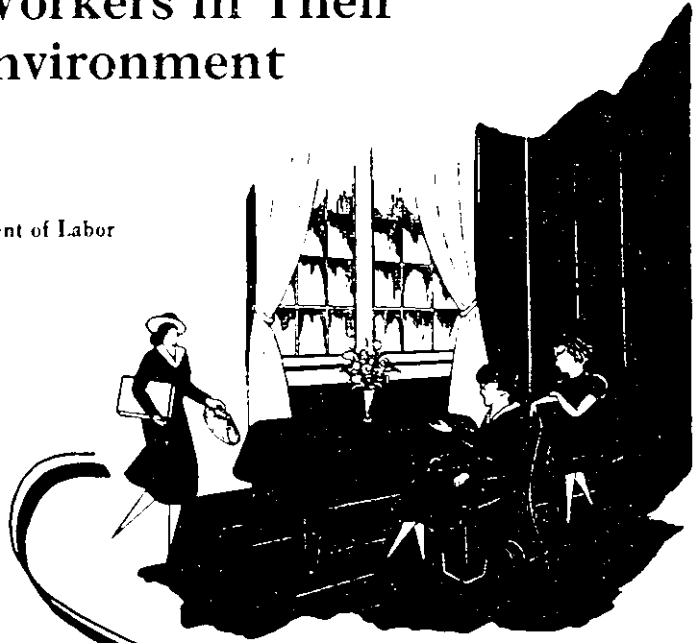


Women Workers in Their Family Environment

United States Department of Labor
WOMEN'S BUREAU
Bulletin No. 183



UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director



Women Workers in Their Family Environment



BULLETIN OF THE WOMEN'S BUREAU, No. 183

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1941

CONTENTS

	Page
Letter of transmittal.....	vii
The situation.....	1
Salient facts of survey.....	3
Who are the women workers?.....	3
Age and marital status.....	3
Age at beginning work.....	3
Education.....	3
Length of work experience.....	4
Position in the family.....	4
Family needs.....	6
Members of family and earning members.....	6
Financial conditions.....	7
Contributions to family support.....	8
What part are women's earnings in family income?.....	9
Care of children and home in households with employed wives.....	9
In what position are women to meet these needs?.....	10
Work available.....	10
Extent of employment.....	11
Monthly earnings.....	11
Schooling in relation to earning power.....	12
Experience and earnings.....	12
Earning power and marital status.....	13
In conclusion.....	13

CLEVELAND WOMEN WORKERS IN THEIR FAMILY ENVIRONMENT

Background of the study.....	15
The women workers.....	15
The sample.....	15
Age and marital status.....	16
Age at beginning work.....	16
Length of work experience.....	17
Position in the family.....	18
The families of women workers.....	18
Composition of the families.....	19
Responsibilities of these families.....	19
Family breadwinners.....	20
What positions do breadwinning women hold in the family?.....	20
Family income.....	20
Income in families with employed married women.....	22
Women workers' money contributions.....	24
Comparison of sons' and daughters' contributions.....	26
Women workers' service contributions.....	26
Care of children.....	27
In what position are Cleveland women to meet family needs?.....	27
Work available.....	27
Monthly earnings by marital status and occupation.....	28
Employment history of women who have been married.....	31
Education of women workers by occupational group.....	32
Education related to first job.....	34
Experience and earnings.....	35

**UTAH WOMEN WORKERS IN THEIR FAMILY
ENVIRONMENT**

	Page
Background of the study.....	37
The women workers.....	38
The sample.....	38
Age and marital status.....	39
Age at beginning work.....	39
Length of work experience.....	40
Position in the family.....	40
The families of women workers.....	40
Composition of the families.....	41
Responsibilities of the families.....	41
Family breadwinners.....	42
What positions do women breadwinners hold in the family?.....	42
Family income.....	42
Earnings of husband-and-wife 2-person families.....	44
Married women in public employment.....	45
Case histories.....	46
Women workers' money contributions.....	47
Comparison of sons' and daughters' contributions.....	48
Contributions of women teachers.....	48
Women workers' service contributions.....	49
Household conveniences.....	49
Care of children.....	50
In what position are Utah women to meet family needs?.....	51
Work available.....	51
Earnings of women workers.....	52
Comparison of full-time earnings by marital status and occupation.....	52
Age and occupation.....	54
Employment history of women who have been married.....	55
Education of women workers by occupational group.....	56
Education related to first job.....	58
Earnings and education.....	59
Education and age at entering employment.....	59
Length of employment.....	60
Experience and earnings.....	60
Appendix A.—Tables.....	65
Appendix B.—Estimated total earnings of Cleveland women employees.....	81

TEXT TABLES

1.—Total earnings in working women's families for month preceding the interview, by size of family:	
Cleveland.....	22
Utah.....	47
2.—Extent of schooling, by first regular job:	
Cleveland.....	35
Utah.....	58

APPENDIX TABLES

I.—Occupational distribution of employed women according to Women's Bureau survey of 1939 and Census of Occupations of 1930:	
Cleveland.....	65
Utah.....	72
II.—Percent distribution by age and marital status of women working or seeking work:	
Cleveland.....	65
Utah.....	73
III.—Present age of women workers by age at beginning work:	
Cleveland.....	66
Utah.....	73

CONTENTS

V

	Page
IV.—Extent of schooling and age of women workers at time of beginning work:	
Cleveland.....	66
Utah.....	74
V.—Age of women earners, by their marital status and relationship to head of household:	
Cleveland.....	67
Utah.....	74
VI.—Number of wage earners in the family, by size and type of family:	
Cleveland.....	68
Utah.....	76
VII.—Women earners' share in contributions to the family, by family relationship:	
Cleveland.....	69
Utah.....	75
VIII.—Contributions made by sons and daughters in families with both sons and daughters employed, by age group:	
Cleveland.....	70
Utah.....	77
IX.—Accomplishment of household tasks in families where wife or mother works and male head is present, by size of family:	
Cleveland.....	70
Utah.....	77
X.—Average monthly earnings of full-time women workers, by present occupation and by marital status:	
Cleveland.....	71
Utah.....	78
XI.—Employment of women who are or have been married:	
Cleveland.....	71
Utah.....	79
XII.—Breaks in employment of women who are or have been married:	
Cleveland.....	72
Utah.....	79
XIII.—Interruptions to married women's employment caused by childbirth:	
Cleveland.....	72
Utah.....	79

CHARTS

Number of families receiving specified contributions from women wage earners:	
I.—Cleveland.....	25
III.—Utah.....	47
Percent of women single, married, widowed, separated, or divorced with full-time earnings as specified in the month reported:	
II.—Cleveland.....	29
IV.—Utah.....	53

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, February 1, 1941.

MADAM: I have the honor to transmit a study of economic conditions in families one or more of whose women members are employed or seeking employment. This study throws into sharp relief the conditions which have brought women into the labor market in the last 25 years at different age periods and the factors that make for earnings opportunities for women whenever the need to work arises.

The survey should serve to clarify public thinking with regard to the importance to the family of the woman worker and to end attempts to detach her from it.

The survey was conducted under the general supervision of Bertha M. Nienburg, chief economist of the Women's Bureau. The field work was supervised by Ethel Best and Rebecca Smaltz. Miss Smaltz wrote the detailed reports on Cleveland and Utah.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

APPENDIXES

A.—Tables for—

Cleveland, tables I to XIII, pages 65 to 72.

Utah, corresponding tables I to XIII, pages 72 to 79.

B.—Estimated Total Earnings of Cleveland Women Employees.

APPENDIX A—TABLES

CLEVELAND

TABLE I.—Occupational distribution of employed women according to Women's Bureau survey of 1939 and Census of Occupations of 1930—CLEVELAND

Occupational group ¹	1939 survey by Women's Bureau		1930 Census of Occupations	
	Number of women	Percent distribution	Number of women	Percent distribution
Grand total	4,533			
Total reporting occupation.....	4,389	100.0	² 85,269	100.0
Clerical	1,225	27.9	24,099	28.3
Professional	696	15.9	¹ 11,796	13.8
Manufacturing	821	18.7	¹ 18,799	22.0
Domestic and personal service (exclusive of household employees).....	699	15.9	¹ 12,617	14.8
Trade	535	12.2	¹ 10,347	12.1
Transportation and communication.....	³ 186	4.2	¹ 3,032	3.6
Entrepreneurs, managers, officials, executives.....	109	2.5	653	.8
Miscellaneous (including public service).....	118	2.7	3,926	4.6
Occupation not reported.....	0			
No occupation; new workers.....	135			

¹ Redistributed somewhat to correspond to Women's Bureau classification.

² Excludes women in agriculture and extraction of minerals as well as household employees.

³ Principally telephone operators.

TABLE II.—Percent distribution by age and marital status of women working or seeking work—CLEVELAND

Marital status	Women reporting		Percent of women whose age is —				
	Number	Percent	Under 22 years	22, under 25 years	25, under 30 years	30, under 40 years	40 years and over
Total.....	3,641	100.0	16.2	17.2	21.5	24.5	20.6
Single.....	2,215	60.8	25.1	23.3	22.3	19.0	10.4
Married.....	942	25.0	2.7	10.2	25.9	35.1	26.1
Widowed, separated, or divorced.....	484	13.3	1.9	3.3	9.1	29.3	56.4

TABLE III.—*Present age of women workers by age at beginning work—CLEVELAND*

Age at beginning work	Total		Percent of women whose present age is—								
	Number	Percent	Under 16 years	16, under 18 years	18, under 20 years	20, under 22 years	22, under 25 years	25, under 30 years	30, under 35 years	35, under 40 years	40 years and over
Total—Number.....	4,533	.....	2	27	234	351	671	911	632	524	1,168
Percent.....	100.0	.....	(?)	0.6	5.2	7.8	14.9	20.2	14.0	11.6	25.5
Total reporting—Number.....	4,211	100.0	.....	10	173	315	634	883	612	509	1,074
Percent.....	100.0	.....	.....	.2	4.1	7.5	15.1	21.0	14.5	12.1	25.5
Under 16 years.....	505	12.0	.....	.4	1.6	2.6	6.7	19.0	19.8	15.7	34.1
16, under 18 years.....	993	23.6	.....	.8	7.8	7.8	10.6	27.2	16.6	13.5	15.8
18, under 20 years.....	1,186	28.2	.....	.....	7.4	14.7	22.8	19.6	13.1	9.0	13.4
20, under 22 years.....	674	16.0	.....	.....	.....	7.6	27.2	22.0	13.5	10.5	19.3
22, under 25 years.....	415	9.9	.....	.....	.....	.....	9.9	28.2	15.4	14.7	31.8
25, under 30 years.....	186	4.4	.....	.....	.....	.....	.....	10.8	16.7	15.6	87.0
30, under 35 years.....	107	2.5	.....	.....	.....	.....	.....	.....	6.6	20.6	73.8
35, under 40 years.....	66	1.6	.....	.....	.....	.....	.....	.....	.....	9.0	91.0
40 years and over.....	79	1.9	.....	.....	.....	.....	.....	.....	.....	.....	100.0
Never worked—Number.....	84	.....	.....	9	45	16	6	6	1	.....	1
Not reported—Number.....	238	.....	.....	8	16	20	31	22	19	13	73

¹ Percents based on 4,500; 33 women did not report present age.

² Less than 0.05 percent.

³ 1 woman did not report present age.

⁴ 32 women did not report present age.

TABLE IV.—*Extent of schooling and age of women workers at time of beginning work—CLEVELAND*

Extent of schooling	Number of women reporting	Percent of women who began work at—							
		Under 16 years	16, under 18 years	18, under 20 years	20, under 22 years	22, under 25 years	25, under 30 years	30, under 40 years	40 years and over
Total.....	4,119	11.9	23.7	28.2	16.2	10.0	4.4	3.9	1.8
Completed—									
Less than sixth grade.....	87	33.3	13.8	11.5	6.0	8.0	10.3	13.8	2.3
Sixth, less than eighth grade.....	233	37.8	22.7	11.0	7.3	5.2	3.4	5.6	6.4
Eighth grade.....	530	24.7	31.5	14.9	8.9	6.1	6.4	6.8	2.6
Ninth grade.....	264	18.2	39.0	20.5	11.4	6.4	2.7	1.9	.....
Tenth grade.....	397	15.4	39.8	26.4	7.3	4.3	3.3	3.3	.3
Eleventh grade.....	228	9.0	38.0	32.9	8.8	5.7	1.3	2.2	.9
Twelfth grade or high-school graduate.....	1,640	4.3	19.6	41.0	20.3	9.0	3.0	2.1	.7
Attended college.....	244	2.0	13.5	25.0	34.0	15.0	7.4	2.0	.4
Attended or completed normal school.....	39	10.3	7.7	33.3	35.0	10.3	.....	2.6	.....
Graduated from college.....	263	3.0	4.9	16.0	26.6	30.2	5.7	4.2	.4
European schooling only.....	178	12.9	13.5	10.7	7.9	12.4	12.4	16.9	13.5
No schooling.....	116	.....	.....	.....	.....	.....	.....	.....	.....
Special occupational training ¹	1,804	6.7	20.2	32.3	21.1	13.1	3.0	2.1	.7

¹ Percent not computed; base too small.

² Distributed in details above.

TABLE V.—Age of women earners, by their marital status and relationship to head of household—CLEVELAND

Marital status and relationship to head of household	Number of women reporting	Percent of women whose present age is—				
		Under 22 years	22, under 25 years	25, under 30 years	30, under 40 years	40 years and over
Total—Number.....	1 3, 153	416	565	714	814	644
Single women—Number.....	1, 552	369	391	380	280	132
Daughter.....	1, 345	25. 4	27. 0	26. 3	17. 2	4. 2
Sister.....	120	6. 7	9. 2	13. 3	26. 7	44. 2
Other relative.....	87	23. 0	19. 5	11. 5	19. 5	26. 4
Married women—Number.....	793	17	83	215	282	196
Wife.....	447	3. 4	15. 2	32. 4	31. 8	17. 2
Mother.....	287		1. 7	16. 4	41. 8	40. 1
Daughter.....	35	2. 9	20. 0	31. 4	42. 9	2. 9
Daughter-in-law.....	¹ 21					
Sister.....	¹ 1					
Other relative.....	¹ 2					
Widowed, separated, or divorced women—Number.....	304	4	9	25	97	169
Mother.....	173	1. 3	3. 0	8. 2	31. 0	55. 6
Daughter.....	89	3. 4	5. 6	16. 9	44. 9	29. 2
Sister.....	¹ 22					
Other relative.....	¹ 20					
Women living alone—Number.....	504	26	82	94	155	147
Single.....	399	6. 5	19. 5	20. 6	31. 1	22. 3
Married.....	¹ 1					
Widowed, separated, or divorced.....	104		3. 8	11. 5	28. 8	65. 8

¹ Wife 447, mother 460, daughter 1,460, daughter-in-law 21, sister 143, other relative 109, living alone 504.

² Percents not computed; base too small.

TABLE VI.—Number of wage earners in the family, by size and type of family—
CLEVELAND

Size and type ¹ of families of 2 or more persons	Number of families	Number of wage earners	
		Total	Average per family
All families reporting	2,315	24,658	2.0
Male wage earners		1,997	
Female wage earners		2,661	
2 persons in family	654	999	1.5
Husband and wife	401	695	1.7
Mother and child	183	199	1.1
Father and child	10	11	1.1
Sister and brother	42	70	1.7
Other relatives	18	24	1.3
3 persons in family	565	935	1.7
Husband and wife	70	126	1.8
Father, mother, and child	288	472	1.6
Mother and children	162	214	1.5
Father and children	17	30	1.8
Sister and brother	26	59	2.3
Other relatives	2	4	2.0
4 persons in family	470	962	2.0
Husband and wife	34	74	2.2
Father, mother, and children	331	684	2.1
Mother and children	82	148	1.8
Father and children	16	40	2.5
Sister and brother	7	16	2.3
5 persons in family	302	680	2.3
Husband and wife	8	23	2.9
Father, mother, and children	243	542	2.2
Mother and children	47	112	2.4
Father and children	3	9	3.0
Sister and brother	1	3	3.0
6 persons in family	169	437	2.6
Husband and wife	1	2	2.0
Father, mother, and children	144	375	2.6
Mother and children	20	52	2.6
Father and children	3	5	1.7
Sister and brother	1	3	3.0
More than 6 persons in family	202	636	3.1
Husband and wife	2	7	3.5
Father, mother, and children	167	523	3.1
Mother and children	25	83	3.3
Father and children	6	17	2.8
Sister and brother	2	6	3.0

¹ In each case (except, obviously, 2-person families) such terms as "husband and wife," "sister and brother," indicate the type of family, and the members not specified may be children other than their own, relatives, other sisters or brothers, or any combination not interfering with the basic "type."

² Excludes 47 families with no wage earners (10 of them with 4 or more members) and 3 not reporting number.

³ Excludes 7 wage earners (4 men and 3 women) in the 3 families not reporting total number.

TABLE VII.—Women earners' share in contributions to the family, by family relationship—CLEVELAND

Proportion of family contributions given by women earners	Families reporting share contributed by women earners		Percent of families reporting women's contributions as specified where the wage earners are—										
	Number	Percent	Husband and wife	Father and mother	Mother	Wife	Mother, father, son	Mother and daughters	Mother and sons	Mother, daughters, sons	Daughters and father	Daughters and sons	Daughters sons, father
Total number.....	1 2,027	100.0	337	163	139	65	10	49	23	13	306	148	143
No contribution.....	67	3.3	1.5	0.6	0.7						10.8	1.4	7.0
Under 25 percent.....	306	15.1	7.4	9.8			(?)				39.2	7.4	56.6
25, under 50 percent.....	579	28.6	59.9	58.3			(?)		21.7		33.3	24.3	29.4
50, under 75 percent.....	332	16.4	27.9	27.6			(?)		52.2	(?)	13.4	48.6	7.0
75, under 100 percent.....	65	3.2	3.0	3.7			(?)		17.4	(?)	3.3	12.8	
100 percent.....	678	33.4	.3		99.3	100.0		100.0	8.7	(?)		6.4	

Proportion of family contributions given by women earners	Percent of families reporting women's contributions as specified where the wage earners are—Continued									
	Daughters only	Daughters or daughters-in-law, and sons or sons-in-law	Daughters or daughters-in-law, father, sons, or sons-in-law	Daughters, father, mother	Daughters, father, mother, sons	Sisters	Sisters and brothers	Family member and other relatives	Other relatives	Miscellaneous, complex
Total number.....	324	25	23	18	5	52	20	110	26	28
No contribution.....	3.4		4.3					1.8		3.6
Under 25 percent.....		4.0	43.5	(?)				10.0	26.4	25.0
25, under 50 percent.....		48.0	52.2	(?)	(?)			20.0	37.3	39.3
50, under 75 percent.....		40.0		(?)	(?)			40.0	12.7	25.0
75, under 100 percent.....		4.0		(?)				15.0	3.6	3.6
100 percent.....	96.6	4.0				100.0	15.0	18.2	92.3	3.6

1 Excludes 1-person families and 194 with only men earners in which women members were seeking work.

2 Percent not computed; base too small.

TABLE VIII.—Contributions made by sons and daughters in 302 families with both sons and daughters employed, by age group—CLEVELAND

Age group	Number	Average monthly earnings (mean)	Average monthly contributions (mean)	Percent contributing all their earnings
DAUGHTERS				
Total reporting.....	398	\$74.80	\$40.35	20.4
Under 21 years.....	64	48.20	29.80	32.8
21, under 30 years.....	271	73.70	39.05	18.1
30, under 40 years.....	59	107.50	56.80	15.3
40 years and over.....	4	93.10	56.65	50.0
SONS				
Total reporting.....	1 362	\$86.10	\$37.20	14.6
Under 21 years.....	67	50.00	24.55	26.9
21, under 30 years.....	229	88.70	38.90	13.7
30, under 40 years.....	59	117.80	46.25	5.1
40 years and over.....	8	88.95	32.50	12.5
Proportion of earnings contributed to family				
			Percent of daughters and sons contributing proportions specified	
			Daughters	Sons
Not any.....			0.8	12.2
Under 10 percent.....			.3	.3
10, under 25 percent.....			4.5	8.3
25, under 33½ percent.....			14.3	11.9
33½, under 50 percent.....			24.4	29.0
50, under 66½ percent.....			17.3	17.4
66½, under 75 percent.....			6.3	4.1
75, under 100 percent.....			5.8	2.2
100 percent.....			20.4	14.6

¹ Total includes 2 sons with age not reported.

TABLE IX.—Accomplishment of household tasks in families where wife or mother works and male head is present, by size of family—CLEVELAND

Size of family	Total number of families reporting	Families having outside help			Families having no outside help			
		Number of families	With full-time household employees	With part-time aid	Number of families	All work is done by wife or mother earner	All work is done by other than wife or mother earner	All work is done by family members including wife or mother earner
Number.....	734	294	26	268	440	175	42	223
Percent of total.....	100.0	40.1	3.5	36.5	59.9	23.8	5.7	30.4
2 persons.....	361	180	6	174	181	100	2	73
3 persons.....	101	61	10	51	100	42	10	48
4 persons.....	113	36	7	29	77	17	14	46
5 persons.....	64	13	2	11	51	0	10	32
6 persons.....	21	3	1	2	18		4	14
7 or more persons.....	14	1		1	13	1	2	10

TABLE X.—Average monthly earnings of full-time women workers, by present occupation and by marital status—CLEVELAND

Occupation	Total number of women	Average monthly earnings (mean)	Women who are—								
			Single			Married			Widowed, separated, or divorced		
			Number	Percent	Average monthly earnings (mean) †	Number	Percent	Average monthly earnings (mean) †	Number	Percent	Average monthly earnings (mean) †
All occupations.....	2,743	\$94	1,729	100.0	\$96	654	100.0	\$90	360	100.0	\$90
Clerical.....	924	98	675	39.0	97	174	26.6	99	75	20.8	103
Secretaries.....	83	113	68	3.9	111	11	1.7	-----	4	1.1	-----
Office-appliance operators.....	87	99	53	3.1	93	27	4.1	107	7	1.9	-----
Other clerical.....	754	96	554	32.0	95	136	20.8	96	64	17.8	100
Professional.....	529	134	363	21.0	137	119	18.2	122	47	13.0	140
Teachers.....	116	184	97	5.6	184	15	2.3	-----	4	1.1	-----
Nurses.....	266	107	185	10.7	104	58	8.9	115	23	6.4	118
Social workers.....	72	120	29	1.7	131	35	5.4	111	8	2.2	-----
Other professional.....	75	163	52	3.0	170	11	1.7	-----	12	3.3	-----
Transportation and communication ‡	138	97	69	4.0	96	41	6.3	97	28	7.8	103
Trade.....	232	71	142	8.2	69	52	8.0	74	38	10.6	73
Manufacturing.....	370	80	232	13.4	80	98	15.0	82	40	11.1	76
Domestic and personal service.....	366	58	159	9.2	55	135	20.6	60	72	20.0	62
Laundry.....	114	60	38	2.2	61	54	8.3	61	22	6.1	56
Hotel and restaurant.....	148	60	60	3.5	59	58	8.6	60	32	8.9	62
Beauty parlor.....	43	69	† 61	† 3.5	† 48	† 25	† 3.8	† 60	† 18	† 5.0	-----
Other domestic and personal.....	61	44	-----	-----	-----	-----	-----	-----	-----	-----	-----
Miscellaneous.....	184	81	89	5.1	77	35	5.4	86	60	16.7	84

† Not computed where base less than 20.
 ‡ Total excludes 400 part-time women workers.
 § Principally telephone operators.
 ¶ For beauty parlor and other domestic and personal combined.

TABLE XI.—Employment of women who are or have been married—CLEVELAND

Employment	Women reporting		Married		Widowed, separated, or divorced	
	Number	Percent	Number	Percent	Number	Percent
Total.....	1,601	100.0	1,180	100.0	421	100.0
Only before marriage.....	474	29.6	447	37.9	27	6.4
Only after marriage.....	355	22.2	186	15.8	169	40.2
Before and after marriage.....	772	48.2	547	46.3	225	53.4
Did not stop working or seeking work.....	247	15.4	214	18.1	33	7.8
Stopped because of marriage but later returned to work.....	522	32.6	333	28.2	189	44.9
Did not report on breaks in employment.....	3	.2	-----	-----	3	.7

TABLE XII.—*Breaks in employment of women who are or have been married—*
CLEVELAND

Length of breaks in employment	Women reporting		Married		Widowed, separated, or divorced	
	Number	Percent	Number	Percent	Number	Percent
Total.....	518	100.0	331	100.0	187	100.0
Under 5 years.....	253	48.8	194	58.6	59	31.6
5, under 10 years.....	123	23.8	65	19.6	58	31.0
10 years or more.....	142	27.4	72	21.8	70	37.4

TABLE XIII.—*Interruptions to married women's employment caused by childbirth—*
CLEVELAND

Interruptions to employment	Married women	
	Number	Percent
Total reporting.....	643	100.0
Stopped work entirely.....	65	10.1
Stopped work for under 1 year.....	39	6.1
Stopped work for 1, under 5 years.....	144	6.8
Stopped work for 5, under 10 years.....	19	1.4
Stopped work for 10 years or longer.....	16	.9
Amount of time out not reported.....	4	.6
Had not been working when children came.....	230	35.8
No children.....	246	38.3

¹ 2 took specified time out for 2 children.

² 1 took specified time out for 2 children.

³ 1 took specified time out for 3 children.

UTAH

TABLE I.—*Occupational distribution of employed women according to Women's*
Bureau survey of 1939 and Census of Occupations of 1930—UTAH

Occupational group ¹	1939 survey by Women's Bureau		1930 Census of Occupations	
	Number of women	Percent distribution	Number of women	Percent distribution
Grand total.....	1,421			
Total reporting occupation.....	1,368	100.0	¹ 24,057	100.0
Clerical.....	309	22.6	5,835	24.3
Professional.....	366	26.8	5,977	24.8
Manufacturing.....	166	12.1	2,701	11.2
Domestic and personal service (exclusive of household employees).....	234	17.1	4,167	17.3
Trade.....	217	15.9	3,978	16.5
Transportation and communication.....	² 55	4.0	1,294	5.4
Public service (not elsewhere classified).....			105	.4
Miscellaneous (including public service).....	21	1.5		
No occupation; new workers.....	53			

¹ Excludes women in agriculture and extraction of minerals as well as household employees.

² All telephone operators.

TABLE II.—Percent distribution by age and marital status of women working or seeking work—UTAH

Marital status	Women reporting		Percent of women whose age is—				
	Number	Percent	Under 22 years	22, under 25 years	25, under 30 years	30, under 40 years	40 years and over
Total.....	1,414	100.0	18.7	13.6	16.3	24.9	26.6
Single.....	799	56.5	29.5	18.6	17.3	20.8	13.8
Married.....	352	24.9	6.8	9.9	19.3	34.4	29.5
Widowed, separated, or divorced.....	263	18.6	1.5	3.0	9.1	24.7	61.6

TABLE III.—Present age of women workers by age at beginning work—UTAH

Age at beginning work	Total		Percent of women whose present age is—							
	Number	Percent	16, under 18 years	18, under 20 years	20, under 22 years	22, under 25 years	25, under 30 years	30, under 35 years	35, under 40 years	40 years and over
Total—Number.....	1,421	.....	5	84	175	192	230	181	171	376
Percent.....	100.0	.....	0.4	5.9	12.4	13.6	16.3	12.8	12.1	26.6
Total reporting—Number.....	1,192	100.0	1	58	137	160	195	155	160	326
Percent.....	100.0	.....	0.1	4.9	11.5	13.4	16.4	13.0	13.4	27.3
Under 16 years.....	168	14.1	.5	3.6	10.1	7.1	17.9	14.0	14.3	31.5
16, under 18 years.....	245	20.6	.....	9.4	15.5	13.1	17.6	11.0	12.7	20.8
18, under 20 years.....	353	29.6	.....	8.2	19.3	18.1	17.8	9.3	11.0	16.1
20, under 22 years.....	196	16.4	.....	.....	7.1	18.4	16.8	16.8	12.8	28.1
22, under 25 years.....	114	9.6	.....	.....	.....	14.0	17.5	21.1	17.5	29.8
25, under 30 years.....	51	4.3	.....	.....	.....	.....	11.8	23.5	21.6	43.1
30, under 35 years.....	22	1.8	.....	.....	.....	.....	.....	4.5	36.4	59.1
35, under 40 years.....	21	1.8	.....	.....	.....	.....	.....	.....	9.5	90.5
40 years and over.....	22	1.8	.....	.....	.....	.....	.....	.....	.....	100.0
Never worked—Number.....	2	.....	.....	.....	1	1	.....	.....	.....	.....
Not reported—Number.....	227	.....	4	26	37	31	35	26	11	50

¹ Percents based on 1,414; 7 women did not report present age.

² 7 women did not report present age.

TABLE IV.—Extent of schooling and age of women workers at time of beginning work—
UTAH

Extent of schooling	Number of women reporting	Percent of women who began work at—							
		Under 16 years	16, under 18 years	18, under 20 years	20, under 22 years	22, under 25 years	25, under 30 years	30, under 40 years	40 year and over
Total.....	1,185	14.2	20.6	29.6	16.5	9.6	4.3	3.5	1.7
Completed—									
Less than sixth grade.....	17								
Sixth, less than eighth grade.....	113								
Eighth grade.....	83	32.5	18.1	15.7	6.0	4.8	6.0	9.6	7.2
Ninth grade.....	34	23.5	26.5	11.8	14.7	5.9	5.9	8.8	2.9
Tenth grade.....	62	24.2	35.5	17.7	8.1	4.8	4.8	3.2	1.6
Eleventh grade.....	37	16.2	21.6	27.0	18.9	2.7	5.4	2.7	5.4
Twelfth grade or high-school graduates.....	507	12.8	21.3	38.7	13.6	4.9	3.7	3.4	1.6
Attended college.....	222	10.4	17.1	33.8	20.3	12.6	3.2	1.8	.9
Attended or completed normal school.....	15								
Graduated from college.....	207	7.7	17.9	18.4	26.6	23.2	4.3	1.9	
European schooling only.....	18								
Special occupational training ¹	717	12.0	20.2	29.8	19.8	12.0	4.0	1.4	.7

¹ Percents not computed; base too small.² Distributed in details above.

TABLE V.—Age of women earners, by their marital status and relationship to head of household—UTAH

Marital status and relationship to head of household	Number of women reporting	Percent of women whose present age is—				
		Under 22 years	22, under 25 years	25, under 30 years	30, under 40 years	40 years and over
Total—Number.....	1,357	234	183	225	348	367
Single women—Number.....	543	161	104	100	102	76
Daughter.....	434	33.9	21.7	19.1	17.3	8.1
Sister.....	78	6.4	9.0	16.7	30.8	37.2
Other relative.....	31	29.0	9.7	12.9	9.7	38.7
Married women—Number.....	346	22	35	67	121	101
Wife.....	155	9.7	19.4	27.7	25.8	17.4
Mother.....	183	2.2	2.2	10.9	44.3	40.4
Daughter.....	16					
Daughter-in-law.....	12					
Widowed, separated, or divorced women—Number.....	183	4	4	10	50	106
Mother.....	117			4.3	29.1	66.7
Daughter.....	48	6.3	8.3	27.1	29.2	29.2
Sister.....	17					
Other relative.....	11					
Women living alone—Number.....	285	47	40	30	75	84
Single.....	212	22.2	17.5	16.5	29.2	14.6
Widowed, separated, or divorced.....	73		4.1	5.5	17.8	72.6

¹ Wife 155, mother 300, daughter 488, daughter-in-law 2, sister 85, other relative 42, living alone 285.² Percents not computed; base too small.

TABLE VI.—Number of wage earners in the family, by size and type of family—
UTAH

Size and type ¹ of families of 2 or more persons	Number of families	Number of wage earners	
		Total	Average per family
All families reporting.....	2 875	1, 731	2.0
Male wage earners.....		654	
Female wage earners.....		1, 077	
2 persons in family.....	249	393	1.6
Husband and wife.....	131	244	1.9
Mother and child.....	78	88	1.1
Father and child.....	6	8	1.3
Sister and brother.....	31	49	1.6
Other relatives.....	3	4	1.3
3 persons in family.....	213	370	1.7
Husband and wife.....	24	45	1.9
Father, mother, and child.....	96	178	1.9
Mother and children.....	79	120	1.5
Father and children.....	2	3	1.5
Sister and brother.....	10	22	2.2
Other relatives.....	2	2	1.0
4 persons in family.....	176	349	2.0
Husband and wife.....	5	12	2.4
Father, mother, and children.....	129	261	2.0
Mother and children.....	38	66	1.7
Father and children.....	2	7	3.5
Sister and brother.....	2	3	1.5
5 persons in family.....	101	234	2.3
Husband and wife.....	1	4	4.0
Father, mother, and children.....	82	198	2.4
Mother and children.....	17	30	1.8
Sister and brother.....	1	2	2.0
6 persons in family.....	70	180	2.6
Father, mother, and children.....	60	156	2.6
Mother and children.....	7	15	2.1
Father and children.....	1	3	3.0
Sister and brother.....	2	6	3.0
More than 6 persons in family.....	68	205	3.0
Father, mother, and children.....	61	188	3.1
Mother and children.....	6	15	2.5
Father and children.....	1	2	2.0

¹ In each case (except, obviously, 2-person families) such terms as "husband and wife," "sister and brother," indicate the *type* of family, and the members not specified may be children other than their own, relatives, other sisters or brothers, or any combination not interfering with the basic "type."

² Excludes 2 families with no wage earners.

TABLE VII.—Women earners' share in contributions to the family, by family relationship—UTAH

Proportion of family contributions given by women earners	Families reporting share contributed by women earners		Percent of families reporting women's contributions as specified where the wage earners are—										
	Number	Percent	Husband and wife	Father and mother	Mother	Wife	Mother, father, son	Mother and daughters	Mother and sons	Mother, daughters, sons	Daughters and father	Daughters and sons	Daughters, sons, father
Total number.....	1 773	100.0	123	103	95	22	4	28	15	5	87	26	30
No contribution.....	31	4.0									23.0		23.3
Under 25 percent.....	91	11.8	2.4	5.8							59.8		56.7
25, under 50 percent.....	191	24.7	69.9	65.0			(2)				12.6	23.1	
50, under 75 percent.....	80	10.3	21.1	21.4			(2)		(2)		3.4	30.8	10.0
75, under 100 percent.....	29	3.8	3.3	2.9					(2)	(2)	1.1	23.1	3.3
100 percent.....	351	45.4	3.3	4.9	100.0	100.0		100.0	(2)	(2)		23.1	6.7

Proportion of family contributions given by women earners	Percent of families reporting women's contributions as specified where the wage earners are—Con.						
	Daughters only	Daughters, father, mother	Daughters, father, mother, sons	Sisters	Sisters and brothers	Family member and other relatives	Miscellaneous, complex
Total number.....	122	14	2	38	3	39	9
No contribution.....						10.3	
Under 25 percent.....		(2)				12.8	(2)
25, under 50 percent.....		(2)	(1)			23.1	(2)
50, under 75 percent.....		(2)	(2)		(1)	12.8	(2)
75, under 100 percent.....						7.7	
100 percent.....	100.0			100.0	(2)	33.3	(2)

¹ Excludes 1-person families, 102 that did not report the proportion, and 2 that had no wage earners.

² Percent not computed; base too small.

TABLE VIII.—Contributions made by sons and daughters in 51 families with both sons and daughters employed, by age group—UTAH

Age group	Number	Average monthly earnings (mean)	Average monthly contributions (mean)	Percent contributing all their earnings
DAUGHTERS				
Total reporting.....	72	\$77	\$27	9.7
Under 21 years.....	6	42	12	.....
21, under 30 years.....	52	71	24	11.5
30, under 40 years.....	11	104	40	9.1
40 years and over.....	3	162	55	.....
SONS				
Total reporting.....	59	\$72	\$19	11.9
Under 21 years.....	19	44	15	15.8
21, under 30 years.....	33	88	21	9.1
30, under 40 years.....	5	83	12	.....

Proportion of earnings contributed to family	Percent of daughters and sons contributing proportions specified	
	Daughters	Sons
Not any.....	12.5	32.2
Under 10 percent.....	1.4	5.1
10, under 25 percent.....	20.8	23.7
25, under 33 1/4 percent.....	25.0	13.6
33 1/4, under 50 percent.....	23.6	6.8
50, under 66 2/3 percent.....	5.6	3.4
66 2/3, under 75 percent.....	.....	3.4
75, under 100 percent.....	1.4	.....
100 percent.....	9.7	11.9

† Total includes 2 sons with age not reported.

TABLE IX.—Accomplishment of household tasks in families where wife or mother works and male head is present, by size of family—UTAH

Size of family	Total number of families reporting	Families having outside help			Families having no outside help			
		Number of families	With full-time household employees	With part-time aid	Number of families	All work is done by wife or mother earner	All work is done by other than wife or mother earner	All work is done by family members including wife or mother earner
Number.....	337	187	21	166	150	77	4	69
Percent of total.....	100.0	55.5	6.2	49.3	44.5	22.8	1.2	20.5
2 persons.....	129	81	1	80	48	36	.....	12
3 persons.....	80	45	5	40	35	17	.....	18
4 persons.....	69	34	8	26	35	12	3	20
5 persons.....	26	10	5	5	16	6	1	9
6 persons.....	19	12	2	10	7	3	.....	4
7 or more persons.....	14	5	.....	5	9	3	.....	6

TABLE X.—Average monthly earnings of full-time women workers, by present occupation and by marital status—UTAH

Occupation	Total number of women	Average monthly earnings (mean)	Women who are—								
			Single			Married			Widowed, separated, or divorced		
			Number	Percent	Average monthly earnings (mean) ¹	Number	Percent	Average monthly earnings (mean) ¹	Number	Percent	Average monthly earnings (mean) ¹
All occupations.....	21,265	\$67	711	100.0	\$90	311	100.0	\$79	243	100.0	\$90
Clerical.....	292	97	170	23.9	91	62	19.9	101	60	24.7	107
Secretaries.....	28	113	15	2.1	.....	8	2.6	.....	5	2.1	.....
Bookkeepers, cashiers, accountants.....	35	88	24	3.4	88	7	2.3	.....	4	1.6	.....
Stenographers and typists.....	117	89	83	11.7	87	19	6.1	.....	15	6.2	.....
Other clerical.....	112	103	48	6.8	94	28	9.0	104	30	14.8	115
Professional.....	353	120	251	35.3	120	44	14.1	112	58	23.9	125
Teachers.....	239	123	183	27.1	122	9	2.9	.....	37	15.2	129
Nurses.....	49	105	30	4.2	105	15	4.8	.....	4	1.6	.....
Librarians, social workers, and others.....	65	121	28	3.9	124	20	6.4	111	17	7.0	.....
Telephone operators.....	54	75	35	4.9	74	14	4.5	.....	5	2.1	.....
Trade.....	197	68	95	13.4	64	71	22.8	69	31	12.8	75
Manufacturing.....	160	63	84	11.8	63	51	16.4	62	25	10.3	64
Domestic and personal service.....	197	56	70	9.8	54	67	21.5	58	60	24.7	57
Laundry.....	50	58	19	2.7	.....	22	7.1	50	9	3.7	.....
Beauty parlor.....	35	72	19	2.7	.....	9	2.9	.....	7	2.9	.....
Hotel, restaurant, and other domestic and personal.....	112	51	32	4.5	44	36	11.6	53	44	18.1	54
Miscellaneous.....	12	.....	0	.8	.....	2	.6	.....	4	1.6	.....

¹ Not computed where base less than 20.² Total excludes 62 part-time women workers.

TABLE XI.—*Employment of women who are or have been married—UTAH*

Employment	Women reporting		Married		Widowed, separated, or divorced	
	Number	Percent	Number	Percent	Number	Percent
Total.....	510	100.0	305	100.0	205	100.0
Only after marriage.....	106	20.8	45	14.8	61	29.8
Before and after marriage.....	404	79.2	260	85.2	144	70.2
Did not stop working or seeking work.....	141	27.6	116	38.0	25	12.2
Stopped because of marriage but later returned to work.....	261	51.2	142	46.6	119	58.0
Did not report on breaks in employment.....	2	.4	2	.7		

TABLE XII.—*Breaks in employment of women who are or have been married—UTAH*

Length of breaks in employment	Women reporting		Married		Widowed, separated, or divorced	
	Number	Percent	Number	Percent	Number	Percent
Total.....	261	100.0	142	100.0	119	100.0
Under 5 years.....	112	42.9	81	57.0	31	26.1
5, under 10 years.....	56	21.5	22	15.5	34	28.6
10 years or more.....	93	35.6	39	27.5	54	45.4

TABLE XIII.—*Interruptions to married women's employment caused by child-birth—UTAH*

Interruptions to employment	Married women	
	Number	Percent
Total reporting.....	305	100.0
Stopped work for under 1 year.....	22	7.2
Stopped work for 1, under 5 years.....	22	7.2
Stopped work for 5, under 10 years.....	5	1.6
Stopped work for 10 years or longer.....	1	.3
Amount of time out not reported.....	3	1.0
Had not been working when children came.....	110	36.1
No children.....	142	46.6

APPENDIX B.—ESTIMATED TOTAL EARNINGS OF CLEVELAND WOMEN EMPLOYEES

<i>Estimated total earnings, by occupational group</i>	
<i>Occupational classification</i>	<i>Total earnings</i>
Total.....	\$96, 383, 000
Manufacturing, sales, clerical.....	74, 326, 000
Professional.....	17, 724, 000
Domestic service.....	3, 987, 000
Other.....	346, 000

EXPLANATION OF ESTIMATE

The bulletins of the Department of Industrial Relations of Ohio showing rates of wages, fluctuation of employment, wage and salary payments for 1929¹ and 1937² were used for the basic figures for total amount paid to wage earners, clerical workers, and salespeople in Cuyahoga County¹ and in the State.² Tables I, II, and III in the 1929 report showing Cuyahoga County were used to compute the percent that women's pay was of the total. The numbers employed shown in tables I, II, and III are peak figures, since the week of greatest employment is selected as the base for these tables. These Cuyahoga County figures do not include interstate railroads, mines and quarries, or professional and other self-employed groups. They include a very minor representation of domestic service—so minor that an estimate for this group was added to the total figure. The figures for Cuyahoga County were reduced to represent the city of Cleveland. This was done by obtaining from the 1929 Census of Manufactures figures for Cuyahoga County and for Cleveland on number of establishments, salaried officers and employees, and wage earners, and the total amount of salaries and wages paid. The percent that these Cleveland figures were of those for Cuyahoga County was computed. These percents were then applied to the total wage-payment figure and the total number employed. The State figures for average number of employees were computed from tables IV, V, and VI and used, rather than the peak numbers shown in tables I, II, and III. After the total wage payments were reduced, women's share was estimated by applying the proportion women's earnings were of the total wage payments to the reduced total. These figures were then adjusted to 1937 conditions by the reduction of wage-payment figures and the increase in employment figures, in accordance with the changes shown in the 1937 report of the Department of Industrial Relations of Ohio which gives figures for the State only.

The estimates for those groups not covered by State figures are based on the several following sources:

¹ Ohio. Department of Industrial Relations and Industrial Commission. Division of Labor Statistics, Report No. 20. Rates of Wages, Fluctuation of Employment, Wage and Salary Payments in Ohio, 1929, table VII, p. 404. This is the latest available report showing figures by counties.

² Ohio. Department of Industrial Relations. Division of Labor Statistics. Report No. 20. Rates of Wages, Fluctuation of Employment, Wage and Salary Payments in Ohio, 1930 to 1937, table VII, p. 332.

Professional Service.

In a study made of Cleveland teachers' salaries for the year 1930-31, the figure \$11,400,000 is given as Cleveland's pay roll for teachers. From a sample study given in the report it is possible to compute the percent of the pay roll that went to women. This was found to be 80.7 percent.³

The estimate for nurses had to be drawn from two different sources. In order to obtain figures for all types of nursing, a study made by the American Nurses' Association⁴ and one made by the Public Health Nursing Magazine⁵ were used. Figures for 1935 were obtained from these studies. On the basis of a study made by Bertha Nienburg of nursing needs in the District of Columbia,⁶ and on the basis of other studies showing the percent of women employed in different types of nursing, the number of nurses in Cleveland employed in each type was computed and the 1935 figures were used in calculating the total amount.

To estimate women's earnings in other professional groups, average earnings for these groups, as shown by this 1939 survey, were used. These were grouped as follows: Social workers, other professional workers, semiprofessional workers, and attendants and helpers.

To estimate men's earnings in other professional groups, the National Income Study of the United States Bureau of Foreign and Domestic Commerce was relied on mainly, though numerous other sources were consulted as a check. Figures for 1929 were used. For some occupations figures from Harold F. Clark's book "Life Earnings" were used.

Interstate Railroad Employees.

Figures from the National Income Study for 1929 were used after being checked against a study made by Otto S. Beyer and Edwin M. Fitch.⁷ These figures were used for men. For women, figures from the Women's Bureau 1939 survey were used.

Public Service.

Figures from the National Income Study for 1929 were used for the men. The figure for "All Government Service" was used, as it was more conservative than the figures for city, State, and Federal service. For women, the figure for Cleveland police women in 1929, as shown by a survey made by the United States Bureau of Labor Statistics,⁸ was used.

Domestic Service.

Employment service figures checked against all other known wage figures were employed.

No attempt has been made to estimate income of owners, proprietors, independent trades people, executives, entrepreneurs. The estimate refers only to those receiving wages or salaries in the non-executive brackets.

³ Cleveland Teachers' Salaries. By T. C. Holy, Ohio State University. 1931, pp. 82-88, 166.
⁴ Study of Incomes, Salaries, and Employment Conditions. American Nurses' Association. 1938. pp. 291-314.
⁵ Public Health Nursing Magazine, vol 27, p. 344.
⁶ Unpublished material.
⁷ U. S. Bureau of Labor Statistics. Monthly Labor Review, July 1935, pp. 1-12. Annual Earnings of Railroad Employees, 1924 to 1933. By Otto S. Beyer and Edwin M. Fitch.
⁸ U. S. Bureau of Labor Statistics, Monthly Labor Review, May 1933, pp. 1116-1150. Salaries in Police Departments of Principal Cities in the United States, December 1932.