

[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.

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## **APPENDIXES**

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**Appendix A.—GENERAL TABLES**

**Appendix B.—SCHEDULE FORMS**

## APPENDIX A—GENERAL TABLES

**TABLE I.—Number and sex of employees, by mill department**

Department	Number of names on pay roll during year	Men		Women	
		Number	Per cent	Number	Per cent
All departments.....	10,541	6,203	58.8	4,338	41.2
Carding.....	1,915	1,381	72.1	534	27.9
Spinning.....	2,613	1,175	45.0	1,438	55.0
Spooling.....	942	175	18.6	767	81.4
Weaving.....	3,355	2,223	66.4	1,127	33.6
Cloth.....	443	204	46.0	239	54.0
Miscellaneous <sup>1</sup> .....	473	253	53.5	220	46.5
General <sup>2</sup> .....	800	787	98.4	13	1.6

<sup>1</sup> Workers in more than one department.

<sup>2</sup> Scrubbers, cleaners, etc.

**TABLE II.—Number of women employed and number interviewed, by individual mill North and South**

Mill	Number of women's names on pay roll	Women interviewed	
		Number	Per cent
All mills.....	4,338	2,354	54.3
Northern mills.....	1,830	1,252	68.4
No. 1.....	183	101	55.2
No. 2.....	300	157	52.3
No. 3.....	201	145	72.1
No. 4.....	183	129	70.5
No. 5.....	157	105	66.9
No. 6.....	312	272	87.2
No. 7.....	93	45	48.4
No. 8.....	148	96	64.2
No. 9.....	253	203	80.2
Southern mills.....	2,508	1,102	43.9
No. 10.....	157	143	91.1
No. 11.....	105	74	70.5
No. 12.....	207	88	42.5
No. 13.....	380	144	37.9
No. 14.....	308	122	39.6
No. 15.....	673	301	44.7
No. 16.....	402	119	29.6
No. 17.....	122	63	51.6
No. 18.....	154	48	31.2

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TABLE III.—*Nativity of the women interviewed, 2,342 reporting, by mills North and South*

Nativity	Number and per cent of women of each specified nativity in—					
	All mills		Northern mills		Southern mills	
	Number	Per cent	Number	Per cent	Number	Per cent
Number reporting.....	2,342	100.0	1,251	100.0	1,091	100.0
Native born.....	1,906	81.4	830	66.3	1,076	98.6
Foreign born.....	436	18.6	421	33.7	15	1.4
Foreign born reporting country.....	432	100.0	417	100.0	15	100.0
Canada.....	235	54.4	235	56.4	.....	.....
Great Britain.....	63	14.6	62	14.9	1	6.7
Ireland.....	11	2.5	11	2.6	.....	.....
Central Europe—						
Germany.....	5	1.2	4	1.0	1	6.7
Poland.....	43	10.0	45	10.3	.....	.....
Other.....	24	5.6	23	5.5	1	6.7
Italy.....	17	3.9	11	2.6	6	40.0
Portugal.....	22	5.1	22	5.3	.....	.....
Other.....	12	2.8	6	1.4	6	40.0

TABLE IV.—Age of the women interviewed, 2,349 reporting, by mill department and by mills North and South

ALL MILLS

Department	Number of women reporting	Women whose age was—																	
		Under 16 years		16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 60 years		50 and under 60 years		60 years and over	
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All departments.....	2,349	99	4.2	265	11.3	281	12.0	482	20.5	334	14.2	435	18.5	313	13.3	104	4.4	36	1.5
Carding.....	277	8	2.9	28	10.1	27	9.7	44	15.9	42	15.2	65	23.5	42	15.2	14	5.1	7	2.5
Spinning.....	709	42	5.9	109	15.4	118	16.6	193	27.2	108	15.2	87	12.3	44	6.2	8	1.1	7	1.0
Spooling.....	392	15	3.8	35	8.9	39	9.9	83	21.2	52	13.3	87	22.2	57	14.5	17	4.3	7	1.8
Weaving.....	691	22	3.2	55	8.0	51	7.4	114	16.5	86	12.4	153	22.1	128	20.0	56	8.0	17	2.5
Cloth.....	159	7	4.4	24	15.1	33	20.8	27	17.0	23	14.5	17	10.7	17	10.7	9	5.7	2	1.3
Miscellaneous.....	121	5	4.1	14	11.6	13	10.7	21	17.4	23	19.0	26	21.5	15	12.4	1	.8	3	2.5

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All departments.....	1,249	46	3.7	143	11.4	137	11.0	251	20.1	178	14.3	221	17.7	176	14.1	73	5.8	24	1.9
Carding.....	185	5	2.7	24	13.0	16	8.6	32	17.3	27	14.6	39	21.1	26	14.1	11	5.9	5	2.7
Spinning.....	364	20	5.5	62	17.0	56	15.4	91	25.0	50	13.7	47	12.9	33	9.1	5	1.4	5	1.4
Spooling.....	197	10	5.1	25	12.7	23	11.7	47	23.9	27	13.7	32	16.2	22	11.2	8	4.1	3	1.5
Weaving.....	402	5	1.2	22	5.5	21	5.2	64	15.9	51	12.7	91	22.6	89	22.1	44	10.9	15	3.7
Cloth.....	86	4	4.7	9	10.5	17	19.8	15	17.4	19	22.1	10	11.6	6	7.0	5	5.8	1	1.2
Miscellaneous.....	15	2	13.3	1	6.7	4	26.7	2	13.3	4	26.7	2	13.3	6	7.0	5	5.8	1	1.2

SOUTHERN MILLS

All departments.....	1,100	53	4.8	122	11.1	144	13.1	231	21.0	166	14.2	214	19.5	137	12.5	31	2.8	12	1.1
Carding.....	92	3	3.3	4	4.3	11	12.0	12	13.0	15	16.3	26	28.3	16	17.4	3	3.3	2	2.2
Spinning.....	345	22	6.4	47	13.6	62	18.0	102	29.6	68	19.7	40	11.6	11	3.2	3	.9	5	1.4
Spooling.....	195	5	2.6	10	5.1	16	8.2	36	18.5	25	12.8	55	28.2	35	17.9	9	4.6	4	2.1
Weaving.....	289	17	5.9	33	11.4	30	10.4	50	17.3	35	12.1	62	21.5	49	17.0	11	3.8	2	.7
Cloth.....	73	3	4.1	15	20.5	16	21.9	12	16.4	4	5.5	7	9.6	11	15.1	4	5.5	1	1.4
Miscellaneous.....	106	3	2.8	13	12.3	9	8.5	19	17.9	19	17.9	24	22.6	15	14.2	1	.9	3	2.8

<sup>1</sup> Workers in more than one department.

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TABLE V.—Age at time of survey of the women interviewed, in relation to age

ALL MILLS

Age at time of survey	Number of women reporting			Number of women who began mill work or other work for wages at the age of—				
				Under 12 years		12 and under 14 years		
	Mill work	Other work	Kind not reported	Mill work	Other work	Mill work	Other work	Kind not reported
Total.....	2,003	333	6	190	15	252	20	3
Per cent distribution of mill and other work.....	100.0	100.0	-----	9.5	4.5	12.6	6.0	-----
Under 16 years.....	91	8	-----	-----	-----	-----	1	-----
16 and under 18 years.....	226	39	-----	-----	-----	9	-----	-----
18 and under 20 years.....	231	48	1	-----	-----	17	3	-----
20 and under 25 years.....	407	72	2	28	-----	51	2	-----
25 and under 30 years.....	292	41	-----	35	1	37	4	-----
30 and under 40 years.....	377	54	2	61	4	67	2	2
40 and under 50 years.....	261	49	1	45	7	56	5	1
50 and under 60 years.....	86	18	-----	16	2	12	2	-----
60 years and over.....	32	4	-----	6	1	3	1	-----

NORTHERN MILLS

Total.....	1,053	194	2	61	7	94	11	1
Per cent distribution of mill and other work.....	100.0	100.0	-----	5.8	3.6	8.9	5.7	-----
Under 16 years.....	42	4	-----	-----	-----	-----	1	-----
16 and under 18 years.....	118	25	-----	-----	-----	1	-----	-----
18 and under 20 years.....	109	28	-----	-----	-----	2	1	-----
20 and under 25 years.....	199	51	1	1	-----	7	-----	-----
25 and under 30 years.....	157	21	-----	2	-----	13	2	-----
30 and under 40 years.....	197	28	1	12	1	26	1	1
40 and under 50 years.....	148	28	-----	29	4	32	4	-----
50 and under 60 years.....	61	12	-----	12	2	9	1	-----
60 years and over.....	22	2	-----	5	-----	2	1	-----

SOUTHERN MILLS

Total.....	950	139	4	129	8	158	9	2
Per cent distribution of mill and other work.....	100.0	100.0	-----	13.6	5.8	16.6	6.5	-----
Under 16 years.....	49	4	-----	-----	-----	-----	-----	-----
16 and under 18 years.....	108	14	-----	-----	-----	8	-----	-----
18 and under 20 years.....	122	20	1	1	-----	15	2	-----
20 and under 25 years.....	208	21	1	25	-----	44	2	-----
25 and under 30 years.....	135	20	-----	33	1	24	2	-----
30 and under 40 years.....	180	31	1	49	3	39	1	1
40 and under 50 years.....	113	21	1	16	3	24	1	1
50 and under 60 years.....	25	6	-----	4	-----	3	1	-----
60 years and over.....	10	2	-----	1	1	1	-----	-----



TABLE VI.—Over-all time in cotton-mill employment in relation to time actually worked in mills, 2,303 women reporting, by mills North and South

ALL MILLS

Actual time worked in mills	Number of women reporting	Number of women reporting over-all <sup>1</sup> in cotton-mill employment as—									
		Under 3 years	3 and under 5 years	5 and under 10 years	10 and under 15 years	15 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 35 years	35 and under 40 years	40 years and over
Total.....	2,303	546	282	444	283	196	187	141	111	56	57
Under 1 year.....	303	295	5	2	1						
1 and under 2 years.....	157	122	19	11	3	2					
2 and under 3 years.....	211	129	54	16	8	2	2				
3 and under 4 years.....	179		133	38	5		1	2			
4 and under 5 years.....	150		71	63	5	4	4	2			1
5 and under 10 years.....	524			314	115	42	30	17	4		1
10 and under 15 years.....	299				146	73	45	20	13		1
15 and under 20 years.....	195					73	63	33	19		5
20 and under 25 years.....	118						42	39	26		8
25 and under 30 years.....	75							28	31		10
30 and under 35 years.....	46								18		21
35 and under 40 years.....	30										9
40 years and over.....	26										26

NORTHERN MILLS

Total.....	1,242	267	139	229	169	100	95	81	72	45	45
Under 1 year.....	142	138	3		1						
1 and under 2 years.....	83	68	9	3	2	1					
2 and under 3 years.....	95	61	20	7	4	1	2				
3 and under 4 years.....	79		63	12	2		1	1			
4 and under 5 years.....	54		44	33	3		1				
5 and under 10 years.....	256			174	62	23	15	9	3		1
10 and under 15 years.....	167				95	30	23	10	8		1
15 and under 20 years.....	113					42	29	21	15		5
20 and under 25 years.....	66						24	22	14		5
25 and under 30 years.....	46							18	16		8
30 and under 35 years.....	39								16		19
35 and under 40 years.....	15										6
40 years and over.....	28										28



SOUTHERN MILLS

Total.....	1,061	279	143	215	114	96	92	60	39	11	12
Under 1 year.....	161	187	2	3							
1 and under 2 years.....	74	54	10	8	1	1					
2 and under 3 years.....	116	68	34	9	4	1					
3 and under 4 years.....	100		70	26	3		1				
4 and under 5 years.....	66		27	30	2	1	3			1	
5 and under 10 years.....	236			140	53	19	15	8	1		
10 and under 15 years.....	132				51	43	22	10	5		1
15 and under 20 years.....	82					31	24	12	4		1
20 and under 25 years.....	50						18	17	12	3	
25 and under 30 years.....	29							10	15	2	2
30 and under 35 years.....	7								2	2	3
35 and under 40 years.....	5									3	2
40 years and over.....	3										3

<sup>1</sup> Entire time from first cotton-mill work to date of survey, regardless of absences.

TABLE VII.—*Conjugal condition of the women interviewed, 2,350 reporting, by mill department and by mills North and South*

ALL MILLS

Department	Number of women reporting	Women who were—					
		Single		Married		Widowed, separated, or divorced	
		Number	Per cent	Number	Per cent	Number	Per cent
All departments.....	2,350	1,102	46.9	939	40.0	309	13.1
Carding.....	277	120	43.3	112	40.4	45	16.2
Spinning.....	708	384	54.2	242	34.2	82	11.6
Spooling.....	592	189	48.2	150	38.3	53	13.5
Weaving.....	692	274	39.6	318	46.0	100	14.5
Cloth.....	160	91	56.9	59	36.9	10	6.3
Miscellaneous <sup>1</sup> .....	121	44	36.4	58	47.9	19	15.7

NORTHERN MILLS

All departments.....	1,250	658	52.6	497	39.0	105	9.4
Carding.....	185	88	47.6	80	43.2	17	9.2
Spinning.....	364	216	59.3	122	33.5	26	7.1
Spooling.....	197	129	65.5	56	28.4	12	6.1
Weaving.....	403	156	38.7	203	50.4	44	10.9
Cloth.....	86	59	68.6	23	26.7	4	4.7
Miscellaneous <sup>1</sup> .....	15	10	66.7	3	20.0	2	13.3

SOUTHERN MILLS

All departments.....	1,100	444	40.4	452	41.1	204	18.5
Carding.....	92	32	34.8	32	34.8	28	30.4
Spinning.....	344	168	48.8	120	34.9	56	16.3
Spooling.....	195	60	30.8	94	48.2	41	21.0
Weaving.....	289	118	40.8	115	39.8	56	19.4
Cloth.....	74	32	43.2	36	48.6	6	8.1
Miscellaneous <sup>1</sup> .....	106	34	32.1	55	51.9	17	16.0

<sup>1</sup> Workers in more than one department.

TABLE VIII.—*Living condition of the women interviewed, 2,348 reporting, by mills North and South*

Mills	Number of women reporting	Women who were living—							
		At home or with relatives						Adrift	
		Total		At home		With relatives			
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All mills.....	2,348	2,262	96.3	2,213	94.3	49	2.1	86	3.7
Northern mills.....	1,250	1,205	96.4	1,175	94.0	30	2.4	45	3.6
Southern mills.....	1,098	1,057	96.3	1,038	94.5	19	1.7	41	3.7

TABLE IX.—Size of family of the workers interviewed and age distribution of members, 2,233 women reporting, by mills North and South

Size of family and age group	All mills		Northern mills		Southern mills	
	Number of persons	Average per family	Number of persons	Average per family	Number of persons	Average per family
<b>All families 1—</b>						
Persons of under 5 years.....	1,131	0.51	515	0.43	616	0.59
Persons of 5 and under 13 years.....	1,805	.81	906	.76	899	.86
Persons of 13 years and over.....	8,601	3.85	4,665	3.23	3,936	3.76
<b>Families of 2 persons—</b>						
Persons of under 5 years.....	4	.01	1	.01	3	.02
Persons of 5 and under 13 years.....	9	.03	4	.02	5	.04
Persons of 13 years and over.....	609	1.96	351	1.97	258	1.94
<b>Families of 3 persons—</b>						
Persons of under 5 years.....	95	.27	37	.20	58	.34
Persons of 5 and under 13 years.....	64	.18	30	.16	34	.20
Persons of 13 years and over.....	909	2.53	458	2.64	421	2.46
<b>Families of 4 persons—</b>						
Persons of under 5 years.....	155	.39	72	.33	83	.45
Persons of 5 and under 13 years.....	153	.38	80	.37	73	.40
Persons of 13 years and over.....	1,288	3.23	712	3.30	576	3.15
<b>Families of 5 persons 1—</b>						
Persons of under 5 years.....	136	.46	61	.36	75	.59
Persons of 5 and under 13 years.....	183	.62	88	.52	95	.74
Persons of 13 years and over.....	1,164	3.92	694	4.11	470	3.67
<b>Families of 6 persons 1—</b>						
Persons of under 5 years.....	165	.58	56	.43	109	.70
Persons of 5 and under 13 years.....	301	1.05	128	.96	173	1.11
Persons of 13 years and over.....	1,249	4.37	596	4.58	653	4.19
<b>Families of 7 persons 1—</b>						
Persons of under 5 years.....	93	.52	39	.42	54	.62
Persons of 5 and under 13 years.....	231	1.29	96	1.04	135	1.55
Persons of 13 years and over.....	929	5.19	509	5.53	420	4.83
<b>Families of 8 persons 1—</b>						
Persons of under 5 years.....	102	.69	58	.78	44	.90
Persons of 5 and under 13 years.....	233	1.59	115	1.55	118	1.62
Persons of 13 years and over.....	841	5.72	419	5.66	422	5.78
<b>Families of 9 persons 1—</b>						
Persons of under 5 years.....	115	1.02	53	.88	62	1.17
Persons of 5 and under 13 years.....	247	2.19	138	2.30	109	2.06
Persons of 13 years and over.....	655	5.80	349	5.82	306	5.77
<b>Families of 10 persons 1—</b>						
Persons of under 5 years.....	93	1.48	53	1.47	40	1.48
Persons of 5 and under 13 years.....	144	2.29	85	2.36	59	2.19
Persons of 13 years and over.....	391	6.21	222	6.17	169	6.26
<b>Families of 11 persons 1—</b>						
Persons of under 5 years.....	59	1.64	28	1.40	31	1.94
Persons of 5 and under 13 years.....	104	2.89	52	2.60	52	3.25
Persons of 13 years and over.....	233	6.47	140	7.00	93	5.81
<b>Families of 12 persons 1—</b>						
Persons of under 5 years.....	65	2.41	32	2.13	33	2.75
Persons of 5 and under 13 years.....	78	2.89	51	3.40	27	2.25
Persons of 13 years and over.....	181	6.70	97	6.47	84	7.00
<b>Families of 13 persons 1—</b>						
Persons of under 5 years.....	28	3.11	11	2.75	17	3.40
Persons of 5 and under 13 years.....	21	2.33	11	2.75	10	2.00
Persons of 13 years and over.....	68	7.56	30	7.50	38	7.60
<b>Families of 14 persons 1—</b>						
Persons of under 5 years.....	19	2.38	12	2.40	7	2.33
Persons of 5 and under 13 years.....	29	3.63	20	4.00	9	3.00
Persons of 13 years and over.....	64	8.00	38	7.60	26	8.67
<b>Families of 15 persons 1—</b>						
Persons of under 5 years.....	2	1.00	2	1.00	—	—
Persons of 5 and under 13 years.....	8	4.00	8	4.00	—	—
Persons of 13 years and over.....	20	10.00	20	10.00	—	—

Age not reported in all cases.

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TABLE X.—Time lost by men and women employees, three methods of arriving at number of days lost, by mill department and by mills North and South

## ALL MILLS

Department	Number of names on pay roll	Days lost during year, from date name first appeared on pay roll to date of its final disappearance		Days lost when absences in excess of 24 days are classed as separations and not included in days lost		Days lost when absences in excess of 12 days are classed as separations and not included in days lost	
		Total	Average per employee	Total	Average per employee	Total	Average per employee
All departments.....	9,736	275,749	28.3	159,902	16.4	136,854	14.1
Carding.....	1,597	44,581	27.9	29,124	18.2	25,788	16.1
Spinning.....	2,375	74,950	31.6	44,548	18.8	39,449	16.6
Spooling.....	942	27,547	29.2	17,643	18.7	14,785	15.7
Weaving.....	3,236	76,683	23.7	42,925	13.3	35,727	11.0
Cloth.....	443	9,763	22.0	6,047	13.7	4,849	10.9
Miscellaneous <sup>1</sup> .....	473	30,940	65.4	12,931	27.3	10,662	22.5
General <sup>2</sup> .....	670	11,285	16.8	6,684	10.0	5,603	8.4

## NORTHERN MILLS

All departments.....	4,204	96,563	23.0	55,056	13.1	45,563	10.8
Carding.....	744	15,734	21.1	8,983	12.1	7,569	10.2
Spinning.....	969	25,317	26.1	14,169	14.6	12,215	12.6
Spooling.....	398	11,057	27.8	6,633	16.7	5,355	13.5
Weaving.....	1,465	30,322	20.7	18,142	12.4	14,709	10.0
Cloth.....	193	4,523	23.4	2,215	11.5	1,649	8.5
Miscellaneous <sup>1</sup> .....	127	5,162	40.6	1,946	15.3	1,642	12.9
General <sup>2</sup> .....	308	4,448	14.4	2,968	9.6	2,414	7.8

## SOUTHERN MILLS

All departments.....	5,532	179,186	32.4	104,846	19.0	91,301	16.5
Carding.....	853	28,847	33.8	20,141	23.6	18,219	21.4
Spinning.....	1,406	49,633	35.3	30,379	21.6	27,234	19.4
Spooling.....	544	16,490	30.3	11,010	20.2	9,430	17.3
Weaving.....	1,771	46,361	26.2	24,783	14.0	21,018	11.9
Cloth.....	250	5,240	21.0	3,832	15.3	3,191	12.8
Miscellaneous <sup>1</sup> .....	346	25,778	74.5	10,965	31.7	9,020	26.1
General <sup>2</sup> .....	362	6,837	18.9	3,716	10.3	3,189	8.8

<sup>1</sup> Workers in more than one department.

<sup>2</sup> Scrubbers, cleaners, etc.

TABLE XIII.—Time lost in relation to size of mill, men and women employees, by individual mill

A. BY NUMBER OF EMPLOYEES

Mill	Men and women			Men			Women		
	Number of possible working days <sup>1</sup>	Days lost		Number of possible working days <sup>1</sup>	Days lost		Number of possible working days <sup>1</sup>	Days lost	
		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days
All mills.....	1,563,187	291,074	18.6	909,273	147,728	16.2	653,904	143,346	21.9
Large mills <sup>2</sup> .....	1,028,882	180,918	17.6	620,736	96,062	15.5	408,146	84,856	20.8
No. 3.....	113,021	11,993	10.6	67,864	5,966	8.8	45,157	6,007	13.3
No. 5.....	88,565	10,669	12.3	54,540	5,430	10.0	32,025	5,239	16.4
No. 6.....	110,227	12,584	11.4	59,646	5,576	9.3	50,981	7,008	13.9
No. 8.....	74,813	11,096	14.8	47,961	7,096	14.8	26,852	4,000	14.9
No. 9.....	134,342	17,484	13.0	80,063	8,604	10.7	54,279	8,880	16.4
No. 10.....	116,711	19,748	16.9	82,139	12,422	15.1	34,572	7,326	21.2
No. 13.....	119,946	34,755	29.0	19,300	76,898	26.8	43,548	15,455	35.5
No. 15.....	179,606	35,038	19.5	95,185	15,325	16.1	84,423	19,713	23.4
No. 16.....	93,549	27,551	29.4	58,940	14,323	24.7	34,709	11,228	30.6
Small mills <sup>3</sup> .....	534,265	110,156	20.6	288,537	51,666	17.9	245,718	58,490	23.8
No. 1.....	64,711	9,143	14.1	32,915	3,082	9.4	31,796	6,061	19.1
No. 2.....	73,818	14,835	20.1	31,225	4,405	14.1	42,593	10,430	24.5
No. 4.....	44,687	4,653	10.4	15,439	1,210	7.8	29,198	3,443	11.8
No. 7.....	27,027	4,106	15.2	14,432	1,808	12.5	12,595	2,298	18.2
No. 11.....	43,804	9,681	22.1	24,834	4,289	17.1	18,970	5,442	28.7
No. 12.....	77,762	16,795	21.6	45,993	8,791	18.7	30,769	7,974	25.9
No. 14.....	80,731	19,377	23.9	40,718	9,216	22.6	40,013	10,061	25.1
No. 17.....	60,201	17,189	28.5	41,687	10,321	24.8	18,514	6,838	36.9
No. 18.....	61,564	14,537	23.6	40,294	8,594	21.3	21,270	5,943	27.9

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> For purposes of tabulation, mills having 200 or more employees.

<sup>3</sup> For purposes of tabulation, mills having under 200 employees.

TABLE XIII.—Time lost in relation to size of mill, men and women employees, by individual mill—Continued

## B. BY NUMBER OF SPINDLES

Mill	Men and women			Men			Women		
	Number of possible working days <sup>1</sup>	Days lost		Number of possible working days <sup>1</sup>	Days lost		Number of possible working days <sup>1</sup>	Days lost	
		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days
All mills.....	1,563,137	291,074	18.6	909,273	147,728	16.2	653,864	143,346	21.9
Large mills <sup>2</sup> .....	967,825	182,234	18.8	562,472	92,133	16.4	405,353	90,101	22.2
No. 1.....	64,711	9,143	14.1	32,915	3,082	9.4	31,796	6,061	19.1
No. 2.....	73,818	14,835	20.1	31,225	4,405	14.1	42,593	10,430	24.5
No. 6.....	110,227	12,584	11.4	59,646	5,576	9.3	50,581	7,008	13.9
No. 8.....	74,813	11,086	14.8	47,881	7,096	14.8	26,832	4,000	14.9
No. 10.....	134,342	17,484	13.0	80,063	8,604	10.7	54,279	8,880	16.4
No. 11.....	116,711	19,748	16.9	82,139	12,422	15.1	34,572	7,326	21.2
No. 13.....	119,946	34,755	29.0	76,398	19,300	25.3	43,548	15,456	35.5
No. 15.....	178,608	35,038	19.5	95,185	15,325	16.1	84,423	19,713	23.4
No. 16.....	98,649	27,551	28.4	56,940	16,323	28.7	36,709	11,228	30.6
Small mills <sup>3</sup> .....	595,312	108,840	18.3	346,801	55,595	16.0	248,511	53,245	21.4
No. 3.....	113,021	11,998	10.6	67,864	5,986	8.8	45,157	6,007	13.3
No. 4.....	44,637	4,653	10.4	15,439	1,210	7.8	29,198	3,443	11.8
No. 5.....	86,565	10,969	12.3	54,640	5,430	10.0	32,025	6,239	19.4
No. 7.....	27,027	4,106	15.2	14,432	1,808	12.5	12,595	2,298	18.2
No. 11.....	43,804	9,681	22.1	24,834	4,239	17.1	18,970	5,442	28.7
No. 12.....	77,732	16,765	21.6	46,993	8,791	18.7	30,739	7,974	25.9
No. 14.....	80,731	19,277	23.9	40,718	9,216	22.6	40,013	10,061	25.1
No. 17.....	60,201	17,159	28.5	41,687	10,321	24.8	18,514	6,538	36.9
No. 18.....	61,664	14,637	23.6	40,294	8,594	21.3	21,270	5,943	27.9

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> For purposes of tabulation, mills having 20,000 or more spindles.

<sup>3</sup> For purposes of tabulation, mills having under 20,000 spindles.

TABLE XIV.—Time lost in relation to location of mill as isolated or not isolated, men and women employees, by mills North and South

Mill	Men and women			Men			Women		
	Number of possible working days <sup>1</sup>	Days lost		Number of possible working days <sup>1</sup>	Days lost		Number of possible working days <sup>1</sup>	Days lost	
		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days
All mills.....	1,563,187	291,074	18.6	909,273	147,728	16.2	653,964	143,346	21.9
Isolated mills <sup>2</sup> .....	690,162	114,973	16.9	421,737	62,381	14.8	268,425	52,592	20.4
No. 3.....	113,021	11,993	10.6	67,864	5,986	8.8	45,157	6,007	13.3
No. 5.....	86,565	10,669	12.3	54,540	5,430	10.0	32,025	5,239	16.4
No. 7.....	27,027	4,106	15.2	14,432	1,806	12.5	12,695	2,296	18.2
No. 9.....	134,342	17,484	13.0	80,063	8,604	10.7	54,279	8,880	16.4
No. 10.....	116,711	19,748	16.9	82,139	12,422	15.1	34,672	7,326	21.2
No. 14.....	80,731	19,277	23.9	40,718	9,216	22.6	40,013	10,061	25.1
No. 17.....	60,201	17,159	28.5	41,687	10,321	24.8	18,514	6,838	36.9
No. 18.....	61,564	14,537	23.6	40,294	8,594	21.3	21,270	5,943	27.9
Mills not isolated <sup>2</sup> .....	882,975	176,101	19.9	487,536	85,347	17.5	395,430	90,754	23.0
No. 1.....	64,711	9,143	14.1	32,915	3,082	9.4	31,796	6,061	19.1
No. 2.....	73,818	14,835	20.1	31,225	4,405	14.1	42,593	10,430	24.5
No. 4.....	44,637	4,653	10.4	15,439	1,210	7.8	29,198	3,443	11.8
No. 6.....	110,227	12,584	11.4	59,646	5,576	9.3	50,581	7,008	13.9
No. 8.....	74,813	11,096	14.8	47,961	7,096	14.8	26,852	4,000	14.9
No. 11.....	43,804	9,651	22.1	24,834	4,239	17.1	18,970	5,442	28.7
No. 12.....	77,762	16,785	21.6	46,993	8,791	18.7	30,769	7,974	25.9
No. 13.....	119,946	34,755	29.0	76,398	19,300	25.3	43,548	15,455	35.5
No. 15.....	179,808	35,089	19.5	95,185	15,325	16.1	84,423	19,713	23.4
No. 16.....	93,649	27,551	29.4	56,940	16,323	28.7	36,709	11,228	30.6

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> A mill which is the only industrial establishment of any importance in the community is considered to be "isolated."

TABLE XV.—Time lost in the various months of the year, men and women employees, by mills North and South

NUMBER

Month	All mills			Northern mills			Southern mills		
	Men and women	Men	Women	Men and women	Men	Women	Men and women	Men	Women
Number of names on pay roll during year.....	9,736	5,398	4,338	4,204	2,374	1,830	5,532	3,024	2,508
Days lost in—									
Entire year.....	275,749	132,408	143,346	96,563	43,197	53,366	179,186	89,206	89,980
January.....	11,441	5,293	6,148	3,416	1,469	1,947	8,025	3,824	4,201
February.....	17,137	8,447	8,690	5,387	2,422	2,965	11,750	6,025	5,725
March.....	23,268	10,993	12,305	7,489	3,310	4,179	15,779	7,663	8,126
April.....	27,562	13,991	13,571	10,582	5,232	5,350	16,980	8,759	8,221
May.....	27,956	13,272	14,684	10,202	4,556	5,646	17,754	8,716	9,038
June.....	26,342	12,440	13,902	9,095	3,927	5,168	17,247	8,513	8,734
July.....	30,118	14,729	15,389	11,580	5,434	6,146	18,538	9,295	9,243
August.....	30,706	14,467	16,239	10,963	4,859	6,104	19,743	9,608	10,135
September.....	28,255	13,619	14,636	10,835	4,956	5,879	17,420	8,663	8,757
October.....	22,945	10,896	12,049	7,657	3,332	4,325	15,298	7,564	7,734
November.....	17,469	8,180	9,289	5,719	2,264	3,455	11,750	5,916	5,834
December.....	12,550	6,106	6,444	3,638	1,436	2,202	8,912	4,670	4,242

PER CENT

Days lost in—									
Entire year.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
January.....	4.1	4.0	4.3	3.5	3.4	3.6	4.5	4.3	4.7
February.....	6.2	6.4	6.1	5.6	5.6	5.6	6.6	6.8	6.4
March.....	8.4	8.3	8.6	7.8	7.7	7.8	8.8	8.6	9.0
April.....	10.0	10.6	9.5	11.0	12.1	10.0	9.5	9.8	9.1
May.....	10.1	10.0	10.2	10.6	10.5	10.6	9.9	9.8	10.0
June.....	9.6	9.4	9.7	9.4	9.1	9.7	9.6	9.5	9.7
July.....	10.9	11.1	10.7	12.0	12.6	11.5	10.3	10.4	10.3
August.....	11.1	10.9	11.3	11.4	11.2	11.4	11.0	10.8	11.3
September.....	10.2	10.3	10.2	11.2	11.5	11.0	9.7	9.7	9.7
October.....	8.3	8.2	8.4	7.9	7.7	8.1	8.5	8.5	8.6
November.....	6.3	6.2	6.5	5.9	5.2	6.5	6.6	6.6	6.5
December.....	4.6	4.6	4.5	3.8	3.3	4.1	5.0	5.2	4.7



TABLE XVI.—Time lost during the year, men and women employees, by mill department and by mills North and South  
ALL MILLS

Department	Men and women					Men					Women				
	Number of names on pay roll during year	Number of possible working days <sup>1</sup>	Number of days worked	Days lost		Number of names on pay roll during year	Number of possible working days <sup>1</sup>	Number of days worked	Days lost		Number of names on pay roll during year	Number of possible working days <sup>1</sup>	Number of days worked	Days lost	
				Number	Per cent of possible working days				Number	Per cent of possible working days				Number	Per cent of possible working days
All departments.....	10,541	1,563,137	1,272,068	291,074	18.6	6,203	909,273	761,545	147,728	16.2	4,338	653,864	510,518	143,346	21.9
Carding.....	1,915	285,068	236,275	49,693	17.4	1,381	202,019	167,918	34,101	16.9	534	83,949	68,387	15,562	18.6
Spinning.....	2,613	386,699	303,725	81,674	21.2	1,176	181,623	148,481	33,142	18.2	1,438	208,976	155,244	48,732	23.9
Spooling.....	942	144,291	116,744	27,547	19.1	176	31,311	27,746	3,565	11.4	767	112,980	88,998	23,982	21.2
Weaving.....	3,355	468,389	389,930	78,459	16.8	2,228	299,109	253,554	45,555	15.2	1,127	169,280	136,376	32,904	19.4
Cloth.....	443	74,448	64,685	9,763	13.1	204	33,609	29,869	3,740	11.1	239	40,839	34,816	6,023	14.7
Miscellaneous <sup>2</sup> .....	473	94,328	63,388	30,940	32.8	263	52,710	37,582	15,128	28.8	220	41,618	28,836	12,782	37.9
General <sup>3</sup> .....	800	110,114	97,316	12,798	11.6	787	108,892	96,426	12,467	11.4	13	1,222	891	331	27.1
NORTHERN MILLS															
All departments.....	4,204	729,161	632,698	96,563	13.2	2,374	404,085	360,898	43,197	10.7	1,830	325,076	271,710	53,366	16.4
Carding.....	744	130,309	114,575	15,734	12.1	433	74,838	67,134	7,704	10.4	311	55,421	47,441	7,980	14.4
Spinning.....	969	170,338	145,021	25,317	14.9	376	69,186	61,905	7,281	10.5	593	101,152	83,116	18,036	17.8
Spooling.....	398	73,441	62,384	11,057	15.1	106	20,590	18,489	2,071	10.1	292	52,881	43,998	8,883	17.0
Weaving.....	1,465	235,002	204,680	30,322	12.9	988	147,835	131,602	16,233	11.0	477	87,167	73,078	14,089	16.2
Cloth.....	193	34,872	30,349	4,523	13.0	62	12,116	10,965	1,251	10.3	131	22,756	19,484	3,272	14.4
Miscellaneous <sup>2</sup> .....	127	27,134	21,972	5,162	19.0	102	21,741	17,582	4,159	19.1	25	5,393	4,390	1,003	18.6
General <sup>3</sup> .....	308	58,065	53,617	4,448	7.7	307	57,769	53,811	4,448	7.7	1	306	306	-----	-----
SOUTHERN MILLS															
All departments.....	6,337	833,976	639,468	194,511	23.3	3,829	605,188	400,687	104,531	20.7	2,508	328,788	238,806	89,980	27.4
Carding.....	1,171	185,689	121,700	63,989	34.5	948	127,131	100,784	26,347	20.7	223	28,528	20,916	7,612	26.7
Spinning.....	1,644	215,261	158,704	56,557	26.3	799	112,437	86,576	25,861	23.0	845	102,324	72,128	30,696	29.9
Spooling.....	544	70,550	54,360	16,490	23.3	69	10,751	9,257	1,494	13.9	475	60,099	45,103	14,996	25.0
Weaving.....	1,890	233,387	185,260	48,137	20.6	1,240	151,274	121,952	29,322	19.4	650	82,113	63,298	18,815	22.9
Cloth.....	260	39,576	34,336	5,240	13.2	142	21,493	19,004	2,489	11.6	108	18,063	15,332	2,731	15.2
Miscellaneous <sup>2</sup> .....	346	67,194	41,416	25,778	38.4	151	30,969	19,970	10,999	35.5	195	36,225	21,446	14,779	40.8
General <sup>3</sup> .....	492	52,049	43,699	8,350	16.0	490	51,133	43,114	8,019	15.7	12	916	686	331	36.1

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> Workers in more than one department.

<sup>3</sup> Scrubbers, cleaners, etc.

TABLE XVII.—Causes of time lost during the year, 2,214 women reporting, by month

ALL MILLS

Cause	Number of women reporting	Days lost by specified cause in—																										
		Entire year		January		February		March		April		May		June		July		August		September		October		November		December		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
All causes	2,214	97.163	100.0	3,917	100.0	5,558	100.0	7,922	100.0	8,884	100.0	9,688	100.0	9,155	100.0	10,699	100.0	11,440	100.0	10,277	100.0	8,403	100.0	6,597	100.0	4,628	100.0	
Per cent distribution	100.0		4.0		5.7		8.2		9.1		10.0		9.4		11.0		11.8		10.6		8.6		6.8		4.8			
<b>Personal:</b>																												
Illness of self	1,357	22,495	23.2	1,233	31.5	1,755	31.6	2,517	31.8	1,766	19.9	1,877	19.4	2,089	22.8	1,989	18.6	2,085	18.2	2,241	21.8	2,105	25.0	1,800	27.3	1,038	22.4	
Pregnancy and confinement	46	3,140	3.2	77	2.0	147	2.6	207	2.6	279	3.1	392	4.0	468	5.1	412	3.9	370	3.2	310	3.0	270	3.2	157	2.4	51	1.1	
Illness of others	634	9,292	9.6	486	12.4	719	12.9	997	12.6	761	8.6	878	9.1	771	8.4	810	7.6	771	6.7	986	9.6	1,035	12.3	687	10.4	392	8.5	
Accident	19	283	.3	13	.3	14	.3	27	.3	71	.8	38	.4	29	.3	35	.3	9	.1	31	.4	10	.1	19	.4	19	.4	
Death	122	585	.6	13	.3	46	.8	65	.8	109	1.2	57	.6	54	.6	33	.3	35	.3	69	.7	24	.3	21	.3	28	.6	
Marriage	40	509	.5	9	.2	23	.4	13	.2	11	.1	82	.9	56	.6	77	.7	68	.6	48	.5	58	.7	19	.4	46	1.0	
Home duties	660	19,256	19.8	610	15.6	1,123	20.2	1,665	21.0	1,925	21.7	2,336	24.1	2,266	24.8	1,950	18.2	1,937	16.9	1,777	17.3	1,606	19.1	1,167	17.7	895	19.4	
Education	17	973	1.0	8	.2	12	.2	20	.3	16	.2	77	.8	85	.9	26	.2	57	.5	206	2.0	211	2.5	190	2.9	68	1.5	
Religion	16	81	.1	3	.1	—	—	—	—	—	(*)	3	.0	—	—	—	—	—	—	—	—	8	.1	17	.3	—	—	
Rest	436	4,931	5.1	182	4.6	215	3.9	293	3.7	293	3.3	489	5.0	597	6.5	612	5.7	664	5.8	563	5.5	446	5.3	363	5.5	214	4.6	
Recreation	547	4,391	4.5	71	1.8	99	1.8	205	2.6	185	2.1	295	3.0	426	4.7	841	7.9	1,131	9.9	446	4.3	269	3.2	275	4.2	148	3.2	
Vacation	176	2,776	2.9	21	.5	16	.3	38	.5	71	.8	111	1.1	239	2.6	634	5.9	960	8.4	471	4.6	136	1.6	40	.6	39	.8	
Business	192	909	.9	43	1.1	25	.4	62	.8	56	.6	34	.4	41	.4	41	.4	46	.4	62	.6	72	.9	50	.7	77	1.7	
Another job	112	7,347	7.6	79	2.0	323	5.8	523	6.6	621	7.0	788	8.1	798	8.7	854	8.0	1,030	9.0	1,016	9.9	790	9.4	413	6.3	112	2.4	
<b>Mill:</b>																												
Accident	46	689	.7	18	.5	30	.5	67	.8	21	.2	57	.6	26	.3	46	.4	139	1.2	82	.8	113	1.3	71	1.1	19	.4	
No work	322	2,648	2.7	223	5.7	227	4.1	218	2.8	252	2.9	304	3.1	240	2.6	199	1.9	190	1.7	278	2.7	197	2.3	183	2.8	137	3.0	
Penalty	53	137	.1	16	.4	10	.2	11	.1	6	.1	11	.1	17	.2	16	.1	12	.1	9	.1	10	.1	10	.1	10	.2	
Let out	411	4,844	5.0	280	7.1	287	5.2	420	5.3	459	5.2	519	5.4	388	4.2	343	3.2	366	3.2	409	4.0	461	5.5	579	8.8	333	7.2	
Shut down	1,410	10,143	10.4	461	11.8	531	6.0	592	4.9	1,811	20.4	1,104	11.4	342	3.7	1,535	14.3	1,353	11.9	1,183	11.5	404	4.8	290	4.4	932	20.2	
Laid off	14	463	.5	—	—	23	.4	4	.1	38	.4	85	.9	55	.6	50	.5	32	.3	53	.5	30	.4	73	1.1	20	.4	
<b>General:</b>																												
Dispute	36	735	.8	20	.5	54	1.0	74	.9	51	.6	49	.5	59	.6	87	.8	106	.9	32	.3	81	1.0	101	1.5	21	.5	
Strike	6	52	.1	—	—	6	.1	12	.2	23	.3	1	.0	8	.1	2	.0	—	—	—	—	—	—	—	—	—	—	
Weather	37	186	.2	18	.5	22	.4	15	.2	2	.0	(*)	.0	13	.1	34	.4	20	.2	8	.1	3	.0	—	—	13	.3	
Miscellaneous	42	648	.7	50	1.3	50	.9	77	1.0	55	.6	84	.9	64	.7	87	.8	64	.5	34	.3	30	.4	50	.8	13	.3	

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All causes.....	1, 143	40, 782	100.0	1, 871	100.0	2, 184	100.0	3, 141	100.0	4, 169	100.0	4, 303	100.0	3, 832	100.0	4, 712	100.0	4, 838	100.0	4, 603	100.0	3, 284	100.0	2, 670	100.0	1, 675	100.0	
Per cent distribution.....	100.0	100.0	3.4	100.0	5.4	100.0	7.7	100.0	10.2	100.0	10.6	100.0	9.4	100.0	11.6	100.0	11.9	100.0	11.3	100.0	8.1	100.0	6.5	100.0	4.1	100.0		
<b>Personal:</b>																												
Illness of self.....	612	8, 492	20.8	479	34.9	777	35.6	1, 247	39.7	764	18.3	661	15.1	736	19.2	629	13.8	635	13.1	690	15.0	750	22.8	744	27.9	388	23.2	
Pregnancy and confinement.....	11	1, 042	2.6	3	.2	26	1.2	48	1.5	74	1.8	134	3.1	174	4.5	174	3.7	149	3.1	112	2.5	75	2.3	50	1.9	22	1.3	
Illness of others.....	223	3, 502	8.6	146	10.6	249	11.4	342	10.9	306	7.3	400	9.3	230	7.3	305	6.5	261	5.2	399	8.5	399	11.8	321	12.0	122	7.3	
Accident.....	6	74	.2							7	.2	32	.7	14	.4	18	.4	3	.1									
Death.....	52	246	.6	8	.6	12	.5	31	1.0	46	1.1	5	.1	25	.7	5	.1	12	.2	46	1.0	12	.4	31	1.2	13	.8	
Marriage.....	19	314	.8	9	.7	4	.2	9	.3	11	.3	47	1.1	26	.7	42	.9	35	.7	27	.6	47	1.4	15	.5	44	2.6	
Home duties.....	313	10, 593	26.0	289	21.1	643	29.4	937	29.8	1, 126	27.0	1, 335	31.0	1, 238	32.3	1, 027	21.8	1, 051	21.7	998	21.7	907	27.6	563	21.8	459	27.4	
Education.....	9	554	1.4									77	1.8	68	1.8	1	( <sup>1</sup> )	34	.7	110	2.4	126	3.9	100	3.7	38	2.3	
Religion.....	3	3	( <sup>2</sup> )																									
Rest.....	197	1, 802	4.4	66	4.8	76	3.5	87	2.8	133	3.2	204	4.7	212	5.5	228	4.8	206	4.3	148	3.2	181	5.5	173	6.5	89	5.3	
Recreation.....	236	2, 289	5.6	35	2.6	39	1.3	69	2.2	89	2.1	145	3.4	229	6.0	486	10.3	602	12.4	266	5.8	129	3.9	186	4.9	81	4.8	
Vacation.....	139	2, 353	5.8	6	.4	14	.6	21	.7	57	1.4	95	2.2	178	4.6	556	11.8	654	17.7	403	8.8	97	3.0	33	1.2	39	2.3	
Business.....	84	247	.6	12	.9	2	.1	15	.5	34	.8	12	.3	26	.7	18	.3	14	.3	18	.4	44	1.3	27	1.0	30	1.8	
Another job.....	20	1, 600	3.9	9	.7	25	1.1	101	3.2	192	4.6	200	4.6	204	5.3	192	4.1	182	3.8	216	4.7	175	5.3	74	2.8	50	1.8	
<b>Mill:</b>																												
Accident.....	16	229	.6	6	.4	10	.5	10	.8			9	.2			21	.4	54	1.1	44	1.0	58	1.8	19	4.4	5	.3	
No work.....	107	1, 226	3.0	148	10.8	122	5.6	90	2.9	128	3.1	123	2.9	100	2.6	53	1.1	87	1.8	137	3.0	66	2.0	105	3.7	72	4.3	
Let out.....	94	736	1.8	28	2.0	50	2.3	59	1.9	61	1.5	86	2.0	74	1.9	44	.9	56	1.2	48	1.0	58	1.8	115	4.4	58	3.5	
Shutdown.....	638	4, 678	11.5	85	6.2	39	1.8	43	1.4	1, 090	26.1	620	14.4	156	4.1	825	17.5	544	11.2	898	19.5	97	3.0	73	2.7	169	9.5	
Laid off.....	8	381	.9			23	1.1			11	.3	77	1.8	55	1.4	50	1.1	32	.7	27	.6	30	.9	55	2.1	20	1.2	
<b>General:</b>																												
Dispute.....	4	61	.1																									
Strike.....	2	10	( <sup>3</sup> )																									
Weather.....	7	24	.1	8	.6	12	.5	3	.1																			
Miscellaneous.....	9	329	.8	34	2.5	24	1.1	30	1.0	24	.6	34	.8	34	.9	40	.8	27	.6	25	.5	26	.8	28	.9	6	.4	

<sup>1</sup> Details aggregate more than total because many women appear in more than one group.

<sup>2</sup> Less than one-tenth of 1 per cent

TABLE XVII.—Causes of time lost during the year, 2,214 women reporting, by month—Continued

SOUTHERN MILLS

160 LOST TIME AND LABOR TURNOVER IN COTTON MILLS

Cause	Number of women reporting	Days lost by specified cause in—																										
		Entire year		January		February		March		April		May		June		July		August		September		October		November		December		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
All causes	1,072	66.881	100.0	2,546	100.0	3,372	100.0	4,781	100.0	4,715	100.0	5,385	100.0	5,323	100.0	5,987	100.0	6,602	100.0	5,674	100.0	5,119	100.0	3,927	100.0	2,950	100.0	
Per cent distribution	100.0		4.5		6.0		8.5		8.4		9.6		9.4		10.6		11.7		10.1		9.1		7.0		5.2			
Personal:																												
Illness of self	745	14,003	24.8	754	29.6	978	29.0	1,270	26.6	1,002	21.3	1,226	22.8	1,353	25.4	1,360	22.7	1,450	22.0	1,551	27.3	1,355	26.5	1,054	26.8	650	22.0	
Pregnancy and confinement	35	2,098	3.7	74	2.9	121	3.6	159	3.3	205	4.3	258	4.8	294	5.5	238	4.0	221	3.3	197	3.5	195	3.8	107	2.7	29	1.0	
Illness of others	411	5,790	10.3	339	13.3	470	13.9	655	13.7	456	9.7	478	8.9	491	9.2	502	8.4	520	7.9	597	10.5	646	12.6	366	9.3	270	9.2	
Accident	13	209	.4	14	.4	27	.6	64	1.4	6	.1	15	.3	17	.3	6	.1	31	.6	10	.2	10	.2	19	.6			
Death	70	359	.6	5	.2	34	1.0	34	.7	63	1.3	52	1.0	29	.5	28	.5	23	.3	23	.4	12	.2	21	.5	15	.5	
Marriage	21	195	.3	19	.6	4	.1	—	—	—	—	35	.6	30	.6	35	.6	33	.5	21	.4	11	.2	5	.1			
Home duties	347	8,663	15.4	321	12.6	479	14.2	728	15.2	799	16.9	1,001	18.6	1,028	19.3	923	15.4	896	13.4	779	13.7	699	13.7	584	14.9	436	14.8	
Education	8	419	.7	6	.2	12	.4	20	.4	16	.3	—	—	17	.3	25	.4	23	.3	95	1.7	85	1.7	90	2.3	30	1.0	
Religion	13	45	.1	2	.1	—	—	—	—	2	.0	7	.1	3	.1	—	—	12	.2	—	—	7	.1	15	.4			
Rest	239	3,129	5.5	116	4.6	139	4.1	206	4.3	160	3.4	285	5.3	385	7.2	384	6.4	458	6.9	415	7.3	265	5.2	190	4.8	128	4.3	
Recreation	251	2,102	3.7	36	1.4	70	2.1	137	2.9	96	2.0	150	2.8	197	3.7	355	5.9	529	8.0	180	3.2	140	2.7	145	3.7	67	2.3	
Vacation	37	423	.8	15	.6	2	.1	17	.4	14	.3	16	.3	61	1.1	78	1.3	106	1.6	68	1.2	39	.8	7	.2			
Business	106	862	.6	31	1.2	23	.7	47	1.0	22	.5	22	.4	15	.3	28	.5	44	.8	28	.5	28	.5	23	.6	47	1.6	
Another job	92	5,747	10.2	70	2.7	298	8.8	422	8.8	429	9.1	588	10.9	594	11.2	662	11.1	848	12.8	800	14.1	615	12.0	339	8.6	32	2.8	
Mill:																												
Accident	80	460	.8	12	.5	20	.6	57	1.2	21	.4	48	.9	26	.5	25	.4	85	1.3	38	.7	55	1.1	59	1.5	14	.5	
No work	155	1,422	2.5	75	2.9	105	3.1	128	2.9	124	2.6	181	3.4	140	2.6	146	2.4	103	1.6	141	2.5	131	2.1	83	2.1	65	2.2	
Penalty	53	137	.2	16	.6	10	.3	11	.2	6	.1	11	.2	17	.3	16	.3	12	.2	9	.2	10	.2	19	.5	10	.3	
Let out	317	4,108	7.3	252	9.9	237	7.0	361	7.6	398	8.4	433	8.0	314	5.9	299	5.0	308	4.7	361	6.4	408	7.9	467	11.9	275	9.3	
Shutdown	772	5,468	9.7	376	14.8	245	7.3	349	7.3	721	15.2	484	9.0	186	3.5	710	11.9	814	12.3	285	5.0	307	6.0	218	5.6	773	26.2	
Laid off	6	82	.1	—	—	—	—	4	.1	27	.6	8	.1	—	—	—	—	—	—	26	.5	—	—	17	.4			
General:																												
Dispute	82	674	1.2	20	.8	54	1.6	74	1.5	44	.9	32	.6	56	1.1	87	1.5	98	1.5	32	.6	65	1.3	91	2.3	21	.7	
Strike	4	42	.1	—	—	6	.2	12	.3	13	.3	—	—	8	.2	—	—	—	—	—	—	—	—	—	—	—	—	
Weather	80	142	.3	10	.4	10	.3	12	.3	2	( <sup>1</sup> )	13	.2	34	.6	20	.3	8	.1	3	.1	16	.3	2	.1	12	.4	
Miscellaneous	33	319	.6	16	.6	26	.8	47	1.0	31	.7	50	.9	30	.6	47	.8	27	.4	9	.2	4	.1	25	.6	7	.2	

<sup>1</sup> Details aggregate more than total because many women appear in more than one group.

<sup>2</sup> Less than one-tenth of 1 per cent.

TABLE XVIII.—Causes of time lost in the various departments during the year, 2,214 women reporting, by mills North and South

ALL MILLS

Cause	All departments		Carding department		Spinning department		Spooling department		Weaving department		Cloth department		Miscellaneous <sup>1</sup>	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Number of women reporting	2,214		277		707		389		567		157		117	
Days lost:														
Number	97,163		10,713		32,377		16,821		23,284		4,660		9,308	
Per cent distribution		100.0		11.0		33.8		17.3		24.0		4.8		9.6
Average per woman	43.9		88.7		45.8		43.2		41.1		29.7		79.6	
Days lost by—														
All causes	97,163	100.0	10,713	100.0	32,377	100.0	16,821	100.0	23,284	100.0	4,660	100.0	9,308	100.0
Personal causes:														
Illness of self	22,495	23.2	2,487	23.2	7,939	24.5	3,547	21.1	5,433	23.3	1,180	25.3	1,911	20.5
Pregnancy and confinement	3,140	3.2	163	1.5	1,420	4.4	465	2.8	581	2.5	179	3.8	332	3.6
Illness of others	9,292	9.6	1,373	12.8	2,688	8.3	1,286	7.6	2,669	11.5	351	7.5	925	9.9
Accident	283	.3	18	.2	120	.4	85	.5	51	.2	9	.2		
Death	585	.6	33	.3	109	.3	143	.9	168	.7	21	.5	111	1.2
Marriage	509	.5	82	.8	64	.2	150	.9	181	.8	46	1.0	6	.1
Home duties	19,256	19.8	1,962	18.5	4,725	14.6	3,606	21.4	6,165	26.5	974	21.0	1,802	19.4
Education	973	1.0	76	.7	372	1.1	53	.3	190	.8	232	5.0	50	.5
Religion	51	.1	2	( <sup>2</sup> )	6	( <sup>2</sup> )	19	.1	11	( <sup>2</sup> )	3	.1	10	.1
Rest	4,931	5.1	393	3.7	1,669	5.2	824	4.9	1,082	4.6	87	1.9	876	9.4
Recreation	4,391	4.5	423	3.9	1,506	4.7	950	5.6	982	4.2	277	6.1	246	2.6
Vacation	2,776	2.9	469	4.4	619	1.9	473	2.8	887	3.8	211	4.5	117	1.3
Business	609	.6	74	.7	144	.4	92	.5	204	.9	24	.5	71	.8
Another job	7,347	7.6	1,045	9.8	2,689	8.3	588	3.5	1,540	6.6	211	4.5	1,274	13.7
Mill causes:														
Accident	689	.7	108	1.0	95	.3	291	1.7	184	.8			11	.1
No work	2,648	2.7	419	3.9	951	2.9	635	3.8	223	1.0	132	2.8	288	3.1
Penalty	137	.1	38	.4	36	.1	9	.1	44	.2			10	.1
Let out	4,844	5.0	153	1.4	2,733	8.4	1,040	6.2	425	1.8	62	1.3	431	4.6
Shutdown	10,143	10.4	1,012	9.4	3,727	11.5	2,353	14.0	1,872	8.0	532	11.4	647	7.0
Laid off	463	.5			136	.4	87	.5	89	.4	82	1.8	69	.7
General causes:														
Dispute	735	.8	148	1.4	327	1.0	25	.1	114	.5	26	.6	97	1.0
Strike	52	.1	15	.1	37	.1								
Weather	166	.2	72	.7	35	.1	4	( <sup>2</sup> )	41	.2			14	.2
Miscellaneous	648	.7	130	1.2	232	.7	94	.6	168	.7	14	.3	10	.1

<sup>1</sup> Workers in more than one department.

<sup>2</sup> Less than one-tenth of 1 per cent.

TABLE XVIII.—Causes of time lost in the various departments during the year, 2,214 women reporting, by mills North and South—Con.

NORTHERN MILLS

Cause	All departments		Carding department		Spinning department		Spooling department		Weaving department		Cloth department		Miscellaneous 1	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Number of women reporting	1,142		185		365		127		294		86		15	
Days lost:														
Number	40,782		5,682		13,167		7,612		11,377		2,403		541	
Per cent distribution		100.0		13.9		32.3		18.7		27.9		5.9		1.3
Average per woman	35.7		30.7		36.1		38.6		38.7		27.9		36.1	
Days lost by—														
All causes	40,782	100.0	5,682	100.0	13,167	100.0	7,312	100.0	11,377	100.0	2,403	100.0	541	100.0
Personal causes:														
Illness of self	8,492	20.8	1,309	23.0	2,813	21.4	1,644	21.6	2,099	18.4	563	23.4	64	11.8
Pregnancy and confinement	1,042	2.6	136	2.4	370	2.8	220	2.9	156	1.4	160	6.7		
Illness of others	3,502	8.6	656	11.5	665	5.1	489	6.4	1,484	13.0	140	5.8	68	12.6
Accident	74	.2	18	.3	7	.1	19	.2	30	.3				
Death	246	.6	25	.4	55	.4	76	1.0	66	.6	4	.2	20	3.7
Marriage	314	.8	67	1.2	44	.3	81	1.1	78	.7	44	1.8		
Home duties	10,593	26.0	1,193	21.0	2,877	21.9	1,843	24.2	3,850	33.8	824	34.3	6	1.1
Education	554	1.4	76	1.3	349	2.7			79	.7			50	9.2
Religion	8	(?)							3	(?)				
Rest	1,802	4.4	220	3.9	752	5.7	234	3.1	533	4.7	52	2.2	11	2.0
Recreation	2,289	5.6	179	3.2	839	6.4	534	7.0	525	4.6	167	6.9	45	8.3
Vacation	2,353	5.8	454	8.0	568	4.3	313	4.1	788	6.9	151	6.3	79	14.6
Business	247	.6	30	.5	39	.3	15	.2	116	1.0	9	.4	38	7.0
Another job	1,600	3.9	229	4.0	820	6.2	247	3.2	286	2.5	6	.2	12	2.2
Mill causes:														
Accident	229	.6	48	.8	61	.5	49	.6	71	.6				
No work	1,226	3.0	269	4.7	417	3.2	363	4.8	101	.9	28	1.2	48	8.9
Let out	736	1.8	87	.7	429	3.3	186	2.4	80	.7	4	.2		
Shutdown	4,675	11.5	611	10.8	1,767	13.4	1,141	15.0	944	8.3	143	6.0	69	12.8
Laid off	381	.9			136	1.0	87	1.1	47	.4	82	3.4	29	5.4
General causes:														
Dispute	61	.1							35	.3	26	1.1		
Strike	10				10	.1								
Weather	24	.1	18	.3	5	(?)	1	(?)						
Miscellaneous	329	.8	107	1.9	144	1.1	70	.9	6	.1			2	.4

SOUTHERN MILLS

Number of women reporting	1,072		92		342		192		273		71		102	
Days lost:														
Number	56,381		5,061		19,210		9,209		11,907		2,257		8,767	
Per cent distribution	100.0		8.9		34.1		16.8		21.1		4.0		15.5	
Average per woman	52.6		54.7		56.2		48.0		43.6		31.8		86.0	
Days lost by—														
All causes	56,381	100.0	5,061	100.0	19,210	100.0	9,209	100.0	11,907	100.0	2,257	100.0	8,767	100.0
Personal causes:														
Illness of self	14,003	24.8	1,178	23.4	5,124	26.7	1,908	20.7	3,334	28.0	617	27.3	1,847	21.1
Pregnancy and confinement	2,098	3.7	27	.5	1,050	5.5	245	2.7	425	3.6	19	.8	332	3.8
Illness of others	5,790	10.3	717	14.3	2,023	10.5	797	8.7	1,185	10.0	211	9.3	857	9.8
Accident	209	.4			113	.6	66	.7	21	.2	9	.4		
Death	339	.6	8	.2	54	.3	67	.7	102	.9	17	.8	91	1.0
Marriage	195	.3	15	.3	20	.1	69	.7	83	.7	2	.1	6	.1
Home duties	8,663	15.4	780	15.7	1,848	9.6	1,785	19.2	2,315	19.4	150	6.6	1,796	20.5
Education	419	.7			23	.1	53	.6	111	.9	232	10.3		
Religion	48	.1	2	( <sup>1</sup> )	6	( <sup>1</sup> )	19	.2	8	.1	3	.1	10	.1
Rest	3,129	5.5	173	3.4	917	4.8	590	6.4	549	4.6	35	1.6	865	9.9
Recreation	2,102	3.7	244	4.8	667	3.5	416	4.5	457	3.8	117	5.2	201	2.3
Vacation	423	.8	15	.3	51	.3	160	1.7	99	.8	60	2.7	38	.4
Business	362	.6	44	.9	105	.5	77	.8	88	.7	15	.7	33	.4
Another job	5,747	10.2	816	16.2	1,869	9.7	841	3.7	1,254	10.5	205	9.1	1,262	14.4
Mill causes:														
Accident	460	.8	60	1.2	34	.2	242	2.6	113	.9			11	.1
No work	1,422	2.5	150	3.0	534	2.8	272	3.0	122	1.0	104	4.6	240	2.7
Penalty	137	.2	38	.8	36	.2	9	.1	44	.4			10	.1
Let out	4,108	7.3	116	2.3	2,304	12.0	854	9.3	345	2.9	58	2.6	431	4.9
Shutdown	5,468	9.7	401	8.0	1,980	10.2	1,212	13.2	928	7.8	389	17.2	578	6.6
Laid off	82	.1							42	.4			40	.5
General causes:														
Dispute	674	1.2	146	2.9	327	1.7	25	.3	79	.7			97	1.1
Strike	42	.1	15	.3	27	.1								
Weather	142	.3	54	1.1	30	.2	3	( <sup>1</sup> )	41	.3			14	.2
Miscellaneous	319	.6	23	.5	88	.5	24	.3	162	1.4	14	.6	8	.1

<sup>1</sup> Workers in more than one department.

<sup>1</sup> Less than one-tenth of 1 per cent.

TABLE XIX.—Time lost in relation to age, 2,210 women reporting, by mill department

ALL DEPARTMENTS										
Item	All women	Women whose age was—								
		Under 16 years	16 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over	
Number of women reporting.....	2,210	98	534	460	307	393	284	99	35	
Possible working days <sup>1</sup> —										
Number.....	493,201	13,994	112,625	103,286	67,662	92,648	68,241	26,100	8,645	
Per cent distribution.....	100.0	2.8	22.8	20.9	13.7	18.8	13.8	5.3	1.8	
Average per woman.....	223.2	142.8	210.9	224.5	220.4	235.7	240.3	263.6	247.0	
Days lost—										
Number.....	100,327	2,769	19,169	22,696	14,399	21,500	13,360	5,064	1,320	
Per cent distribution.....	100.0	2.8	19.1	22.6	14.4	21.4	13.3	5.1	1.3	
Average per woman.....	45.4	28.3	35.9	49.3	46.9	54.7	47.1	51.4	37.7	
Per cent of possible working days.....	20.3	19.8	17.0	22.0	21.3	23.2	19.6	19.5	15.3	
CARDING DEPARTMENT										
Number of women reporting.....	277	8	55	44	42	65	42	14	7	
Possible working days <sup>1</sup> —										
Number.....	63,363	980	12,253	10,482	9,773	15,239	9,488	3,735	1,413	
Per cent distribution.....	100.0	1.5	19.3	16.5	15.4	24.1	15.0	5.9	2.2	
Average per woman.....	228.7	122.5	222.8	238.2	232.7	234.4	225.9	266.8	201.9	
Days lost—										
Number.....	11,206	194	1,780	1,684	1,686	3,275	1,766	598	243	
Per cent distribution.....	100.0	1.7	15.7	15.0	15.0	29.2	15.8	5.3	2.2	
Average per woman.....	40.5	24.3	32.0	38.3	40.1	50.4	42.0	42.7	34.7	
Per cent of possible working days.....	17.7	19.8	14.4	16.1	17.3	21.5	18.6	16.0	17.2	
SPINNING DEPARTMENT										
Number of women reporting.....	706	42	227	192	106	87	44	8		
Possible working days <sup>1</sup> —										
Number.....	150,815	7,259	48,013	41,193	22,857	19,459	10,036	1,998		
Per cent distribution.....	100.0	4.8	31.8	27.3	15.2	12.9	6.7	1.3		
Average per woman.....	213.6	172.8	211.5	214.5	215.6	223.7	228.1	249.8		
Days lost—										
Number.....	33,734	1,542	9,205	10,326	5,601	4,513	2,080	407		
Per cent distribution.....	100.0	4.6	27.3	30.6	16.6	13.4	6.2	1.4		
Average per woman.....	47.8	36.7	40.6	53.8	52.8	51.9	47.3	58.4		
Per cent of possible working days.....	22.4	21.2	19.2	25.1	24.5	23.2	20.7	23.4		
SPOOLING DEPARTMENT										
Number of women reporting.....	339	15	74	83	50	86	57	17	7	
Possible working days <sup>1</sup> —										
Number.....	87,643	1,911	15,785	18,827	10,744	19,913	14,220	4,222	2,021	
Per cent distribution.....	100.0	2.2	18.0	21.5	12.3	22.7	16.2	4.8	2.3	
Average per woman.....	225.3	127.4	213.3	226.8	214.9	231.5	249.5	248.4	288.7	
Days lost—										
Number.....	17,425	236	2,475	3,838	2,045	4,626	2,993	791	421	
Per cent distribution.....	100.0	1.4	14.2	22.0	11.7	26.5	17.2	4.5	2.4	
Average per woman.....	44.8	15.7	33.4	46.2	40.9	53.8	52.5	46.5	60.1	
Per cent of possible working days.....	19.9	12.3	15.7	20.4	19.0	23.2	21.0	18.7	20.8	
WEAVING DEPARTMENT										
Number of women reporting.....	565	21	96	93	65	115	109	50	16	
Possible working days <sup>1</sup> —										
Number.....	130,438	2,365	19,666	21,357	14,484	28,357	26,876	13,292	4,041	
Per cent distribution.....	100.0	1.8	15.1	16.4	11.1	21.7	20.6	10.2	3.1	
Average per woman.....	230.9	112.6	204.9	229.6	222.8	246.6	246.6	265.8	252.6	
Days lost—										
Number.....	23,626	486	2,780	3,774	2,430	6,197	4,719	2,771	469	
Per cent distribution.....	100.0	2.1	11.8	16.0	10.3	26.2	20.0	11.7	2.0	
Average per woman.....	41.8	23.1	29.0	40.6	37.4	53.9	43.3	55.4	29.3	
Per cent of possible working days.....	18.1	20.5	14.1	17.7	16.8	21.9	17.6	20.8	11.6	

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.



TABLE XIX.—Time lost in relation to age, 2,210 women reporting, by mill department—Continued

CLOTH DEPARTMENT

Item	All women	Women whose age was—							
		Under 16 years	16 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over
Number of women reporting.....	156	7	56	27	22	16	17	9	2
Possible working days <sup>1</sup> —									
Number.....	34,378	946	11,885	6,345	4,454	3,359	4,396	2,574	419
Per cent distribution.....	100.0	2.8	34.6	18.5	13.0	9.8	12.8	7.5	1.2
Average per woman.....	220.4	135.1	212.2	235.0	202.5	209.9	258.6	286.0	209.5
Days lost—									
Number.....	4,766	135	1,425	717	942	541	617	345	44
Per cent distribution.....	100.0	2.8	29.9	15.0	19.8	11.4	12.9	7.2	.9
Average per woman.....	30.6	19.3	25.4	26.6	42.8	33.8	36.3	38.3	22.0
Per cent of possible working days.....	13.9	14.3	12.0	11.3	21.1	16.1	14.0	13.4	10.5

MISCELLANEOUS<sup>2</sup>

Number of women reporting.....	117	5	26	21	22	24	15	1	3
Possible working days <sup>1</sup> —									
Number.....	26,564	533	5,023	5,082	5,350	6,321	3,225	279	751
Per cent distribution.....	100.0	2.0	18.9	19.1	20.1	23.9	12.1	1.1	2.8
Average per woman.....	227.0	106.6	193.2	242.0	243.2	263.4	215.0	279.0	250.3
Days lost—									
Number.....	9,570	176	1,524	2,357	1,695	2,348	1,215	112	143
Per cent distribution.....	100.0	1.8	15.9	24.6	17.7	24.5	12.7	1.2	1.5
Average per woman.....	81.8	35.2	58.6	112.2	77.1	97.8	81.0	112.0	47.7
Per cent of possible working days.....	36.0	33.0	30.3	46.4	31.7	37.1	37.7	40.1	19.0

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> Workers in more than one department.

TABLE XX.—Time lost in relation to conjugal condition, 2,211 women reporting, by mill department

ALL DEPARTMENTS

Item	All women	Women who were—		
		Single	Married	Widowed, separated, or divorced
Number of women reporting.....	2,211	1,065	846	300
Possible working days <sup>1</sup> —				
Number.....	493,619	241,839	180,036	71,644
Per cent distribution.....	100.0	49.0	36.5	14.5
Average per woman.....	223.2	227.2	212.8	238.8
Days lost—				
Number.....	100,220	36,274	50,269	13,677
Per cent distribution.....	100.0	36.2	50.2	13.6
Average per woman.....	45.3	34.1	59.4	45.6
Per cent of possible working days.....	20.3	15.0	27.9	19.1

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

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TABLE XX.—Time lost in relation to conjugal condition, 2,211 women reporting, by mill department—Continued

CARDING DEPARTMENT

Item	All women	Women who were—		
		Single	Married	Widowed, separated, or divorced
Number of women reporting .....	277	120	112	45
Possible working days <sup>1</sup> —				
Number .....	63,363	27,821	23,611	11,931
Per cent distribution .....	100.0	43.9	37.3	18.8
Average per woman .....	228.7	231.8	210.8	265.1
Days lost—				
Number .....	11,206	3,560	5,424	2,222
Per cent distribution .....	100.0	31.8	48.4	19.8
Average per woman .....	40.5	29.7	48.4	49.4
Per cent of possible working days .....	17.7	12.8	23.0	18.6

SPINNING DEPARTMENT

Number of women reporting .....	705	384	239	82
Possible working days <sup>1</sup> —				
Number .....	150,548	86,469	46,766	17,313
Per cent distribution .....	100.0	57.4	31.1	11.5
Average per woman .....	213.5	225.2	195.7	211.1
Days lost—				
Number .....	33,535	14,660	14,528	4,347
Per cent distribution .....	100.0	43.7	43.3	13.0
Average per woman .....	47.6	38.2	60.8	53.0
Per cent of possible working days .....	22.3	17.0	31.1	25.1

SPOOLING DEPARTMENT

Number of women reporting .....	389	189	147	53
Possible working days <sup>1</sup> —				
Number .....	87,643	43,967	31,090	12,586
Per cent distribution .....	100.0	50.2	35.5	14.4
Average per woman .....	225.3	232.6	211.5	237.5
Days lost—				
Number .....	17,425	5,920	9,258	2,247
Per cent distribution .....	100.0	34.0	53.1	12.9
Average per woman .....	44.8	31.3	63.0	42.4
Per cent of possible working days .....	19.9	13.5	29.8	17.9

WEAVING DEPARTMENT

Number of women reporting .....	566	238	236	92
Possible working days <sup>1</sup> —				
Number .....	130,903	54,390	53,220	23,293
Per cent distribution .....	100.0	41.5	40.7	17.8
Average per woman .....	231.3	228.5	225.5	361.9
Days lost—				
Number .....	23,696	7,474	12,786	3,436
Per cent distribution .....	100.0	31.5	54.0	14.5
Average per woman .....	41.9	31.4	54.2	37.3
Per cent of possible working days .....	18.1	13.7	24.0	10.3

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

TABLE XX.—Time lost in relation to conjugal condition, 2,211 women reporting, by mill department—Continued

## CLOTH DEPARTMENT

Item	All women	Women who were—		
		Single	Married	Widowed, separated, or divorced
Number of women reporting.....	157	91	56	10
Possible working days <sup>1</sup> —				
Number.....	24,588	20,475	11,893	2,230
Per cent distribution.....	100.0	59.2	34.4	6.4
Average per woman.....	230.4	225.0	212.4	223.0
Days lost—				
Number.....	4,788	2,150	2,242	295
Per cent distribution.....	100.0	44.9	48.9	6.2
Average per woman.....	30.5	23.6	41.8	29.5
Per cent of possible working days.....	13.8	10.5	19.7	13.2

MISCELLANEOUS <sup>2</sup>

Number of women reporting.....	117	43	56	18
Possible working days <sup>1</sup> —				
Number.....	26,564	8,817	13,456	4,291
Per cent distribution.....	100.0	33.2	50.7	16.2
Average per woman.....	227.0	205.0	240.3	238.4
Days lost—				
Number.....	9,570	2,510	5,930	1,130
Per cent distribution.....	100.0	26.2	62.0	11.8
Average per woman.....	81.8	58.4	105.9	62.8
Per cent of possible working days.....	36.0	28.5	44.1	26.3

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> Workers in more than one department.

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TABLE XXI.—Time lost in relation to living condition, 2,208 women reporting, by mills North and South

ALL MILLS

Item	All women	Women living—		
		At home	With relatives	Adrift
Number of women reporting.....	2,208	2,078	47	83
Per cent distribution.....	100.0	94.1	2.1	3.8
Possible working days 1—				
Number.....	493,006	465,638	8,867	18,501
Per cent distribution.....	100.0	94.4	1.8	3.8
Average per woman.....	223.3	224.1	188.7	222.9
Days lost—				
Number.....	99,957	95,144	1,375	3,438
Per cent distribution.....	100.0	95.2	1.4	3.4
Average per woman.....	45.3	45.8	29.3	41.4
Per cent of possible working days.....	20.3	20.4	15.5	18.6

NORTHERN MILLS

Number of women reporting.....	1,140	1,070	28	42
Per cent distribution.....	100.0	93.9	2.5	3.7
Possible working days 1—				
Number.....	264,117	248,429	5,244	10,444
Per cent distribution.....	100.0	94.1	2.0	4.0
Average per woman.....	231.7	232.2	187.3	248.7
Days lost—				
Number.....	41,933	40,004	573	1,356
Per cent distribution.....	100.0	95.4	1.4	3.2
Average per woman.....	36.8	37.4	20.5	32.3
Per cent of possible working days.....	15.9	16.1	10.9	13.0

SOUTHERN MILLS

Number of women reporting.....	1,068	1,008	19	41
Per cent distribution.....	100.0	94.4	1.8	3.8
Possible working days 1—				
Number.....	228,889	217,209	3,623	8,057
Per cent distribution.....	100.0	94.9	1.6	3.5
Average per woman.....	214.3	215.5	190.7	198.5
Days lost—				
Number.....	58,024	55,140	802	2,082
Per cent distribution.....	100.0	95.0	1.4	3.6
Average per woman.....	54.3	54.7	42.2	50.8
Per cent of possible working days.....	25.4	25.4	22.1	25.8

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

TABLE XXII.—Time lost in relation to number of wage earners in family, 2,182 women reporting, by mills North and South

## ALL MILLS

Wage earners in family	Number of women reporting	Possible working days <sup>1</sup>		Days lost		
		Number	Average per woman	Number	Average per woman	Per cent of possible working days
All families.....	2,182	487,708	223.5	98,958	45.4	20.3
Families with—						
1 wage earner.....	206	47,977	232.9	7,643	37.1	15.9
2 wage earners.....	909	196,999	216.7	46,041	50.7	23.4
3 wage earners.....	556	121,317	218.2	22,503	40.5	18.5
4 wage earners.....	311	73,047	234.9	13,708	44.1	18.8
5 wage earners.....	135	33,235	246.2	6,066	44.9	18.3
6 wage earners.....	47	10,219	217.4	2,270	48.3	22.2
7 wage earners.....	13	3,626	278.9	660	50.8	18.2
8 wage earners.....	4	985	246.3	51	12.8	5.2
9 wage earners.....	1	303	303.3	16	16.0	5.3

## NORTHERN MILLS

All families.....	1,127	260,905	231.5	41,466	36.8	15.9
Families with—						
1 wage earner.....	90	22,513	250.1	2,849	31.7	12.6
2 wage earners.....	455	100,150	220.1	18,907	41.6	18.9
3 wage earners.....	292	67,274	230.4	9,516	32.6	14.1
4 wage earners.....	162	39,953	246.6	5,807	35.8	14.5
5 wage earners.....	85	21,734	255.7	2,934	34.5	13.5
6 wage earners.....	32	6,359	198.7	1,304	40.8	20.5
7 wage earners.....	6	1,634	272.3	82	13.7	5.0
8 wage earners.....	4	985	246.3	51	12.8	5.2
9 wage earners.....	1	303	303.0	16	16.0	5.3

## SOUTHERN MILLS

All families.....	1,055	226,803	215.0	57,492	54.5	25.3
Families with—						
1 wage earner.....	116	25,464	219.5	4,794	41.3	18.8
2 wage earners.....	454	96,849	213.3	27,134	50.8	28.0
3 wage earners.....	284	54,043	204.7	12,987	49.2	24.0
4 wage earners.....	149	33,094	222.1	7,901	53.0	23.9
5 wage earners.....	50	11,501	230.0	3,132	62.6	27.2
6 wage earners.....	15	3,860	257.3	966	64.4	25.0
7 wage earners.....	7	1,992	284.6	378	82.6	29.0

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

TABLE XXIII.—Absences of three months or more from cotton-mill work during over-all period of cotton-mill employment, 2,303 women reporting, by mills North and South

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LOST TIME AND LABOR TURNOVER IN COTTON MILLS

ALL MILLS

Over-all time in cotton-mill employment 1	Number of women reporting	Number of women with no absences of 3 months or more	Number of women whose absences of three months or more from mill work during over-all cotton-mill employment aggregated—									
			3 and under 6 months	6 months and under 1 year	1 and under 2 years	2 and under 3 years	3 and under 4 years	4 and under 5 years	5 and under 10 years	10 and under 15 years	15 and under 20 years	20 years and over
Total.....	2,303	902	156	176	232	176	98	76	241	131	80	35
Per cent distribution.....	100.0	39.2	6.8	7.6	10.1	7.6	4.3	3.3	10.5	5.7	3.5	1.5
3 years and under.....	664	541	44	46	25	8						
Over 3 and including 5 years.....	267	123	30	35	45	19						
Over 5 and including 10 years.....	413	147	44	38	59	56	11	4				
Over 10 and including 15 years.....	253	43	16	15	47	41	16	19	48	8		
Over 15 and including 20 years.....	201	24	3	12	22	19	12	54	28		5	
Over 20 and including 25 years.....	176	8	6	13	8	12	9	11	48	35	25	1
Over 25 and including 30 years.....	131	5	4	7	11	10	8	5	26	21	20	14
Over 30 and including 35 years.....	101	4	3	5	7	6	3	3	22	20	19	9
Over 35 and including 40 years.....	51	3	2	2	5	1	5	4	7	11	7	4
Over 40 years.....	46	4	4	3	3	1	4	2	6	8	4	7

NORTHERN MILLS

Total.....	1,242	518	78	93	120	73	47	31	138	73	50	21
Per cent distribution.....	100.0	41.7	6.3	7.5	9.7	5.9	3.8	2.5	11.1	5.9	4.0	1.7
3 years and under.....	324	266	18	27	10	3						
Over 3 and including 5 years.....	137	78	12	15	20	7						
Over 5 and including 10 years.....	220	103	19	18	30	19	4	1				
Over 10 and including 15 years.....	143	31	11	10	27	20	5	5	16			
Over 15 and including 20 years.....	105	19	2	5	13	7	9	2	24	5		
Over 20 and including 25 years.....	89	8	4	7	3	3	5	3	31	13	4	
Over 25 and including 30 years.....	77	4	4	3	4	7	5	4	27	17	12	
Over 30 and including 35 years.....	71	3	2	4	7	5	2	1	15	11	13	7
Over 35 and including 40 years.....	39	2	2	1	4	1	4	3	13	14	13	7
Over 40 years.....	37	4	4	3	2	1	3	2	6	5	5	3

SOUTHERN MILLS

Total	1,061	384	78	83	112	103	51	45	103	58	30	14
Per cent distribution	100.0	36.2	7.4	7.8	10.6	9.7	4.8	4.2	9.7	5.5	2.8	1.3
8 years and under	340	275	26	19	15	5						
Over 8 and including 5 years	130	45	18	20	25	12	7	3				
Over 5 and including 10 years	198	44	25	20	29	27	13	11	14			
Over 10 and including 15 years	110	12	5	5	20	21	11	9	24	3		
Over 15 and including 20 years	95	5	1	7	9	15	10	10	23	15	1	
Over 20 and including 25 years	87		2	6	5	9	4	8	21	18	13	1
Over 25 and including 30 years	64	1		4	7	3	3	1	11	10	7	7
Over 30 and including 35 years	30	1	1	1		1	1	2	9	6	6	2
Over 35 and including 40 years	12	1		1			1	1	1	3	2	1
Over 40 years	9				1		1			3	1	3

<sup>1</sup> Entire time from first cotton-mill work to date of survey, regardless of absences.

TABLE XXIV.—Causes of absence from cotton-mill work during over-all period of cotton-mill employment, 2,278 women reporting, by mills North and South

ALL MILLS

Over-all time in cotton-mill employment <sup>1</sup>	Number of women reporting complete data	Number of women who lost three months or more	Aggregate lost time (months)	Percentage of aggregate lost time due to—																			
				Personal causes										Mill causes				General causes					
				Total	Illness of self	Pregnancy and confinement	Illness of others	Home duties	Another job	Change of residence	Left for farm or country	Education	Recreation	Other personal	Total	No work	Low wages	Accident in mill	Total	Disrupt or strike	Child labor law	Weather	Other general
Total.....	2,278	1,376	77,439.8	95.6	3.5	20.8	1.5	51.0	10.7	1.0	4.9	0.9	1.4	(?)	2.5	1.9	0.2	0.4	1.9	(?)	0.1	(?)	1.7
3 years and under.....	663	122	1,040.5	89.4	11.7	8.9	2.5	24.5	15.5	.3	1.7	21.6	2.3	0.3	7.2	6.8	.....	.4	3.4	0.3	.6	.....	2.5
Over 3 and including 5 years.....	266	143	2,157.8	91.4	5.9	13.0	3.2	30.1	26.6	.6	7.1	2.9	2.0	.....	5.9	5.7	.....	.2	2.7	.....	2.2	.....	.6
Over 5 and including 10 years.....	409	262	6,467.5	94.3	7.5	19.9	2.5	39.8	11.6	.5	9.3	1.6	1.5	.....	2.6	1.3	1.1	.2	3.0	.....	.4	0.1	2.5
Over 10 and including 15 years.....	248	205	7,957.0	94.8	3.3	33.2	1.0	35.5	11.9	1.7	6.6	1.0	.8	.....	2.0	2.0	.....	.3	2.2	(?)	.4	.....	2.8
Over 15 and including 20 years.....	200	176	11,558.0	96.3	3.9	22.1	1.1	53.7	9.3	.8	3.7	.4	1.2	.1	1.8	1.7	.....	.1	1.9	.1	(?)	.....	1.8
Over 20 and including 25 years.....	171	163	14,533.5	94.7	1.6	20.3	.4	55.3	10.2	.3	4.4	.5	1.7	.1	3.3	2.9	.3	.1	2.0	.1	.....	.....	1.9
Over 25 and including 30 years.....	123	123	13,227.5	96.8	2.9	15.7	1.6	64.4	6.6	1.4	5.5	.2	.6	(?)	.9	.9	.....	(?)	3.0	.3	.....	.....	.3
Over 30 and including 35 years.....	98	94	11,006.0	96.9	3.6	24.7	1.0	51.0	10.6	.....	4.7	.1	1.2	.....	3.0	.7	.....	2.3	.1	.....	.....	.....	.1
Over 35 and including 40 years.....	50	47	4,968.0	90.7	1.4	10.4	2.5	59.6	11.8	.....	.7	.....	.....	.1	4.2	4.6	.....	.3	4.6	.2	.....	.1	4.3
Over 40 years.....	45	41	4,522.0	96.7	3.7	22.5	3.6	40.9	14.9	5.2	3.2	.4	.2	.1	.5	.4	.....	.2	2.8	.....	.....	.....	2.8

NORTHERN MILLS

Total.....	1,228	710	42,818.1	97.1	3.7	22.3	2.0	54.3	10.3	1.3	1.4	0.7	1.1	0.1	1.9	1.0	0.3	0.7	1.0	(?)	0.1	(?)	0.9
3 years and under.....	324	58	494.0	86.1	9.1	1.4	1.7	28.4	16.4	.6	2.4	23.6	1.8	.6	11.6	10.8	.....	.8	2.2	.....	.....	.....	2.2
Over 3 and including 5 years.....	137	59	849.8	86.6	4.6	9.7	2.1	37.0	27.6	1.4	1.5	1.9	.7	.....	10.2	10.2	.....	.4	3.2	.....	1.8	.....	1.4
Over 5 and including 10 years.....	218	115	2,854.0	93.5	8.7	21.2	4.6	40.5	13.4	.1	2.6	1.5	1.5	.....	5.1	2.2	2.5	.4	1.4	.....	.5	.1	.8
Over 10 and including 15 years.....	141	110	4,103.0	98.4	3.7	38.0	.1	35.2	15.1	1.1	2.9	1.1	1.2	.....	.7	.7	.....	.9	.9	.1	.2	.....	.7
Over 15 and including 20 years.....	105	86	6,256.8	99.0	3.8	24.9	1.0	57.8	9.4	.8	.....	.....	1.1	.2	.4	.3	.....	.1	.6	.1	.....	.....	.5
Over 20 and including 25 years.....	85	77	6,672.5	99.0	2.2	28.1	.4	58.8	8.0	.6	.....	.....	.7	.2	1.0	.3	.7	.....	.2	.....	.....	.....	.3
Over 25 and including 30 years.....	76	72	7,722.5	99.5	3.5	13.5	2.4	67.4	9.1	2.4	.....	.2	.4	(?)	.4	.4	.....	.2	.....	.....	.....	.....	.3
Over 30 and including 35 years.....	68	65	7,451.5	95.4	3.2	26.9	1.5	53.3	6.1	.....	3.5	.2	.8	.....	4.5	1.0	.....	3.4	.1	.....	.....	.....	.1
Over 35 and including 40 years.....	38	36	3,588.0	96.3	1.9	12.8	3.3	61.0	14.4	.....	1.0	.....	.....	.....	.6	.6	.....	.4	4.1	.....	.....	.....	4.0
Over 40 years.....	36	32	2,826.0	94.9	5.5	13.2	5.8	44.9	9.8	8.3	3.2	.7	3.5	.1	.6	.6	.....	.2	4.5	.....	.....	.....	4.5



SOUTHERN MILLS

Total.....	1,050	666	34,621.8	93.9	3.2	19.0	0.8	46.9	11.2	0.8	9.2	1.1	1.9	(*)	3.2	3.1	0.1	2.9	0.1	0.2	2.6	
3 years and under.....	339	64	546.5	92.4	14.1	15.7	3.3	21.0	14.7	-----	1.1	19.8	2.7	-----	3.1	3.1	-----	4.5	.5	1.1	-----	2.8
Over 3 and including 5 years.....	129	84	1,308.0	94.5	6.7	15.1	4.0	25.6	26.0	-----	10.8	3.5	2.5	-----	3.1	2.7	-----	.4	2.4	-----	2.4	-----
Over 5 and including 10 years.....	191	147	3,613.5	95.0	6.7	18.9	.9	39.2	10.2	.8	15.2	1.8	1.4	-----	.7	.6	-----	.1	4.3	-----	.4	-----
Over 10 and including 15 years.....	107	95	3,854.0	91.1	2.9	25.2	1.8	35.9	8.5	2.4	10.3	.9	.3	-----	3.3	3.3	-----	-----	5.6	-----	.6	-----
Over 15 and including 20 years.....	95	90	5,301.2	93.1	4.1	18.7	1.2	48.9	9.1	.8	8.1	.9	1.2	-----	3.5	3.5	-----	-----	3.5	.1	-----	3.3
Over 20 and including 25 years.....	86	86	7,861.0	91.0	1.2	13.6	.4	52.3	12.0	-----	8.1	1.0	2.5	-----	5.3	5.2	-----	.1	3.7	.1	-----	3.6
Over 25 and including 30 years.....	52	51	5,505.0	97.9	2.1	18.7	.3	60.1	3.0	-----	12.9	-----	.7	-----	1.7	1.6	-----	.1	.4	-----	-----	.4
Over 30 and including 35 years.....	30	29	3,556.5	100.0	4.3	20.3	.1	46.1	20.0	-----	7.1	-----	2.2	-----	-----	-----	-----	-----	-----	-----	-----	-----
Over 35 and including 40 years.....	12	11	1,380.0	78.9	.2	4.1	.2	55.9	5.2	-----	-----	-----	13.0	.2	15.0	15.0	-----	-----	6.1	.9	-----	5.2
Over 40 years.....	9	.9	1,696.0	99.6	.6	35.0	-----	34.3	28.6	-----	3.2	-----	-----	-----	.4	-----	-----	.4	-----	-----	-----	-----

\* Entire time from first cotton-mill work to date of survey, regardless of absences.

† Less than one-tenth of 1 per cent.

174 LOST TIME AND LABOR TURNOVER IN COTTON MILLS

TABLE XXV.—Time lost during the year in relation to time actually worked during over-all period of cotton-mill employment, 2,169 women reporting, by mill department

Item	All departments	Carding department	Spinning department	Spooling department	Weaving department	Cloth department	Miscellaneous <sup>1</sup>
Total number of women reporting.....	2,169	274	694	379	552	155	115
Possible working days <sup>2</sup> —							
Number.....	486,459	62,907	148,732	85,820	128,636	34,204	26,160
Average per woman.....	224.3	229.6	214.3	228.4	233.0	220.7	227.5
Days lost—							
Number.....	97,832	11,042	32,960	16,842	22,976	4,715	9,307
Per cent of possible working days.....	20.1	17.6	22.2	19.6	17.9	13.8	35.6
Average per woman.....	45.1	40.3	47.5	44.4	41.6	30.4	80.9
Less than 1 year actually worked:							
Number of women reporting.....	299	28	98	56	76	28	13
Possible working days <sup>2</sup> —							
Number.....	36,668	3,066	13,064	6,787	8,994	3,337	1,430
Average per woman.....	122.6	109.5	133.2	121.2	118.3	119.2	110.0
Days lost—							
Number.....	8,072	651	3,293	1,113	2,077	510	428
Per cent of possible working days.....	22.0	21.2	25.2	16.4	23.1	15.3	29.9
Average per woman.....	27.0	23.3	33.6	19.9	27.3	18.2	32.9
1 and under 2 years actually worked:							
Number of women reporting.....	150	16	53	31	25	21	4
Possible working days <sup>2</sup> —							
Number.....	34,741	3,599	12,623	7,400	5,995	4,268	856
Average per woman.....	231.6	224.9	238.2	238.7	239.8	203.2	214.0
Days lost—							
Number.....	6,418	677	2,487	1,513	857	573	311
Per cent of possible working days.....	18.5	18.8	19.7	20.4	14.3	13.4	36.3
Average per woman.....	42.8	42.3	46.9	48.8	34.3	27.3	77.8
2 and under 3 years actually worked:							
Number of women reporting.....	204	18	72	33	47	21	13
Possible working days <sup>2</sup> —							
Number.....	49,594	4,759	16,339	8,045	12,099	5,539	2,812
Average per woman.....	243.1	264.4	226.9	243.8	257.4	263.8	216.4
Days lost—							
Number.....	8,573	625	2,911	1,255	1,947	878	957
Per cent of possible working days.....	17.3	13.1	17.8	15.6	16.1	15.9	34.0
Average per woman.....	42.0	34.7	40.4	38.0	41.4	41.8	73.6
3 and under 4 years actually worked:							
Number of women reporting.....	176	23	71	25	32	19	6
Possible working days <sup>2</sup> —							
Number.....	40,849	5,306	16,270	5,587	7,894	4,645	1,147
Average per woman.....	232.1	230.7	229.2	223.5	246.7	244.5	191.2
Days lost—							
Number.....	8,009	854	3,433	1,248	1,601	589	284
Per cent of possible working days.....	19.6	16.1	21.1	22.3	20.3	12.7	24.6
Average per woman.....	45.5	37.1	48.4	49.9	50.0	31.0	47.3
4 and under 5 years actually worked:							
Number of women reporting.....	147	19	52	28	25	11	12
Possible working days <sup>2</sup> —							
Number.....	35,675	4,965	13,026	6,585	5,868	2,338	2,873
Average per woman.....	242.7	262.4	250.5	235.2	234.7	212.5	239.4
Days lost—							
Number.....	6,648	578	2,656	1,046	990	390	988
Per cent of possible working days.....	18.6	11.6	20.4	15.9	16.9	16.7	34.4
Average per woman.....	45.2	30.4	51.1	37.4	39.6	35.5	82.3
5 and under 10 years actually worked:							
Number of women reporting.....	486	71	165	77	115	28	30
Possible working days <sup>2</sup> —							
Number.....	113,517	16,677	35,424	19,012	28,089	6,695	7,670
Average per woman.....	233.6	234.9	214.7	248.9	243.8	239.1	255.7
Days lost—							
Number.....	24,474	3,237	8,693	3,944	4,889	820	2,891
Per cent of possible working days.....	21.6	19.4	24.5	20.7	17.4	12.2	37.7
Average per woman.....	50.4	45.6	52.7	51.2	42.5	29.3	93.4

<sup>1</sup> Workers in more than one department.

<sup>2</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

TABLE XXV.—Time lost during the year in relation to time actually worked during over-all period of cotton-mill employment, 2,169 women reporting, by mill department—Continued

Item	All departments	Carding department	Spinning department	Spooling department	Weaving department	Cloth department	Miscellaneous <sup>1</sup>
<b>10 and under 15 years actually worked:</b>							
Number of women reporting.....	270	39	91	50	65	12	13
Possible working days <sup>2</sup> —							
Number.....	63,750	9,968	19,453	12,434	15,199	3,141	3,555
Average per woman.....	236.1	255.6	213.8	248.7	233.8	261.8	273.5
Days lost—							
Number.....	14,113	1,621	5,049	2,719	2,754	445	1,525
Per cent of possible working days.....	22.1	16.3	26.0	21.9	18.1	14.2	42.9
Average per woman.....	52.3	41.6	55.5	54.4	42.4	37.1	117.3
<b>15 and under 20 years actually worked:</b>							
Number of women reporting.....	182	28	51	29	58	4	12
Possible working days <sup>2</sup> —							
Number.....	44,299	6,712	12,292	6,691	14,876	1,122	2,596
Average per woman.....	243.3	239.7	241.0	230.7	256.5	280.5	216.3
Days lost—							
Number.....	9,297	1,559	2,337	1,627	3,049	93	632
Per cent of possible working days.....	21.0	23.2	19.0	24.3	20.5	8.3	24.3
Average per woman.....	51.1	55.7	45.8	56.1	52.6	23.3	52.7
<b>20 years and over actually worked:</b>							
Number of women reporting.....	255	32	41	50	109	11	12
Possible working days <sup>2</sup> —							
Number.....	67,376	7,835	10,251	13,279	29,672	3,119	3,220
Average per woman.....	264.2	244.8	250.0	265.6	272.2	283.5	268.3
Days lost—							
Number.....	12,228	1,240	2,091	2,377	4,812	417	1,291
Per cent of possible working days.....	18.1	15.8	20.4	17.9	16.2	13.4	40.1
Average per woman.....	48.0	38.8	51.0	47.5	44.1	37.9	107.6

<sup>1</sup> Workers in more than one department.<sup>2</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

TABLE XXVI.—Time lost during the year in relation to length of actual employment in present mill, 2,110 women reporting, by individual mill North and South

Service in present mill	ALL MILLS			NORTHERN MILLS														
	Number of women reporting	Days lost		Total			Mill No. 1			Mill No. 2		Mill No. 3		Mill No. 4				
		Number	Per cent of possible working days	Number of women reporting	Days lost		Number of women reporting	Days lost		Number of women reporting	Days lost		Number of women reporting	Days lost				
					Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days	Number	Per cent of possible working days	
Total.....	2,110	93,608	19.8	1,132	41,327	14.5	98	4,648	20.2	154	7,870	24.1	143	4,371	12.1	129	2,820	11.0
Under 1 year.....	490	15,581	24.3	223	6,148	20.7	29	848	20.5	27	989	28.7	13	276	13.7	40	1,002	23.9
1 and under 2 years.....	235	12,121	22.0	106	3,727	14.7	16	968	22.9	17	1,105	33.6	7	96	5.1	15	92	3.0
2 and under 3 years.....	239	10,420	17.4	115	4,149	14.1	9	294	12.5	17	688	19.3	14	484	12.6	10	183	7.9
3 and under 4 years.....	208	10,797	20.8	114	5,055	17.5	13	1,010	28.4	11	899	37.1	10	339	12.0	11	98	3.7
4 and under 5 years.....	143	7,412	19.5	80	2,796	13.4	6	185	11.8	9	580	26.4	10	186	6.7	8	273	15.6
5 and under 10 years.....	424	21,037	20.0	237	9,498	16.0	17	867	17.3	39	2,063	22.3	49	1,386	10.9	23	673	12.0
10 and under 15 years.....	167	8,039	18.3	100	3,977	14.6	5	338	27.3	12	571	18.4	17	667	14.4	15	280	6.8
15 and under 20 years.....	83	3,177	14.9	56	1,977	13.8	2	99	6.4	14	629	21.3	7	129	7.6	4	145	12.6
20 and under 25 years.....	51	2,116	16.4	39	1,549	15.4	1	99	34.3	2	25	4.1	10	372	16.0	2	67	16.5
25 and under 30 years.....	27	1,165	14.6	23	1,050	15.6				4	185	15.3	3	147	18.6	1	7	2.3
30 years and over.....	43	1,743	14.2	39	1,471	13.3				2	136	22.7	3	289	44.5			

NORTHERN MILLS (concluded)

Service in present mill	Mill No. 5			Mill No. 6			Mill No. 7			Mill No. 8			Mill No. 9		
Total.....	104	4,211	16.5	163	4,793	12.5	44	1,649	17.3	95	3,048	13.9	202	7,917	15.9
Under 1 year.....	15	536	26.4	37	703	13.2	11	357	21.5	15	440	24.6	36	997	19.7
1 and under 2 years.....	2	44	7.6	17	371	8.4	8	306	14.9	12	151	5.8	12	592	18.6
2 and under 3 years.....	14	677	18.6	23	1,029	16.3	2	67	12.6	13	221	6.2	13	506	15.2
3 and under 4 years.....	13	447	12.5	24	854	14.7	5	270	28.7	14	507	14.9	13	631	17.2
4 and under 5 years.....	11	561	17.6	15	338	7.8	8	355	18.1	7	68	4.4	6	250	16.4
5 and under 10 years.....	25	1,099	19.3	29	867	11.7	6	156	13.2	21	1,107	21.0	28	1,270	18.1
10 and under 15 years.....	12	423	12.8	17	593	13.6	2	59	9.6	7	355	17.2	13	631	18.5
15 and under 20 years.....	7	227	10.6							4	167	14.6	18	641	13.7
20 and under 25 years.....	1	53	25.1				1	69	22.5	2	32	5.3	20	832	15.6
25 and under 30 years.....	2	97	15.8										13	614	16.1
30 years and over.....	2	47	7.7	1	38	12.5	1	8	3.2				30	953	11.0

SOUTHERN MILLS

Service in present mill	Total			Mill No. 10			Mill No. 11			Mill No. 12			Mill No. 13		
	Number of women reporting	Days lost		Number of women reporting	Days lost		Number of women reporting	Days lost		Number of women reporting	Days lost		Number of women reporting	Days lost	
		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days		Number	Per cent of possible working days
Total.....	978	52,281	24.9	94	4,144	13.3	67	4,208	23.6	88	4,528	22.7	133	9,881	33.8
Under 1 year.....	267	9,433	27.4	18	452	17.5	14	296	23.0	6	157	28.0	27	1,458	38.3
1 and under 2 years.....	129	8,394	28.2	12	590	16.2	7	521	37.4	9	306	18.9	22	1,776	40.4
2 and under 3 years.....	124	6,271	20.5	11	389	14.4	6	488	24.0	11	814	31.5	15	861	28.8
3 and under 4 years.....	94	5,742	25.0	9	374	16.5	8	905	37.1	10	467	21.3	17	1,063	22.9
4 and under 5 years.....	63	4,616	27.0	6	264	15.8	2	208	40.0	11	793	25.7	10	1,156	42.5
5 and under 10 years.....	187	11,549	25.2	22	1,393	25.4	17	1,132	27.4	23	1,288	22.2	22	1,681	32.0
10 and under 15 years.....	67	4,122	24.2	10	567	23.1	6	260	15.8	7	268	16.8	14	1,477	38.9
15 and under 20 years.....	27	1,200	17.3	4	71	8.8	4	247	27.0	9	377	17.2	5	388	27.7
20 and under 25 years.....	12	567	20.0	1	29	10.6	2	120	19.4	1	11	28.2			
25 and under 30 years.....	4	115	9.4	1	15	4.8	1	36	11.6	1	47	15.6			
30 years and over.....	4	272	22.4										1	31	10.0

Service in present mill	Mill No. 14			Mill No. 15			Mill No. 16			Mill No. 17			Mill No. 18		
	Number	Per cent of possible working days	Number	Per cent of possible working days	Number	Per cent of possible working days	Number	Per cent of possible working days	Number	Per cent of possible working days	Number	Per cent of possible working days	Number	Per cent of possible working days	
Total.....	122	6,015	22.3	279	11,819	21.1	101	5,034	26.0	46	3,979	37.1	48	2,673	26.1
Under 1 year.....	35	1,972	38.5	92	2,184	20.3	57	2,220	29.3	9	394	30.6	9	200	18.1
1 and under 2 years.....	14	471	14.8	35	2,322	27.6	11	851	31.5	11	1,203	46.0	8	354	20.0
2 and under 3 years.....	12	770	13.6	30	628	11.0	12	643	19.6	13	1,120	35.0	5	358	31.0
3 and under 4 years.....	12	596	21.3	23	1,254	25.0	8	512	28.1	5	535	36.7	2	66	19.7
4 and under 5 years.....	8	564	28.1	18	951	20.2	4	169	14.3				4	456	47.6
5 and under 10 years.....	25	1,281	21.5	54	3,185	24.5	7	344	19.9	5	648	42.8	12	597	20.4
10 and under 15 years.....	5	292	19.7	13	388	12.4	2	195	31.6	2	33	9.8	8	642	32.1
15 and under 20 years.....				5	117	9.6									
20 and under 25 years.....	2	39	6.3	6	368	28.6									
25 and under 30 years.....				1	17	5.7									
30 years and over.....				2	195	32.6				1	46	14.8			

APPENDIX—GENERAL TABLES

TABLE XXVII.—Time lost during the year in relation to length of actual employment in present mill, 2,110 women reporting, by mill department

Service in present mill	All departments				Carding department			
	Number of women reporting	Number of possible working days <sup>1</sup>	Days lost		Number of women reporting	Number of possible working days <sup>1</sup>	Days lost	
			Number	Per cent of possible working days			Number	Per cent of possible working days
Total.....	2,110	472,307	93,608	19.8	269	61,961	10,649	17.2
Under 1 year.....	490	64,116	15,581	24.3	46	6,020	1,428	23.7
1 and under 2 years.....	235	55,077	12,121	22.0	24	5,314	741	13.9
2 and under 3 years.....	239	59,955	10,420	17.4	34	8,551	1,211	14.2
3 and under 4 years.....	208	51,800	10,797	20.8	27	7,019	1,851	19.7
4 and under 5 years.....	143	37,938	7,412	19.5	20	5,295	542	10.2
5 and under 10 years.....	424	104,939	21,037	20.0	64	15,410	3,308	21.5
10 and under 15 years.....	167	43,910	8,039	18.3	31	7,968	1,128	14.2
15 and under 20 years.....	83	21,313	3,177	14.9	12	3,147	444	14.1
20 and under 25 years.....	51	12,914	2,116	16.4	6	1,717	216	12.6
25 and under 30 years.....	27	7,963	1,165	14.6	1	306	104	34.0
30 years and over.....	43	12,317	1,743	14.2	4	1,216	146	12.0
	Spinning department				Spooling department			
Total.....	668	142,843	31,145	21.8	368	82,530	15,812	19.2
Under 1 year.....	179	24,336	5,853	24.1	88	10,802	2,083	19.4
1 and under 2 years.....	82	19,543	4,759	24.4	49	11,489	2,507	21.8
2 and under 3 years.....	80	19,134	4,139	21.6	38	10,107	1,642	16.2
3 and under 4 years.....	80	19,634	4,030	20.5	33	7,852	1,801	22.9
4 and under 5 years.....	42	10,601	2,189	20.6	24	6,495	1,208	18.6
5 and under 10 years.....	121	28,239	6,083	21.5	75	19,029	3,901	20.5
10 and under 15 years.....	45	11,923	2,605	21.8	28	7,833	1,516	19.4
15 and under 20 years.....	21	4,940	664	13.4	8	2,081	374	18.4
20 and under 25 years.....	12	2,767	594	21.5	13	3,453	406	11.8
25 and under 30 years.....	3	918	97	10.6	4	1,106	213	19.3
30 years and over.....	3	808	132	16.3	8	2,333	151	6.5
	Weaving department				Cloth department			
Total.....	545	126,862	22,656	17.9	150	33,172	4,518	13.6
Under 1 year.....	109	13,869	3,551	25.6	42	5,185	907	17.5
1 and under 2 years.....	45	11,102	2,085	18.8	21	4,723	837	17.7
2 and under 3 years.....	53	13,925	2,114	15.2	23	5,739	511	8.9
3 and under 4 years.....	45	11,519	2,327	20.2	13	3,479	579	16.6
4 and under 5 years.....	30	8,286	1,623	19.6	13	3,490	457	13.1
5 and under 10 years.....	125	31,712	5,533	17.4	19	5,037	580	11.5
10 and under 15 years.....	46	11,404	1,726	15.1	9	2,693	231	8.6
15 and under 20 years.....	33	8,900	1,115	12.5	3	702	177	25.2
20 and under 25 years.....	17	4,070	699	17.2	2	606	57	9.4
25 and under 30 years.....	17	5,017	729	14.5	2	616	22	3.6
30 years and over.....	25	7,058	1,154	16.4	3	902	160	17.7
	Miscellaneous <sup>2</sup>							
Total.....					110	24,939	8,828	35.4
Under 1 year.....					26	3,904	1,749	44.8
1 and under 2 years.....					14	2,906	1,192	41.0
2 and under 3 years.....					11	2,499	803	32.1
3 and under 4 years.....					10	2,357	679	28.8
4 and under 5 years.....					14	3,771	1,393	36.9
5 and under 10 years.....					20	5,512	1,632	29.6
10 and under 15 years.....					8	2,091	833	39.8
15 and under 20 years.....					6	1,598	403	25.2
20 and under 25 years.....					1	301	144	47.8

<sup>1</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>2</sup> Workers in more than one department.

TABLE XXVIII.—*Labor turnover among men and women employees, three methods of arriving at number of separations, by individual mill North and South*

MEN AND WOMEN

Mill	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Labor turnover by three methods of arriving at separations					
			Final separations—those not followed by return to work in 1922		Separations when all absences in excess of 24 days are considered separations		Separations when all absences in excess of 12 days are considered separations	
			Number	Percentage of turnover <sup>2</sup>	Number	Percentage of turnover <sup>2</sup>	Number	Percentage of turnover <sup>2</sup>
All mills <sup>3</sup> .....	9,063	3,675.4	4,940	134.4	6,048	164.6	7,490	203.8
Northern mills—								
No. 1.....	346	181.6	148	81.5	195	107.4	267	147.0
No. 2.....	569	193.4	351	181.5	445	230.1	558	288.5
No. 3.....	484	334.5	137	41.0	167	49.9	230	71.4
No. 4.....	287	130.7	139	106.4	163	124.4	188	143.8
No. 5.....	416	248.0	130	82.4	163	85.7	222	88.5
No. 6.....	772	322.2	429	153.1	468	143.7	540	167.6
No. 7.....	199	74.6	124	166.2	147	197.1	169	228.5
No. 8.....	510	208.9	289	138.3	353	168.5	421	201.5
No. 9.....	621	381.9	222	88.1	333	84.9	452	113.4
Southern mills <sup>1</sup> —								
No. 10.....	480	312.8	153	48.9	175	55.9	259	82.8
No. 11.....	223	110.0	96	87.3	124	112.7	160	145.5
No. 12.....	625	198.0	300	151.5	383	193.4	496	245.5
No. 13.....	1,005	275.7	667	241.9	781	283.2	984	354.9
No. 14.....	757	198.2	526	264.9	652	329.0	765	386.0
No. 16.....	1,078	213.9	807	377.3	961	449.3	1,089	506.1
No. 17.....	365	138.8	193	139.0	231	166.4	296	213.2
No. 18.....	426	152.2	230	151.1	314	206.3	395	269.5

MEN

All mills <sup>3</sup> .....	5,398	2,221.2	2,978	134.1	3,521	158.5	4,161	187.3
Northern mills—								
No. 1.....	163	97.5	60	61.5	74	75.9	92	94.4
No. 2.....	269	87.9	178	202.5	200	227.5	224	254.8
No. 3.....	283	204.9	76	37.1	86	42.0	123	60.0
No. 4.....	104	46.5	54	116.1	62	133.3	71	152.7
No. 5.....	289	160.5	81	50.5	91	56.7	123	76.6
No. 6.....	480	178.4	274	153.6	297	166.5	324	181.6
No. 7.....	106	41.1	64	155.7	75	182.5	82	190.5
No. 8.....	362	184.0	224	167.2	264	197.0	302	225.4
No. 9.....	368	223.5	122	52.2	176	75.4	223	95.5
Southern mills <sup>1</sup> —								
No. 10.....	323	224.9	87	38.7	107	47.6	151	67.1
No. 11.....	118	66.4	44	66.3	53	79.8	62	93.4
No. 12.....	318	124.0	187	150.8	236	190.3	274	221.0
No. 13.....	625	184.8	408	220.8	462	250.0	575	311.1
No. 14.....	449	101.6	333	327.8	400	393.7	451	443.9
No. 16.....	676	131.4	523	398.0	604	450.7	671	510.7
No. 17.....	243	101.2	121	119.6	144	142.3	178	175.9
No. 18.....	272	102.6	142	138.4	190	185.2	235	228.0

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.  
<sup>2</sup> Number of separations divided by average number of full-time workers, the result—the “separation rate”—being converted into the more familiar “percentage of turnover” by moving the decimal point two places.  
<sup>3</sup> Excludes one mill for which the duration of absences of men was not reported.

TABLE XXVIII.—*Labor turnover among men and women employees, three methods of arriving at number of separations, by individual mill North and South—Continued*

WOMEN								
Mill	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Labor turnover by three methods of arriving at separations					
			Final separations—those not followed by return to work in 1922		Separations when all absences in excess of 24 days are considered separations		Separations when all absences in excess of 12 days are considered separations	
			Number	Percentage of turnover <sup>2</sup>	Number	Percentage of turnover <sup>2</sup>	Number	Percentage of turnover <sup>2</sup>
All mills <sup>3</sup> .....	3,665	1,454.2	1,962	134.9	2,527	173.8	3,329	228.9
Northern mills—								
No. 1.....	183	84.1	88	104.6	121	143.9	175	208.1
No. 2.....	300	105.5	173	164.0	245	232.2	334	316.6
No. 3.....	201	129.6	61	47.1	81	62.5	116	89.5
No. 4.....	183	84.2	85	101.0	101	120.0	117	139.0
No. 5.....	157	87.5	49	56.0	72	82.3	99	113.1
No. 6.....	312	143.8	155	107.8	166	115.4	216	150.2
No. 7.....	93	33.5	60	179.1	72	214.9	87	259.7
No. 8.....	148	74.9	65	86.8	88	117.5	119	158.9
No. 9.....	253	148.4	100	67.4	156	105.1	229	154.3
Southern mills <sup>1</sup> —								
No. 10.....	157	87.9	66	75.1	68	77.4	108	122.9
No. 11.....	105	43.6	52	119.3	71	162.8	98	224.8
No. 12.....	207	74.0	113	152.7	147	198.6	212	286.5
No. 13.....	380	90.9	259	284.9	319	350.9	409	449.9
No. 14.....	308	96.6	192	198.8	252	260.9	314	325.1
No. 16.....	402	82.5	284	344.2	357	432.7	418	505.7
No. 17.....	122	37.6	72	181.5	87	231.4	118	313.8
No. 18.....	154	49.6	88	177.4	124	250.0	160	322.6

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Number of separations divided by average number of full-time workers, the result—the “separation rate”—being converted into the more familiar “percentage of turnover” by moving the decimal point two places.

<sup>3</sup> Excludes one mill for which the duration of absences of men was not reported.

TABLE XXIX.—*Employees whose names appeared on each monthly pay roll during year, by sex and by individual mill North and South*

Mill	Men and women			Men			Women		
	Number of names on pay roll during year	Names which appeared on each monthly pay roll during year		Number of names on pay roll during year	Names which appeared on each monthly pay roll during year		Number of names on pay roll during year	Names which appeared on each monthly pay roll during year	
		Number	Per cent		Number	Per cent		Number	Per cent
All mills.....	10,541	2,714	25.7	6,203	1,664	26.8	4,338	1,060	24.2
Northern mills.....	4,204	1,492	35.5	2,374	874	36.8	1,830	618	33.8
No. 1.....	346	138	39.9	163	84	51.5	183	54	29.5
No. 2.....	569	110	19.3	269	48	17.8	300	62	20.7
No. 3.....	484	286	59.1	263	183	64.7	201	102	51.2
No. 4.....	287	77	26.8	104	24	23.1	183	68	29.0
No. 5.....	416	193	46.4	259	130	50.2	157	68	40.1
No. 6.....	772	228	29.5	460	122	26.5	312	106	34.0
No. 7.....	199	36	18.1	106	19	17.9	93	17	18.3
No. 8.....	510	140	27.5	302	89	24.6	148	51	34.5
No. 9.....	621	284	45.7	368	175	47.6	263	109	43.1
Southern mills.....	6,337	1,222	19.3	3,829	790	20.6	2,508	482	17.2
No. 10.....	480	276	57.5	323	209	64.7	157	87	42.7
No. 11.....	223	94	42.2	118	60	50.8	105	34	32.4
No. 12.....	525	123	23.4	318	78	24.5	207	45	21.7
No. 13.....	1,005	156	15.5	625	111	17.8	380	46	11.8
No. 14.....	757	86	11.4	449	34	7.6	308	52	16.9
No. 15.....	1,478	205	13.9	805	93	11.6	673	112	16.6
No. 16.....	1,078	89	8.3	676	63	9.3	402	26	6.5
No. 17.....	365	109	29.9	243	80	32.9	122	29	23.8
No. 18.....	426	84	19.7	272	62	22.8	154	22	14.3



TABLE XXX.—Number of names on pay roll during year and excess over average number of full-time employees, men and women, by individual mill North and South

Mill	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Excess of names on pay roll over average number of full-time workers		Men				Women			
			Number	Per cent	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Excess of names on pay roll over average number of full-time workers		Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Excess of names on pay roll over average number of full-time workers	
							Number	Per cent			Number	Per cent
All mills.....	10,541	4,157.3	6,383.7	153.6	6,203	2,487.4	3,715.6	149.4	4,338	1,669.9	2,668.1	159.8
Northern mills.....	4,204	2,075.8	2,128.2	102.5	2,374	1,184.3	1,189.7	100.5	1,830	891.5	938.5	105.3
No. 1.....	346	181.6	164.4	90.5	163	97.5	65.5	67.2	183	84.1	98.9	117.6
No. 2.....	569	193.4	375.6	194.2	269	87.9	181.1	206.0	300	105.5	194.5	184.4
No. 3.....	484	334.5	149.5	44.7	283	204.9	78.1	38.1	201	129.6	71.4	55.1
No. 4.....	287	130.7	156.3	119.6	104	46.5	57.5	123.7	183	84.2	98.8	117.3
No. 5.....	416	248.0	168.0	67.7	259	160.5	98.5	61.4	157	87.5	69.5	79.4
No. 6.....	772	322.2	449.8	139.6	460	178.4	281.6	157.8	312	143.8	168.2	117.0
No. 7.....	199	74.6	124.4	164.8	106	41.1	64.9	157.9	93	33.5	59.5	177.6
No. 8.....	510	208.9	301.1	144.1	362	134.0	228.0	170.1	148	74.9	73.1	97.6
No. 9.....	621	381.9	239.1	62.6	368	233.5	134.5	57.6	253	148.4	104.6	70.5
Southern mills.....	6,337	2,081.5	4,255.5	204.4	3,829	1,303.1	2,525.9	198.8	2,508	778.4	1,729.6	222.2
No. 10.....	490	312.8	167.2	53.5	323	224.9	98.1	43.6	157	87.9	69.1	78.6
No. 11.....	223	110.0	113.0	102.7	118	66.4	51.6	77.7	105	43.6	61.4	140.8
No. 12.....	525	198.0	327.0	165.2	318	124.0	194.0	155.5	207	74.0	133.0	179.7
No. 13.....	1,005	275.7	729.3	264.5	625	184.8	440.2	238.2	380	90.9	289.1	318.0
No. 14.....	757	198.2	558.8	281.9	449	101.6	347.4	341.9	308	96.6	211.4	218.8
No. 15.....	1,478	461.9	996.1	206.7	805	266.2	538.8	202.4	673	215.7	457.3	212.0
No. 16.....	1,073	213.9	864.1	404.0	676	131.4	544.6	414.5	402	82.5	319.5	387.3
No. 17.....	365	138.8	226.2	163.0	243	101.2	141.8	140.1	122	37.6	84.4	224.5
No. 18.....	428	152.2	273.8	179.9	272	102.6	169.4	165.1	154	49.6	104.4	210.5

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

TABLE XXXI.—Labor turnover among men and women employees, by mill department and by mills North and South

MEN AND WOMEN

Department	All mills				Northern mills				Southern mills			
	Number of names on payroll during year	Average number of full-time workers <sup>1</sup>	Final separations—those not followed by return to work in 1922		Number of names on payroll during year	Average number of full-time workers <sup>1</sup>	Final separations—those not followed by return to work in 1922		Number of names on payroll during year	Average number of full-time workers <sup>1</sup>	Final separations—those not followed by return to work in 1922	
			Number	Percentage of turnover <sup>2</sup>			Number	Percentage of turnover <sup>2</sup>			Number	Percentage of turnover <sup>2</sup>
All departments.....	10,541	4,157.3	5,914	142.3	4,204	2,075.8	1,969	94.9	6,337	2,081.5	3,945	189.5
Carding.....	1,915	773.3	1,074	138.9	744	375.8	341	90.7	1,171	397.5	733	184.4
Spinning.....	2,613	993.5	1,493	150.3	969	476.9	462	97.1	1,644	517.6	1,031	196.2
Spooling.....	942	381.6	505	132.3	398	204.8	182	88.9	644	176.8	323	182.7
Weaving.....	3,355	1,273.8	1,924	161.0	1,465	671.8	741	110.3	1,890	602.0	1,183	196.5
Cloth.....	443	210.8	211	100.1	193	99.8	76	76.2	250	111.0	135	121.6
Miscellaneous <sup>3</sup> .....	473	208.5	215	104.1	127	71.9	40	55.6	346	134.6	175	130.0
General <sup>4</sup> .....	800	317.8	492	154.8	308	175.8	127	72.2	492	142.0	365	257.0
MEN												
All departments.....	6,203	2,487.4	3,534	142.1	2,374	1,184.3	1,133	95.7	3,829	1,303.1	2,401	184.3
Carding.....	1,381	549.1	780	142.1	433	220.2	195	88.6	948	328.9	585	177.9
Spinning.....	1,175	485.8	653	134.4	376	203.1	164	80.7	799	282.7	489	178.0
Spooling.....	175	90.7	85	93.7	106	60.8	47	77.3	69	29.9	38	127.1
Weaving.....	2,228	827.4	1,336	161.5	988	432.1	547	126.6	1,240	395.3	789	199.6
Cloth.....	204	97.2	101	108.9	62	35.8	20	55.9	142	61.4	81	131.9
Miscellaneous <sup>3</sup> .....	263	122.2	97	79.4	102	57.5	33	57.4	151	64.7	64	98.9
General <sup>4</sup> .....	787	315.0	482	153.0	307	174.8	127	72.7	490	140.2	355	253.2

WOMEN

All departments.....	4,338	1,669.9	2,380	142.5	1,830	891.5	836	93.8	2,508	778.4	1,544	198.4
Carding.....	534	224.2	294	131.1	811	155.6	146	93.8	223	68.6	148	215.7
Spinning.....	1,438	507.7	840	165.5	593	272.8	298	109.2	845	234.9	542	230.7
Spooling.....	767	290.9	420	144.4	292	144.0	135	93.8	475	145.9	285	194.0
Weaving.....	1,127	446.4	588	131.7	477	239.7	194	80.9	650	206.7	394	190.6
Cloth.....	239	113.6	110	96.8	131	64.0	56	87.5	108	49.6	64	108.9
Miscellaneous <sup>1</sup> .....	230	84.3	118	140.0	25	14.4	7	48.6	195	69.9	111	158.8
General <sup>4</sup> .....	13	2.8	10	357.1	1	1.0	-----	-----	12	1.8	10	555.6

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Number of separations divided by average number of full-time workers, the result—the "separation rate"—being converted into the more familiar "percentage of turnover" by moving the decimal point two places.

<sup>3</sup> Workers in more than one department.

<sup>4</sup> Scrubbers, cleaners, etc.

94940-28-18

TABLE XXXII.—Number of names on pay roll and excess over average number of full-time employees, men and women, by mill department and by mills North and South

## ALL MILLS

Department	Number of names on pay roll			Average number of full-time workers <sup>1</sup>			Excess of names on pay roll over average number of full-time workers					
	Men and women	Men	Women	Men and women	Men	Women	Men and women		Men		Women	
							Number	Per cent	Number	Per cent	Number	Per cent
All departments.....	10,541	6,203	4,338	4,157.3	2,487.4	1,669.9	6,383.7	153.6	3,715.6	149.4	2,668.1	159.8
Carding.....	1,915	1,381	534	773.3	549.1	224.2	1,141.7	147.6	831.9	151.5	309.8	138.2
Spinning.....	2,613	1,175	1,438	993.5	485.8	507.7	1,619.5	163.0	689.2	141.9	930.3	183.2
Spooling.....	942	175	767	381.6	90.7	290.9	1,560.4	146.9	84.3	92.9	476.1	163.7
Weaving.....	3,355	2,228	1,127	1,273.8	827.4	446.4	2,081.2	163.4	1,400.6	169.3	680.6	152.5
Cloth.....	443	204	239	210.8	97.2	113.6	232.2	110.2	106.8	109.9	125.4	110.4
Miscellaneous <sup>2</sup> .....	473	253	220	206.5	122.2	84.3	266.5	129.1	130.8	107.0	135.7	161.0
General <sup>3</sup> .....	800	787	13	317.8	315.0	2.8	482.2	151.7	472.0	149.8	10.2	364.3

## NORTHERN MILLS

All departments.....	4,204	2,374	1,830	2,075.8	1,184.3	891.5	2,128.2	102.5	1,189.7	100.5	938.5	105.8
Carding.....	744	433	311	375.8	220.2	155.6	368.2	98.0	212.8	96.6	155.4	99.9
Spinning.....	969	376	593	475.9	203.1	272.8	493.1	103.6	172.9	85.1	320.2	117.4
Spooling.....	898	106	292	204.8	60.8	144.0	193.2	94.3	45.2	74.3	148.0	102.8
Weaving.....	1,465	988	477	671.8	432.1	239.7	793.2	118.1	555.9	128.7	237.3	99.0
Cloth.....	193	62	131	99.8	35.8	64.0	98.2	93.4	28.2	73.2	67.0	104.7
Miscellaneous <sup>2</sup> .....	127	102	25	71.9	57.5	14.4	55.1	76.6	44.5	77.4	10.6	73.6
General <sup>3</sup> .....	308	307	1	175.8	174.8	1.0	132.2	75.2	132.2	75.6	-----	-----

SOUTHERN MILLS

All departments.....	6,337	3,829	2,508	2,081.5	1,803.1	778.4	4,255.5	204.4	2,525.9	193.8	1,729.6	222.2
Carding.....	1,171	948	223	397.5	328.9	68.6	773.5	194.6	619.1	188.2	154.4	225.1
Spinning.....	1,644	799	845	517.6	282.7	284.9	1,126.4	217.6	516.3	182.6	610.1	260.7
Spooling.....	644	69	475	176.8	29.9	146.9	367.2	207.7	39.1	130.8	328.1	223.3
Weaving.....	1,890	1,240	650	602.0	395.3	206.7	1,288.0	214.0	844.7	213.7	443.3	214.5
Cloth.....	250	142	108	111.0	61.4	49.6	139.0	125.2	80.6	131.3	58.4	117.7
Miscellaneous <sup>1</sup> .....	346	151	195	134.6	64.7	69.9	211.4	157.1	86.3	133.4	125.1	179.0
General <sup>2</sup> .....	492	480	12	142.0	140.2	1.8	350.0	246.5	389.8	242.4	10.2	566.7

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Workers in more than one department.

<sup>3</sup> Scrubbers, cleaners, etc.

TABLE XXXIII.—Labor turnover in the various months of the year, men and women employees, by mills North and South

ALL MILLS<sup>1</sup>

Month	Men and women <sup>1</sup>				Men <sup>1</sup>				Women			
	Number of names on pay roll during year	Average number of full-time workers <sup>2</sup>	Final separations <sup>3</sup>	Percentage of turnover <sup>4</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>2</sup>	Final separations <sup>3</sup>	Percentage of turnover <sup>4</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>2</sup>	Final separations <sup>3</sup>	Percentage of turnover <sup>4</sup>
Entire year.....	9,736	3,891.1	5,358	137.7	5,398	2,221.2	2,978	134.1	4,338	1,669.9	2,380	142.5
January.....	4,840	3,933.6	299	7.6	2,771	2,306.2	168	7.3	2,069	1,627.4	131	8.0
February.....	4,843	3,913.2	332	8.5	2,746	2,275.6	181	8.0	2,097	1,637.6	151	9.2
March.....	4,985	3,919.4	375	9.6	2,807	2,266.0	217	9.6	2,178	1,653.4	158	9.6
April.....	4,967	3,759.6	393	10.5	2,803	2,144.8	240	11.2	2,164	1,614.8	153	9.5
May.....	4,983	3,878.1	432	11.1	2,829	2,239.6	258	11.5	2,154	1,638.5	174	10.6
June.....	5,036	3,964.9	429	10.8	2,833	2,293.5	258	11.2	2,203	1,691.4	171	10.1
July.....	5,160	3,837.0	559	14.6	2,881	2,172.7	344	15.8	2,269	1,664.3	215	12.9
August.....	5,099	3,878.5	513	13.2	2,815	2,208.2	271	12.3	2,284	1,670.3	242	14.5
September.....	5,066	3,831.4	568	14.8	2,792	2,168.9	303	14.0	2,294	1,662.5	265	15.9
October.....	4,944	3,929.0	502	12.8	2,706	2,204.6	279	12.7	2,238	1,724.4	223	12.9
November.....	4,913	3,977.8	482	12.1	2,683	2,219.4	253	11.4	2,230	1,758.4	229	13.0
December.....	4,891	3,850.7	474	12.3	2,613	2,153.3	206	9.6	2,278	1,697.4	268	15.8

NORTHERN MILLS

Entire year.....	4,204	2,075.8	1,960	94.9	2,374	1,184.3	1,133	95.7	1,830	891.5	836	93.8
January.....	2,388	2,103.8	104	4.9	1,381	1,229.9	66	5.4	1,007	873.9	38	4.3
February.....	2,390	2,103.6	98	4.7	1,362	1,220.2	59	4.8	1,028	883.4	30	4.4
March.....	2,491	2,121.8	148	7.0	1,406	1,217.6	90	7.4	1,065	904.2	58	6.4
April.....	2,500	2,006.6	157	7.8	1,401	1,136.5	98	8.4	1,099	870.1	61	7.0
May.....	2,464	2,059.3	171	8.3	1,401	1,184.0	105	8.9	1,063	875.3	66	7.5
June.....	2,497	2,124.0	166	7.8	1,410	1,215.0	108	8.9	1,067	909.0	58	6.4
July.....	2,585	2,038.8	244	12.0	1,452	1,155.8	150	13.0	1,133	882.8	94	10.6
August.....	2,546	2,082.0	225	10.8	1,423	1,186.0	132	11.1	1,123	896.0	93	10.4
September.....	2,459	2,005.0	193	9.6	1,354	1,136.4	98	8.6	1,105	869.6	86	10.9
October.....	2,398	2,087.1	152	7.3	1,329	1,172.7	85	7.2	1,069	914.4	67	7.3
November.....	2,395	2,104.3	154	7.3	1,323	1,186.9	81	6.8	1,072	917.4	73	8.0
December.....	2,370	2,074.0	167	7.6	1,296	1,171.6	63	5.4	1,072	902.4	64	10.4

SOUTHERN MILLS<sup>1</sup>

Entire year.....	5,532	1,815.3	3,389	186.7	3,024	1,036.9	1,945	177.9	2,508	778.4	1,544	198.4
January.....	2,482	1,829.8	195	10.7	1,390	1,076.3	102	9.5	1,082	753.5	93	12.3
February.....	2,453	1,809.6	234	12.9	1,384	1,065.4	122	11.6	1,069	754.2	112	14.9
March.....	2,494	1,797.6	227	12.6	1,401	1,048.4	127	12.1	1,093	749.2	100	13.3
April.....	2,467	1,753.0	236	13.5	1,402	1,008.3	144	14.3	1,085	744.7	92	12.4
May.....	2,519	1,818.8	261	14.4	1,428	1,055.6	153	14.5	1,091	763.2	108	14.2
June.....	2,539	1,890.9	263	14.1	1,428	1,078.5	150	13.9	1,116	762.4	113	14.4
July.....	2,565	1,798.4	315	17.5	1,429	1,016.9	194	19.1	1,136	781.5	121	15.5
August.....	2,553	1,796.5	288	16.0	1,392	1,022.2	139	13.6	1,161	774.3	149	19.2
September.....	2,627	1,826.4	375	20.5	1,438	1,082.5	205	19.9	1,189	793.9	170	21.4
October.....	2,546	1,841.9	350	19.0	1,377	1,031.9	194	18.8	1,169	810.0	156	19.3
November.....	2,518	1,873.5	328	17.5	1,360	1,032.5	172	16.7	1,158	841.0	156	18.5
December.....	2,621	1,776.7	317	17.8	1,315	981.7	143	14.6	1,206	795.0	174	21.9

<sup>1</sup> Excludes the men in one mill not reporting complete data for men.

<sup>2</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>3</sup> Employees who left and did not return during 1922. An absence during the last week of the year has not been considered a separation.

<sup>4</sup> Number of separations divided by average number of full-time workers, the result—the "separation rate"—being converted into the more familiar "percentage of turnover" by moving the decimal point two places.

**TABLE XXXIV.—Labor turnover in relation to size of mill, men and women employees, by individual mill**  
**A. BY NUMBER OF EMPLOYEES**

MILL	Men and women				Men				Women			
	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>
All mills.....	10,541	4,157.3	5,914	142.3	6,203	2,487.4	3,534	142.1	4,338	1,669.9	2,380	142.5
Large mills <sup>4</sup> .....	6,844	2,779.8	3,808	137.0	4,161	1,718.6	2,351	136.8	2,683	1,061.2	1,457	137.3
No. 3.....	484	334.5	187	41.0	283	204.9	76	37.1	201	129.6	61	47.1
No. 5.....	416	248.0	130	52.4	259	160.5	81	50.5	157	87.5	49	56.0
No. 6.....	772	322.2	429	133.1	460	178.4	274	153.0	312	143.8	155	107.8
No. 8.....	510	208.9	289	138.3	362	134.0	224	167.2	148	74.9	65	86.8
No. 9.....	621	381.9	222	58.1	368	233.5	122	52.2	253	148.4	100	67.4
No. 10.....	480	312.8	153	48.9	323	224.9	87	38.7	157	87.9	66	75.1
No. 13.....	1,005	275.7	667	241.9	625	184.8	408	220.8	390	90.9	259	284.9
No. 15.....	1,478	481.9	974	202.1	805	266.2	556	208.9	673	215.7	418	193.8
No. 16.....	1,078	213.9	807	377.3	676	131.4	523	398.0	402	82.5	284	344.2
Small mills <sup>4</sup> .....	3,697	1,377.5	2,106	152.9	2,042	768.8	1,183	153.9	1,655	608.7	923	151.6
No. 1.....	346	181.6	148	81.5	163	97.5	60	61.5	183	84.1	88	104.6
No. 2.....	569	193.4	351	181.5	269	87.9	178	202.5	300	105.5	173	164.0
No. 4.....	287	130.7	139	106.4	104	46.5	54	116.1	183	84.2	85	101.0
No. 7.....	199	74.6	124	166.2	106	41.1	64	155.7	93	33.5	60	179.1
No. 11.....	223	110.0	96	87.3	118	68.4	44	66.3	105	43.6	52	119.3
No. 12.....	525	198.0	300	151.5	318	124.0	187	150.8	207	74.0	113	152.7
No. 14.....	757	198.2	525	264.9	449	101.6	333	327.8	308	96.6	192	198.8
No. 17.....	365	138.8	193	139.0	243	101.2	121	119.6	122	37.6	72	191.5
No. 18.....	426	152.2	230	151.1	272	102.6	142	138.4	154	49.6	88	177.4



B. BY NUMBER OF SPINDLES

All mills	10,541	4,157.3	5,914	142.3	6,208	2,487.4	3,534	142.1	4,338	1,669.9	2,380	142.5
Large mills <sup>1</sup>	6,859	2,572.3	4,040	157.1	4,051	1,538.6	2,432	158.1	2,808	1,033.7	1,608	155.6
No. 1	346	181.6	148	81.5	163	97.5	60	61.5	183	84.1	88	104.6
No. 2	569	193.4	351	181.5	269	87.9	178	202.5	300	105.5	173	164.0
No. 3	772	322.2	429	133.1	460	178.4	274	153.6	312	143.8	155	107.8
No. 4	510	308.9	289	138.3	362	184.0	224	167.2	148	74.9	65	86.8
No. 5	621	381.9	222	58.1	368	233.5	122	52.2	263	148.4	100	67.4
No. 6	480	312.8	153	48.9	323	224.9	87	38.7	157	87.9	66	75.1
No. 7	1,005	275.7	667	241.9	625	184.8	406	220.8	380	90.9	269	284.9
No. 8	1,478	481.9	974	202.1	805	265.2	556	208.9	673	215.7	418	193.8
No. 9	1,078	212.9	807	377.3	676	131.4	523	398.0	402	62.5	384	344.2
Small mills <sup>2</sup>	3,682	1,585.0	1,874	118.2	2,152	948.8	1,102	116.1	1,530	636.2	772	121.3
No. 3	484	334.5	137	41.0	283	204.9	76	37.1	201	129.6	61	47.1
No. 4	287	193.7	139	108.4	104	46.5	54	116.1	183	84.2	85	101.0
No. 5	415	248.0	130	52.4	259	180.5	81	50.5	157	87.5	49	66.0
No. 6	199	74.6	124	168.2	106	41.1	64	155.7	93	33.5	60	179.1
No. 7	222	116.0	96	87.3	118	66.4	44	66.3	105	43.6	62	119.3
No. 8	525	198.0	300	151.5	318	124.0	187	150.8	207	74.0	113	162.7
No. 9	757	198.2	525	264.9	449	101.6	333	327.8	308	96.6	192	198.8
No. 10	365	128.8	193	139.0	243	101.2	121	119.6	122	37.6	72	191.5
No. 11	426	182.2	230	151.1	272	102.6	142	138.4	154	49.6	88	177.4

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Employees who left and did not return during 1922. An absence during the last week of the year has not been considered a separation.

<sup>3</sup> Number of separations divided by average number of full-time workers, the result—the "separation rate"—being converted into the more familiar "percentage of turnover" by moving the decimal point two places.

<sup>4</sup> For purposes of tabulation, mills having 200 or more employees.

<sup>5</sup> For purposes of tabulation, mills having under 200 employees.

<sup>6</sup> For purposes of tabulation, mills having 20,000 or more spindles.

<sup>7</sup> For purposes of tabulation, mills having under 20,000 spindles.

TABLE XXXV.—Labor turnover in relation to housing of employees in a mill village or not in a mill village, men and women employees by individual mill

Mill	Men and women				Men				Women			
	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>
All mills.....	10,541	4,157.3	5,914	142.3	6,203	2,487.4	3,534	142.1	4,338	1,669.9	2,380	142.5
Having mill villages.....	6,673	2,599.5	3,743	144.0	4,143	1,650.4	2,331	141.2	2,530	949.1	1,412	148.8
No. 3.....	484	334.5	137	41.0	283	204.9	76	37.1	201	129.6	61	47.1
No. 7.....	199	74.6	124	166.2	106	41.1	64	155.7	93	33.5	60	179.1
No. 8.....	510	208.9	289	138.3	362	134.0	224	167.2	148	74.9	65	86.8
No. 9.....	621	381.9	222	58.1	368	233.5	122	52.2	253	148.4	100	67.4
No. 10.....	490	312.8	153	48.9	323	224.9	87	38.7	157	87.9	66	75.1
No. 11.....	223	110.0	96	87.3	118	66.4	44	66.3	105	43.6	52	119.3
No. 12.....	525	198.0	300	151.5	318	124.0	187	150.8	207	74.0	113	152.7
No. 13.....	1,005	275.7	667	241.9	625	184.8	408	220.8	350	90.9	259	284.9
No. 14.....	757	198.2	525	264.9	449	101.6	333	327.8	308	96.6	192	198.8
No. 16.....	1,078	213.9	807	377.3	676	131.4	523	396.0	402	82.5	284	344.2
No. 17.....	365	138.8	193	139.0	243	101.2	121	119.6	122	37.6	72	191.5
No. 18.....	426	152.2	230	151.1	272	102.6	142	138.4	154	49.6	88	177.4
Not having mill villages.....	3,868	1,557.8	2,171	139.4	2,060	837.0	1,203	143.7	1,808	720.8	968	134.3
No. 1.....	346	181.6	148	81.5	163	97.5	60	61.5	183	84.1	88	104.6
No. 2.....	569	193.4	351	181.5	269	87.9	178	202.5	300	105.5	173	164.0
No. 4.....	287	130.7	139	106.4	104	46.5	54	116.1	183	84.2	85	101.0
No. 5.....	416	248.0	130	52.4	259	160.5	81	50.5	157	87.5	49	56.0
No. 6.....	772	322.2	429	133.1	460	178.4	274	153.6	312	143.8	155	107.8
No. 15.....	1,478	481.9	974	202.1	805	266.2	556	208.9	673	215.7	418	198.8

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Employees who left and did not return during 1922. An absence during the last week of the year has not been considered a separation.

<sup>3</sup> Number of separations divided by average number of full-time workers, the result—the "separation rate"—being converted into the more familiar "percentage of turnover" by moving the decimal point two places.

TABLE XXXVI.—Labor turnover in relation to mill as isolated or not isolated, by individual mill

Mill	Men and women				Men				Women			
	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>
All mills.....	10,541	4,157.3	5,914	142.3	6,203	2,487.4	3,534	142.1	4,338	1,669.9	2,380	142.5
Isolated mills <sup>4</sup> .....	3,748	1,841.0	1,714	93.1	2,303	1,170.3	1,026	87.7	1,445	670.7	688	102.6
No. 3.....	484	334.5	137	41.0	283	204.9	76	37.1	201	129.6	61	47.1
No. 5.....	416	248.0	130	52.4	259	160.5	81	50.5	157	87.5	49	56.0
No. 7.....	199	74.6	124	166.2	106	41.1	64	155.7	93	33.5	60	179.1
No. 9.....	621	381.9	222	58.1	368	233.5	122	52.2	253	149.4	100	67.4
No. 10.....	480	312.8	153	45.9	322	224.9	87	38.7	157	87.9	66	75.1
No. 14.....	757	198.2	525	264.9	449	101.6	333	327.8	306	96.6	192	198.8
No. 17.....	365	138.8	193	139.0	243	101.2	121	119.6	122	37.6	72	191.5
No. 18.....	426	152.2	230	151.1	272	102.6	142	138.4	154	49.6	88	177.4
Mills not isolated <sup>4</sup> .....	6,793	2,316.3	4,200	181.3	3,900	1,317.1	2,508	190.4	2,893	999.2	1,692	169.3
No. 1.....	346	181.6	148	81.5	163	97.5	60	61.5	183	84.1	88	104.6
No. 2.....	599	193.4	351	181.5	269	87.9	178	202.5	300	105.5	173	164.0
No. 4.....	287	130.7	139	106.4	104	46.5	54	116.1	183	84.2	85	101.0
No. 6.....	772	322.2	429	133.1	460	178.4	274	153.6	312	143.8	155	107.8
No. 8.....	510	208.9	289	138.3	362	134.0	224	167.2	148	74.9	65	86.8
No. 11.....	223	110.0	96	87.3	118	66.4	44	66.3	105	43.6	52	119.3
No. 12.....	635	198.0	300	151.5	318	124.0	187	150.8	207	74.0	113	152.7
No. 13.....	1,005	275.7	667	241.9	625	184.8	408	220.8	380	90.9	259	284.9
No. 15.....	1,478	481.9	974	202.1	805	266.2	556	208.9	673	215.7	418	193.8
No. 16.....	1,078	213.9	807	377.3	676	131.4	523	398.0	402	82.5	284	344.2

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Employees who left and did not return during 1922. An absence during the last week of the year has not been considered a separation.

<sup>3</sup> Number of separations divided by average number of full-time workers, the result—the "separation rate"—being converted into the more familiar "percentage of turnover" by moving the decimal point two places.

<sup>4</sup> A mill which is the only industrial establishment of any importance in the community is considered to be "isolated."

192 LOST TIME AND LABOR TURNOVER IN COTTON MILLS

TABLE XXXVII.—Length of continuous service during the year, 7,533 men and women employees, by individual mill

Mill	Per cent of men and women who worked continuously <sup>1</sup> during the year—				
	3 months and under	More than 3 and under 6 months	6 and under 9 months	9 and under 12 months	12 months
All mills.....	49.6	11.7	7.1	9.5	22.0
No. 1.....	41.4	9.0	6.3	9.4	34.0
No. 2.....	61.1	12.6	6.4	5.1	14.7
No. 3.....	15.3	9.9	8.4	6.9	59.4
No. 4.....	40.7	16.9	8.9	7.3	26.2
No. 5.....	25.2	11.0	9.5	7.4	46.9
No. 6.....	48.5	11.0	6.9	8.4	25.2
No. 7.....	49.0	12.7	14.6	6.4	17.2
No. 8.....	48.2	13.9	7.8	6.6	23.6
No. 9.....	21.5	12.5	5.8	21.2	39.0
No. 10.....	11.8	10.5	8.7	28.4	40.5
No. 11.....	31.1	15.0	9.0	15.0	29.9
No. 12.....	53.5	9.1	7.0	9.1	21.1
No. 13.....	62.1	14.3	6.4	5.3	11.9
No. 14.....	70.7	11.5	5.1	4.2	8.6
No. 15 <sup>1</sup> .....	<sup>1</sup> 60.9	<sup>2</sup> 13.8	<sup>1</sup> 7.4	<sup>1</sup> 9.6	<sup>1</sup> 8.4
No. 16.....	78.8	8.3	5.0	6.1	3.8
No. 17.....	46.5	11.7	6.0	13.8	22.0
No. 18.....	53.4	12.8	10.1	15.8	8.1

<sup>1</sup> Absences of not more than 12 consecutive working days are not considered as having broken continuous service.

<sup>2</sup> For this mill, figures on duration of absences of men were not available.

TABLE XXXVIII.—Labor turnover in relation to effort of mill at stabilizing employment of men and women employees, by individual mill

Mill	Number of names on payroll during year	Average number of full-time workers <sup>1</sup>	Final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>
All mills.....	10,541	4,157.3	5,914	142.3
<b>EFFORT MADE</b>				
Total.....	1,324	804.7	471	58.5
No. 9.....	621	381.9	222	58.1
No. 10.....	480	312.8	183	48.9
No. 11.....	223	110.0	96	87.3
<b>NO EFFORT MADE</b>				
Total.....	9,217	3,352.6	5,443	162.4
No. 1.....	346	181.6	148	81.5
No. 2.....	569	193.4	351	181.5
No. 3.....	484	334.5	187	41.0
No. 4.....	287	130.7	130	106.4
No. 5.....	416	248.0	130	52.4
No. 6.....	772	322.2	429	133.1
No. 7.....	199	74.6	124	166.2
No. 8.....	510	208.9	289	138.3
No. 12.....	525	198.0	300	151.5
No. 13.....	1,005	275.7	667	241.9
No. 14.....	757	198.2	525	264.9
No. 15.....	1,478	481.9	974	202.1
No. 16.....	1,078	213.9	807	377.3
No. 17.....	365	138.8	193	139.0
No. 18.....	426	152.2	230	151.1

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Employees who left and did not return during 1922. An absence during the last week of the year has not been considered a separation.

<sup>3</sup> Number of separations divided by average number of full-time workers, the result—the “separation rate”—being converted into the more familiar “percentage of turnover” by moving the decimal point two places.

TABLE XXXIX.—Causes of leaving jobs during year according to whether textile or other, 1,066 women reporting, by season of year and by mills North and South

ALL MILLS

Cause	Women who had quitted job for cause specified in—										Women whose job quitted was textile work and who quit in—										Women whose job quitted was other than textile work and who quit in—										
	Entire year		Spring (March, April, May)		Summer (June, July, August)		Autumn (September, October, November)		Winter (December, January, February)		Entire year		Spring (March, April, May)		Summer (June, July, August)		Autumn (September, October, November)		Winter (December, January, February)		Entire year		Spring (March, April, May)		Summer (June, July, August)		Autumn (September, October, November)		Winter (December, January, February)		
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
All causes	1,066	100.0	204	100.0	281	100.0	362	100.0	219	100.0	944	100.0	180	100.0	244	100.0	311	100.0	209	100.0	122	100.0	24	100.0	37	100.0	51	100.0	10	100.0	
Per cent distribution	100.0		19.1		26.4		34.0		20.5		100.0		19.1		25.5		32.9		22.1		100.0		19.7		30.3		41.8		8.2		
Personal—total	711	66.7	127	62.3	170	60.5	239	66.0	176	79.9	667	70.7	120	66.7	153	62.7	222	71.4	172	82.3	44	36.1	7	29.2	17	45.9	17	33.3	3	30.0	
Per cent distribution	100.0		17.9		23.9		33.6		24.6		100.0		18.0		22.9		33.3		25.8		100.0		15.9		38.6		38.6		6.8		
Illness of self	122	11.4	13	6.4	18	6.4	34	9.4	57	26.0	120	12.7	13	7.2	16	6.6	34	10.9	57	27.3	2	1.6			2	5.4					
Pregnancy and confinement	70	6.6	16	7.8	24	8.5	20	5.5	10	4.6	70	7.4	16	8.9	24	9.8	20	6.4	10	4.8											
Illness of others	41	3.8	5	2.5	3	1.1	18	5.0	15	6.8	40	4.2	4	2.2	3	1.2	18	5.8	15	7.2	1	.8	1	4.2							
Accident	2	.2					1	.3	1	.5	2	.2					1	.3													
Marriage	25	2.3	3	1.5	8	2.8	9	2.5	5	2.3	25	2.6	3	1.7	9	3.3	9	2.9	5	2.4											
Home duties	173	16.2	28	13.7	43	15.3	67	18.5	35	16.0	173	18.3	28	15.6	43	17.6	67	21.5	35	16.7											
Education	18	1.7			9	3.2	8	2.2	1	.5	18	1.9			9	3.7	8	2.6	1	.5											
Religion	1	.1			1	.4					1	.1			1	.4															
Rest	17	1.6	1	.5	4	1.4	6	1.7	6	2.7	17	1.8	1	.6	4	1.6	6	1.9	6	2.9											
Recreation	17	1.6			1	.4	4	1.1	12	5.5	17	1.8			1	.4	4	1.3	12	5.7											
Vacation	4	.4			2	.7	1	.3	1	.5	4	.4			2	.8	1	.3	2	.9											
Distance too great	20	1.9	7	3.4	5	1.8	6	1.7	2	.9	14	1.5	6	3.3	4	1.3	2	1.0													
Change of residence	50	4.7	10	4.9	15	5.3	20	5.5	5	2.3	44	4.7	10	5.6	13	5.3	16	5.1	5	2.4	6	4.9	1	4.2	3	8.1	2	3.9			
Desired a change	2	.2			1	.4	1	.3			2	.2			1	.4															
Another job	149	14.0	44	21.6	86	30.8	44	12.2	25	11.4	120	12.7	39	21.7	26	10.7	33	10.6	22	10.5	29	23.8	5	20.8	10	27.0	11	21.6	3	30.0	

Mill or other place of work—total	314	29.5	72	35.3	95	33.8	110	30.4	37	16.9	242	25.6	57	31.7	76	31.1	79	25.4	30	14.4	72	59.0	15	62.5	19	51.4	31	60.8	7	70.0	
Per cent distribution	100.0		22.9		30.3		35.0		11.8		100.0		23.0		31.4		32.0		12.4		100.0		20.8		26.4		43.1		9.7		
Accident	1	.1							1	.5	1	1							1	.5											
Work ran badly; work too hard	34	3.2	10	4.9	15	5.3	4	1.1	5	2.3	25	2.6	7	3.9	11	4.5	2	.6	5	2.4	9	7.4	3	12.5	4	10.8	2	3.9			
Dissatisfied with conditions	45	4.2	9	4.4	19	6.8	14	3.9	3	1.4	35	3.7	5	2.8	16	6.6	11	3.5	3	1.4	10	8.2	4	16.7	3	8.1	3	5.9			
Hours too long	15	1.4			2	.7	11	3.0	2	.9	11	1.2			2	.9	7	2.3	2	1.0	4	3.3				4	7.8				
Insufficient earnings	109	10.2	27	13.2	31	11.0	40	11.0	11	5.0	84	8.9	22	12.2	26	10.7	26	8.4	10	4.8	25	20.5	5	20.8	5	13.5	14	27.5	1	10.0	
Work slack	36	3.4	11	5.4	10	3.6	10	2.8	5	2.3	35	3.7	11	6.1	10	4.1	9	2.9	5	2.4	1	.8				1	2.0				
No work	2	.2					2	.6			2	.2					2	.6													
Mill or other place of work closed; shut-down	7	.7	4	2.0	2	.7	1	.3			5	.5	3	1.7	1	.4	1	.3			2	1.6	1	4.2	1	2.7					
Laid off	54	5.1	9	4.4	15	5.3	20	5.5	10	4.6	33	3.5	7	3.9	9	3.7	13	4.2	4	1.9	21	17.2	2	8.3	6	16.2	7	13.7	6	60.0	
Discharged	11	1.0	2	1.0	1	.4	8	2.2			11	1.2	2	1.1	1	.4	8	2.6													
General—total	41	3.8	5	2.5	16	5.7	13	3.6	7	3.2	35	3.7	3	1.7	15	6.1	10	3.2	7	3.3	6	4.9	2	8.3	1	2.7	3	5.9			
Per cent distribution	100.0		12.3		39.0		31.7		17.1		100.0		8.0		42.9		28.0		20.0		100.0		33.3		16.7		50.0				
Dispute	31	2.9	4	2.0	12	4.3	9	2.6	6	2.7	27	2.9	2	1.1	11	4.5	8	2.6	6	2.9	4	3.3	2	8.3	1	2.7	1	2.0			
Strike	2	.2			1	.4			1	.5	2	.2			1	.4			1	.5											
Miscellaneous	8	.8	1	.5	3	1.1	4	1.1			6	.6	1	.6	3	1.2	2	.6			2	1.6					2	3.9			

NORTHERN MILLS

All causes	441	100.0	97	100.0	114	100.0	148	100.0	85	100.0	391	100.0	90	100.0	101	100.0	123	100.0	77	100.0	50	100.0	14	100.0	13	100.0	22	100.0	8	100.0	
Per cent distribution	100.0		22.0		25.9		32.9		19.3		100.0		23.0		25.8		31.5		19.7		100.0		14.0		26.0		44.0		16.0		
Personal—total	285	64.6	56	57.7	72	63.2	91	62.8	66	77.6	267	68.3	53	58.9	67	66.3	84	68.3	63	81.8	18	36.0	3	42.9	5	38.5	7	31.8	3	37.5	
Per cent distribution	100.0		19.6		25.3		31.9		23.2		100.0		19.9		25.1		31.5		23.6		100.0		16.7		27.8		38.9		16.7		
Illness of self	39	8.8	3	3.1	5	4.4	13	9.0	18	21.2	39	10.0	3	3.3	5	5.0	13	10.6	18	23.4											
Pregnancy and confinement	29	6.6	8	8.2	7	6.1	10	6.9	4	4.7	29	7.4	8	8.9	7	6.9	10	8.1	4	5.2											
Illness of others	15	3.4	2	2.1	1	.9	6	3.4	7	8.2	15	3.8	2	2.2	1	1.0	5	4.1	7	9.1											
Marriage	7	1.6	1	1.0	3	2.6	3	2.1			7	1.8	1	1.1	3	3.0	3	2.4													
Home duties	108	24.0	19	19.6	29	25.4	41	28.3	17	20.0	108	27.1	19	21.1	29	28.7	41	33.3	17	22.1											
Education	12	2.7			7	6.1	4	2.8	1	1.2	12	3.1			7	6.9	4	3.3	1	1.3											
Religion	1	.2			1	.9					1	.3			1	1.0															
Rest	7	1.6	1	1.0	1	.9	2	1.4	3	3.5	7	1.8	1	1.1	1	1.0	2	1.6	3	3.9											
Recreation	7	1.6			1	.9	1	.7	5	5.9	7	1.8			1	1.0	1	.8	5	6.5											
Vacation	3	.7			2	1.8			1	1.2	3	.8			2	2.0			1	1.3											
Distance too great	7	1.6	3	3.1	2	1.8	1	.7	1	1.2	7	1.8	3	3.3	2	2.0	1	.8													
Moved	9	2.0			5	4.4	3	2.1	1	1.2	6	1.5			5	5.0			1	1.3	3	6.0				3	13.6				
Another job	43	9.8	19	19.6	8	7.0	8	5.5	8	9.4	28	7.2	16	17.8	3	3.0	4	3.3	5	6.5	15	30.0	3	42.9	5	38.5	4	18.2	3	37.5	





SOUTHERN MILLS

	825	100.0	107	100.0	167	100.0	217	100.0	134	100.0	553	100.0	90	100.0	143	100.0	188	100.0	132	100.0	72	100.0	17	100.0	24	100.0	29	100.0	2	100.0	
All causes	825	100.0	107	100.0	167	100.0	217	100.0	134	100.0	553	100.0	90	100.0	143	100.0	188	100.0	132	100.0	72	100.0	17	100.0	24	100.0	29	100.0	2	100.0	
Per cent distribution	100.0	100.0	17.1	100.0	26.7	100.0	34.7	100.0	21.4	100.0	100.0	100.0	16.3	100.0	25.9	100.0	34.0	100.0	23.9	100.0	100.0	100.0	23.6	100.0	33.3	100.0	40.3	100.0	2.8	100.0	
Personal—total	426	68.2	71	66.4	98	58.7	148	68.2	109	81.3	400	72.3	67	74.4	86	60.1	138	73.4	109	82.6	26	36.1	4	23.5	12	60.0	10	34.5			
Per cent distribution	100.0	100.0	16.7	100.0	23.0	100.0	34.7	100.0	25.8	100.0	100.0	100.0	16.8	100.0	21.5	100.0	34.5	100.0	27.3	100.0	100.0	100.0	15.4	100.0	46.2	100.0	38.5				
Illness of self	83	13.3	10	9.3	13	7.8	21	9.7	39	29.1	81	14.6	10	11.1	11	7.7	21	11.2	39	29.5	2	2.8			2	8.3					
Pregnancy and confinement	41	6.6	8	7.5	17	10.2	10	4.6	6	4.5	41	7.4	8	8.9	17	11.9	10	5.3	6	4.5											
Illness of others	26	4.2	3	2.8	2	1.2	13	6.0	8	6.0	25	4.5	2	2.2	2	1.4	13	6.9	8	6.1	1	1.4	1	5.9							
Accident	2	.3					1	.5	1	.7	2	.4					1	.5	1	.8											
Marriage	18	2.9	2	1.9	5	3.0	6	2.8	5	3.7	18	3.3	2	2.2	5	3.5	6	3.2	5	3.8											
Home duties	67	10.7	9	8.4	14	8.4	26	12.0	18	13.4	67	12.1	9	10.0	14	9.8	26	13.8	18	13.6											
Education	6	1.0			2	1.2	4	1.8			6	1.1			2	1.4	4	2.1													
Rest	10	1.6			3	1.8	4	1.8	3	2.2	10	1.8			3	2.1	4	2.1	3	2.3											
Recreation	10	1.6					3	1.4	7	5.2	10	1.8					3	1.6	7	5.3											
Vacation	1	.2					1	.5			1	.2					1	.5													
Distance too great	13	2.1	4	3.7	3	1.8	5	2.3	1	.7	7	1.3	3	3.3			3	1.6	1	.8					3	12.5	2	6.9			
Change of residence	41	6.6	10	9.3	10	6.0	17	7.8	4	3.0	38	6.9	10	11.1	8	5.6	16	8.5	4	3.0	3	4.2			2	8.3	1	3.4			
Desired a change	2	.3			1	.6					2	.4			1	.7	1	.5													
Another job	106	17.0	25	23.4	28	16.8	36	16.6	17	12.7	92	16.6	23	25.6	23	16.1	29	15.4	17	12.9	14	19.4	2	11.8	5	20.8	7	24.1			
Mill or other place of work—total	174	27.8	32	29.9	60	35.9	63	29.0	19	14.2	132	23.9	21	23.3	48	33.6	46	24.5	17	12.9	42	58.3	11	64.7	12	50.0	17	58.6	2	100.0	
Per cent distribution	100.0	100.0	18.4	100.0	34.5	100.0	36.2	100.0	10.9	100.0	100.0	100.0	15.9	100.0	30.4	100.0	34.8	100.0	12.9	100.0	100.0	100.0	26.2	100.0	28.6	100.0	40.5	100.0	4.8	100.0	
Accident	1	.2							1	.7	1	.2								1	.8										
Work ran badly; work too hard	21	3.4	3	2.8	13	7.8	3	1.4	2	1.5	15	2.7	2	2.2	9	6.3	2	1.1	2	1.5	6	8.3	1	5.9	4	16.7	1	3.4			
Dissatisfied with conditions	33	5.3	6	5.6	13	7.8	11	5.1	3	2.2	26	4.7	2	2.2	11	7.7	10	5.3	3	2.3	7	9.7	4	23.5	2	8.3	1	3.4			
Hours too long	9	1.4			2	1.2	5	2.3	2	1.5	7	1.3			2	1.4	3	1.6	2	1.5	3	2.8					2	6.9			
Insufficient earnings	61	9.8	13	12.2	19	11.4	24	11.1	5	3.7	41	7.4	8	8.9	15	10.5	14	7.4	4	3.0	20	27.8	5	29.4	4	16.7	10	34.5	1	50.0	
Work slack	20	3.2	5	4.7	5	3.0	7	3.2	3	2.2	20	3.6	5	5.6	5	3.5	7	3.7	3	2.3											
Mill or other place of work closed; shut down	3	.5	1	.9	1	.6	1	.5			3	.5	1	1.1	1	.7	1	.5													
Laid off	19	3.0	3	2.8	6	3.6	7	3.2	3	2.2	12	2.2	2	2.2	4	2.8	4	2.1	2	1.5	7	9.7	1	5.9	2	8.3	3	10.3	1	50.0	
Discharged	7	1.1	1	.9	1	.6	5	2.3			7	1.3	1	1.1	1	.7	5	2.7													
General—total	25	4.0	4	3.7	9	5.4	6	2.8	6	4.5	21	3.8	2	2.2	9	6.3	4	2.1	6	4.5	4	5.6	2	11.8			2	6.9			
Per cent distribution	100.0	100.0	16.0	100.0	36.0	100.0	24.0	100.0	24.0	100.0	100.0	100.0	9.5	100.0	42.9	100.0	19.0	100.0	28.6	100.0	100.0	100.0	50.0	100.0	100.0	50.0	100.0	50.0	100.0	4.8	100.0
Dispute	18	2.9	3	2.8	7	4.2	3	1.4	5	3.7	16	2.9	1	1.1	7	4.9	3	1.6	5	3.8	2	2.8	2	11.8							
Strike	1	.2							1	.7	1	.2								1	.8										
Miscellaneous	6	1.0	1	.9	2	1.2	3	1.4			4	.7	1	1.1	2	1.4	1	.5			2	2.8					2	6.9			

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TABLE XL.—Temperature and relative humidity of workrooms in the mills visited, by mill department

Department	Number of rooms visited	Number of rooms whose dry-bulb reading was, in degrees—																									
		61	70	71	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93			
Total.....	104	1	1	2	6	8	8	7	5	9	9	8	7	5	3	6	8	3	1	2	1	2	1	1			
Carding.....	27	1	---	---	2	3	1	1	1	3	2	2	---	2	2	3	2	1	---	---	---	1	---	---			
Spinning.....	25	---	---	---	---	1	3	1	2	2	2	2	3	---	---	3	2	---	1	---	---	1	---	---			
Spooling.....	21	---	2	1	3	2	2	1	---	2	1	3	---	---	2	1	---	---	1	---	---	---	---	---			
Weaving.....	31	---	1	---	3	2	4	1	2	4	3	3	---	1	1	2	---	1	---	---	---	---	---	---			
		Number of rooms whose wet-bulb reading was, in degrees—																									
		55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	83
Total.....	104	1	1	1	1	3	2	1	4	2	12	5	6	5	10	3	7	2	9	3	9	2	7	2	4	1	1
Carding.....	27	1	---	---	1	---	1	---	---	2	4	2	2	2	3	---	3	---	1	1	1	1	1	1	1	---	---
Spinning.....	25	---	---	---	1	1	---	1	---	2	1	1	3	2	1	1	3	---	1	1	2	1	1	1	---	---	---
Spooling.....	21	---	1	---	1	---	1	2	---	3	1	2	1	1	2	2	---	1	1	1	---	1	---	---	---	---	---
Weaving.....	31	---	1	---	---	---	---	1	---	3	1	1	---	4	---	1	1	4	1	5	---	3	---	3	---	---	1
		Number of rooms whose relative reading was, in per cents—																									
		Under 40	40 and under 45	45 and under 50	50 and under 55	55 and under 60	60 and under 65	65 and under 70	70 and under 75	75 and under 80	80 and under 85	85 and over															
Total.....	104	7	13	17	12	19	7	9	8	2	7	3															
Carding.....	27	2	4	5	3	4	3	2	2	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Spinning.....	25	1	4	8	3	4	1	3	1	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Spooling.....	21	2	3	3	3	6	1	---	2	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Weaving.....	31	2	2	1	3	5	2	---	4	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

TABLE XLI.—Lighting of workrooms in the mills visited as registered by foot-candle readings, by mill department

Department	Number of readings	Readings which registered less than 2 foot candles <sup>1</sup>		Range of readings	Mode or greatest number
		Number	Per cent		
Carding.....	29	9	31.0	—1 c. to 12 c.....	1 c. to 2 c.
Spinning.....	32	10	31.3	—1 c. to 25 c.....	1 c. to 2 c.
Spooling.....	26	5	19.2	—1 c. to 30 c.....	4 c. to 5 c.
Weaving.....	52	8	15.4	—1 c. to 30 c.....	3 c. to 4 c.
Cloth.....	10	---	---	3 c. to 30 c.....	5 c. to 6 c.

<sup>1</sup> The New York Industrial Commission gives 1 to 2 foot candles as the modern practice for work not requiring discrimination of detail. (42, p. 10.)

TABLE XLII.—*Time worked and time lost during the year, and per cent days lost are of possible working days, negro employees, by mill department*

## MEN AND WOMEN

Department	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of possible working days <sup>2</sup>	Number of days worked	Days lost	
					Number	Per cent of possible working days
All departments.....	563	131.7	48,475	40,063	8,412	17.4
Carding.....	95	27.7	10,506	8,493	2,013	19.2
Spinning.....	51	12.4	4,386	3,695	691	15.8
Weaving.....	54	17.5	6,701	5,284	1,437	21.4
General <sup>3</sup> .....	363	74.1	26,882	22,611	4,271	15.9

## MEN

All departments.....	86	33.3	11,886	10,237	1,649	13.9
Carding.....	28	13.7	5,050	4,231	819	16.2
Spinning.....	1	1.0	310	295	15	4.8
General <sup>3</sup> .....	57	18.6	6,526	5,711	815	12.5

## WOMEN

All departments.....	477	98.4	36,589	29,826	6,763	18.5
Carding.....	67	14.0	5,456	4,262	1,194	21.9
Spinning.....	50	11.4	4,076	3,400	676	16.6
Weaving.....	54	17.5	6,701	5,284	1,437	21.4
General <sup>3</sup> .....	306	55.5	20,356	16,900	3,456	17.0

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> For the year studied, the number of working days from date an employee's name first appeared on the books to date of its last appearance, totaled for all names on the books.

<sup>3</sup> Scrubbers, cleaners, etc.

TABLE XLIII.—Labor turnover among negro employees, by mill department

MEN AND WOMEN				
Department	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Final separations—those not followed by return to work in 1922	
			Number	Percentage of turnover <sup>2</sup>
All departments.....	563	131.7	421	319.7
Carding.....	95	27.7	67	241.9
Spinning.....	51	12.4	35	282.3
Weaving.....	54	17.5	28	160.0
General <sup>3</sup> .....	363	74.1	291	392.7
MEN				
All departments.....	86	33.3	60	180.2
Carding.....	28	13.7	16	116.8
Spinning.....	1	1.0	—	—
General <sup>3</sup> .....	57	18.6	44	236.6
WOMEN				
All departments.....	477	98.4	361	366.9
Carding.....	67	14.0	51	364.3
Spinning.....	50	11.4	35	307.0
Weaving.....	54	17.5	28	160.0
General <sup>3</sup> .....	306	55.5	247	445.0

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Number of separations divided by average number of full-time workers, the result—the “separation rate”—being converted into the more familiar “percentage of turnover” by moving the decimal point two places.

<sup>3</sup> Scrubbers, cleaners, etc.

TABLE XLIV.—Labor turnover in the various months of the year, negro employees

Month	Men and women				Men				Women			
	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>	Number of names on pay roll during year	Average number of full-time workers <sup>1</sup>	Number of final separations <sup>2</sup>	Percentage of turnover <sup>3</sup>
Entire year.....	4 527	124.2	385	310.0	4 50	25.8	24	98.0	477	98.4	361	366.9
January.....	177	121.9	35	28.7	30	24.7	1	4.0	147	97.2	34	35.0
February.....	160	118.4	28	23.6	29	23.2	2	8.6	131	95.2	26	27.3
March.....	170	116.8	35	30.0	32	26.4	1	3.8	138	90.4	34	37.6
April.....	163	122.8	24	19.5	32	27.8	—	—	131	95.0	24	25.3
May.....	174	120.3	31	25.8	34	29.6	2	6.8	140	90.7	29	32.0
June.....	170	129.6	24	18.5	32	28.5	1	3.5	138	101.1	23	22.7
July.....	181	127.8	42	32.9	33	26.4	3	11.4	148	101.4	39	38.5
August.....	175	124.9	29	23.2	34	27.7	3	10.8	141	97.2	26	26.7
September.....	163	124.5	21	16.6	26	23.2	1	4.3	137	103.3	20	19.4
October.....	167	120.9	29	24.0	29	23.7	—	—	138	97.2	29	29.8
November.....	194	130.4	54	41.4	33	23.9	7	29.3	161	106.5	47	44.1
December.....	219	129.4	33	25.5	29	23.5	3	12.8	190	105.9	30	28.3

<sup>1</sup> Total days worked during the year, all employees, divided by number of days mill was in operation.

<sup>2</sup> Employees who left and did not return during 1922. An absence during the last week of the year has not been considered a separation.

<sup>3</sup> Number of separations divided by average number of full-time workers, the result—the “separation rate”—being converted into the more familiar “percentage of turnover” by moving the decimal point two places.

<sup>4</sup> Men in one mill not included, because of incomplete data.

## APPENDIX B—SCHEDULE FORMS

### SCHEDULE I

This schedule was used for recording plant policies and working conditions—one for each mill.

UNITED STATES DEPARTMENT OF LABOR, WOMEN'S BUREAU, WASHINGTON, D. C.

#### FACTORY SCHEDULE

Firm name	Name of president of mill
Address	Name of superintendent of mill
Product	Name of informant
Hours	Agent                      Date

Day	Saturday	Day	Saturday	Night
Begin.....				
End.....				
Lunch.....				
Supper.....				
Total hours.....				

Weekly number of days	Weekly number of days	Weekly number of nights
Weekly hours	Weekly hours	Weekly hours

*Irregular hours:*

For days or weeks.

*Overtime* (cause, how much, over what period).

*Wages:* Per cent fluctuation in wage rates:

Increases—dates.

Decreases—dates.

Overtime—pay (basis).

*Employment methods* (hiring by whom, firing, etc.).

Records kept—

*Dispensary.*

*First aid.*

*What is basis of termination of employment.*

*Plant shut down.*

*Policy as to transfers, spare hands, etc.*

*Doctor at plant* (whole time—part time).

*Nurse* (whole time—part time).

*Follow up work* (by whom).

How long an absence.

*Attendance bonus.*

*Penalty for absence.*

*Rules or other efforts to secure steady attendance.*

*Day nursery* (near plant—owned by plant).

*Does mill own houses sufficient in number to house employees?*



SCHEDULE III

Data on Schedule II were transferred to this schedule, which was then used to record information concerning causes of lost time and personal and industrial history, secured during home interviews with the women workers—one schedule being used for each woman.

WOMEN'S BUREAU—UNITED STATES DEPARTMENT OF LABOR

F. 15  
 S. No. .... Mill ..... City ..... Worker .....  
 Occ. .... Dept. .... Began ..... Ended ..... Address .....  
 Hours: (a) Daily ..... (b) Sat. .... (c) Night ..... (d) Weekly ..... T P B

Mo.																																Work days					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Pos.	Act.				
Jan.	X							X						X							X								X								
Feb.					X					X								X								X											
Mar.				X						X								X							X												
Apr.		X						X						X							X								X								
May				X			X						X							X							X										
June			X						X						X				X						X												
July		X						X						X							X					X											
Aug.				X						X					X				X						X												
Sept.			X				X			X							X				X				X												
Oct.	X						X							X							X					X											
Nov.				X						X							X					X				X											
Dec.		X							X						X					X					X												

WORKER: 1. W B O. 2. N F (spec.) ..... 3. Speak Eng., No. 4. S M W S D.  
 5. Age ..... 6. (a) Age first emp. .... (b) In mill .....  
 7. Emp. before cotton mill period .....  
 8. Home duties .....  
 FAMILY: 9. (a) Total ..... (b) Under 5 ..... (c) 5 to 12 ..... (d) 13 and over .....  
 10. Home owned; rented mill, other. 11. (a) No. workers ..... (b) Relationship .....  
 12. Lived with relatives, others (spec.) .....  
 PRESENT MILL: 13. (a) Over-all ..... (b) Actual ..... 14. Overtime in 1922, No (spec.) .....  
 15. (a) Absence planned reg., No (cause) ..... (b) Asked out, No. ....  
 16. Steady work desired, No. 17. One job, shifts .....  
 18. Foreman, supt., emp. mgr., other. 19. Distance from home .....  
 20. Cause of leaving last job .....

COTTON-MILL PERIOD: 21. (a) Over-all ..... (b) Absence: ..... (c) Cause of absence: .....


Informant .....  
 Date .....  
 Agent .....

## PUBLICATIONS OF THE WOMEN'S BUREAU

[Any of these bulletins 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 Industries in Indiana. 29 pp. 1918.
  - No. 3. Standards for the Employment of Women in Industry. 7 pp. 1919.
  - 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. 1919.
  - No. 7. Night Work Laws in the United States. 4 pp. 1919.
  - No. 8. Out of print.
  - 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. 1920.
  - No. 12. The New Position of Women in American Industry. 158 pp. 1920.
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  - No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
  - No. 16. See Bulletin 40.
  - No. 17. Women's Wages in Kansas. 104 pp. 1921.
  - No. 18. Health Problems of Women in Industry. (Reprint of paper published in the Nation's Health, May, 1921.) 11 pp. 1921.
  - No. 19. Iowa Women in Industry. 73 pp. 1922.
  - No. 20. Out of print.
  - 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.
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  - 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. State Laws Affecting Working Women. 55 pp. 1924. (Revision of Bulletin 16.)
  - No. 41. The Family Status of Breadwinning Women in Four Selected Cities. 144 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.
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  - No. 46. Facts About Working Women. 64 pp. 1925.
  - No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
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  - No. 51. Women in Illinois Industries. 108 pp. 1926.
  - No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1925.
  - No. 53. Status of Women in Government Service in 1925. (In press.)
  - No. 54. Changing Jobs. (In press.)
  - No. 55. Women in Mississippi Industries. (In press.)
- Annual Reports of the Director, 1919, 1920. (Out of print.)  
Annual Reports of the Director, 1921, 1922, 1923, 1924, 1925.



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BULLETIN OF THE W

**LOST TIME AND LABOR TURNOVER  
IN COTTON MILLS**  
**A STUDY OF CAUSE AND EXTENT**



WASHINGTON  
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## LETTER OF TRANSMITTAL

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UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, February 6, 1926.*

SIR: I am transmitting herewith a report on a study to ascertain the cause and extent of lost time and labor turnover among women workers in cotton mills. Eighteen representative mills throughout the North, South, East, and Southwest were chosen for this study. The report is one which should be of great interest to both employers and employees. The causes of absence of industrial workers and their reasons for leaving places of employment are important problems confronting the employment managers to-day. When the causes are known, remedies can be applied and waste in industry due to absenteeism and turnover can be reduced to a minimum.

Mrs. Ethel L. Best, economic analyst, conducted the survey and also wrote the report. The statistical work was done under the direction of Miss I. A. Spring and Miss Gladys McKenna.

MARY ANDERSON, *Director.*

HON. JAMES J. DAVIS,  
*Secretary of Labor*