.)

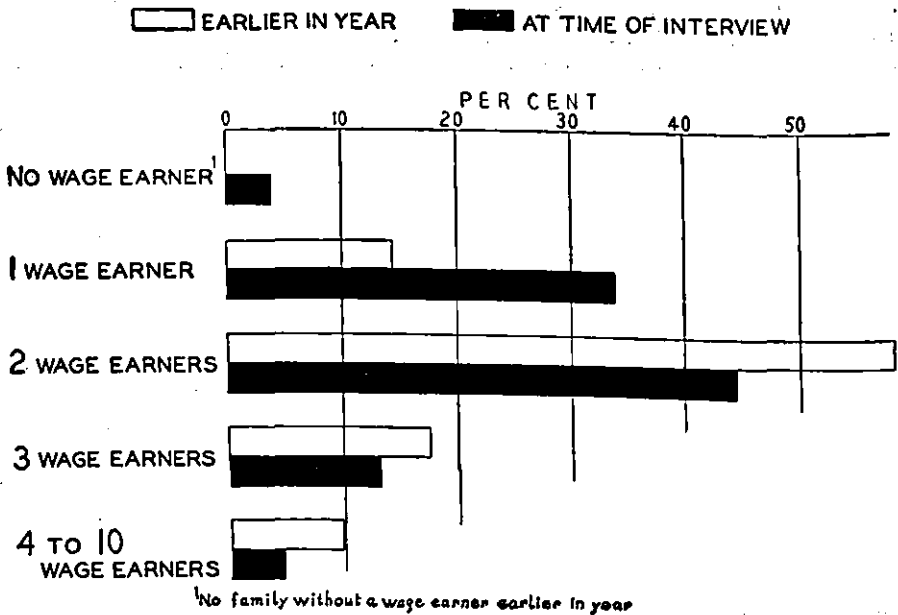
Number of wage earners in family	Families reporting number of persons specified employed at some time during year	Families reporting number of persons specified employed at time of interview
Total.....	2,755	2,747
None.....		108
1.....	401	928
2.....	1,596	1,223
3.....	485	363
4 to 10.....	273	125

Number of wage earners in family	Families with wage earners specified at some time during year	Families with wage earners specified at time of interview	
		Number	Per cent
1 or more.....	2,755	2,630	95.8
2 or more.....	2,354	1,711	72.7
3 or more.....	758	483	64.4
4 or more.....	273	125	45.8
5 or more.....	73	19	26.0

Not three-fourths as many families now as formerly had 2 or more wage earners, less than two-thirds as many now had 3 or more wage earners, less than one-half as many had 4 or more, and only about one-fourth as many had 5 or more wage earners.

PROPORTION OF FAMILIES WITH SPECIFIED NUMBER OF WAGE EARNERS EARLIER IN THE YEAR AND AT TIME OF INTERVIEW—2,755 FAMILIES



The size of the families in which there had been a change in the number of wage earners ranged from 1 to more than 10 persons, and the next table indicates the number of families of various sizes that had the same number of wage earners at time of interview as before.

TABLE 24.—Number of families with same number of wage earners at time of interview as earlier in year, by size of family

Number of wage earners in family		2,755 families reporting number of wage earners and size of family													
		All families		1 person		2 persons		3 persons		4 persons		5 persons		6 persons and more	
		Total	With same number wage earners as earlier	Total	With same number wage earners as earlier	Total	With same number wage earners as earlier	Total	With same number wage earners as earlier	Total	With same number wage earners as earlier	Total	With same number wage earners as earlier	Total	With same number wage earners as earlier
Total.....	2,755	1,766	182	163	573	384	512	339	470	303	344	220	674	358	
1.....	401	347	182	163	92	79	61	50	26	21	21	16	19	18	
2.....	1,596	1,040			481	305	405	257	304	198	173	127	233	153	
3.....	485	282					46	31	124	78	91	52	224	121	
4 to 10.....	273	97							10	6	59	25	108	66	

All wage earners were still at work in less than two-thirds of the families, but as the size of the family increases from one to six or more persons the proportion with all wage earners at work steadily declines from 90 per cent in families of one person to 53 per cent in families of six or more persons; that is to say, almost half of these very large families, in contrast to about one-third of the smaller families consisting of 2, 3, or 4 persons, had unemployed wage earners. However, that one-tenth of the families of one person (composed of women adrift and living independently) had no one at work possibly caused as difficult a condition as that in larger families in which there often are more potential wage earners.

It is evident, further, that in more than one-fifth (21.3 per cent) of the families with four or five members and dependent upon only one wage earner, that wage earner was out of work.

**Regularity of employment in families.**

Considering the family as a unit, it is apparent from the table next presented that while a number of women lived alone (182) and while in other households there were as many as 7 to 14 people, the majority of the families (56.5 per cent) consisted of 2, 3, or 4 members, and families of 2 were the most common. As the size of the family increases, the number of families consistently decreases, from 575 of 2 persons to 66 of 9 persons. In 108 of the families there was no one working, even part time, and in 1,214 (45 per cent), although there was someone at work, no one had a steady job. In only about half of the families (51 per cent) were there any members working regularly.

Since families having 2, 3, 4, or 5 members constituted over two-thirds of those reporting, it is natural that the massing of unemployment and irregular employment occurred in families of these sizes; or, in other words, that 71.3 per cent of the families with no one at work and 69.4 per cent of those with wage earners only irregularly employed were families of 2 to 5 persons. The most serious situation



is that in 275 (41.5 per cent) of the families of 6 or more persons no one had a steady job.

From other data it appears that regardless of the size of the family, whether it had 2 members or 10, there was little variation in the proportions with all wage earners out of work or in the proportions with none working full time.

Analysis of the 1,378 families that were fortunate enough to have persons regularly employed shows that in 968 (70.2 per cent) there was only one steady wage earner. In less than one-fourth (23.7 per cent) were there two persons with regular employment, and the 83 families boasting three or more full-time workers constituted only 6 per cent of the group. Undoubtedly, in some of the households where there were one or more steady workers there were others employed irregularly or part time. Those steadily employed constituted 38 per cent of the wage earners still having employment.

TABLE 25.—*Employment at time of interview, by size of family*

Number of persons in family	Families of 3,245 women employed at some time during past 12 months											
	Total		Reporting on employment in family at time of interview									Not re- porting if em- ployed or if stead- ily em- ployed
	Number	Per cent	Total re- porting	Hav- ing no wage earn- ers em- ployed	None stead- ily	Having wage earners employed						
						Total	1 wage earn- er	2 wage earn- ers	3 wage earn- ers	4 to 6 wage earn- ers		
Total.....	12,862											
Not reporting.....	04											
Total reporting.....	2,758	100.0	2,700	108	1,214	1,378	968	327	04	19	58	
1.....	182	6.6	182	19	90	07	67					
2.....	575	20.8	558	23	271	264	201	63			17	
3.....	513	18.6	502	27	222	253	183	66	4		11	
4.....	470	17.0	455	16	202	237	163	61	13		15	
5.....	344	12.5	340	11	148	181	108	51	17	5	4	
6.....	260	9.4	254	3	113	138	06	30	7	5	6	
7.....	158	5.7	157	5	57	95	58	21	12	4	1	
8.....	109	4.0	107	1	45	61	40	16	3	2	2	
9.....	66	2.4	64		20	35	22	8	4	1	2	
10 to 14.....	81	2.9	81	3	31	47	30	11	4	2		

<sup>1</sup> In 303 cases more than one woman in the same family was interviewed.

### Sole wage earners.

Earlier in the year there had been only 219 families of two or more members dependent upon one wage earner, but at the time of the interview there were 765 families in which only one person was working, about three and one-half times as many as usual. At the date of the interview there were almost as many women as men who were sole wage earners in their families. The family relationship of the sole wage earner and the size of family where a woman only was employed are shown in the statements following. The reader is reminded that only households were visited that at some time earlier in the year had had one or more women wage earners.

<i>Sole wage earner a woman</i>		<i>Sole wage earner a man</i>	
Total families <sup>1</sup> .....	368	Total families.....	392
Wife.....	57	Husband.....	120
Wife and mother.....	77	Husband and father.....	197
Mother.....	94	Father.....	54
Daughter.....	120	Son.....	8
Sister.....	18	Brother.....	8
Other.....	2	Other.....	5

Family relationship	Women who were sole wage earners	Number in families of—			
		2 persons	3 persons	4 persons	5 or more persons
Total.....	368	126	93	51	98
Wife.....	57	50	4	3	—
Wife and mother.....	77	—	22	20	35
Mother.....	94	27	37	10	20
Daughter.....	120	35	27	16	42
Sister.....	18	12	3	2	1
Other.....	2	2	—	—	—

In this connection the word wife designates a married woman without children, a wife and mother is a woman with husband and children, and a mother is one with children but no husband. Men are designated as husbands where there is a wife but no children, as husbands and fathers where there are wife and children, as fathers where the interviewed person was a daughter in the family, as sons where the interviewed person was a mother.

In 134 families where the husband was not employed the wife was the sole wage earner; in 94 families where there was no father the mother was the only one at work; and in 138 cases a sister or daughter was the sole wage earner. In striking contrast to this, only 16 sons or brothers were sole wage earners in their families. All the 16 families where the brother or son was the sole wage earner employed had a potential woman wage earner, but it is possible that not all the 138 families with a daughter or sister as the sole wage earner employed had a brother or son. However, in the large majority of cases the men also had the responsibility of children or additional members of the family.

As regards the size of the families in which men or women were sole wage earners, there was little difference. While about one-third of the women had families consisting of two persons, slightly less than one-third of the men had families of that size. Roughly, about one-fourth of the women as well as of the men were the only individuals employed in families of five or more, and in each case there were a few families with as many as 8, 9, and 10 or more members.

It is clear that where women were the only persons employed, the burden of the larger families fell most heavily upon the daughters or the wife and mother. In 98 cases a woman was the only person working in a family of five or more persons.

Even more serious was the situation in the 108 families where no one had a job. In almost half of these cases there were children in the family where both parents were living but neither was employed,

<sup>1</sup> Exclusive of women adrift.

but more often than not the mother was a widow. Women adrift were without work also, and daughters were visited in whose families no wage earner had work.

### Status of employment of men.

How unemployment and irregular employment had affected the women interviewed has been discussed in previous pages. How these same conditions had affected the husbands and fathers was reported in less detail in over 2,000 families.

In the case of 634 women there was no father or husband to share in the family support, and in 141 other cases he who normally would have been the chief male wage earner had been unemployed during the past 12 months. However, in more than 2,000 families there were husbands or fathers chief wage earners who had worked at some time during the past year. Yet less than three-tenths of these had steady employment; almost six-tenths were working irregularly, and the remainder—1 in 8—were without a job of any kind. The depression accounted for most of their intermittent or irregular work; only in 21 cases were personal reasons, chiefly illness, given as the cause of present total unemployment. There was distressing monotony in the repetition of the phrases used to describe the industrial situation—"slack," "laid off," "no work," "fired." The following table contrasts briefly the status of the women and those men who under usual conditions would be considered the chief male wage earners in their families.

TABLE 26.—*Employment of husbands or fathers and women interviewed*

Employment status	Husbands or fathers		Women interviewed	
	Number	Per cent	Number	Per cent
Total reporting on employment.....	2,031		12,852	
Employed but not reporting on steadiness.....	27		3	
Total reporting on steadiness of employment.....	2,004	100.0	2,849	100.0
Out of work.....	256	12.8	630	22.4
Not steadily employed.....	1,166	58.2	1,280	44.9
Steadily employed.....	532	26.0	930	32.6

<sup>1</sup> In 303 cases more than 1 woman in the same family was interviewed, but only 1 woman is considered here.

Briefly summarized, this shows that a decidedly larger proportion of all the women (22.4 per cent) than of all the men (12.6 per cent) were entirely out of work. Of those reporting steadiness of employment similar proportions were out of work. Among the persons employed, the women were favored with more regular employment than were their husbands or fathers, one-third of the employed men, in contrast to two-fifths of the employed women, having steady jobs. In other words, while total unemployment was greater among the women than among the men in these families, short days or weeks, undertime of all descriptions, was more prevalent among the men than among the women.

The next table is a correlation of the status of employment of these husbands or fathers with the size of family.

TABLE 27.—*Employment of husband or father, by size of family*

Number of persons in family	Husband or father				
	Total	Not employed	Employed		
			Steadily	Not steadily	Steadiness not reported
Total.....	2,031	256	582	1,166	27
Not reporting.....	21	5	5	9	2
Total reporting:					
Number.....	2,010	251	577	1,157	25
Per cent.....	100.0	100.0	100.0	100.0	
2.....	22.4	20.7	25.6	20.7	
3.....	19.1	16.7	21.3	18.6	
4.....	18.2	17.5	18.2	18.2	
5.....	13.4	12.0	12.7	14.3	
6 to 14.....	26.0	33.1	22.2	28.3	

One-third of the families in which the men were unemployed consisted of 6 to 14 persons, where there was, of course, a strong chance of there being other wage earners in the family; but one-fifth of the husbands or fathers who were out of work had small families, only two people, and this means that if anyone had a job at the time of the interview it was a wife or daughter who was the wage earner.

This table also shows that while 577 husbands or fathers had steady work, twice that number were employed irregularly or part time. As a whole, there is little variation in proportions between those employed steadily and those employed not steadily in families of 2 to 5 persons, but just as a larger amount of total unemployment occurred in the families of 6 to 14 members, so part-time employment increases slightly as the families increase in size. In contrast to this, the largest percentage of full-time steady employment is found among those families consisting of only 2 persons.

The status of employment of the husband or father was reported in 439 families consisting of but 2 people. In this group only 148 had steady employment, while more than half (54.4 per cent) were working irregularly, and practically 1 in 8 had no employment. This is illustrative of a small family where each of the 2 members, the woman interviewed as well as her husband or father, were wage earners. But an even worse condition is true of the larger families; for example, in 195 families consisting of 6 members about two-thirds of the husbands or fathers had irregular employment and almost 1 in 7 had no work at all.

Extracts from the schedules add nothing new to what is already common knowledge about the tragedies resulting from the long-continued unemployment of the business depression of 1930 in South Bend. A few score comments, however, are added here out of the hundreds that might have been given, since they seem to make the preceding statistics about unemployed men more human.

The following excerpts selected at random are from interviews with wage-earning daughters and mothers. It is no wonder there was discouragement in the tone of the daughter who said, "We just finished paying last year's coal bill," or of the mother of two children who,

after explaining that her husband's wages barely covered the rent, added: "If I lose my job, we shall have to quit eating."

A few belonged in small families where most of the members were normally wage earners and others came from larger families where there were many to feed, but all reflect in one way or another the calamity that befalls the household when they can no longer be economically dependent upon the chief breadwinner. A widow with 3 dependents was not shirking her load, but in spite of the fact that she was the only worker in her family and had been out of work 3 weeks in December and 2 weeks in August, she was struggling to meet the payments upon the home that carried heavy encumbrances when her husband died. A daughter carrying the entire load in a family of 8 was facing the grim truth that they all could not get along on her \$13 a week. Her old father worked intermittently at odd jobs during the summer; others, a sister and 2 brothers, were out of work temporarily, at least they hoped it was temporarily. In another family, of 10 persons, the husband and father had only part-time work—but in addition his wife and 2 daughters also were employed irregularly. When all were working full time, it was all they could do to support the 4 school children and 2 younger grandchildren. Quite naturally they now had much to say about "hard times." Many others referred to definite problems in connection with the children, rents, or food.

#### COMMENTS ON UNEMPLOYMENT OF HUSBANDS AND FATHERS

##### Two in family.

Husband was laid off three weeks ago from a good position as an inspector, when the firm moved its plant to another city. His foreman gave him a half promise of a similar job in the new plant, but when he arrived there he found there was no chance of his being taken on.

Husband out of work a month. They are falling behind in payment of all bills and have been obliged to borrow from relatives.

Husband has had only 6 weeks' work in past 3 months. He was peddling watermelons the day of the interview. Wife is supporting them.

##### Three in family.

Father is out of work, mother is ill, daughter is only wage earner.

Father worked 16 hours in 2 weeks; parents depend on daughter's wages.

Husband had not worked for four months until he got work on a truck last Monday. His wife fears this job won't last. She is glad she has only one child.

Husband works 2, 3, to 4 days a week. They have sent their son to the country so that they can room and live less expensively; otherwise they "could not get by."

Husband has not worked since April 21. His wife commented, "I must work or we'll starve."

Husband's work is not steady and his rate has been cut. He wishes men could make enough so their wives wouldn't have to work.

Husband's earnings not much more than his wife's. They are paying \$35 a month plus taxes on their home and can't get along unless both work.

Husband was laid off. His wife was obliged to look for work and went where her husband had been employed. She was offered his job at half as much per hour. She asked why they didn't give it to him, and was told they wouldn't at the new rate, so she felt forced to take the job. (This policy was confirmed later by an official of the company.)

Husband worked at carpenter's trade about five months last year. Picking up junk at present. "It is hard to get along because stores will not trust colored people."

Husband has not worked since May. He was a driver for a firm that failed and can't find another job.

Husband has not had steady work for eight months. He is a window cleaner and since his last lay-off has not earned over \$10. "No one seems to want him," his wife adds.

Husband is working part time. "He is getting old and they don't want him."

Husband has been out of work eight months. They had saved some money but have spent it all now.

#### Four in family.

Father has had no steady work since a year ago last winter; odd jobs only. Daughter doesn't know what family is going to do. "Starve, I guess."

Father sells coal on commission, but people can not buy coal when they have no money.

Husband didn't work 10 months last year. Had to move recently because they couldn't pay rent. The electricity is turned off, and they use lamps. Sometimes the family hasn't enough left to buy food after paying rent.

Husband was laid off June 5 and no one in family is working now. They have this month's rent; "after that we're at the end."

Husband has had only odd jobs in the past year. Borrowed \$300 on house in the spring and can't pay it back.

Husband unemployed. Family can't get credit for food because storekeepers know both husband and wife are now unemployed. Wife will have to return with her children to her parents to live. Husband has gone to another town to look for work.

Husband has worked irregularly for two years, two or three days a week; a few hours a day; three weeks ago he was off all week. Wife wouldn't have gone to work, but didn't want children to starve.

Husband worked for a construction company and was unemployed all winter. Could not send children to high school if wife did not work.

Husband out of work five months. Wife's brother helping family.

Husband has only one or two days' work a week—house is very bare—only stove, chair, table, and bed.

#### Five in family.

Father has been home six months. A brother worked six weeks during the past year. "Hard times is our second name; we save a little money, then comes winter and the money is gone."

Father draws only \$15-\$16 a week, because of short time. The family can't keep up with bills on the present income and is falling behind with payments on groceries and the rent.

Father not steadily employed. They want to continue to send sister (15) to school, but if this keeps up they will not be able to do it.

Father works five days but fears he'll be laid off because he hasn't his second citizenship papers.

Father had not worked for five months till lately. Mother is sick. Girl wishes her sister (16) could get a job.

Father out of work nine weeks. "He was laid off without a minute's notice after working there seven years." Two sisters keep up home.

Father laid off six weeks in June and July, and two weeks now. Brother works two days a week. The daughter said, "I am just about the support of the family."

Father no work since May. Daughter's \$9 not much for family of five to get along on.

Husband can't pay on house and buy food for family of five on \$13 to \$14 a week. "What we do this winter?"

Husband only working part-time jobs at anything he can get to do. There are three small children and wife is pregnant. She says she has to work as long as she can stand, as her husband is only making \$2 and \$3 a week.

"The two of us this week made \$20." Wages mostly going for food—"you don't get credit for groceries like you used to, if you don't pay they won't give you any." Husband earns less than wife.

Husband has very irregular employment now. After working for same firm 10 years, he recently was laid off for three weeks. Can not depend on his wages to cover barest necessities.

Husband and wife made \$26 together last week, and with that they can't afford more than bread, potatoes, and meat.

Husband is out of work. Wife is paying installments on the furniture and also the rent. The only income is her wages. They keep her husband's sister and her child in return for the care of their baby.

#### Six in family.

Father does not work steadily. "I don't know how we are going to get by; we sure are behind."

Husband is out of work. He was patching the children's shoes day of visit. Can't buy new ones.

Husband has worked three and four days a week for the past six months—"One person just can't make the living for four youngsters; the bigger they get, the more they need."

Father works only every other week. Daughter worrying about having no coal and the need of clothes for winter.

Father laid off three months ago. His company took him back a week ago and he is now working four days a week. No source of income for family except daughter's and father's wages.

Husband has not steady work. They buy only barest necessities. "Kids are always hungry, everything goes for food."

Father was laid off July 1. Daughter had \$12 for last pay. Family owes rent and \$50 store bill. Afraid the grocer would claim the \$12. He had refused her mother a loaf of bread and a bottle of milk, so she doesn't know whether to apply it on their debt to the grocer, or keep it to live on.

Father laid off. Daughter doesn't know what they'll do. Have to get along without clothes, food costs so much. The family had to borrow money for taxes.

Husband is not working now. His wife says, "Every day \$2 eat; \$25 a month rent; winter no come yet."

Husband not working—returned to his mother's home and wife to her mother's home.

#### Seven in family.

Husband is working very irregularly. "Debts, that's all we got."

Father is working two to three days a week. Mother says, "This is my baddest time in 24 years. Eight to the table." The wage-earning daughter adds, "It's awful on my mother's nerves."

Father works 2½, 3, or 4 days a week—"We're getting way back in our rent and are afraid we'll get put out."

Husband has worked three days a week most of the year. The wage-earning wife fears that the children will have to be placed in an orphanage if work does not improve.

Husband's job not steady. "Times are so hard we don't know what we are going to do."

Husband has no work. If wife didn't have work they couldn't buy food, and she's afraid they will lose their home.

**Eight in family.**

Father was laid off in June. He still has no work except occasionally he washes automobiles. Five children are in school and one young daughter is the only wage earner.

"No coal in the bin." Father has been out of work for seven months.

Mother and daughter are the only ones at work now. If someone else doesn't get a job soon, they can not meet the payments on the house they are buying.

Husband has had slack work for about seven months. Now he works two days a week. Last week he got \$10.56; 15-year-old daughter said, "It wasn't so bad when mother was earning something." "No bread to-night."

"Father worked only one day this week. He has earned only about \$8 a week for the last eight months."

Wife says they have five months' rent unpaid and large grocery bills due and can't get more credit.

**Nine in family.**

Father out of work one year (not classed as a wage earner). "They don't hire men 50 years old."

**Twelve in family.**

Father is working only two or three days a week. Mother is terribly worried, as there is no coal for winter.

The questionnaire did not cover items on sources of income other than wages of the interviewed person, but in cases where the wage-earning woman or other member of the family was out of work or at best employed only part time, conversation naturally turned to the ways and means of "getting along." They were not chronic charity cases, but self-respecting and managing "to get along" as best they could without asking for help.

The various expressions used in describing their present dependence upon others are used as a basis for the following classification, descriptive of the way in which they were living.

Living status	Number of unemployed women			
	Total	Single	Married	Widowed, separated, or divorced
Total.....	692	208	427	57
Not reporting.....	15	5		10
Total reporting.....	677	203	427	47
Living at home.....	568	180	374	14
Living with other relatives.....	74	10	53	5
Dependent upon children.....	12			12
Renting rooms, taking boarders.....	7			7
Living on savings.....	7	4		3
Supported entirely or in part by friends or charity.....	9	3		6

The vast majority were fortunate in having homes to live in, but it does not necessarily mean that they were living comfortably and easily. An idea of how families were doubling up to save expenses may be gained from the 53 married women who had taken their families and gone to live with other relatives. Furthermore, the husbands of 19 of these who had found it necessary to go to live with other relatives also were out of work. The comment of one young woman was, "We've all moved home and are living off the old folks," and



another explained that when they lost the home they were buying it was absolutely necessary to turn to relatives for shelter.

Twelve widows were dependent upon their children. A few women had resorted to taking boarders, which now was not regarded as a lucrative business, since so few were earning enough to pay for board and room. Others still had savings, and a few volunteered the fact that they were receiving outside aid, some in the form of rent, which they hoped to pay when they could find a job.

Not all the women who were out of work were eager for jobs, and few of those who had quit voluntarily seemed anxious for work. For the most part they were busy at home; some were not physically able to work, and others frankly admitted it was not absolutely necessary to work, as others in the family still had steady jobs.

But it was quite a different story with the majority who were laid off through industrial causes. Most of them were still looking about, a few had not given up hope of being "called back"—even after weeks and months of idleness—and a goodly number, completely discouraged, felt it was a wild-goose chase to hunt for a job where there were none. Most of these women lived in the heart of the industrial center and undoubtedly knew what the chances for work were without making inquiries at the factories.

*Women looking for work and not looking for work, by cause of unemployment*

Status	Cause of unemployment	
	Industrial	Personal
Total women.....	481	200
Looking for work.....		
Expect to look for work, just laid off.....	355	10
Not looking for work because—	7	2
Unable to work.....		34
Home duties and busy.....	1	68
Work not necessary.....	1	61
Hoping to be called back.....	1	9
No use, no work in town.....	20	7
Not reported.....	89	7
	7	9

Some of the reasons advanced for not actively hunting for work were—

- "No job to look for."
- "No use to hunt."
- "No work to be found."
- "I haven't even tried to find work. I know better."
- "Companies aren't hiring, they are laying off."
- "No use wasting shoe leather hunting work."
- "Hardly worth while to go up town to look for work and spend the car fare."
- "No work for colored people."
- "You can't buy a job in South Bend."

### HOUSING

The high cost of shelter was uppermost in the minds of so many women that it was almost impossible to complete an interview without reference being made to rent, mortgages, or taxes. Home buying seemed particularly the custom in the west end of South Bend; everyone seemed bent on owning a home. Real-estate developments

had made it alluring and some of the newer 1-family cottages or bungalows and more pretentious houses were most attractive. The householders justly took pride in their homes, but at the time of the survey there was great anxiety to know how they were to keep up installments on homes, many of which were valued at from \$4,500 to \$7,000. The "For sale" signs nailed to some of the houses told the story of the struggle. It was a question which was having the greater struggle, the family caught in the clutches of installment payments and terrified lest they lose the house and all they had put into it, or the family that was renting and had no choice between paying the monthly rental or being put on the street.

During the visits, definite data concerning home ownership were volunteered in 1,145 families. Over one-fifth (22 per cent) owned their homes, one-third (33.5 per cent) were buying, slightly less than one-third (30.7 per cent) were renting, and about one-eighth (13.8 per cent) were boarding or rooming.

*Families of women who commented on housing*

Housing status	Number of families	Per cent of families that in normal times had—		
		1 wage earner	2 wage earners	3 or more wage earners
Total.....	1,145			
Home owned.....	252	17.5	52.4	30.2
Buying home.....	384	8.1	72.4	19.5
Home rented.....	351	10.5	72.4	19.5
Room and board.....	158	79.1	15.2	5.7

From this correlation the inference is that in families with one wage earner (and in these cases the one wage earner was always the woman interviewed) it was customary to board or room, as rarely did families with but one wage earner assume the responsibility of meeting monthly payments for simple rental or for installments looking toward the ultimate ownership of the home. Two wage earners predominated in families that were renting or buying houses, and there were as many as three or more wage earners in a larger proportion of families that already owned their homes than in families boarding or renting.

When it is noted to what extent employment had fallen below normal in these families, it is no wonder that in two-fifths of the homes visited conversation turned most naturally to the housing problem. In over one-eighth (13.1 per cent) of those where they had formerly depended upon one wage earner, there was no one employed now; in about three-eighths where formerly there had been two wage earners, they were now dependent upon one wage earner or none; and over half (52.7 per cent) of those formerly having three or more wage earners had also suffered a reduction in numbers employed.

*Difference in number of wage earners per family under normal conditions and at present, in families reporting on housing*

Number of wage earners	Number of families
Total.....	1,145
Same number wage earners now.....	747
Fewer now:	
Number.....	308
Per cent.....	31.8
One wage earner normally.....	237
Same now.....	206
Fewer now—	
Number.....	31
Per cent.....	13.1
Two wage earners normally.....	688
Same now.....	437
Fewer now—	
Number.....	251
Per cent.....	30.5
Three or more wage earners normally.....	220
Same now.....	104
Fewer now—	
Number.....	116
Per cent.....	52.7

How families had been combining so as to reduce the item of rent is illustrated in the following excerpts from the home-visit schedules:

Married daughter and family now live with her mother to cut down the rent.

Gave up own home and moved in with sister.

Two families are renting a 1-family house together.

"We are all living off the old folks."

Both wife and husband are out of work. They now live with her parents, because they couldn't pay their rent. Her father is working two days a week, and is trying to buy his home.

Husband hasn't had a day's work since May. There is no work. The family had to move to home of husband's father.

Husband was laid off last March after working for one firm for 17 years, and has not been able to get any steady work since. Eight in family. Three families are living together in this one house in order to cut down on rent during slack times.

When times had been prosperous real-estate salesmen in this industrial center had had little difficulty in putting across an "own-your-home" campaign. Surrounding the factories were comfortable modern cottages, both old and new style of construction, some more pretentious than others, a few better built than the others, but all could boast of lawns or well-tended gardens. Their appeal was especially strong to those who had a steady job near by and who never dreamed that a home could be a lodestone anchoring the family in a location that would offer decreasing industrial opportunities. How burdensome these homes might become is suggested by some quotations from the home-visit schedules. They reflect anxiety and in most cases fear of what may happen in the future rather than regret over the actual loss of the home.

Woman without any family has been paying \$26.50 a month for four years on a small frame dwelling. Mortgage is now \$1,100.

Afraid will lose home because husband or wife can't meet payments on \$2,500 mortgage. Husband out of work for months, and wife's wages reduced to about \$12 a week now.

Paid four years on a house and lost it. Now renting a house without modern conveniences at \$25 a month. Large family, and husband a barber.

Never expects to pay off mortgage on very small frame cottage.

Wage-earning widow of 56 reckons it will take at least three more years to complete payments on her home.

"When I was earning \$20 a week, we could make the payments."

Daughter, chief wage earner, is in arrears several months in payments on widowed mother's home. Installments \$39 a month.

Daughter of a widowed mother doesn't know where taxes are coming from. Two younger brothers are out of work and all she can do is to keep the table going.

A daughter, at present the only wage earner in a family of four, in referring to the rent of \$32 a month said, "We managed to get along on my pay before the cut, but I don't know what will happen now."

Began buying their house about a year ago, valued at \$4,500. Paid \$600 down as initial payment and \$35 a month. "Never thought it would be like this." Now they are 3 months behind on payments. Husband's work has been slack all the year, 1, 2, 3 days a week; he has been laid off several weeks also. Wife, who is 43 years old and foreign-born, is working now but not steadily.

When the chief male breadwinner suffers a cut in wages or loses his job, or at best has work only part of the time, home buying becomes next to impossible, as evidenced by references on some of the schedules.

#### **Three in the family.**

Husband has had a 20 per cent cut in wage rate recently. "We put all our money in our home, but when you ain't got the money to put in it, what are you going to do?"

Husband works two days a week. "We don't want to lose our home, and they will clean us out if we don't pay. I've been in the United States 14 years and it's every year worse."

Husband now works irregularly, two or three days a week. Could not meet payments on home if wife did not work also.

Husband was laid off 15 months ago. Wife is glad they have not tried to buy a home, because if they had they would have lost it.

#### **Five in the family.**

Father out of work several weeks; brother not working for several months. The family is running into debt, and although they own an old house they expect to lose it through sale for taxes.

It has been six months since the father worked. The daughter's wages are all that is coming in. Parents are trying to buy home.

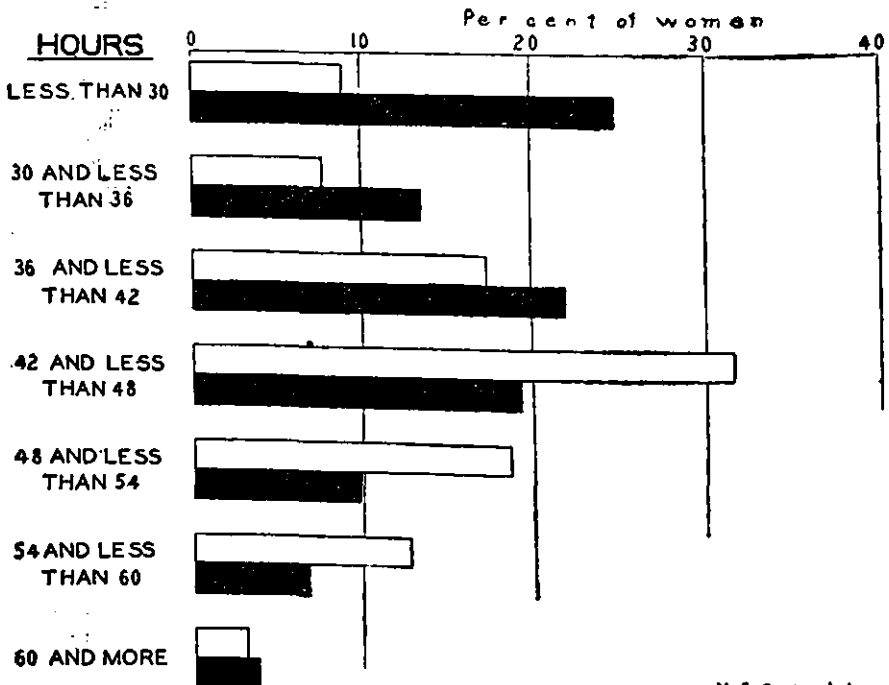
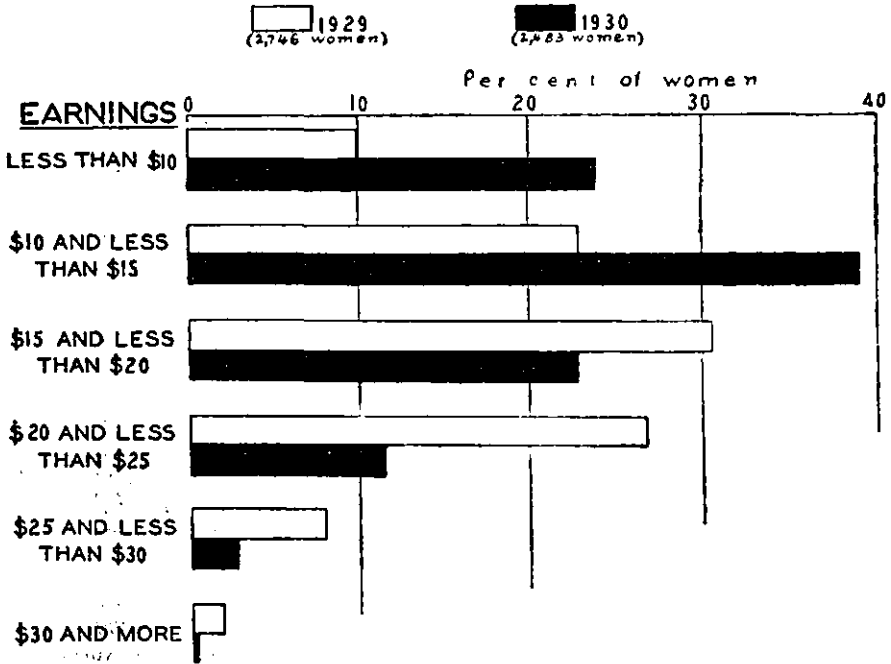
"The last six months have been terrible." Husband's wage is so small they have barely enough to eat. If wife didn't work, the county would have to keep them. They are buying their home but haven't been able to pay a cent on it for last five months.

#### **Eight or more in the family.**

Husband makes about \$15 a week. They are buying their home but are afraid they will lose it. They also owe the grocer \$98 and are afraid he will refuse more credit. They buy stale bread that costs only 5 cents a loaf and hardly any milk.

The wife says they can't make the payments on the house, they haven't even paid the taxes, and adds "I don't know what they will do to us." They are afraid they may lose the house. They also have other debts. The wife has to turn her pay check over to the grocer.

EARNINGS AND HOURS OF WOMEN IN ONE WEEK, IN SEPTEMBER, 1929  
AND ONE IN SEPTEMBER 1930 — 9 IDENTICAL ESTABLISHMENTS



### PART III.—DATA SUPPLIED BY EMPLOYERS

On the completion of the house-to-house canvass in the industrial wards selected, visits were made to representative establishments in which numbers of the interviewed women were or had been employed. The purpose was to secure pay-roll data showing changes in number of employees and in their hours and earnings in the period corresponding to the 12 months covered by the detailed inquiry among the women. In a few plants, earnings were taken off only for the women interviewed. Questions of policy also were discussed with the employers.

#### EARNINGS AND HOURS FOR A WEEK IN SEPTEMBER, 1929, AND A WEEK IN SEPTEMBER, 1930

##### Wearing apparel.

The pay rolls of several establishments making clothing and footwear were copied for a week in September, 1929, and a week in September, 1930. For each firm the records show reductions in hours, earnings, and number of workers employed between these dates.

For the week chosen in September, 1929, the records of 2,315 women for whom hours and earnings were available were secured; for September, 1930, the number was 2,036. The table following shows the week's earnings at both dates as associated with the hours worked.

TABLE 28.—*Earnings and hours of women in certain establishments making wearing apparel—one week in September, 1929, and one in September, 1930*

##### A.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1929—2,315 WOMEN REPORTED

Week's earnings	Women reported		Hours worked during the week						
	Number	Per cent	Less than 30	30 and less than 36	36 and less than 42	42 and less than 48	48 and less than 54	54 and less than 60	60 and over
Total:									
Number.....	2,315	100.0	161	152	382	751	447	337	85
Per cent.....	100.0		7.0	6.6	16.5	32.4	19.3	14.6	3.7
Less than \$5.....	36	1.6	32	3	1				
\$5 and less than \$10.....	192	8.3	68	34	44	46	2		
\$10 and less than \$15.....	480	20.7	47	57	103	148	69	41	15
\$15 and less than \$20.....	701	30.3	11	39	166	235	131	104	15
\$20 and less than \$25.....	675	29.2	4	14	47	241	206	136	28
\$25 and less than \$30.....	186	8.0	1	3	15	65	35	60	17
\$30 and more.....	45	1.9		2	6	16	4	7	10

Median of the hours, 45.7. Median of the earnings, \$18.21.

##### B.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1930—2,036 WOMEN REPORTED

Total:									
Number.....	2,036	100.0	513	268	450	394	172	147	92
Per cent.....	100.0		25.2	13.2	22.1	19.4	8.4	7.2	4.5
Less than \$5.....	44	2.2	43	1					
\$5 and less than \$10.....	433	21.3	271	73	47	34	2	2	4
\$10 and less than \$15.....	833	40.9	162	158	282	192	24	10	5
\$15 and less than \$20.....	478	23.5	34	29	95	143	95	52	30
\$20 and less than \$25.....	212	10.4	3	3	15	22	49	71	49
\$25 and less than \$30.....	33	1.6		2	19	3	2	12	4
\$30 and more.....	3	.1		2	1				

Median of the hours, 39.2. Median of the earnings, \$13.25.

The hours worked in September, 1930, were very much less than those in September, 1929. The 13.5 per cent of the women reported whose weekly hours were less than 36 in September, 1929, had become 38.4 per cent with those hours in September, 1930.

In September, 1929, three-tenths of the women (30.3 per cent) received \$15 and under \$20 and almost as many (29.2 per cent) received \$20 and under \$25, but by September, 1930, the majority groups were \$5 lower in the wage scale, two-fifths of the total (40.9 per cent) receiving \$10 and under \$15 and 23.5 per cent receiving \$15 and under \$20. The per cent receiving \$20 and less than \$25 had fallen from 29.2 to 10.4; the per cent receiving less than \$10, formerly 9.8, had become 23.4.

A comparison of the medians shows that the reductions averaged  $6\frac{1}{2}$  hours in time and \$4.96 in earnings.

#### Automobiles and automobile parts.

For a few hundred women in plants making automobiles and automobile parts, individual records of hours and earnings in a week in September, 1929, and a week in September, 1930, are next presented.

TABLE 29.—Earnings and hours of women in certain establishments making automobiles and automobile parts—one week in September, 1929, and one in September, 1930

A.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1929—320 WOMEN REPORTED

Week's earnings	Women reported		Hours worked during the week						
	Number	Per cent	Less than 30	30 and less than 36	36 and less than 42	42 and less than 48	48 and less than 54	54 and less than 60	60 and over
Total:									
Number.....	320	100.0	74	52	72	79	36	6	1
Per cent.....	100.0		23.1	16.3	22.5	24.7	11.3	1.9	0.3
Less than \$5.....	12	3.8	12						
\$5 and less than \$10.....	20	6.3	20						
\$10 and less than \$15.....	79	24.7	28	23	8	17	3		
\$15 and less than \$20.....	115	35.9	13	25	40	21	15	1	
\$20 and less than \$25.....	59	18.4	1	4	21	20	12	1	
\$25 and less than \$30.....	31	9.7			2	19	5	4	1
\$30 and more.....	4	1.3			1	2	1		

Median of the hours, 38.8. Median of the earnings, \$17.13.

B.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1930—356 WOMEN REPORTED

Total:									
Number.....	356	100.0	98	44	71	62	64	17	
Per cent.....	100.0		27.5	12.4	19.9	17.4	18.0	4.8	
Less than \$5.....	18	5.1	18						
\$5 and less than \$10.....	70	19.7	62	7	1				
\$10 and less than \$15.....	80	22.5	17	25	24	14			
\$15 and less than \$20.....	80	22.5	1	12	30	30	4	3	
\$20 and less than \$25.....	70	19.7			15	12	38	5	
\$25 and less than \$30.....	34	9.6			1	5	16	9	
\$30 and more.....	4	1.1				1	3		

Median of the hours, 39.0. Median of the earnings, \$15.63.

This industrial group differs from the others in that the depression in trade appeared in the autumn of 1929, the proportions of women working less than 36 hours being about the same at the two dates. Earnings, however, show a disproportionate decline. At both dates

about the same proportion of the women (70.6 per cent and 69.7 per cent, respectively) received less than \$20, but in the fall of 1930 24.7 per cent were paid less than \$10, in contrast to 10 per cent with these low earnings in the fall of 1929.

A comparison of the medians shows that the changes averaged an increase of one-fifth hour in time and a reduction of \$1.50 in earnings.

When this group is divided according to product, however, it appears that the making of cars shows decidedly better conditions in September, 1930, than in September, 1929—the medians being higher at the later date by 8.4 in hours and \$2.86 in earnings. The making of parts was more in conformity with other industries described.

**Laundries.**

From the pay rolls of three laundries, hours and earnings figures for a week in September, 1929, and another in September, 1930, are contrasted in the table following.

TABLE 30.—Earnings and hours of women in certain laundries—one week in September, 1929, and one in September, 1930

A.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1929—111 WOMEN REPORTED

Week's earnings	Women reported		Hours worked during the week					
	Number	Per cent	Less than 30	30 and less than 36	36 and less than 42	42 and less than 48	48 and less than 54	54 and less than 60
Total:								
Number.....	111	100.0	10	6	20	37	31	7
Per cent.....	100.0		9.0	5.4	18.0	33.3	27.9	6.3
Less than \$5.....	4	3.6	4					
\$5 and less than \$10.....	9	8.1	6	2	1			
\$10 and less than \$15.....	70	63.1		3	18	35	14	
\$15 and less than \$20.....	24	21.6		1	1	2	16	4
\$20 and less than \$25.....	3	2.7					1	2
\$25 and less than \$30.....	1	.9						1
\$30 and more.....								

Median of the hours, 45.2. Median of the earnings, \$13.04.

B.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1930—91 WOMEN REPORTED

Week's earnings	Women reported		Hours worked during the week					
	Number	Per cent	Less than 30	30 and less than 36	36 and less than 42	42 and less than 48	48 and less than 54	54 and less than 60
Total:								
Number.....	91	100.0	7	23	25	26	8	2
Per cent.....	100.0		7.7	25.3	27.5	28.6	8.8	2.2
Less than \$5.....	1	1.1	1					
\$5 and less than \$10.....	28	30.8	5	18	5			
\$10 and less than \$15.....	52	57.1	1	5	19	23	4	
\$15 and less than \$20.....	8	8.8				2	4	2
\$20 and less than \$25.....	2	2.2			1	1		

Median of the hours, 39.7. Median of the earnings, \$11.59.

In the week in September, 1929, more than three-fifths of the women (63.1 per cent) received \$10 and under \$15, the next group in size being the 21.6 per cent who received \$15 and under \$20; but by September, 1930, a shifting in wages had taken place, and though 57.1 per cent of the women still received \$10 and under \$15, as many as 31.9 per cent received less than \$10.

The hours show greater change. In September, 1929, more than three-fifths of the women (61.3 per cent) were in the hour groups that together were 42 and under 54 hours, but a year later 60.4 per cent of the women had hours of less than 42.



A comparison of the medians shows that the reductions averaged  $5\frac{1}{2}$  hours in time and \$1.45 in earnings.

Not all the five laundries visited furnished records of the number of hours worked per week, but there is no reason for inferring that the decline in hours throughout the year as noted above was not typical of the industry as a whole.

None of the laundries employed more than 75 persons, and in each there had been a decrease in number of employees. As a whole, the average monthly decrease in the number of women employed, from September, 1929, to September, 1930, was 0.8 per cent. This decrease in numbers is much less than that in manufacturing industries in the community.

For the entire group of women laundry workers, irrespective of hours worked, the average weekly earnings had a range of only 67 cents—from \$14.02 to \$14.69—in the period September, 1929, to May, 1930, but in June the average earnings dropped to \$13.06 and by September they were \$12.26. The decline in earnings undoubtedly was due not only to a decrease in hours but to a 10 per cent cut in wage rates that was effective in a few laundries.

### Three industrial groups.

By combining the figures in the tables just discussed, that is, for the manufacture of wearing apparel and automobiles and parts and for laundries, it is possible to summarize hours and earnings for a week in September, 1929, and one in September, 1930, the women at the earlier date numbering nearly 2,800. (See chart on page 62.) The tabulation follows:

TABLE 31.—Earnings and hours of women in certain establishments in three industries—one week in September, 1929, and one in September, 1930

#### A.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1929—2,746 WOMEN REPORTED

Week's earnings	Total reporting		Reporting hours during week nearest middle of September as —						
	Number	Per cent	Less than 30	30 and less than 36	36 and less than 42	42 and less than 48	48 and less than 54	54 and less than 60	60 and over
Total:									
Number.....	2,746	100.0	245	210	474	867	514	350	86
Per cent.....	100.0		8.9	7.6	17.3	31.6	18.7	12.7	3.1
Less than \$5.....	52	1.9	48	3	1				
\$5 and less than \$10.....	221	8.0	92	36	45	46	2		
\$10 and less than \$15.....	629	22.9	75	83	129	200	86	41	15
\$15 and less than \$20.....	840	30.6	24	65	207	258	162	109	15
\$20 and less than \$25.....	737	26.8	5	18	68	261	219	138	28
\$25 and less than \$30.....	218	7.9	1	3	17	84	40	55	18
\$30 and more.....	49	1.8		2	7	18	5	7	10

Median of the hours, 45.1. Median of the earnings, \$17.80.

#### B.—A WEEK IN THE MIDDLE OF SEPTEMBER, 1930—2,483 WOMEN REPORTED

Total:	2,483								
	Number	Per cent	618	335	546	482	244	160	92
Number.....	2,483	100.0	24.9	13.5	22.0	19.4	9.8	6.7	3.7
Per cent.....	100.0								
Less than \$5.....	63	2.5	62	1					
\$5 and less than \$10.....	531	21.4	338	98	53	34	2	2	4
\$10 and less than \$15.....	965	38.9	180	188	325	220	28	10	5
\$15 and less than \$20.....	566	22.8	35	41	125	175	103	57	30
\$20 and less than \$25.....	284	11.4	3	3	31	35	87	70	49
\$25 and less than \$30.....	67	2.7		2	11	8	21	21	4
\$30 and more.....	7	.3		2	1	1	3		

Median of the hours, 39.2. Median of the earnings, \$13.35.

In the week in September, 1929, three-tenths (30.6 per cent) of the women received \$15 and under \$20 and as many as 26.8 per cent were in the next higher group; but, as shown in the tables for the various industries, there was a decline of several dollars within the following 12 months and by September, 1930, almost 40 per cent (38.9) of the women were in the earnings group \$10 and under \$15. The 9.9 per cent that received under \$10 at the earlier date had become 23.9 per cent with such earnings in September, 1930.

Hours declined seriously. In the fall of 1929 only 16.6 per cent of the women worked less than 36 hours in the week, but in 1930 the per cent with such hours was 38.4.

The medians show that the changes averaged a loss of 5.9 hours in time and \$4.45 in earnings.

#### Six manufacturing establishments.

The two tables next presented are based on the detailed records of six of the more important manufacturing firms included in the study. With the exception of establishment No. 1, all show shorter hours worked and lower earnings in September, 1930, than in September, 1929. There was an improvement in hours and earnings in establishment No. 1, but this was accompanied by a considerable decline in numbers employed.

TABLE 32.—*Distribution of hours worked by women in six establishments—one week in September, 1929, and one in September, 1930*

Establishment	All women (per cent)	Per cent of women who worked—				
		Less than 36 hours	36 and less than 42 hours	42 and less than 48 hours	48 and less than 54 hours	54 hours and over
No. 1:						
1929.....	100.0	37.8	22.4	39.2	0.7	.....
1930.....	100.0	9.4	20.1	21.5	40.9	8.1
No. 2:						
1929.....	100.0	6.9	12.1	24.9	27.7	28.4
1930.....	100.0	31.4	22.8	15.5	12.7	17.6
No. 3:						
1929.....	100.0	17.3	22.6	48.0	10.8	1.3
1930.....	100.0	20.5	23.4	56.1	.....	.....
No. 4:						
1929.....	100.0	31.2	21.6	46.6	.3	.3
1930.....	100.0	81.7	18.3	.....	.....	.....
No. 5:						
1929.....	100.0	35.0	30.6	33.8	.6	.....
1930.....	100.0	75.3	16.5	8.2	.....	.....
No. 6:						
1929.....	100.0	40.7	22.6	13.0	20.3	3.4
1930.....	100.0	61.8	19.5	14.5	1.4	2.4

TABLE 33.—Distribution of earnings of women in six establishments—one week in September, 1929, and one in September, 1930

Establishment	All women (per cent)	Per cent of women who earned—				
		Less than \$10	\$10 and less than \$15	\$15 and less than \$20	\$20 and less than \$25	\$25 and over
No. 1:						
1929.....	100.0	4.2	20.3	32.9	28.6	16.1
1930.....	100.0	2.0	4.7	30.2	37.6	25.5
No. 2:						
1929.....	100.0	4.4	15.3	37.0	35.3	8.0
1930.....	100.0	17.8	41.0	25.6	14.1	1.6
No. 3:						
1929.....	100.0	13.9	29.4	28.9	17.6	10.2
1930.....	100.0	21.5	53.8	22.8	1.9	.....
No. 4:						
1929.....	100.0	14.7	25.6	20.4	17.9	21.4
1930.....	100.0	38.9	30.7	18.9	5.9	5.6
No. 5:						
1929.....	100.0	44.4	35.0	16.9	3.8	.....
1930.....	100.0	64.9	24.7	7.2	2.1	1.0
No. 6:						
1929.....	100.0	14.7	28.2	38.4	11.9	6.8
1930.....	100.0	41.1	35.3	16.9	6.8	.....

## FLUCTUATION DURING THE YEAR

## Employment.

Three important establishments, that together had 2,759 women employees in September, 1929, supplied employment figures for the year. Taking the numbers of women in September, 1929, as the base (100) and computing relatives on these, the fluctuation throughout the year and the great differences among the firms are made clear. For interest in comparison, the establishments are given the same numbers as in Tables 32 and 33. The figures are shown for every third month as follows:

	Establishment		
	No. 1	No. 2	No. 6
September, 1929.....	100.0	100.0	100.0
December, 1929.....	69.3	102.5	62.6
March, 1930.....	81.7	103.0	121.5
June, 1930.....	77.3	87.1	131.8
September, 1930.....	72.4	82.0	116.9

For the first two of these establishments figures by sex were available as far back as 1928. No. 1 shows an upward swing from November, 1928, to March, 1929, and with slight exception a continuous downward swing thereafter. Actual measurement of the trend in employment of the women on the pay rolls shows that from September, 1929, to September, 1930, there was an average monthly decrease of 1.4 per cent in the number of women employed.

In this establishment individual records, as distinct from the average of a group, were obtained for a considerable number of women for each of the 52 weeks from September, 1929, to September, 1930. Practically none of the women employed during the first three months of the period worked in each of the 13 weeks, but almost three-fourths

worked in 10 weeks or more.<sup>1</sup> In the second 3 months no woman was employed in each week, but about half were employed in 12 of the 13 weeks. In the 3 spring months about 80 per cent worked in 13 weeks; in the last quarter, slightly fewer, about 75 per cent, worked in each week.

The second firm that supplied 1928 figures had an average monthly decrease in number of women employed, from January to October, 1930, of 3.7 per cent. For both men and women the numbers increased quite steadily from the late spring of 1929 up to and including January, 1930, so the latter was a peak month and the 22 per cent decrease in total number employed in the 10 months from January to October measures the maximum decline. In fact, upon examination of the number of women employed each month after January, 1928, it is seen that January, 1930, is the peak month for the entire period January, 1928, to October, 1930, inclusive.

In establishment No. 6 the low point in women's employment was reached in December, 1929, followed by a sharp rise during the spring that much more than doubled the December minimum and a steady decline thereafter. Notwithstanding this decline, in September, 1930, there were more women employed than in the same month of 1929.

### Hours.

It has been shown that reductions in daily hours were common. One firm reduced its hours by 40 per cent in February of 1930.

For two of the firms supplying employment figures and two others it is possible to show corresponding relatives for average weekly hours actually worked, September, 1929, again constituting the base.

	Establishment			
	No. 1	No. 2	No. 4	No. 5
September, 1929.....	100.0	100.0	100.0	100.0
December, 1929.....	108.6	109.3	75.2	61.9
March, 1930.....	87.4	97.5	62.3	112.0
June, 1930.....	93.5	88.8	60.9	105.6
September, 1930.....	115.1	80.3	61.2	78.4

In establishment No. 1 the hours worked averaged a higher figure at the end of the year than at the beginning. In November, 1928, neither sex in this plant averaged more than 37 hours, the women workers averaging considerably fewer hours than the men. During the 12-month period studied in detail, females averaged as much as 40 hours only in December, 1929, and in May and September, 1930. On the whole, the year shows an increase averaging 0.5 per cent per month in the hours worked by women.

Another comparison was made of the hours of the women who were employed in September of both years. The average number of hours worked during the whole of September, 1929, was 123 per woman; in the corresponding period in 1930, 119 per woman, a 3.2 per cent decrease. More than half of the women (55.7 per cent) worked fewer hours in September, 1930.

<sup>1</sup> This does not mean full time. It means only that the name appeared on the week's pay roll.

Another interesting comparison of conditions in this firm may be made for a somewhat larger number of women. During the week ending June 21, 1930, 53.8 per cent of the women for whom employment was reported lost no half days for industrial reasons, whereas in the previous fall months the nearest approach to this regularity of employment was in the week of November 23, when 41.6 per cent lost no half days for industrial reasons. In the winter months the best record was made in the week of February 1, when 43.1 per cent lost no half days; and in the spring months the steadiest employment was in the week of May 24, though at that time only 17.1 per cent lost no half days for industrial reasons. No record was obtained of absences of less than a half day.

During the week ending April 5, 1930, all but two women lost at least one half day for industrial reasons, and in the week of August 16 the figures are much the same. An improvement in conditions, however, appears in the fact that at the later date 56.4 per cent of the women lost three half days as compared with 67.1 per cent in the week of April 5 who lost five half days. During the weeks of November 2, 1929, and January 4, 1930, over 90 per cent of the women were laid off for the entire week. During the spring and summer months less than 10 per cent of the women were laid off for the entire week at any one time.

In establishment No. 2 the average hours per week reached a maximum of 52.8 in December, 1929, rising from 48.3 in September. After December there was a steady decline, and by August, 1930, the average was 39.5. The rise to an average of 41.6 hours in September is significant, and possibly indicates the beginning of the usual seasonal activity in the autumn. For the entire period, September, 1929, to September, 1930, the rate of decrease in number of hours worked averaged 1.9 per cent a month, though from September to December, 1929, there was an average monthly increase of 2.6 per cent. Measured from December, 1929, to September, 1930, the decrease averaged 2.9 per cent a month.

In September, 1929, 81 per cent of the women in this establishment worked 42 hours and longer during the week reported, while in September, 1930, only 45.8 per cent of them worked so long. At the earlier date the most usual hours worked were 48 and less than 54, and the next most usual were 42 and less than 48, while another considerable group of women worked 54 and less than 60 hours. In September, 1930, the most common hours had become 36 and less than 42, with less than 30 hours the next most common.

For establishment No. 4 the average rate of decrease in weekly hours from September, 1929, to September, 1930, was 4 per cent a month. In the fall of 1929 the women with hours worked reported averaged 37 hours a week; in the winter the average dropped to 27.6; a further drop to 23.2 hours was reported in the spring; and the average was 22.4 hours weekly for the summer months. This establishment made an especial effort to divide the work among the employees instead of resorting to discharges.

In establishment No. 5 the average weekly hours were 37.5 in September, 1929, and 29.4 in September, 1930, the latter following an abrupt decline from 40.2 hours in July. For the entire period, however, there was an increase averaging 0.5 per cent a month. The minimum of 23.2 hours was in December, followed by the September

figure quoted, and the maximum of 42 hours was in March. In other months the average hours ranged from 33.4 to 40.2.

In this establishment the women employed at the close of the 12-month period constituted only about 60 per cent of those in September, 1929.

### Earnings.

For the same four firms for which relatives were computed to show the fluctuation in hours it is possible to show the fluctuation in week's earnings. The figures follow:

	Establishment			
	No. 1	No. 2	No. 4	No. 5
September, 1929.....	100.0	100.0	100.0	100.0
December, 1929.....	102.7	109.4	80.9	62.0
March, 1930.....	84.8	95.8	68.7	107.9
June, 1930.....	89.6	85.9	62.6	105.1
September, 1930.....	114.2	80.5	71.6	83.2

In establishment No. 1 appears the uncommon condition of higher average earnings in the week reported in September, 1930, than in any month of the preceding year. It will be recalled that this improvement was true also of hours worked. In each case the minimum was in April, when the women at work averaged only 28.7 hours of work. In September there were fewer women, but the hours averaged almost half as much again and earnings increased by about 52 per cent.

Apparently there was greater activity at the middle of the month, when the week in question was reported, than during the remainder of the 30 days, since a month's hours and earnings taken for September, 1929, and September, 1930, for the women employed in both months, show a reduction of 3.2 per cent in hours and of 14.5 per cent in earnings at the later date.

In establishment No. 2 average earnings rose 9.4 per cent from September to December, 1929. In August, 1930, the average declined to less than 70 per cent of the December figure, but an improvement was shown in September, when it became 73.5 per cent. The rate of decrease in earnings from September, 1929, to September, 1930, was 2.6 per cent a month. The upward trend noted from September to December, 1929, averaged 2.7 per cent a month, followed by a rate of decrease that averaged 3.7 per cent a month from December, 1929, to September, 1930.

Decided difference was shown also in the week's earnings in September, 1929, and in September, 1930. At the earlier date 43.3 per cent of the women earned \$20 and more as compared with only 15.7 per cent of the women who earned this amount in 1930. In fact, in September, 1930, over half the women reported had earnings of less than \$14 a week.

In establishment No. 4 average earnings decreased during the year at a rate of 3.2 per cent a month. The earnings for women employed in the fall were averaged for the 3-month period. With the decided drop in weeks and hours worked in the winter, the 3 months' earnings dropped to 55.2 per cent of the autumn average. In spite of shorter

hours in the spring, regular employment (three-fourths working in 13 weeks) raised the average a few points, to 62.8 per cent, but a slight decrease, to 61.1 per cent, occurred in the summer. The rate of decrease in weekly earnings merely reflected the decrease in average weekly hours worked, as there was no decrease in rates. But the 40 per cent decrease in total earnings from fall to summer was a serious condition.

In the remaining establishment, No. 5, earnings followed the course of hours but with a slightly greater rate of increase, the average being 0.9 per cent a month. As in the case of hours, there was a considerable drop in December, probably seasonal; the minimum earnings were in that month, September of 1930, more than one-third higher, ranking next. The maximum, in July, 1930, was 77.6 per cent above the minimum; it was followed by the abrupt decline of \$3 to the September figure.

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## APPENDIXES

APPENDIX A—GENERAL TABLES  
APPENDIX B—SCHEDULE FORMS



## 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			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				
				Total	Industrial	Personal																								Total reported	Industrial	Personal	Total reported
<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				
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	30	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	28	31	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	4	1					
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	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	29	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	3.9	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	23	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		6 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															
7.....	11	4	3		2	1	1	4		2			1	1							
8.....	7	3	3	1				3	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.
- 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.

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\* Supply exhausted.

- No. 46. Facts about Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
- \*No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925.
- No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 54 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 635 pp. 1928.
- 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-I. History of Labor Legislation for Women in Three States. 133 pp. 1929. (Separated from No. 66-II in reprint, 1932.)
- No. 66-II. Chronological Development of Labor Legislation for Women in the United States. 145 pp. 1929. (Revised and separated from No. 66-I in 1932. — pp.)
- No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter II of bulletin 65.) 22 pp. 1928.
- No. 69. Causes of Absence for Men and for Women in Four Cotton Mills. 24 pp. 1929.
- No. 70. Negro Women in Industry in 15 States. 74 pp. 1929.
- No. 71. Selected References on the Health of Women in Industry. 8 pp. 1929.
- No. 72. Conditions of Work in Spin Rooms. 41 pp. 1929.
- No. 73. Variations in Employment Trends of Women and Men. 143 pp. 1930.
- No. 74. The Immigrant Woman and Her Job. 179 pp. 1930.
- No. 75. What the Wage-Earning Woman Contributes to Family Support. 21 pp. 1929.
- No. 76. Women in 5-and-10-cent Stores and Limited-Price Chain Department Stores. 58 pp. 1930.
- No. 77. A Study of Two Groups of Denver Married Women Applying for Jobs. 11 pp. 1929.
- No. 78. A Survey of Laundries and Their Women Workers in 23 Cities. 166 pp. 1930.
- No. 79. Industrial Home Work. 20 pp. 1930.
- No. 80. Women in Florida Industries. 115 pp. 1930.
- No. 81. Industrial Accidents to Men and Women. 48 pp. 1930.
- No. 82. The Employment of Women in the Pineapple Canneries of Hawaii. 30 pp. 1930.
- No. 83. Fluctuation of Employment in the Radio Industry. 66 pp. 1931.
- No. 84. Fact Finding with the Women's Bureau. 37 pp. 1931.
- No. 85. Wages of Women in 13 States. 213 pp. 1931.
- No. 86. Activities of the Women's Bureau of the United States. 15 pp. 1931.
- No. 87. Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. 28 pp. 1931.

- No. 88. The Employment of Women in Slaughtering and Meat Packing. 211 pp. 1932.
- No. 89. The Industrial Experience of Women Workers at the Summer Schools, 1928 to 1930. 62 pp. 1931.
- No. 90. Oregon Legislation for Women in Industry. 40 pp. 1931.
- No. 91. Women in Industry—A Series of Papers to Aid Study Groups. 79 pp. 1931.
- No. 92. Wage-Earning Women and the Industrial Conditions of 1930. A Survey of South Bend. 84 pp. 1932.
- No. 93. Household Employment in Philadelphia. (In press.)
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\* Supply exhausted.

