

UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 100

**THE EFFECTS ON WOMEN
OF CHANGING CONDITIONS IN
THE CIGAR AND CIGARETTE INDUSTRIES**

[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 the standards and policies which shall promote the welfare of working women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

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

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

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

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

Approved, June 5, 1920.

UNITED STATES DEPARTMENT

W. N. DOAK, Sec. Dhananjayrao Gadgil Library

WOMEN'S BUREAU

MARY ANDERSON



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**THE EFFECTS ON WOMEN
OF CHANGING CONDITIONS IN
THE CIGAR AND CIGARETTE INDUSTRIES**

BY
CAROLINE MANNING
AND
HARRIET A. BYRNE



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CONTENTS

	Page
Letter of transmittal.....	vii
Part I.—Introduction.....	1
Cigars.....	1
Cigarettes.....	4
Purpose and scope of study.....	6
Cigar-factory data.....	6
Interviews with employers.....	8
Interviews with women.....	8
Summary.....	8
Part II.—Trends in the manufacture and marketing of cigars and cigarettes.....	11
The cigar industry.....	11
Per cent of the total production.....	11
Numbers employed.....	13
Changes in localities.....	14
Kentucky and Tennessee.....	14
Philadelphia and Camden.....	16
New York City, Jersey City, and Newark.....	18
Ohio.....	19
The cigarette industry.....	20
Reports from two States.....	22
Ohio.....	22
Pennsylvania.....	23
Part III.—Interviews with cigar-plant officials.....	27
Hand-operated plants.....	27
Types of plants.....	29
Difficulties of transition.....	30
Economies of automatic machine.....	32
Changes in personnel.....	36
Part IV.—History of cigar and cigarette workers as reported in home interviews.....	38
Home interviews with cigar workers.....	39
Age of the women.....	40
Department in which employed.....	41
Week's earnings.....	43
Time in the cigar industry.....	49
Cause of the separation.....	52
Employment status since the chief separation.....	53
Unemployment for industrial reasons since the separation.....	56
Subsequent jobs.....	59
Separations other than the chief one.....	62
Home interviews with cigarette workers.....	62
Employment status in Locality A.....	63
Time worked in cigarette industry.....	63
Status of employment.....	65
Time unemployed for industrial reasons since losing job.....	66
Time lost between separation and first subsequent job.....	66
Number and type of subsequent jobs.....	67
Reasons for leaving subsequent jobs.....	67
Separations other than the major one.....	67
Employment status in Localities B.....	67
Time worked in cigarette industry.....	67
Status of employment.....	68
Time unemployed for industrial reasons since losing job.....	69
Time lost between separation and first subsequent job.....	69
Number and type of subsequent jobs.....	70
Reasons for leaving subsequent jobs.....	70
Separations other than the major one.....	71

Part IV.—History of cigar and cigarette workers as reported in home interviews—Continued.	
Home interviews with cigarette workers—Continued.	Page
Earnings before and after the separation.....	71
Occupation and age.....	71
Earnings of the women from making departments.....	71
Earnings of the women from packing departments.....	72
Earnings in Locality A.....	74
Earnings in Localities B.....	74
Part V.—Personal information about women still employed.....	76
The cigar workers.....	76
Age.....	76
Nativity.....	77
Marital status.....	77
Time in the cigar industry.....	78
The cigarette industry.....	79
Age.....	79
Nativity.....	79
Marital status.....	79
Time in the cigarette industry.....	79
Part VI.—Wage data from factory pay rolls.....	80
Week's earnings in the cigar industry.....	80
Median and range of earnings.....	80
Earnings and time worked.....	84
Time worked in the various departments.....	85
Method of payment.....	90
Locality.....	92
Size of city.....	94
Earnings and age.....	95
Earnings and time in the trade.....	97
Data for Florida.....	99
Week's earnings in the cigarette industry.....	100
Median and range.....	101
Earnings and time worked.....	104
Method of payment.....	107
Locality.....	108
Earnings and age.....	110
Fluctuation in the employment of women in two factories.....	112
Year's earnings in cigars.....	115
Part VII.—Working conditions.....	118
Stairways.....	119
Floors and aisles.....	119
Lighting.....	119
Ventilation.....	120
Seating.....	121
Drinking facilities.....	122
Washing facilities.....	123
Toilet facilities.....	124
Lunch rooms.....	124
Cloakrooms.....	124
Uniforms.....	125
Part VIII.—Occupations in the industries.....	126
Occupations in the cigar industry.....	126
Occupations in the cigarette industry.....	129
Appendixes:	
A.—General tables.....	134
B.—Schedule forms.....	179

TEXT TABLES

1. Number of employees, according to whether hand or machine factory—Cigars.....
2. Per cent women formed of total employees, according to whether hand or machine factory—Cigars.....
3. Trend of employment and wages in the cigar and cigarette industries in Ohio, 1923 to 1930.....
4. Trend of employment in five specified counties in Pennsylvania.....
5. Age of the women interviewed, by type of locality—Cigars.....

CONTENTS

v

	Page
6. Department in which employed at time of separation, by type of locality in which interviewed—Cigars.....	42
7. Earnings in last job before separation and in first subsequent job, by age at date of interview—Cigars.....	44
8. Time worked in the industry, by type of locality—Cigars.....	49
9. Employment status since the chief separation, by type of locality—Cigars.....	53
10. Time unemployed for industrial reasons between separation and first subsequent job, by type of locality—Cigars.....	57
11. Department in which employed at time of separation, by age at date of interview and type of locality—Cigarettes.....	63
12. Age of the women interviewed, by type of locality—Cigarettes.....	64
13. Employment status since the chief separation, by type of locality—Cigarettes.....	65
14. Time unemployed for industrial reasons between separation and first subsequent job, by type of locality—Cigarettes.....	66
15. Week's earnings of packing-department workers in last job before separation and in first subsequent job (identical women)—all women reporting and those under 30 years of age—Cigarettes.....	73
16. Week's earnings of packing-department workers in last job before separation and in first subsequent job—all women reporting and those under 30 years of age—Cigarettes.....	74
17. Week's earnings, by department and occupation—Cigars.....	81
18. Earnings distribution by department—Cigars.....	82
19. Median earnings of women whose time worked was reported in days, by department—Cigars.....	86
20. Median earnings of women whose time worked was reported in hours, by department—Cigars.....	87
21. Number and median earnings of timeworkers and of pieceworkers, by department—Cigars.....	90
22. Median of the week's earnings of white women, by department and locality—Cigars.....	93
23. Median of the week's earnings of negro women, by department and locality—Cigars.....	94
24. Earnings distribution by department—Cigarettes.....	101
25. Earnings, by department and occupation—Cigarettes.....	103
26. Median earnings of women whose time worked was reported in days, by department—Cigarettes.....	104
27. Median earnings of women whose time worked was reported in hours, by department—Cigarettes.....	106
28. Number and median earnings of timeworkers and of pieceworkers, by department—Cigarettes.....	108
29. Year's earnings, by weeks worked—Cigars.....	115
30. Year's earnings, by department—Cigars.....	117

APPENDIX TABLES

I. Department in which employed at time of separation, by age at date of interview and type of locality—Cigars.....	134
II. Time worked in the industry, by age at date of interview and type of locality—Cigars.....	135
III. Steadiness of employment since separation according to age at date of interview, by type of locality—Cigars.....	136
IV. Steadiness of employment since separation according to type of locality, by age at date of interview—Cigars.....	137
V. Number and type of jobs secured since separation, by age at date of interview and type of locality—Cigars.....	138
VI. Employment of women subsequent to the separation, by locality and age group—Cigars.....	140
VII. Number of jobs since separation and time unemployed for industrial reasons, by type of locality—Cigars.....	142
VIII. Time worked in the industry, by age at date of interview and type of locality—Cigarettes.....	144
IX. Number of jobs since separation and time unemployed for industrial reasons, by type of locality—Cigarettes.....	145
X. Employment of women subsequent to the separation, by locality and age group—Cigarettes.....	146

	Page
XI. Earnings in last job before separation and in first subsequent job, by age at date of interview—Cigarettes.....	147
XII. Age of women who supplied personal information, by department—Cigars.....	148
XIII. Department in which employed, by age group—Women who supplied personal information—Cigars.....	149
XIV. Nativity and color of women who supplied personal information, by department—Cigars.....	150
XV. Marital status of women who supplied personal information, by department—Cigars.....	151
XVI. Time in the trade of women who supplied personal information, by department—Cigars.....	152
XVII. Age of women who supplied personal information, by department—Cigarettes.....	153
XXVIII. Department in which employed, by age group—Women who supplied personal information—Cigarettes.....	154
XIX. Nativity and color of women who supplied personal information, by department—Cigarettes.....	155
XX. Marital status of women who supplied personal information, by department—Cigarettes.....	156
XXI. Time in the trade of women who supplied personal information, by department—Cigarettes.....	157
XXII. Week's earnings, by department and occupation—Cigars.....	158
XXIII. Earnings distribution and time worked, women whose time was reported in days—Cigars.....	164
XXIV. Earnings distribution and time worked, women whose time was reported in hours—Cigars.....	165
XXV. Earnings distribution by locality—Cigars.....	166
XXVI. Week's earnings and age of women who supplied personal information—Cigars.....	167
XXVII. Earnings distribution by time in the trade, women who supplied personal information—Cigars.....	168-169
XXVIII. Week's earnings, by department and occupation—Cigarettes.....	170
XXIX. Earnings distribution and time worked, women whose time was reported in days—Cigarettes.....	176
XXX. Earnings distribution and time worked, women whose time was reported in hours—Cigarettes.....	177
XXXI. Week's earnings and age of women who supplied personal information—Cigarettes.....	178

CHARTS

Proportion of total production of cigars manufactured in factories classified yearly according to output, 1921 to 1930.....	12
Index of the trend in the production of cigars in certain localities, by area, 1926 to 1930.....	15
Index of the trend in the production of cigarettes in certain localities, 1926 to 1930.....	21
Per cent distribution of women by time worked in the cigar industry, by localities.....	50
Proportion of women entirely unemployed between separation and date of interview, by age and type of locality—Cigars.....	54
Per cent distribution of women by time worked in the cigarette industry, by localities.....	64
Per cent distribution of current week's earnings of women in selected departments—Cigars.....	83
Per cent distribution of current week's earnings of white and negro women, by age—Cigars.....	96
Per cent distribution of current week's earnings of women in selected departments—Cigarettes.....	102
Per cent distribution of current week's earnings of white women, by age—Cigarettes.....	111

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, June 6, 1932.

SIR: I have the honor to submit the report of a survey of the effects on women cigar and cigarette workers of the recent introduction or improvement of machines and the concentration of operations in a greatly reduced number of factories, part of this bureau's extensive study of human waste in industry.

Interviews with 1,400 women displaced by changes in these industries, many of them after 20 years in their trades, show their unemployment, their economic difficulties, and their reduced earnings in the new lines of work taken up. The pay-roll section gives the earnings distribution of as many as 28,000 women.

I acknowledge with grateful appreciation the cooperation of employers who gave access to their pay rolls and information on changes in their industries, of employees who made out schedules or gave interviews in their homes, and of various agencies that supplied production figures or other data.

The field work was in charge of Caroline Manning, industrial supervisor. Parts 2, 3, and 7 of the report have been written by Miss Manning, and the remainder by Harriet A. Byrne, assistant editor.

Respectfully submitted.

MARY ANDERSON, *Director.*

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

THE EFFECTS ON WOMEN OF CHANGING CONDITIONS IN THE CIGAR AND CIGARETTE INDUSTRIES

PART I.—INTRODUCTION

Since the introduction of intensive cultivation and manufacture of tobacco in the United States women have been engaged in both these phases of the work. Women assist in the harvesting of tobacco and in its preparation for curing. This latter work consists in sewing or stringing the picked tobacco onto the laths on which the leaves are hung to be cured before the tobacco is ready for shipment to the warehouse and thence to the plant for manufacture. Many women are employed in the manufacture of tobacco into cigars, cigarettes, and other products. The work of women in cigar and cigarette manufacture and the effects on women of changes in these industries were the subject of the study made by the Women's Bureau in 1929 and 1930, of which the present report gives the findings.

The tobacco used in domestic manufacture that is cultivated in the Southern States, chiefly Kentucky, North and South Carolina, and Virginia, is used mainly for cigarettes and pipe and chewing tobacco, while that grown in the Connecticut Valley, Pennsylvania, and Wisconsin is used largely for making cigars.

CIGARS

It is said that when Columbus landed in America the natives were smoking rolled-up tobacco leaves. Since this is the make-up of a cigar, it is, perhaps, in this form that tobacco was first used. The word "cigar" is derived from the Spanish word "cigarer," to roll.¹

The cigar industry is purely a domestic one. Few American cigars are exported, although some are imported to continental United States. About 300,000,000 cigars that are manufactured in the Philippines and Puerto Rico enter the United States annually, duty free. The present consumption of cigars in the United States, considering those manufactured here and those imported, although not so great as before the cigarette increased in popularity, is greater than in any other country of the world.²

Manufacture.

Mechanical devices for stripping the tobacco leaf—that is, removing the mid rib—have been on the market for at least 50 years. Some of the early inventions were crude and not a commercial success, but before the beginning of the century their practical value had been demonstrated. It may surprise the reader that several patents for stripping equipment were issued to Oscar Hammerstein in the 1880's.

¹ Dushkind, Charles. *Tobacco Manual*. Tobacco Merchants Association of the United States. [1926.] New York, p. 19.

² *The Tobacco World*, Mar. 1, 1929. *The United States Export Trade in Tobacco Products*, 1928, pp. 10, 18.

He is said to have taken great satisfaction in applying his inventive genius to the perfection of an efficient stripping device.

When cigars were first made to any considerable extent there were no mechanical aids used in their manufacture; handmade cigars were the only kind known to smokers. The cigar industry was, for this reason, one in which skilled workers were essential, but little capital or equipment was required. After some time molds as mechanical aids were introduced, but the process of manufacture was still hand-work. The next device to be used was the suction plate, on which the leaf was cut by foot press; this plate is still used in some places.

The first cigar factory is said to have been established in 1810, although the making of cigars continued also as a home industry long after that. Since it was purely a hand operation, requiring no investment in equipment, small concerns sprang up in widely scattered parts of Pennsylvania, New York, and Ohio. The development of the cigarette industry, on the other hand, has been quite the opposite. Almost from the first it was a machine industry, and machine-made cigarettes had been on the market for years before the first cigar factory began the manufacture of cigars by machine in 1918.³

During the past decade or so a marked change has been taking place in cigar making; that is, the transition from hand to machine work. It was not until the growing popularity of the cigarette had come to be recognized that the cigar manufacturers found it necessary to produce a cigar at a lower price, and this meant a machine-made cigar. The greatly increased use of the cigarette was especially noted at the end of the World War. Tobacco at that time was high in price, and the process of hand manufacture of cigars was an expensive one. Machines had been used for part of the manufacture of cigars, but never had a cigar been made entirely by machine until shortly after the close of the war, when the automatic cigar-making machine was introduced.

After years of experimentation this almost human machine was put upon the market. Since then it has been greatly improved, so that the only human effort now required is the placing of the raw material in proper position, after which the machine makes the bunch, transfers it to the mechanical rolling and shaping devices, and finally ejects it, a finished cigar. The use of the machine has revolutionized the whole industry, since all the processes of cigar manufacture but the packing can now be accomplished by these machines.

Naturally, with the increasing number of machines in use, the making of cigars by hand is becoming a much less important occupation than it was a decade or two ago. The production of inexpensive machine-made cigars, which retail at 5 cents or thereabouts, has become the objective of the large manufacturers, and they control the industry.

The Tobacco World of March 1, 1929, indicates clearly what the increasing popularity of this machine is doing to the old-time hand-worker and the small manufacturer:

The American cigar industry emerged from the World War period handicapped not only by the rising popularity of the cigarette and the increased prices of raw materials but by an expensive system of hand manufacture, which is gradually being replaced by machinery, in order to meet the price competition of the cheaper smoke in the form of the cigarette.

The abolishment of hand manufacture, in turn, has thrown numbers of people out of employment and caused great economic distress in certain sections of the country. Furthermore, thousands of small manufacturers who have attempted to keep hand labor have been forced out of business entirely; the number of cigar establishments, in fact, decreased from 11,483 in 1919 to 7,974 in 1927.⁴

One of the first cigar companies to undertake the use of the automatic cigar-making machine took this step in Boston in 1918.⁵ When the installation of a cigar-making machine was being contemplated, the men in the plant, hoping to successfully combat the introduction of the machine, which had not yet proved its efficiency, refused to operate it. The following year, in order to be nearer the place of manufacture of the machine, this company moved to Newark.

With a recognition of the efficiency of the machine, since it was averaging 3,000 cigars a day, and of the fact that cheap labor could be trained to operate it, the installation of automatic equipment increased rapidly. The machine has caused the replacement of men by women to a great extent, since men refused, quite consistently, to operate the machine. A commercial journal is quoted as stating that there were 3,000 automatic cigar-making machines in operation in 1929. This made the production of machine-made cigars, when the machines were operating full capacity, 9,000,000 a day. The machine installed costs about \$3,500, with a royalty of \$1 to \$1.25 on every thousand cigars manufactured and a royalty of \$3 for every day that the machine is not in operation. Due to the almost prohibitive price for small shops, many of these have been forced out of business.

A trade publication concerned chiefly with the business of the few largest tobacco manufacturers gives a cursory review from year to year of the trends in the industry. Each successive bulletin emphasized the doom of the hand-operated plant:

Larger units making an increasing percentage of total output [1925 figures].

As stated in our review last year, a period of declining production such as has attended the cigar industry during the past few years tends to eliminate the small producer because in times of adversity he is unable to endure the stress of the intensified competition that allows only the fittest to survive. His quota to the total production is replaced by an enhanced contribution from his larger, well-entrenched competitors, who can manufacture more cheaply and give the consumer better value. This process may work a hardship on the small manufacturer, but it is an inevitable part of the relentless workings of the economic law in a competitive system wherein only those possessing the greatest efficiency can hope to prosper. Accordingly, although cigar output in the aggregate has registered a decreascent trend, the production of most of the major manufacturers shows an increasing tendency from year to year, as a result of the elimination of the smaller producers and the consequent concentration of the industry among the more powerful and efficient units.

* * * * *

Growing utilization of cigar machines.

The cigar machine has been the instrument of the gradual revolution or evolution taking place in the industry. * * * It may be stated that the age of skepticism concerning the practicability of the cigar machine has passed, and its important rôle in the future of the industry is every day gaining wider recognition. * * * To-day the greater part of the doubt that prevailed is dispelled as a result of the satisfactory performance over a prolonged period of trial, and the constant improvements that are being made in the machine from time to time.

* * * One of the major corporations in the industry has recently equipped and put into operation a factory, operated exclusively on machine processes, with an annual capacity of 150,000,000 cigars, and another of the large corporations

⁴ The Tobacco World, Mar. 1, 1929. The United States Export Trade in Tobacco Products, 1928, p. 18.

⁵ Interview with E. E. Van Horn, vice president of the Cigar Makers' International Union.

has under construction a plant with a similar capacity to be used entirely for machine production. As an illustration of the trend, this latter-mentioned organization, which recently was almost wholly on a hand-manufacturing basis, will be producing over 60 per cent of its entire output by machine within a relatively brief period. * * *

* * * The process necessarily will be a gradual one, but all the indications are that within a decade the cigar industry will be operating practically entirely on machine production.⁶

The optimistic tone of the trade review continues in its report of the year 1928, covering the year 1927, which estimates that 50 per cent of the cigar production (excepting those of the cheapest grade) was machine made; that is, the decade since 1918, when the first machine-equipped factory began operation, had seen handmade cigars decrease from the whole to about one-half of the total output. It leaves no doubt that the small manufacturer was being pushed to the wall and that the trade was controlled by a few large monopolies.

Mechanization creating production economies (1927 figures).

* * * The installation of cigar machines is going ahead rapidly and each year a greater percentage of the total output of cigars is a machine product. The advent of the machine has transformed the cigar industry from a hand-labor basis to one where large scale production, with its attendant efficiency and manufacturing economies, has been made possible. Since the coming of the machine the large cigar companies have been closing down their small plants scattered throughout the country and are concentrating their operations in large up-to-date plants, modernly equipped in every respect, and run in accordance with the most up-to-date principles of industrial efficiency. * * *

The percentage of the total output of cigars manufactured by machinery is not exactly determinable, but excluding the cigars retailing at three for 10 cents and classified as class A (retailing for not more than 5 cents) it is estimated that about 50 per cent of the remaining total production of cigars is machine made. A few of the manufacturers of popular brands of cigars, because of special circumstances, are using hand processes, but wherever competitive conditions are particularly severe the machine is being utilized. In the course of a few years the probabilities are that the great bulk of cigars will be manufactured by machinery.⁷

The review of 1929, covering the year 1928, looks toward "the early disappearance of the small manufacturer"; and while the decrease in total output of cigars for the year was "disappointing to the cigar industry, it was not discouraging as the year saw a continuation of the abandonment or absorption of the small uneconomic unit and the concentration in strong, well financed, ably managed hands of this important branch of the industry."⁸

And again, despite the decrease in total production in 1930, the attitude is hopeful: "With 375 less factories manufacturing cigars in 1930 than in 1929, of which 303 were among those producing less than 500,000 cigars each annually, further evidence is presented of the concentration of cigar manufacturing in the hands of the large units."⁹

CIGARETTES

The manufacture of cigarettes in the United States began about 1864, for which year the total production was reported as approaching 20,000,000. During the next five years production declined, until in

⁶ The Tobacco Industry: Annual Review, 1928. [1928 figures.] Charles D. Barney & Co., New York, pp. 12, 13, and 15.

⁷ *Ibid.*, 1929 [1927 figures], p. 16.

⁸ *Ibid.*, 1929 [1928 figures], pp. 3, 15.

⁹ *Ibid.*, 1931, p. 3.

1869 it was only about one-tenth of that figure. From then on the output of cigarettes has increased.¹⁰

Though the manufacture of cigars has been passing through an industrial revolution in the past decade, comparatively minor changes have affected the manufacture of cigarettes. However, great improvement has been made in equipment. Furthermore, transfer mechanism has eliminated much moving of the stock by hand. With patents on the older type of machines about to expire, new and completely automatic machines are on the market with a production much in excess of that of some older and now almost obsolete types. From about 500 to 600 cigarettes a minute it is estimated that production will be speeded to 900 or more.

The gains made by some manufacturers through the installation of more efficient making and packing machines were described by officials as follows: Cigarette manufacture in plant No. 1 had been a machine job for 35 years. The present equipment, installed in 1917, caused no change in numbers employed at that time but production increased about 50 per cent. In 1925 plant No. 2 speeded up production 25 per cent through the installation of more modern devices.

In Baltimore two cigarette plants had closed during the four years immediately preceding the survey; in Philadelphia one plant had closed a few months before. The close of operations in the Philadelphia plant brought about an increase in production and in numbers employed in a Richmond factory of the same company.

Other transfers of manufacturing units were from Virginia to Kentucky (Louisville), and from New York (Brooklyn) to North Carolina. In the case first mentioned the concentration of operations in Louisville was at the expense of the factory in Virginia, where production and employment fell off about two-fifths between December, 1928, and December, 1929, the period covering the removal to Kentucky. Altogether, almost 500 men and women, white and negro, lost their jobs on this account.

The following excerpt from the New York Times of September 26, 1929, refers to the removal from Brooklyn to the South:

The last large manufacturing plant of ——— in New York * * * has been sold. The sale is part of the policy of the company to liquidate its New York holdings and centralize manufacturing in the South and West, where the company obtains its supply of raw material, leaf tobacco. The building was erected by the company about 10 years ago and occupies a plot 200 by 232 feet. It has a total floor area of about 300,000 square feet and is assessed at \$750,000. The manufacturing now being done there will be transferred to Durham and Richmond.

This was too recent a removal for the agents of the Women's Bureau to discover what industrial adjustments the 600 or more employees left jobless by this transfer would be able to make, but it was possible a few months later to see how employment had increased in one of the company's southern factories due to this transfer of operations. When the work that had been done in Brooklyn was running on a good production basis in this plant, employment was found to have increased from an average of about 700 during the first months of 1929 to more than double that number by the spring of 1930.

¹⁰ Werner, Carl Avery. *Tobaccoiland*. New York, 1922, p. 48.

This movement toward Virginia and North Carolina is typical of what has happened to other cigarette units formerly located in New York, Jersey City, Philadelphia, and Baltimore, and opportunities for employment have increased in the new territory at the expense of labor in communities where the factories formerly were located. The lay-offs have not infrequently affected hundreds of women unable to follow the factory operations into distant States.

PURPOSE AND SCOPE OF STUDY

The purpose of the survey was to study the effects on the employment of women of the changes taking place in the cigar and cigarette industries; with their mechanization, concentration, and changed trends of employment.

From May, 1929, to June, 1930, a total of 110 cigar factories in 11 States were visited, and from 98 of these pay-roll data covering 22,579 women were copied. (See summary.) The States and cities were as follows: Massachusetts: Boston; New York: New York and Binghamton; New Jersey: Trenton, Camden, and Newark and vicinity (Newark, Passaic, Perth Amboy, South Amboy, and Fords); Pennsylvania: Philadelphia, York, Lancaster, Reading, Harrisburg, Steelton, and 10 smaller cities or towns; Maryland: Baltimore; Delaware: Wilmington; Ohio: Cincinnati, Cleveland, Columbus, Dayton, Lima, Newark, Sidney, Van Wert, Wapakoneta, Wellston, and Xenia; Michigan: Detroit; Kentucky: Louisville, Paducah, and two smaller cities; Tennessee, one small city; Virginia: Richmond and Petersburg.

In the survey of women in the cigarette industry, 12 factories in 5 cities (Louisville, Ky.; Durham and Winston-Salem, N. C.; and Petersburg and Richmond, Va.) were visited.

Industry	Number of plants	Number of women in plants	Women on the pay rolls copied			Personal-information cards		Displaced women interviewed at home
			Total	White	Negro	Women on pay rolls copied	Women not on pay rolls copied	
Total.....	110	31, 278	28, 377	24, 492	3, 885	13, 678	2, 901	1, 409
Cigars.....	98	25, 096	22, 579	20, 824	1, 755	11, 666	2, 516	1, 150
Cigarettes.....	12	6, 183	5, 798	3, 668	2, 130	2, 012	385	259

¹ For 514 of these, year's earnings were secured.

One other State, Florida, in which many cigar factories are located, was purposely not included in this study, due to the fact that in the preceding year a State survey of the industries employing women had been made there by the Women's Bureau, in which study 14 cigar plants, employing 2,835 women, were included.

Cigar-factory data.

In 68 of the 98 cigar plants the work was done by hand, and in 9 others most of it was done by hand. In 11 of the plants only machine work was engaged in, and in 6 others most of the work was done by machine. Four of the plants were stemmeries only.

Of the 98 plants, 86 supplied information regarding the total number of employees. Twenty-one plants—almost one-fourth—had

100 and under 200 employees; 15 had 200 and under 300. Of the 14 with as many as 500, 3 had at least 1,000. Twenty-four were small plants, with fewer than 100 workers; 9 of these had under 50. (See Table 1.)

The smaller plants were all hand plants. No factory with fewer than 300 employees used chiefly machine processes.

TABLE 1.—Number of employees, according to whether hand or machine factory—Cigars

Total number of employees	Number of factories reporting pay-roll information	Hand		Machine		Stemmeries
		Entirely	Chiefly	Entirely	Chiefly	
Total.....	96	68	9	11	6	4
Not reporting number.....	13	8	1	1	1	1
Total reporting.....	86	60	8	10	5	3
Less than 50.....	9	9				
50 and less than 100.....	15	13	2			
100 and less than 200.....	21	18	2			1
200 and less than 300.....	15	13	2			
300 and less than 500.....	12	3	1	3	3	2
500 and less than 1,000.....	11	4	1	6		
1,000 and over.....	3			1	2	

For 85 plants it was possible to learn the proportion of women among the total employees. In 58 plants—more than two-thirds of all—women comprised 75 per cent or more of the total number of employees. In 21 plants they were one-half but less than three-fourths of the total; and in as many as 27, almost one-third of all, they were at least 90 per cent of the total.

In three-fifths of the hand plants women were at least 75 per cent of the total; in all the machine plants, at least 80 per cent. It was in 6 of the 68 hand plants that women constituted less than one-half of the employees.

TABLE 2.—Per cent women formed of total employees, according to whether hand or machine factory—Cigars

Per cent women formed of total employees	All factories supplying pay-roll information	Hand		Machine		Stemmeries
		Entirely	Chiefly	Entirely	Chiefly	
Total—						
Factories.....	96	68	9	11	6	4
Women.....	22,579	10,043	1,676	3,671	5,318	871
Factories not reporting per cent.....	13	8	1	1	2	1
Total factories reporting per cent.....	85	60	8	10	4	3
10 and less than 15.....	1	1				
25 and less than 30.....	1	1				
35 and less than 40.....	2	2				
40 and less than 45.....	1		1			
45 and less than 50.....	1	1				
50 and less than 55.....	2	2				
55 and less than 60.....	7	6	1			
60 and less than 65.....	8	7	1			
65 and less than 70.....	3	3				
70 and less than 75.....	2	1	1			
75 and less than 80.....	7	6				1
80 and less than 85.....	13	6		7		
85 and less than 90.....	11	1	2	3	2	2
90 and less than 95.....	14	11	1		2	
95 and less than 100.....	13	13				

Besides a week's pay-roll information, earnings for a year were taken off for some of the women in the cigar industry who had been with the plant for 52 weeks and had worked in at least 44 of the 52.

Personal information regarding the individual workers was obtained from cards distributed to the women throughout the factories. Data regarding 14,182 cigar workers were made available in this manner. Not all of these women reported on every subject, but a large part did report on nativity, age, marital status, and time in the trade.

In the cigarette manufacturing establishments pay-roll data were secured for a total of 5,798 women, 3,668 white and 2,130 negro. Cards distributed among the workers in the plants, calling for name, address, nativity, marital status, etc., were filled in by 2,397 women. Of these, 2,012, 1,827 white and 185 negro women, were also in the group for whom pay-roll information was available. In two cigarette plants two pay rolls several months apart were copied, from which much enlightening information concerning the rapid changes occurring in the industry has been made available.

Interviews with employers.

In addition to securing the pay-roll data, interviews were had with one or more members of the firm. In this way information was obtained regarding changes in the methods of manufacture and the employment trends since the introduction of machines in the cigar industry and the improvement in machines in the cigarette industry. Data were secured also regarding the effects of the consolidation of plants and their removal from one place to another.

Interviews with women.

Visits were made to the homes of 1,150 women who had been employed in the cigar industry but had been deprived of their jobs. (See p. 40 for cities included in the study.) The marked changes that have occurred due to the transition from hand to machine work or to the transfer or consolidation of plants are brought out clearly in the analysis of the information obtained in these interviews.

Home visits were made also to 259 cigarette workers. Some of these were in cities from which the cigarette factories had moved; and in the case of others changes in manufacture had had an effect in reducing the number employed.

SUMMARY

Period of the survey: Spring of 1929 to summer of 1930.

Extent of the survey:	Cigars	Cigarettes
Cities and towns.....	47	5
Establishments.....	110	12

HOME INTERVIEWS WITH DISPLACED WORKERS

Number of women.....	1, 150	259
Age:		
Number reporting.....	1, 147	259
Under 30 years..... per cent.....	39. 8	54. 4
30 and under 40 years..... do.....	28. 5	29. 0
40 years and over..... do.....	31. 7	16. 6
Time in the industry:		
Number reporting.....	1, 086	247
Less than 5 years..... per cent.....	24. 3	21. 1
5 and less than 10 years..... do.....	24. 9	37. 7
10 and less than 20 years..... do.....	31. 5	36. 0
20 years and over..... do.....	19. 3	5. 3

INTRODUCTION

9

Employment status since separation:		
Number reporting.....	Cigars 1, 150	Cigarettes 259
Unemployed entire time..... per cent..	12. 5	21. 2
Employed at some time..... do.....	87. 5	78. 8
Earnings in last job before separation and in first subsequent job:		
Number reporting first subsequent job in same industry ..	139	11
Median in job before separation.....	\$19. 60	(¹)
Median in subsequent job.....	\$15. 85	(¹)
Number reporting first subsequent job in another in- dustry.....	215	96
Median in job before separation.....	\$16. 95	\$21. 25
Median in subsequent job.....	\$12. 20	\$14. 10

PERSONAL INFORMATION FOR WOMEN STILL EMPLOYED

Nativity:		
Number reporting.....	12, 580	2, 378
Native born..... per cent..	75. 2	99. 8
Foreign born..... do.....	24. 8	. 2
Color:		
Number reporting.....	9, 163	2, 127
White..... per cent..	92. 2	87. 3
Negro..... do.....	7. 8	12. 7
Age:		
Number reporting.....	13, 887	2, 383
Under 20 years..... per cent..	29. 2	15. 9
20 and under 30 years..... do.....	35. 6	50. 8
30 and under 40 years..... do.....	20. 6	20. 5
40 years and over..... do.....	14. 5	12. 8
Marital status:		
Number reporting.....	13, 791	2, 337
Single..... per cent..	49. 9	42. 8
Married..... do.....	39. 3	38. 6
Widowed, separated, or divorced..... do.....	10. 8	18. 6
Time in the trade:		
Number reporting.....	11, 885	2, 374
Under 1 year..... per cent..	14. 6	13. 4
1 and under 5 years..... do.....	34. 4	34. 4
5 and under 10 years..... do.....	22. 5	26. 6
10 years and over..... do.....	28. 5	25. 7

PAY-ROLL INFORMATION

Method of payment:		
Number of white women reported.....	20, 815	3, 668
Pieceworkers..... per cent..	86. 3	42. 0
Timeworkers..... do.....	11. 9	54. 5
On both timework and piecework..... do.....	1. 8	3. 5
Number of negro women reported.....	1, 755	2, 115
Pieceworkers..... per cent..	74. 4	57. 5
Timeworkers..... do.....	25. 4	37. 8
On both timework and piecework..... do.....	. 2	4. 7
Week's earnings:		
Number of white women.....	20, 824	3, 668
Less than \$5..... per cent..	4. 8	2. 9
\$5 and less than \$10..... do.....	12. 8	5. 5
\$10 and less than \$15..... do.....	24. 8	28. 0
\$15 and less than \$20..... do.....	27. 8	45. 2
\$20 and over..... do.....	29. 8	18. 3
Median of the earnings, all women.....	\$16. 30	\$17. 05

¹ Not computed; base less than 50.

WOMEN IN CIGAR AND CIGARETTE INDUSTRIES

Week's earnings—Continued.		Cigars	Cigarettes
Number of negro women.....		1,755	2,130
Less than \$5.....	per cent.....	9.5	20.7
\$5 and less than \$10.....	do.....	38.7	66.5
\$10 and less than \$15.....	do.....	43.7	11.5
\$15 and over.....	do.....	8.1	1.3
Median of the earnings, all women.....		\$10.10	\$8.00
Year's earnings:			
Number of women.....		514	(²)
Less than \$600.....	per cent.....	15.2	
\$600 and less than \$800.....	do.....	28.8	
\$800 and less than \$1,000.....	do.....	34.0	
\$1,000 and less than \$1,200.....	do.....	18.7	
\$1,200 and over.....	do.....	3.3	
Median of the earnings, all women.....		\$827	

² Not obtained for cigarette workers.

PART II.—TRENDS IN THE MANUFACTURE AND MARKETING OF CIGARS AND CIGARETTES

On account of the taxes on tobacco products collected by the Federal Government, the Commissioner of Internal Revenue is in a position to have most accurate information relative to various trends in the trade—changes in numbers and location of plants as well as in value of products. The annual reports of that Federal bureau, therefore, give undeniable evidence of certain striking changes in the cigar and cigarette industries in the present century.

These reports show for both cigars and cigarettes a decrease in the number of manufacturing establishments. The method of presenting the data has been changed somewhat in the 30 years for which figures are quoted here, but in 1900 a total of 27,366 cigar manufacturers were reported and in 1930 there were only 7,552. A similar relative decrease between 1900 and 1930 was noted in the number of cigarette establishments.

Notwithstanding this reduction in the number of factories, the production of cigarettes has risen by leaps and bounds, in round numbers from 3,000,000,000 to 124,000,000,000. On the other hand, the production of cigars (of the class weighing more than 3 pounds per 1,000) has during this time increased by only about 6 per cent.

THE CIGAR INDUSTRY

From these annual reports it is apparent that the total number of cigar manufacturers dropped from 14,578 in 1921 to 7,552 in 1930, a decrease of almost one-half. The number of factories has been correlated with the output of cigars. The production has been classified in groups of from less than 250,000 cigars to more than 40,000,000. Factories making less than 500,000 a year are small and employ comparatively few workers, while at the other extreme are factories with an annual output of over 40,000,000, undoubtedly equipped with automatic cigar-making machines and employing considerable numbers of people. In 1921 about 90 per cent of the establishments were in the group with the lowest output, less than 500,000 cigars, and less than one-tenth of 1 per cent were in the group with the highest output, over 40,000,000. During the 10 years closing with

1930 the number of the factories first named decreased about one-half, from 13,149 to 6,976. The decrease in other classes was not so large, although some of the groups had even greater percentage declines. Only in the two highest groups was there an increase. The number of plants producing over 40,000,000 yearly increased from 11 in 1921 to 35 in 1930; the group next following did little better than hold its own.

Per cent of the total production.

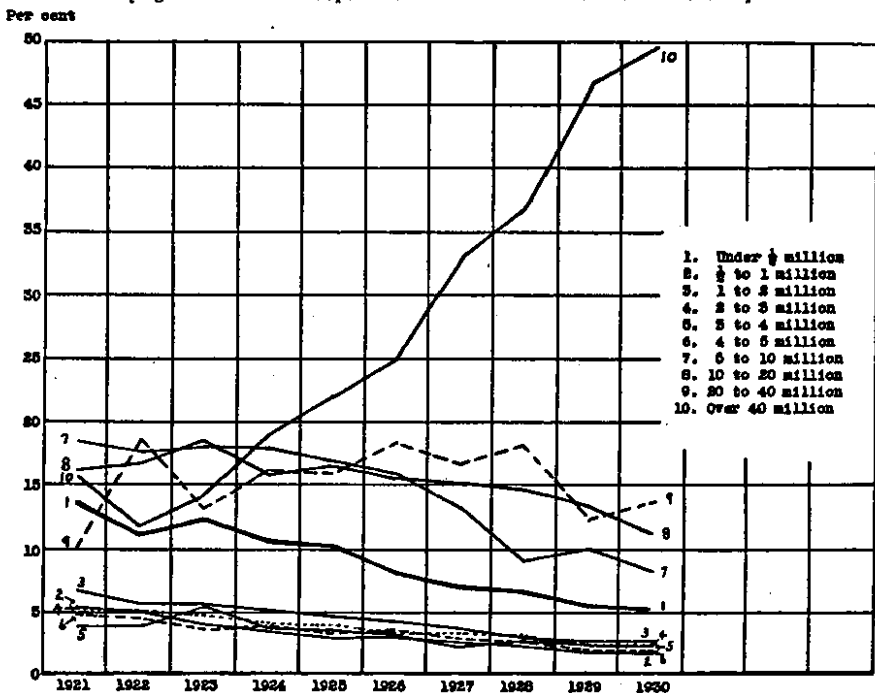
The classification of the plants by output shows that in 1921 the 11 plants with production of over 40,000,000 made about one-sixth

(15.7 per cent) of all the cigars manufactured, and in 1930 the 35 factories in this class made almost one-half. With the exception of the next largest group, making 20,000,000 to 40,000,000 cigars, all the other classes of establishments had been steadily losing ground. For example, in 1921 the plants with the smallest production had made about one-seventh (13.7 per cent) of the total output, but by 1930 their part of the production had decreased to about one-twentieth (5.2 per cent). To sum up: In 1930 the 6,976 smallest factories were making slightly more than one-twentieth of the total cigar output, and the 35 largest were making almost one-half.¹

The accompanying chart is a graphic presentation of this tremendous development. Beginning in 1921, line 10, representing the propor-

**PROPORTION OF TOTAL PRODUCTION OF CIGARS MANUFACTURED
IN FACTORIES CLASSIFIED YEARLY ACCORDING TO OUTPUT, 1921
TO 1930**

[Figures from annual reports of the Commissioner of Internal Revenue]



tion (15.7 per cent) of the total output made by the largest plants, is only a little higher on the scale than line 1, representing the proportion (13.7 per cent) of the total output made in the smallest shops. In this same year the plants with an output of five to ten million and of ten to twenty million produced larger proportions of the total than did any other group, 18.4 per cent and 16 per cent, respectively. In 1923 line 10 begins to increase, and it mounts from 14.1 per cent in that year to 49.8 per cent in 1930. With one exception, the lines for all other classes are lower in 1930 than in 1921. For most of them there is a gradual downward trend over the period of 10 years.

¹ Annual Report of the Commissioner of Internal Revenue, 1922, p. 120; 1931, p. 129.

Due to a difference in the collection of statistics, the number of establishments reported by the Bureau of the Census does not agree with the number reported by the Commissioner of Internal Revenue, but the census figures indicate a decrease in the number of establishments over this same period of years.

The numbers of establishments shown in the census report fall below the corresponding numbers given in the report of the Commissioner of Internal Revenue. The differences are due to the following causes: (1) On the records of the Bureau of Internal Revenue the same establishment may appear two or more times; for example, as a manufacturer of cigars, as a manufacturer of chewing tobacco, and as a manufacturer of cigarettes—while for census purposes such an establishment might make only one report and would be classified according to its product of chief value. (2) A separate report is required by the Bureau of Internal Revenue for each plant or factory, whereas in compiling the census returns two or more factories operated under the same ownership in the same city, town, or village are treated as a single establishment. (3) Every dealer in scrap tobacco is required to register with the Bureau of Internal Revenue, whereas the manufactures-census statistics do not include data for dealers. (4) All growers of perique tobacco are required by the Bureau of Internal Revenue to register as manufacturers of tobacco, but are not covered by the census of manufactures. (5) A considerable number of manufacturers registered for taxation purposes reported products valued at less than \$5,000, and therefore were not covered by the census of manufactures.²

Numbers employed.

The Bureau of the Census gives reliable data regarding the decrease in numbers employed. For approximately the same period as the one just discussed, employment figures are available. From about 103,000 in 1899 the average number of wage earners in cigars and cigarettes increased until in 1914 there were 153,000. From that year on the figure decreased until in 1929 it was about 105,000, or only slightly larger than in 1899. The average per factory increased steadily from less than 10 in the earlier years to 30, to 40, to 50 and more, until in 1929 it was 64 wage earners per establishment.³

In the various population censuses the women who reported their own occupations as in the manufacture of tobacco products were roughly 43,000 in 1900, 77,000 in 1910, 98,000 in 1920, and 74,000 in 1930. The exact figures for 1920 and 1930 show a reduction of about 24 per cent in the 10 years.

In the present study, made by the Women's Bureau just before the taking of the 1930 census, more than 30,000 women were employed in the cigar and cigarette factories scheduled. This number probably is greater than the actual employment at the present time, for with the recent changes in manufacture a perceptible reduction has been noted.

Figures secured by means of a questionnaire sent to local unions by the president of the Cigar Makers' International Union of America showed there to be almost 100,000 persons employed in the cigar industry in the United States in 1925.⁴ About 79,000 were cigar makers, and about one-tenth of these were handworkers, making the complete cigar. Slightly less than two-thirds of the persons working as cigar makers at that time were women. Of these 50,648 women, only about 1 in 20 were making the complete cigar by hand or mold; all the remainder were working under the team system. About one-

² Fifteenth Census of the United States, Manufactures, 1920. Industry Series, Tobacco Manufactures and Tobacco Pipes. p. 1.

³ Perkins, George W. Women in the Cigar Industry. *American Federationist*, September, 1926, vol. 32, pp. 508-510.

half (48 per cent) of all the women worked on rolling machines, and about 14 per cent were reported as working on the automatic cigar-making machine. The number of men and women on the automatic cigar-making machine had increased from 1,928 in 1923 to 3,528 in 1925. Of the latter, 3,371 were women.

CHANGES IN LOCALITIES

As an interdepartmental courtesy, the Secretary of the Treasury supplied the Women's Bureau with special tabulations based on the original reports from collectors of internal revenue, showing the production trends in a number of the communities selected by the bureau either for the interviews with cigar makers or for the collection of pay-roll data where factories were operating.

The communities for which such information was supplied and for which production graphs have been made (see page 15) are the following:

1. Parts of Kentucky and Tennessee, including Louisville, Madisonville, Fulton, Owensboro, and Paducah, Ky., and Martin, Tenn.
2. Philadelphia and some towns within a radius of 50 miles in Pennsylvania—Boyertown, Conshohocken, East Greenville, Norristown, Quakertown, and Sellersville—and Camden, N. J.
3. New York, N. Y., and Jersey City and Newark, N. J.
4. In Ohio, Columbus, Lima, Sidney, and Wapakoneta, as a group; Wellston, Mansfield, Ironton, Jackson, and Manchester, as a group; and Cincinnati, Cleveland, Dayton, and Newark, also as one.

Kentucky and Tennessee.

The first graph on page 15 pictures the contrast between Louisville, where recently a large new cigar plant had been opened, equipped with the most improved cigar-making machines, and other cities in the same general district. While production had increased tremendously from 1929 to 1930 in Louisville it was dying in the smaller towns and cities noted on previous pages. In 1930 the production in these cities was about one-tenth what it had been in 1929.

The average production of cigars in Louisville during the 5-year period 1926 to 1930 was about 35,500,000. In the first four years the index varied from seven-tenths to five-tenths of the average production, but in 1930 the index was almost three times as great as the average.

In the other towns in Kentucky and Tennessee the opposite was true. For the first four years the index of production was greater than the average, but in 1930 it was little more than one-tenth of that figure.

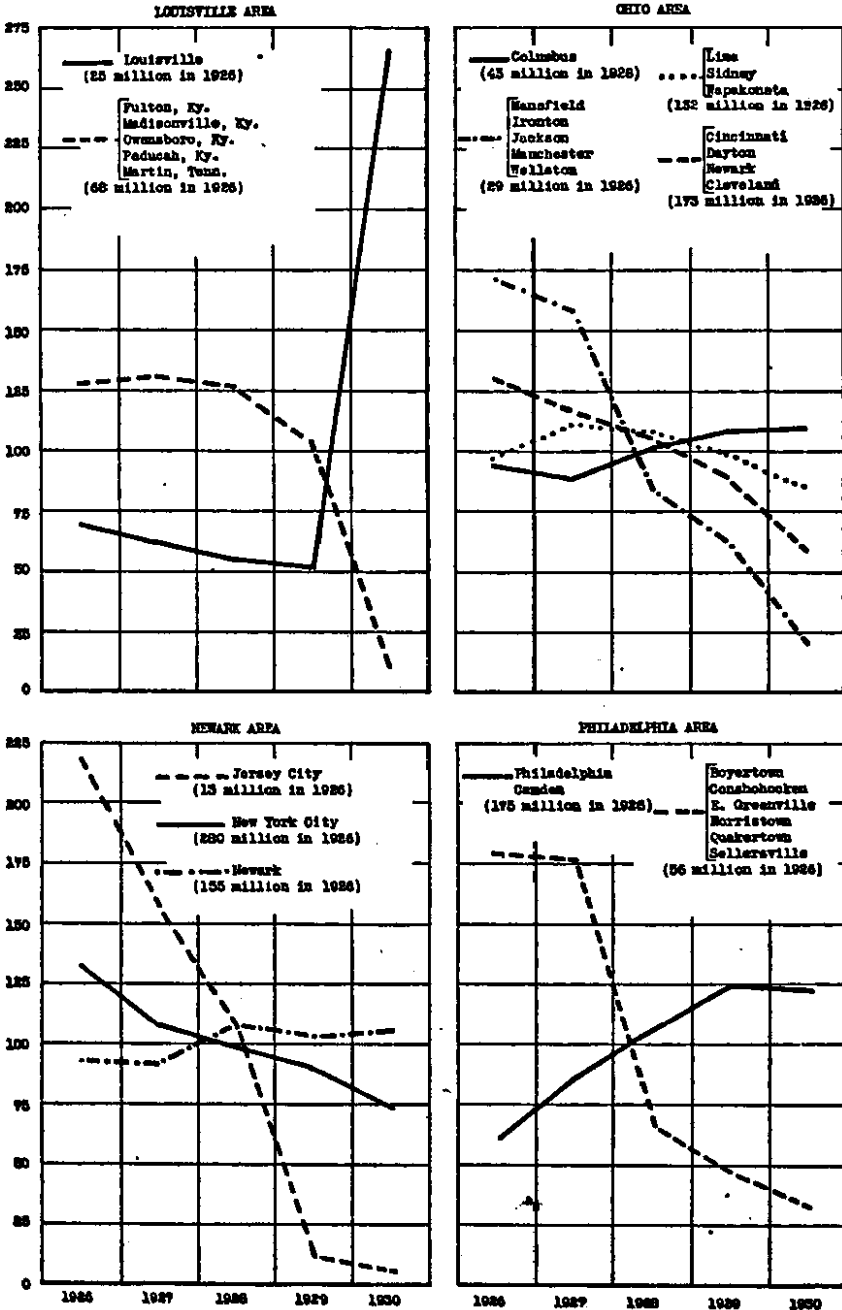
In Paducah an important corporation closed its plant in 1930, the only cigar factory of any size in the city. It had been employing 200 to 300 women, but early in December 70 women were laid off. After the Christmas holidays only 100 women were sent for, and in February they, too, were laid off. Owensboro, Ky., and Martin, Tenn., had each lost a cigar factory in the same year; and the employees were experiencing how next to impossible it was to find other work. Even before the final shutdown a few of the plants had been gradually decreasing their production to a part-time basis. In 1929 Madisonville and in 1930 Fulton saw the doors locked of the only cigar factories in their communities.

The situation in Madisonville was typical of that in more than half a dozen other towns in Kentucky and Tennessee where cigar fac-

INDEX OF THE TREND IN THE PRODUCTION OF CIGARS IN CERTAIN LOCALITIES, BY AREA, 1926 TO 1930

Average for the 5 years=100

[Figures by courtesy of the Bureau of Internal Revenue]



tories had closed: The cigar plant had been the only establishment in the community offering employment to any number of people. Girls had come to Madisonville from smaller towns and rural districts within a radius of 25 miles, and many families had followed the daughters when they obtained work and had become largely dependent on the daughters' earnings. The only employment for men was in the coal mines, several of which were closed and the others were on a part-time schedule. After the cigar factory closed some of the families became stranded in the town, too poor to leave. The shutdown was a calamity for all Madisonville, from the boarding-house keeper, who had depended upon cigar workers for her livelihood, to the grocery clerk, who had been laid off because of the sudden falling off in business with the closing of the cigar factory. (See pages 61 and 62 for case stories from Madisonville.)

Philadelphia and Camden.

Another graph on page 15 illustrates the conditions in Philadelphia, Pa., and Camden, N. J., together forming one industrial unit and the most important for cigar manufacturing. With several large factories equipped with automatic cigar-making machines, production here more than doubled between 1926 and 1930, although during this period the number of factories varied but little. As compared with the average production over the 5-year period, the index for Philadelphia and Camden was 60.5 in 1926 and 122.8 in 1930.

Contrasted with this prosperous cigar center were other cities and communities within 50 miles of Philadelphia in which the cigar industry had come and gone and where frequently the deserted factories were still some of the most prominent buildings in the towns. Represented by another line on this graph are six of these cities and towns, including Norristown, Conshohocken, Boyertown, Sellersville, Quakertown, and East Greenville. Contrasted with the increase in production in Philadelphia and Camden, there was a great decrease in these six towns. The number of cigars produced in 1930 was less than one-fifth of the number produced in 1926. The index of production in 1930, as compared with the 5-year average, was less than one-third (32.6 per cent). In Norristown the cigar trade had dwindled to almost nothing, from a production of over 12,000,000 cigars in 1926 to about 200,000 (1.6 per cent of that number) in 1930. Only small units were operating there at the time of interview. The trend in Conshohocken, a near neighbor of Norristown, had not been steadily downward, for although business was practically at a standstill in 1926 and in 1930 no cigar factory was in operation, in 1929 Company X had begun operations on a large scale, passing far beyond the million mark. However, it ceased work and moved away almost as suddenly as it had come.

In Boyertown, at the time of study, there still were two or three very small and struggling independent concerns operating irregularly, with more idle hours than work hours, whose total production was only about 4 per cent of what it was in 1926 before the Y Company moved away, at which time Boyertown turned out nearly 10,000,000 cigars a year.

The fertile valley extending north from Norristown to Allentown and Bethlehem is colloquially called the "Belt" by the cigar makers. East Greenville, Sellersville, and Quakertown were once the chief

cigar-making centers in the district, but when the survey was made not a cigar factory was operating in Sellersville, and only three, running irregularly, were in operation in the other two cities. Production in Quakertown during the 5-year period declined about four-fifths, the result not only of a decrease in number of factories but of a retrenchment in number of employees and in operating hours in the few plants that remained.

A man who had been superintendent in one of the largest factories that had closed in the Belt, and who later found employment as superintendent in a clothing factory, described what had happened as follows:

The last 10 years had seen a falling off of 90 per cent of the cigar industry in this vicinity. Z Company had at least 300 to 400 employees, and A, B, C, D, and E also had good-sized shops. There probably were a thousand hand cigar makers here 10 years ago, but barely a hundred are so employed now. The clothing trade had come in and absorbed the younger women in some towns. It was hardest for those over 30, and the older they were the harder it was. The great difficulty was that few of the cigar workers were under 35 or 40 when the slump came, since no apprentices had been trained in the industry for years. The cigar workers had been thrifty and had invested in homes when wages were good, but many now were anchored to homes that they could not sell; however, the garden lots helped somewhat. Many married women gave up working entirely, as their families were grown and they had their homes, but it was a hard struggle for the men. Many worked as day laborers to pay the taxes and eke out an existence.

This man cited his own case as illustrating the difficulty of new adjustments. He felt that he was one of the most fortunate ones, yet for a year he "was lost." His adjustment to the clothing industry had been difficult. He found it very wearing, with its noisy machinery, the piecework speeding, and "the go of it," as he expressed it.

Another resident in the Belt said essentially the same thing. The men were the hardest hit by the closing of the cigar factories, as the clothing factories and textile mills that came in after the migration of the cigar industry had employed more women than men. They had no places for any number of middle-aged men in their factories.

Another town where the cigar industry had "gone out" in this district was East Greenville. It had been a thriving cigar center at one time. Large corporations maintained branch factories there, and there were also locally owned cigar factories of importance. East Greenville, however, like Quakertown, was not exclusively a cigar center. A few clothing and textile jobs gradually became available for those displaced from the cigar factories, but these never ranked in importance with the cigar industry as it had been in its day.

When East Greenville was visited by the bureau's agents, only one small cigar unit was operating, and this most spasmodically, busy when there were orders to work on, but for the most part hours had been shortened and output curtailed. Some cigar makers still clung to their poor jobs, hoping for a busy season; a few others had found work in other lines, and several were working on men's clothing, or embroidering children's dresses in their homes under contract with a distributing agency. To women who had earned a living wage making cigars this petty home work was most discouraging.

For generations Lancaster and York Counties have been famous as tobacco-growing areas and also for the manufacture into the finished product. With the development of the factory system literally hun-

dreds of small factories sprang up all over the countryside. At the time of study cigars were being made by the machine process by one firm each in the county seats, York and Lancaster, but other large corporations had practically withdrawn from the district.

Red Lion owed its development to the cigar industry. In 1930 it was a town of nearly 5,000 population, with paved streets and substantially built red brick homes belonging to cigar makers. In every direction were cigar factories, some frame, barnlike structures with gable roofs; others, two or three story brick buildings. Beginning as small family enterprises, these cigar factories at the time of study dominated the town. Red Lion had been a stronghold of the smaller independent manufacturers, and in spite of the general decline in number of plants throughout the county, it was estimated roughly that one-third of the cigar factories in York County in 1930 centered in and near Red Lion. Cigar making was still a family affair in this section, where fathers, mothers, sons, and daughters combined their efforts to make a family wage. However, such a wage scale undoubtedly had been a factor in making it possible for the manufacturers, who were civic leaders in the community, to compete successfully with the machine-made 5-cent cigar.

But the rest of York and Lancaster Counties presented a desolate contrast to Red Lion, with its active organization of independent companies, and to the county seats, where factories equipped with cigar-making machines were located. In Lancaster County small communities like Hopeland and Terre Hill "went back to the farms when the cigar factories blew out," but the cigar makers "still need two jobs to make a living on the farms." Twenty years before there had been at least six prosperous cigar factories in Brownstown, where now there was none. Hopeland, a more remote community, was "shocked" when its two cigar factories closed, laying off possibly 200 employees, with no other industry in the town to turn to. The cigar industry had left Lincoln and Akron also, and in 1927 two firms closed their small factories in Rothsville. Notice of the "vacation" was given to the employees in one factory only three hours before the final shutdown. The only industry left in the town was a type of contract shops making a very cheap grade of clothing, a line that rarely pays a living wage.

It was in communities like these that women were interviewed who had had great difficulty in making satisfactory adjustments after the factories closed.

New York City, Jersey City, and Newark.

Another graph on page 15 illustrates the trend in the manufacture of cigars in New York City, Jersey City, and Newark.

The automatic cigar-making machine had never been used in New York City, and for this reason the curve indicates the same decline in New York that characterizes other hand-manufacturing centers. The number of factories decreased and production declined in the period 1926 to 1930. Production in the first two years of the 5-year period was greater than the average, but beginning with 1928 there was a constant decrease to almost seven-tenths of the average in 1930.

In 1918 the first plant in New Jersey to be equipped with automatic machines began operation in Newark. The same company had

introduced the machine into a Boston plant, but moved this soon to Newark. Although many other large factories had closed down in this locality since then, the pioneer machine plant continued. Its equipment had been greatly improved during this time and it was now housed in a thoroughly up-to-date modern building. There was only one other important cigar factory in Newark, so the comparative level of the trend in the production curve here undoubtedly is due in large part to the organization of the pioneer among machine plants. The production of cigars in Newark had increased about one-eighth in the five years, but the index in 1930 was only 5 per cent above the average for the 5-year period.

A cigar maker, with several years' experience, described the various removals of hand cigar factories from Newark:

"Four years ago Factory A shut up here and moved to Philadelphia; a few years ago Factory B went out West; two years ago Factory C moved to Richmond; Factory D left about the same time; and only two months ago Factory E quit here."

Formerly Jersey City was one of the leading cigar centers in the United States, but it lost its high rank to those localities where the automatic machine had replaced the old hand method, for Jersey City had no machine plants. To what extent production in the hand plants of Jersey City had declined in only five years is strikingly shown in the graph. In 1926 the index of production was more than two and one-sixth times the average for the 5-year period. By 1930 there had been a tremendous decrease, and the index was only 5.5 per cent of the average. In other words, the output dropped steadily, from 13,000,000 cigars in 1926, to 9,000,000 in 1927, to 6,000,000 in 1928, and on down to less than one-third of a million (329,723) in 1930.

Ohio.

In the graph on page 15, representing conditions in the State of Ohio, one line represents the trend of production in the cigar factories of Columbus. This is the only city charted where output was increasing. In 1926 the index of production as compared with the average for five years was 94.1 per cent. It declined the next year, but after that it increased until in 1930 it was 9.8 per cent above the average for the period. Undoubtedly the reason that Columbus had not gone down hill with the other districts is due to the concentration of operations in a large hand factory there, accomplished at the expense of the discontinuance of work by the same company in Cincinnati.

Lima, Sidney, and Wapakoneta are thrown together to represent the condition centering about Lima. As in other localities there had been a decrease in the number of plants operating, but production had been steadier than in some other parts of Ohio, due probably to the increased use of the universal buncher and machine roller adapted to the manufacture of cigars made of "scrap" or "shredded" filler, as well as to the use of the automatic cigar-making machine. Yet in spite of these improvements the trend in output had been downward. In 1926 the index of production as compared with the average for the five years was 97. It increased to 111 in 1927, but declined in the next three years, and in 1930 it was 85.1.

Another line shows the decline in the production of such well-known cities as Cincinnati, recognized for years as a cigar center,

Cleveland, Dayton, and Newark. The index of production in 1926 was 30.4 per cent in excess of the average over the 5-year period. By 1930 this figure was 41.4 per cent below the average.

Another grouping of cities in Ohio was made on the basis of similarity in percentage decline in output from year to year. Here were combined Wellston, Mansfield, Ironton, Jackson, and Manchester. The index of production in 1926 was 72 per cent above the average for the 5-year period. Production then declined, until in 1930 the index was only 21.3 per cent of the average. This great decrease was caused largely by the complete discontinuance of cigar manufacture in Jackson and Manchester.

In Jackson the last cigar factory closed its door in 1927, the last in Manchester closed in 1929, and the fate of Ironton was almost as bad. At the time of the survey the only cigar firms operating in this section were extremely small independent concerns that seemed to be making the last stand against the inevitable. Only a few years before, a chain of cigar factories located in these and other Ohio cities had been doing a thriving business, but in 1926-27 the company moved all its work from Ohio to Florida, abandoned the small hand factories scattered through these southeastern Ohio towns, and built a large modern building in Florida, equipping it with all the latest and most improved machinery for mass production of cigars. This is another case of several hand plants being superseded by one large machine establishment, accompanied also by a change in geographic location.

In 1929 another important corporation closed hand factories in Cleveland, Dayton, and Mansfield, while it was expanding machine production in new factories in Kansas City, Philadelphia, Louisville, and other southern points. The plant in Dayton had been operating for 29 years.

THE CIGARETTE INDUSTRY

The movement toward the massing of production in fewer and larger units taking place in the cigar industry is already an accomplished fact in the cigarette branch of the trade. With the exception of a few scattered and for the most part unimportant establishments, the manufacture of cigarettes is now concentrated in a very few large plants in five cities—Richmond, Va., Durham, Reidsville, and Winston-Salem, N. C., and Louisville, Ky. Jersey City and Petersburg, although formerly important centers, are losing their high rank in the industry.

The migration of cigarette manufacture has been, as one manager explained, to localities where the tobacco leaf is grown, to good distributing points, and to a "satisfactory" labor market.

The chart on page 21 shows the changes that have been taking place in the production of cigarettes in the calendar years 1926 to 1930.

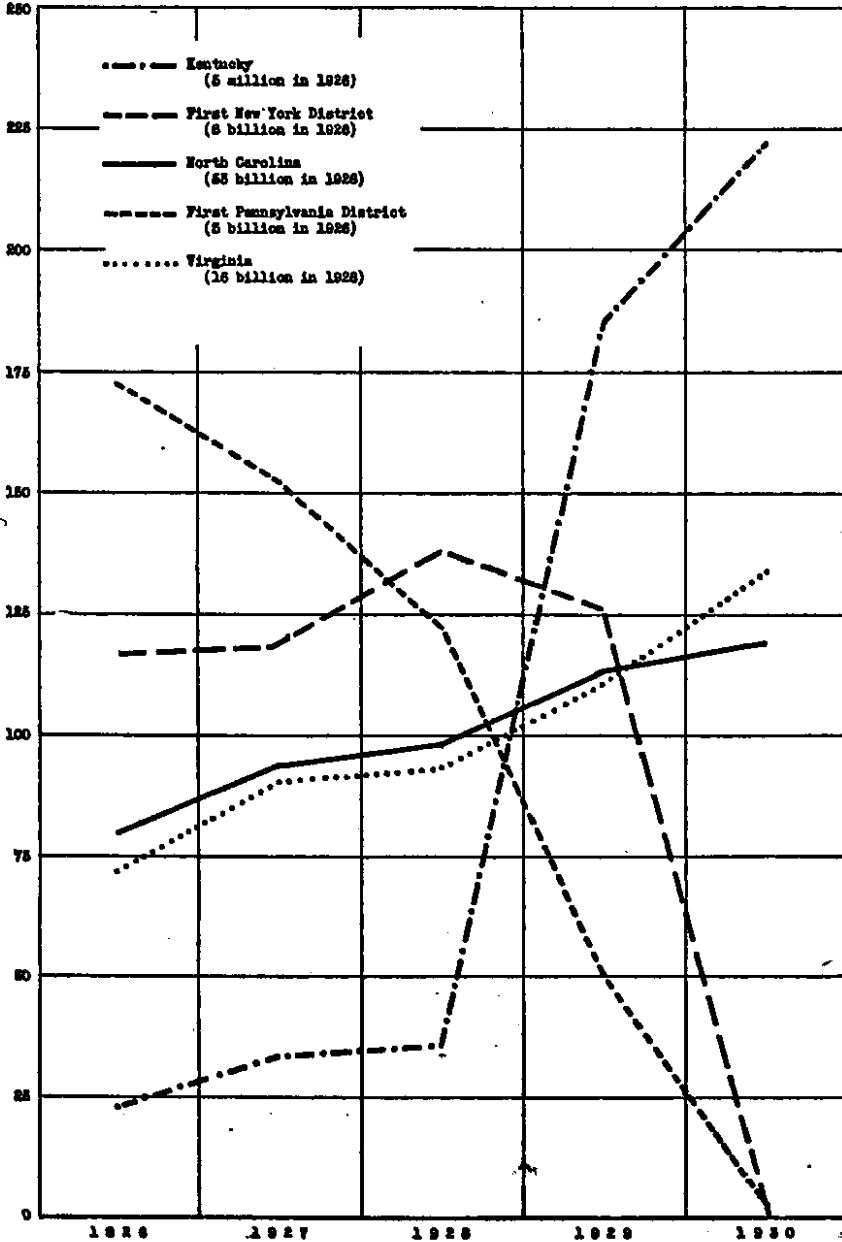
The greatest decrease has taken place in the cities included in the first New York district, where the index of production dropped from 116.7 in 1926 to less than 1 (0.4) in 1930. This was due to the transfer of the operations of a large corporation in this district to one of the southern cities.

Another great change was in the first Pennsylvania district, where the index of production declined from 173 in 1926 to 2.4 in 1930, also caused by the transfer of cigarette manufacture from this district to a southern city.

INDEX OF THE TREND IN THE PRODUCTION OF CIGARETTES IN CERTAIN LOCALITIES, 1926 TO 1930

Average for the 5 years = 100

[Figures from annual reports of the Commissioner of Internal Revenue]



As would be expected, due to the increase in production in cigarettes, the three indexes charted for southern localities all show increases, some greater than others. In North Carolina (two cities from this State were included in the study) the index increased from 80 in 1926 to 119.2 in 1930. In Virginia the increase was greater, from 71.8 in 1926 to 133.9 in 1930. The greatest of all was in Kentucky, where production in 1930 was almost ten times as great as it had been in 1926, the index being 222 as compared with 23. Notwithstanding this tremendous increase in output in the 5-year period, production in 1930 in Kentucky was only about one-sixth what it was in Virginia and only about one-seventeenth what it was in North Carolina.

REPORTS FROM TWO STATES

The records of two State departments also furnished data on recent developments in the trade, showing trends very similar to those quoted from Federal sources.

Ohio.

The Ohio Department of Industrial Relations furnished data showing the trend in the number of wage earners employed in the cigar and cigarette industries in that State as well as wages from 1923 to 1930. As the manufacture of cigarettes in Ohio is negligible, the following may be regarded for all practical purposes as representative of cigars only.

TABLE 3.—*Trend of employment and wages in the cigar and cigarette industries in Ohio, 1923 to 1930*

Year	Establishments		Male employees			Female employees		
	Number	Index (1923=100)	Number	Index (1923=100)	Median of wage rates	Number	Index (1923=100)	Median of wage rates
1923.....	134	100.0	2,296	100.0	\$20.50	9,152	100.0	\$16.50
1924.....	120	89.6	2,011	87.6	21.00	9,072	99.1	16.00
1925.....	108	80.6	1,525	66.4	21.00	7,763	84.8	15.50
1926.....	99	73.9	1,435	62.5	21.50	7,756	84.7	15.50
1927.....	99	73.9	1,213	52.8	20.00	7,204	78.7	14.50
1928.....	97	72.4	1,360	59.2	21.00	7,195	78.6	15.00
1929.....	80	59.7	1,087	47.3	20.50	6,465	70.6	15.00
1930 ¹	75	56.0	894	38.9	19.00	4,336	52.8	14.50

¹ Unpublished data by courtesy of the Ohio Division of Labor Statistics.

The trend in Ohio during these eight years shows the same tendencies as data from other sources, but it is particularly pertinent here because some of the field work in this study was done in Ohio. The decline in number of establishments was 44 per cent; the decrease in number of females employed was 47.2 per cent and of males 61.1 per cent. At the same time weekly wage rates for women employees also declined, from a median of \$16.50 to one of \$14.50, or a decrease of \$2. Though in 1923 more than one-fourth (26 per cent) of the females had a wage rate of as much as \$20, in 1930 only 6.8 per cent had so high a rate. In 1923, 22.1 per cent had a wage rate of less than \$12 a week, but by 1930 as many as 31.7 per cent had a rate below that amount.

Pennsylvania.

The Pennsylvania Bureau of Statistics in the Department of Internal Affairs furnished comparative figures from year to year showing the trend in the number of cigar factories in operation as well as in persons employed in those counties in which were made most of the home visits by the agents of the Women's Bureau.

TABLE 4.—Trend of employment in five specified counties in Pennsylvania

	Berks	Bucks	Lancaster	Philadelphia	York
Number of plants operating:					
1922.....	70	37	149	176	291
1930.....	23	8	37	62	154
Per cent decrease.....	-67.1	(1)	-75.2	-64.8	-47.1
Number of men employed:					
1922.....	973	922	1,818	1,391	2,908
1930.....	252	320	362	1,124	2,009
Per cent decrease.....	-74.1	-67.7	-80.1	-19.2	-27.8
Number of women employed:					
1922.....	1,008	953	2,067	4,567	4,397
1930.....	462	281	999	6,664	4,680
Per cent change.....	-54.2	-70.5	-51.7	+45.9	-4.4

¹ Per cent not computed; base less than 50.

In each of the five counties there had been a continuous and striking decline from year to year in the number of plants. Even in Philadelphia County, where the industry was flourishing, there had been a falling off of almost two-thirds in the number of factories. York County, with the greatest number of plants, showed the lowest percentage decrease. In contrast to Philadelphia County there were only two moderate-sized factories in York County in which automatic cigar machines had been installed, but scattered throughout the county were numerous independent small plants employing rarely more than 100 and frequently fewer than 50 persons. Tobacco had long been an important crop in both York and Lancaster Counties, and hundreds of little shops had sprung up near this source of supply. The cooperative spirit among the independent employers in York County was probably responsible in part for their ability to make a more successful stand against the organization and the advertising campaigns of big business.

In Philadelphia County, where large corporations have centered machine production, the number of female workers increased somewhat less than 50 per cent between 1922 and 1930. However, employment ran higher in both 1928 and 1929 than in 1930. And in 1929 the increase from 1922 in female workers was about 60 per cent. While the trend of women's employment had been decidedly upward in Philadelphia County, in York County it had varied very slightly up and down the scale from year to year; but in the other three counties, with very few minor exceptions, the trend had been steadily downward. In each of these three counties—Berks, Bucks, and Lancaster—not half so many women were employed in the trade in 1930 as in 1922, and the percentage decline was more pronounced in these three counties than the percentage increase in Philadelphia. Yet the actual numbers lost from the trade in the three counties were but little more than the actual gain in Philadelphia.

In four counties the employment of men had suffered vastly more than that of women. In Bucks County not one-third as many men were in the industry in 1930 as in 1922; in Berks County only about one-fourth and in Lancaster County only one-fifth as many men were in the trade. In Philadelphia County, where there was such a marked increase in the number of women, the total number of men decreased almost 20 per cent. Although total numbers of men employed in Philadelphia County did not indicate so great a variation as in other counties, this is no proof that the change in personnel had not been equally great in Philadelphia. Just as the older woman who was an experienced worker had given place to the more adaptable young American girl in machine plants, so the man who had spent years making cigars at his bench did not easily fit into the modern organization of the industry. He was not trained as a machinist nor was he physically able to do heavy labor, and the machine plant requires much of these two extreme types of work. In fact, there is little else left for men to do.

Government reports give a general view of the entire situation, but what policy various large corporations were pursuing was described by officials of the companies. The interviews with the officials add emphasis to the data showing the trend toward concentration in larger units, and in addition show the movement from hand to machine operations.

One of the large cigar companies in 1922 was operating 70 factories in widely scattered towns and cities, and by 1924 it had only 52 plants in operation, a marked evidence of consolidation. By 1929 the number had been still further reduced to 20, the firm having closed 37 plants and opened 5 new ones. To sum up, at the end of the seven years this firm was managing and maintaining 20 instead of 70 plants. Included in the 20 then operating were some thoroughly modern new buildings in which cigars were manufactured solely by the machine process. Four-fifths of the cigars produced in 1929 by that firm were machine made. While in the last five years the net decrease in the number of factories was more than three-fifths, the number employed had decreased little more than one-tenth, the total employment having decreased only from 12,282 employees in 1924 to 10,882 in 1929. The change from hand to machine work is shown by the changes in the numbers of women hand and machine workers employed in 1924 and in 1929. Of the 12,282 employed in 1924, 1,103 were in machine factories and 11,179 in factories manufacturing by hand; in 1929, of the 10,882 employed, 6,745 were in machine plants and 4,137 in hand plants. These figures are evidence of the great changes in personnel in cigar plants, a striking decrease from some 11,000 to 4,000 workers in hand plants.

An outstanding example of concentration in machine operations on the part of another company is a splendid new factory in which there are, on an average, 1,700 employees—1,500 women and 200 men. Even the extensive equipment in this plant proved inadequate to keep pace with market orders, so the firm was obliged to carry on machine work in two of their old buildings in the same vicinity. In more distant towns they still maintain two hand plants employing together, on an average, 600 workers, in order to supply the popular handmade brands for which there is still some trade demand.

From 1923 to 1929 this company had shut down 15 hand factories in various parts of New York, New Jersey, and Pennsylvania. Not all of these 15 plants were operating at one time, although the larger ones were. They usually occupied rented quarters and shifted around from town to town, moving small units to the place where the labor supply was most plentiful. However, in the case of 7 of these 15 factories their closing threw as many as 200 to 400 employees out of work, and altogether about 3,000 (2,895) in various cities and towns were left without jobs by the closing of the 15 factories.

A third important company, with extensive machine manufacturing centered in the Philadelphia and Camden area, although expanding its Philadelphia units, closed five hand plants, each employing from about 250 to 375 employees. Although production was steadily increasing in the plants equipped with cigar-making machines, nearly 1,600 employees (1,503 women and 73 men) had been laid off when work ceased in the five cities remote from Philadelphia where the hand plants were located.

A company that had been one of the first to try out the cigar-making machines now confined production work to two industrial cities. During recent years it had discontinued operations in 14 other communities where hand operations prevailed. These communities were located in one State and were for the most part in the same or adjoining counties.

Still another firm had been consolidating its factories in the Middle West. At present it was operating six cigar plants, all within a limited area. Hand makers still were employed in many of these, although only one was exclusively a hand plant. Even the three largest plants with automatic cigar-making machines also had hand departments, while two others were equipped with universal bunch machines.

In 1920, before the company began making cigars by machine, its operations were scattered in 17 hand plants. From 1921 to 1926 it closed 10 plants, 4 of them in January, 1926, which was referred to as the "final house cleaning" of the company. Although the number of manufacturing units decreased, production increased, and total numbers employed did not become radically different from what they were in 1920. But here again work was discontinued in 10 communities, in most of which it had been almost impossible for cigar workers to find jobs in their trade since. However, by commuting inconvenient distances the workers from some of the towns had been more or less successful in finding work in other cigar factories.

Interviews with the management of two of the largest companies that had not introduced the machine into their factories showed the same tendency to mass the work in fewer establishments that was evidenced in firms operating on a machine basis. In 1924 two leading manufacturers of handmade cigars had consolidated their interests, and they had gradually been drawing these interests together into three centers, having discontinued operations in six other cities in the period from 1924 to 1929. The permanent closing of these six factories left more than 2,000 employees without a job, the shutdown affecting as many as 775 in one plant and about 450 in another. Numbers employed in the other factories that closed ranged from 150 to 250. The merger of these two companies was accompanied by a

decided geographic shift for one of them—from eastern Pennsylvania to cities in the Middle West. The character of the labor supply was mentioned as a cause of this removal.

The report from another outstanding firm in the manufacture of handmade cigars revealed the same policy of centering operations in fewer units. In the three years 1926, 1927, and 1928, the company abandoned operations in 23 factories that employed altogether about 2,000 persons. As the numbers employed would indicate, many were small plants located in such small communities that there was practically no other opportunity for work for the employees laid off by the closing of these cigar factories. About one-fourth of all those who were deprived of their jobs due to the removals of this firm were men; in some plants the proportion of men was as high as 50 per cent. In the reorganization of this company, consolidated with another one, men constituted only about 5 per cent of the total force. After this retrenchment in the number of factories, the company's manufacturing interests were confined chiefly to three cities, Philadelphia, Camden, and Trenton, although later in 1929 it began work elsewhere in three plants, furnishing employment for 125 to 150 people each. There was no certainty, however, that this would be a permanent arrangement. At the close of 1929 total employment in all the company's manufacturing units was a little more than 2,000.

In Baltimore the downward trend in the various branches of tobacco manufacturing began to be noticeable in 1925. In January of that year a large corporation closed its Baltimore branch; in March another factory went out of business. In 1926 a prominent local concern stopped manufacturing. In 1927 two important units of large corporations were transferred to other locations. In 1928 branch factories of two other large concerns were closed, and in 1929 a locally managed plant of some importance went out of business. This record of transfers and closings is exclusive of small establishments that had but few employees. Where only a few years before hundreds of girls had been employed in flourishing establishments, only a few now could find work in a limited number of cigar factories, which were, for the most part, very small.

Wilmington, Del., is another city that the cigar industry has practically deserted. Within a few months of each other the only three factories, one of which is said to have operated about 15 years in Wilmington, closed permanently, throwing more than 700 skilled cigar workers out of a job. Nor was this all, for about the same time (1928) three hosiery and clothing factories moved away, which made it doubly hard for former cigar workers to find other jobs. After the last cigar factory closed, advertisements in the local papers made attractive offers of work in Philadelphia cigar factories and a few girls tried commuting, but \$13.50 for monthly railroad tickets, in addition to street-car fares, was not a paying proposition. A few who could do so moved to Philadelphia or Camden. Later, a fourth cigar factory opened up in Wilmington, taking advantage of the experienced cigar labor, but in time it too followed the example of the others and closed its doors.

PART III.—INTERVIEWS WITH CIGAR-PLANT OFFICIALS

Through visits with women in their homes it was possible to get a general survey of their industrial experiences since their displacement as handworkers in the cigar trade; but in order to get information about the status of the cigar maker in the present organization of the industry, employers were interviewed about recent developments in the trade.

Interviews with management in the many plants that had never been mechanized, with one or two outstanding exceptions, described drastic curtailment in numbers, operating time, and production.

Hand-operated plants.

Comments from interviews with employers in hand plants give some indication of the irregularity of the comings and goings of the hand employees. The contrast between this personal freedom and the steady application necessary in machine work, where the girls must keep up with the electrically driven machine and must work as long as the power is on, is a striking one. Among the machine operators there is hardly a moment to lift one's eyes or to speak to a neighbor; sometimes there is not even convenient opportunity to go to the dressing room. Handworkers are entirely independent of such driving forces, and are free to work long hours or short hours as they please. The comments of some employers follow:

Often do not work at all on Saturday. Some of the women never come in on Saturdays.

Girls are not careful to keep factory hours. They often come late and often quit early.

Women set their own time to work. There is much individual variation in their work hours.

Hours are very irregular. The workers suit their own convenience.

We always have a number of women who come in late and leave early.

The irregularity in the hours is the worker's own choice. We can not make them work longer than they want to.

We begin at 7 a. m. and the women work as long as they please. They are usually done about 3 p. m. The lunch hour is also irregular. They may take as long as they please.

Piceworkers come in any time, usually between 7 and 7.30, but nothing is said if they come later, and frequently they work through the noon hour.

Our hours are quite elastic. Occasionally some go to work at 6 in the morning, but they leave as early as they are ready.

Our hours are from 7 to 5.30, but the women do not come in on any fixed schedule, and many leave before closing time.

Our schedule is from 7 a. m. to 5.30 p. m., but the women do not conform to this schedule. Usually they are not at work until 7.30, and when busy they may work until 6.

The fact that undertime was reported as more characteristic now than full time was due also to trade conditions, which the smaller

plants were feeling quite severely. They were curtailing the number of days in operation and restricting the output per individual. The trade had always been more or less seasonal, with the peak production in the fall, but many firms had failed to experience even this.

From June, 1928, to June, 1929, we had a 3-day schedule for 12 weeks, a 4-day schedule for 5 weeks, and were closed down for four weeks. The big manufacturers are getting us. They can afford to advertise and we can not.

We keep the balance chiefly by curtailing the number of days to five or four when we are not busy. Last year we had 5½ days for six months. The rest of the year we ran a 5-day week.

We worked full time only in October and November. We were closed five weeks in 1928, and the rest of the time we worked three or four days.

In the fall we may work until 6—that is, for nine hours—but we are slack much of the rest of the year, and may reduce our time to three days a week.

From January to July or August we did not work a full week, and usually only four or five days.

We worked four days a week for nine months last year.

In another plant, where orders had been spasmodic, the superintendent said he could not recall having had a full week all the year.

One venturesome manufacturer was still making up stock when they did not have orders to keep them busy, but more employers explained how they were limiting production.

We limit production to what orders we have on file. When the work that is given out for each day is finished, the workers leave the factory.

Production is limited, so when a worker completes her quota she may come or go as she pleases.

The number of cigars made daily per person is definitely set according to the demand.

Workers leave when the stock supplied for the day is worked up.

The out-and-out cigar workers are limited to making 225 a day.

In one hand plant production had fallen off 20 per cent; in another, they had been retrenching and decreasing for three years. A local manager said the only change in his factory had been the continuous decrease in production due to his firm's gradual centralization of work elsewhere. Another said, "We are slack because the large firms are crowding the smaller ones off the map."

In one of the plants operating with both hand and machine processes, where there had been a lay-off of handworkers when machines were first introduced, the employer explained that there had been no lay-offs since. Experience had taught him that it was better to spread the work, and for two years he had limited production per operator so that each could have a share of the comparatively little handwork now available.

To meet the competition and the price level of the cheaper machine-made product, manufacturers have had to reduce their scale of wages for handwork. In one city, where two years ago the wage rate was 70 cents and 75 cents a hundred for an average-priced cigar, now it is not unusual to find a rate of 50 cents a hundred for a 5-cent cigar or 58 cents a hundred for a 10-cent cigar. Furthermore, much of the handwork in some localities is on the cheaper grade of goods.

In addition to this, in factories operating on both the hand and machine basis, some of the higher-priced work has not infrequently been transferred to the machine, thus taking away from the hand-

workers what have been some of their better-paying jobs. In a plant where some handwork was continued after the introduction of the machines, the skilled hand rollers and bunchers were given work on a smaller, straighter brand, at 50 cents a hundred cigars, whereas the brand on which they had worked before the introduction of the machine paid at the rate of 85 cents. The new machine operators were given the better grade of work. The old handworkers naturally preferred to do the careful work required for the better grade, and they found it difficult to adjust themselves to the new shape and to slighting their work as was necessary to make anything on the cheap grade, and many quit voluntarily.

Not only the large corporations, whose names are familiar, but smaller companies operating three or four scattered hand plants have been concentrating their work in one or more units and closing their poorer-paying factories, often distant from the main centers, for they too have been forced to learn how to effect economies in management and in handling output.

A branch factory that was opened in 1913, to take care of increased production, closed in 1929. It was possible to transfer about one-fourth of the employees to another of their units in an adjoining town, but the rest of the old employees were left stranded and out of work. Another manager said that when plants were closed in small towns of Pennsylvania and New Jersey no attempt had been made to place the workers.

Reports from other firms ran thus:

We closed two factories in other small towns.

We closed plant A where 20 had been employed.

We closed two plants two years ago.

We closed a plant at F and laid off 30 employees.

In contrast to such accounts of close-downs and lay-offs was the condition in one hand plant where consolidation was taking place:

We are building up our force here; we are concentrating here, but we have closed large factories in C and D to accomplish this.

Types of plants.

Among the establishments visited were those that had never been mechanized, present conditions in which have just been described, those that were partly mechanized, and those entirely mechanized.

The great majority of the factories visited still employed only handworkers in the making departments, while a few others that had been hand plants originally had later introduced some machines, so that at the time of the survey they had both hand and machine departments. Only a few of the factories visited were organized solely on a machine basis. In two or three of them the only making machine was the universal buncher or the combination roller and buncher, but the larger machine units were fully equipped with the so-called automatic cigar-making machine.

In the 17 factories visited that were practically all machine equipped, about half had operated solely by hand before mechanizing, while work in the others had always been on a machine basis.

Some of the conspicuously large machine units were equipped with more than 175 cigar-making machines, and from 1,200 to 1,500 persons were employed to run such establishments. But the usual

machine plant had from 75 to 80 machines and employed 600 to 800 persons. In a few factories where hand as well as machine processes were carried on, and especially in those in which transition to all-machine production was just starting, there were as yet no more than a dozen or 20 cigar-making machines.

Several of the factories operating on an all-machine basis had selected new locations for their expansion and had hired a force of all new employees. The first firm to use the cigar-making machine successfully in 1918 moved away from the State where it had long operated on a hand basis under a trade-union agreement, in order to escape the union opposition to the use of machines. It was then that it was discovered quite by accident that women could run the new machines as efficiently as men.

Years later, after the success of the machine had been demonstrated and it was no longer an experiment, the manager of a small hand plant anticipating the use of the cigar-making machine decided to move to Philadelphia, which he had left a few years before because he had found it "too expensive" paying the rates current for out-and-out work on a moderate-priced cigar. He was glad to return now to Philadelphia, for he would be nearer markets and a satisfactory labor supply for machine work, some of which already had been trained in the new way of operating.

Other firms were attracted to new locations by special offers made by trade bodies in those localities, but many shifted from hand to machine work where they were already established. It was in these plants that the readjustment of labor to new processes was a more embarrassing responsibility. In comparison with this situation it was easy to lock doors and forsake a town, thus severing all connections there, in order to open a well-equipped new establishment and hire an all-new force of employees in a distant community.

Difficulties of transition.

The severity of the possible dislocation of labor by such a radical change as that caused by the cigar-making machine depends largely on market conditions, the labor supply, geographic shifts, and the time allowed for making the machine installations.

In 1918 a sudden geographic shift of operations from one State to another—Massachusetts to New Jersey—that accompanied the complete mechanization of a factory caused more or less distress, but a machine installation in an old concern not accompanied by geographic shift, in 1919, was made without much disturbance. Expanding business and scarcity of handworkers for cheap cigars at that time combined to make the latter adjustment to machine operations comparatively easy. In this case handwork was not discontinued when machines were added. Still later in 1921 another firm reported that the machines were introduced so gradually that no experienced handworkers were laid off. Business was on the up grade at that time also, and the handworkers were transferred to examining and inspection work. This was another case where hand processes continued after the machines had been installed.

In very few instances where management had resorted to a lay-off of the handworkers did they report that local conditions were such that the lay-off caused no extended hardship. "Handworkers were in demand at that time, so they had less difficulty in getting work."

(From 100 to 200 were affected by the lay-off in Detroit, 1926.) "Makers were given an opportunity to transfer to machine work. We spent three years in transition to the machine and many hand makers found jobs in other cigar factories." (York, 1922.)

But adjustments became increasingly difficult in the more recent years, and the great machine expansion has occurred in the last five or six years.

A large-scale installation of more than 50 machines within four months in 1926 in one plant, or as many as 75 machines within a year in another, entailed serious dislocations, whereas an installation of 6 machines the first year and 20 the next, or of 36 the first year and 32 the year following were not followed by serious results. In the last instance half of the hand bunchers and rollers stayed on for a year, until the plant was entirely converted to machine operations.

Employment managers thought they as well as the employees had grievances. There was quite general agreement among foremen that a prejudice against the machine existed among the old-time handworkers. "Old handworkers are not used to the noise and rhythm of machines and feel rushed and driven." "Most seem to prefer any kind of work rather than the cigar-making machine." "We gave them all a chance and some tried it a while, but out of 200 employees only 5 former handworkers are now on machines. Many were married women who quit working altogether with the coming of machines."

One firm tried to hold its old employees when it made the change to machines by offering them a learner's wage of \$15 a week instead of the \$8 offered new girls for similar work. But even so, few accepted, and when the last equipment was installed about 250 hand makers left.

Still other comments follow:

"All were offered a chance to stay, but they resent the coming of anything new and walk out voluntarily."

"All were offered machine jobs, but only a few of the younger girls remained."

In a plant that installed 58 machines in four months about 250 young and inexperienced machine operators were hired, but of 300 hand makers there were only four young girls who were willing to learn machine work. Incidentally, it may be added that by this change production increased from about 350,000 cigars a week to over 1,000,000.

The experience of one firm that located a new machine plant in a community where several hand plants had closed was no different from others: "The turnover rate was much higher among those trained in hand processes than among 'green' girls."

However, there was case after case where management acknowledged that little effort had been made to work out satisfactory adjustments by means of transfers. In one instance the manager reported that machine jobs were not even offered to handworkers when the hand department was discontinued; 150 experienced women were summarily dismissed and 50 young green girls were hired to run the new machines with which the department was soon provided. Other reports read:

"The number of handworkers was reduced by over 100, although not all were laid off at once."

"Laid off 50 skilled hand makers who showed little inclination to try the machine." While a few machines were being installed in this unit the owner had closed two others and laid off all the employees, holding out no hope of ever reopening the abandoned factories.

"Within the year hand bunchers and rollers dropped from about 200 to 70. Poor workers were let go before the machines were installed and there was no replacement of quits, so it was claimed that when the actual lay-off came it affected only 32 women."

Economies of automatic machine.

Almost every employer interviewed in machine plants emphasized the cheapness of manufacture of this method as compared with the old hand method.

The owner of a factory organized for decades for handwork said that he had recently gone over to machine work because he had never been able to make a long-filler cigar by hand that he could afford to sell for 5 cents. To meet competition in a salable article he was forced to resort to the machine.

In another factory a local manager said that the marked development in machine-made cigars was accompanied by a growing market for the advertised brands of the cheaper-grade goods, and he attributed the growth of his own establishment to the demand for their 5-cent cigar. While his firm had been gradually closing its less productive and efficient units, it had been increasing production in this plant. In the past six years the number of electrically operated machines had been raised from 20 to almost 200, employment had increased from about 150 to 1,500, and the plant capacity was then about 4,000,000 cigars a week.

The increase in production effected by machine operations was stated by several managers, some of whose records were based on a 9-hour day and others on a 10-hour day.

Two superintendents compared the output in round numbers of two departments operating under the same roof, the one mechanized, the other not.

"The output of the hand department of about 300 women averages from 350,000 to 400,000 cigars a week; the output of the machine department, consisting of 230 women, averages 1,120,000 cigars a week."

"The hand department of 187 hand rollers and bunchers make only one-third of the plant output, while the machine department of 120 workers manufacture two-thirds." In this establishment, when 30 machines were installed in 1925-26, it had been necessary to lay off more than 100 handworkers.

One superintendent said, "One machine (requiring 4 operators) does the work of 15 or 16 out-and-out handworkers," while another claimed that "production increased five or six times per operator through use of the machine."

Furthermore, while production rates increased, labor costs decreased. In one organization the direct labor cost per 1,000 cigars was \$4.20 by machine processes and \$6.30 when made by hand. In another organization it was \$3.40 by machine and \$10 by hand. In both plants the percentage of gain was decidedly in favor of the machine process.

Although the machine equipment is costly and its upkeep and maintenance are large items of expenditure, the consensus of opinion seemed to be that under average conditions it cut the labor cost about one-half and doubled production with the same space and number of employees.

All interviews showed that manufacturers were reaping gains in increased production and lowered labor costs, and furthermore their opinions were unanimous that average earnings per individual machine operator were as good as they had been for handwork immediately before the change to mechanization.

One or two felt that earnings were even better since the change, because they were working more steadily or more regularly. Under machine organization there were not such great individual differences in earnings; "that is, they are more uniform because the speed of the machine sets a limit to which operators must keep up and which they can not exceed."

Manufacturers were unanimous also in describing the great economy in teaching beginners for machine work. Formerly it took three to four months to train hand makers and often it would be from six months to a year before they reached their capacity in speed and arrived at a good production basis. The cost of such training to the employer was roughly estimated at from \$200 to \$300. Now, the average girl is a paying proposition in two weeks, although it takes longer to attain speed and it may be six weeks before she is ready to go onto a piecework basis of pay. She should be thoroughly proficient to operate at all four positions of the new machine with three or four months' experience.

In one chain of machine factories it was customary for the "green girl" to observe the work for a week, with an occasional try out, before she was ready to take her own position, but she rarely made good before the end of the second week. If she had not attained some speed after two or three weeks she usually dropped out voluntarily.

The president of one corporation considered that the employee benefited by the present method of operation. Formerly a cigar maker spent months of apprenticeship to learn one operation that in no way fitted her for any other line of work, and this one skill had recently proven a handicap in efforts to make adjustments to changed conditions. But the great advantage to the employee learning to make cigars by machine will be her easy adaptability to machine jobs in many other industries, for aptitude in watching machine performance is the main requirement in the trend of modern factory equipment. From a skilled job requiring a few months to learn, cigar making now is one requiring only a few weeks to acquire proficiency.

Bunching machine.

The development of a bunching machine adapted to the use of scrap filler, and more recently a machine that satisfactorily rolls cigars made on this bunching machine, the two occasionally being linked together by a transfer device, has still further reduced labor cost. The training cost also is cheaper on this machine, for while it takes a hand buncher or roller from several months to a year to acquire speed, a "green" operator can develop speed on the machine in from one to two weeks. The standard production on the bunching machine, with two operators, is 4,000 cigars daily, while a hand buncher's daily output was estimated to be 1,000, sometimes less, and occasionally more.

At this rate the machine doubles the production per operator and the labor cost is cut about one-half, for while it costs \$3.50 to make 1,000 bunches by hand, it costs \$1.70 to produce as many by machine. Where the mechanical roller has been introduced, still greater economy has been possible, for in one plant where the hand labor of rolling had been \$4.40 a thousand, the machine cost of production was \$1 a thousand.

Whether or not this equipment dislocated labor depended on several factors, particularly the extent to which it was used in each plant and the speed with which the transfer from hand to machine operations was accomplished. In very few of the factories visited was this type of equipment used for the major part of the output. It frequently happened that in order to adjust production to the growing emphasis on the 5-cent cigar the smaller manufacturer had installed a few bunching machines, but in such cases the machine-made bunches were still rolled by hand and in the same room other employees were making the more expensive brands of cigars entirely by hand. In one factory the installation of the bunching machines had covered a period of six months, and as trade in the cheaper cigar was increasing in the meantime it resulted in no lay-off of the 50 or more women who had been hand bunchers. On the whole, there seemed to have been less difficulty in transferring experienced handworkers to this type of machine than to the more automatic type of equipment. One superintendent attributed the ease of adjustment in his plant to the fact that the handworkers were employed so little of the time on the better-grade product that they were willing to change to the machines that were running full time.

Stripping machine.

The stripping machine is not a great labor-saving device, for at best it does the work of only two handworkers; nor is it suitable for stripping all grades of tobacco leaf. But one or more stripping machines were in use in most of the factories visited; none were recent installations, and much of the stripping equipment had been in place 10 to 15 years.

An interesting comment made more than once in York County, Pa., was to the effect that with the coming of the machine into the factory hand stripping that had been done in the homes on contract decreased; "the machine brought a few women strippers into the plant."

Banding and foiling.

Simple banding machines are not new in the industry. The economy secured by substituting machine banding for handwork was variously estimated as a displacement of 1, 5, 6, even 8 girls for each machine introduced.

That "two girls operating one banding machine do the work of six hand banders" seemed to be a conservative statement. In one plant the installation of two banding machines resulted in the lay-off of eight hand banders. Another statement was that while the average hand banders may paste the bands on 7,000 cigars a day the machine tended by two girls turns out 30,000 to 35,000 a day.

The recent and increasing demand for cigars wrapped in tin foil prompted the putting on the market of a mechanical device adapted to tin-foil wrapping about 1928. Before this, young girls had covered

the cigars with foil by hand. The machine is variously reported to cover about 45 cigars a minute or from 20,000 to 24,000 in a day of 10 hours, whereas by hand a good production record was 2,500 to 3,500 daily.

The banding mechanism, therefore, has displaced from 4 or 5 to 6 hand banders, varying with different plant organizations. Many firms had not gone into foiling extensively before the machine made it possible to do it economically. On the other hand, gangs of as many as 50 to 60 young and inexperienced girls were employed in some factories on foiling, which required no skill and could be learned in less than a day, though it took longer to acquire speed.

The demand for foiled cigars was increasing at the time the machine was put upon the market, so its introduction did not always result in laying off the hand banders and it was possible to absorb them in other kinds of work. In one factory as many as 40 hand foilers had been transferred to other minor unskilled packing jobs or put upon the foiling machines. In another factory it had been necessary, however, to eliminate some of the 60 hand foilers, although a few had been transferred to the eight new machines or other work and some girls quit voluntarily. One employer stated that by the use of the machine the labor cost of foiling had been reduced from 90 cents to 30 cents per thousand cigars.

Soon after an efficient foiling machine was in quite general use a transfer device was perfected by which the older banding machine was connected to the foiling equipment, thus eliminating the handling of the cigar as it came from the foiler and the feeding of it to the banding machine by another pair of hands. The saving in labor cost is evident from the employment records in one factory that went into hand foiling extensively with about 150 employees. At the time of the interview only 62 girls were needed for the 31 machines, and a further reduction to 31 girls was anticipated, to be made possible by the use of another attachment on these machines. One manufacturer reckoned the labor cost for hand foiling at 70 cents per 1,000 cigars, of banding at 30 cents per 1,000. By the introduction of the machine requiring two girls to operate it the cost was reduced to 25 cents per thousand, and by the latest equipment, operated by one girl, it was still further decreased to 12½ cents per thousand. He estimated that by use of this fully automatic foiler and bander production per operator had been doubled.

The popularity of the foiled cigar has undoubtedly affected the older packer most severely—the man or woman who by careful shading sorted the cigars into as many as 50 shapes or shades, thereby making the appearance of the cigars in the finished box entirely uniform in color, shape, and size. Employers said that under the old régime it took several months to train the skilled packers, who were in a class by themselves in the trade. But now the shade of a cigar is not important and in one day a girl learns to operate a machine that applies the tin foil, a decidedly unskilled job that does not demand the wage rate of former skilled packers. Packing is no longer the job of adult men and women, but of young, inexperienced girls.

With the decreased necessity of shading, the output of packers is said to have more than doubled, so that the number of packers, in the former use of the word, has quite naturally been radically re-

duced. One employer dropped all the male packers, and in another establishment the men quit, as they could not afford to work for the greatly reduced rates offered them on other simple jobs. It was easier to transfer women packers, who "swallowed their pride," and not infrequently they were placed on foiling or other packing jobs.

In one factory the packers—that is, shaders—were reduced from 24 to 12. In another all packing jobs were discontinued. In a plant where the shading packers were reduced from 34 to 17, it was possible to transfer a few from skilled packing work to hand foiling, for the foiling department was growing and employed 50 hands. Then these hand foilers were replaced by four foiling machines, and again because the firm was organized for mass production it was able to absorb the hand foilers, who in smaller units doubtless would have been laid off.

Changes in personnel.

The employment of women in cigar factories is an old story.

Cigar making, indeed, has always been in European countries a recognized occupation of women, and in countries where a government monopoly has existed has been almost exclusively woman's work. In 1869 "thousands of Bohemian women cigar makers began to come to New York as the result of the war of 1866 between Prussia and Austria, during which the invading armies destroyed the cigar factories of Bohemia. * * * In Philadelphia, where it was said in 1870 that more women were employed at cigar making than in New York, many Americans were employed, but in New York most of the women cigar workers were foreigners."¹ "As a result of this woman's invasion more than one-half of the cigar makers in New York were females."²

In other areas, however, there had been a larger proportion of men than women cigar makers. One manufacturer said that when they were working on the out-and-out basis men comprised two-thirds of the force. Another traced the change in personnel by saying, "Thirty years ago there were no women in the factory; 25 years ago only a few; in 1922, when we reached our peak, there were about half men and half women employed; but in 1925, when the bunch-breaking machines were installed, three-fourths of the force were women."

Others explained the shift to women by saying, "Women were given a chance to go on the machine but nothing was left for the men except to leave. No one was fired, but there was so little handwork left that men can't make a decent living." "Men seem to consider cigar making by machine a woman's job." "It is no longer a man's industry, because it is impossible to earn a family wage in it now." "When we can we give the old fellows a chance, for they need the work badly. We could not afford to keep old men if business were rushing, as young girls are faster."

Comments of management were invariably to the effect that men had been harder hit than women. One outstanding case showed that as much as 80 per cent of the force were men before the introduction of machines, but since then only about 10 per cent are men. It was felt that there had been not only a reluctance to offer the men machine jobs but a strong aversion on the part of men to accepting

¹ U. S. Department of Labor. Report on Condition of Woman and Child Wage Earners in the United States. Vol. IX, History of Women in Industry in the United States, 1910, p. 198.

² Ibid. Vol. X, History of Women in Trade Unions. 1911. p. 93.

them. On the one hand, the jobs were not considered suitable for men, and, on the other, the men were dissatisfied with simple machine operations and their attendant wage rates. Some superintendents went so far as to say that cigar making and packing should never have been a man's job, as women were much better fitted for it.

However, in plants in which the direct labor was almost exclusively women before the change to machine equipment, more men than formerly were needed as machine fixers, foremen, and technical men, but few of these had been cigar makers.

Not only were men being displaced in the modern organization of the industry but the older women were losing ground to the young girls. Wherever machine equipment had been installed superintendents expressed a preference for young girls in place of the older women who were skilled hand makers. "The automatic machine brought the younger American born, all inexperienced, into the factory." "Put on young girls in large numbers when the change was made." "Prefer young girls." "Better to hire inexperienced help and train them." "Now we rarely hire those beyond the twenties and most are in their teens." "Prefer women under 30." "The majority now are under 25; before there were many 35 to 60 years old." One manager gave as his reason for employing younger girls that "they get the rhythm quicker."

Repeatedly employers referred to the changing source of the labor supply from the mature woman to the younger girl, from experienced to inexperienced help, and in some districts from the foreigner to the native born. "Machine operators are 90 per cent American born, but 90 per cent of the handworkers had been foreign born." "We are employing the daughters of foreign parents now."

Most of the foregoing refers to conditions in those plants only in which there had actually been a change in method of operation and whose managers or superintendents were able to describe the manner of effecting these transitions from hand to machine processes. Such comparisons were out of the question in establishments that had always been mechanized, nor could interviews be obtained with managers of units that had been closed to make possible mass production elsewhere. Yet it was in the desertion of these factories that there seemed to have been the most ruthless disregard of human needs.

Many of the close-downs came as a shock to the employees. Foremen admitted that they were afraid the girls would resort to violence and sabotage if they were informed before the stock on hand was used up that there would be no more work. The favorite closing time with one corporation was a holiday. In one case the girls went home July 3 for the usual Fourth of July holiday, but when they returned afterward they were told "the end had come." In another factory belonging to the same firm the employees went home for a "vacation" over Thanksgiving. They, too, returned to work, to be greeted with the announcement that the factory had closed.

PART IV.—HISTORY OF CIGAR AND CIGARETTE WORKERS AS REPORTED IN HOME INTERVIEWS

One of the main purposes of this study was to discover what had happened to the women who had lost their jobs in cigar and cigarette factories. The original plan was to visit only women who had lost their jobs when some radical change had been made in the method of operation or the equipment in the factory in which they were employed in order to discover what adjustments they had been able to make. The field work in two cities, however, where almost all the workers interviewed had been laid off, showed that many had lost their jobs because the installation of improved equipment elsewhere had made necessary the transfer of operations, besides changes in equipment in the factory in which they themselves had worked, so it was decided to extend the study to women who were laid off solely because of the transfer of work to other units.

The problem was to discover, in the case of displaced cigar workers, whether the experienced hand makers were being absorbed by machine plants, were successful in finding the same kind of work elsewhere, either in town or—where plants had left—in other places, or were forced to take up entirely different lines of work. Among the displaced cigarette workers the chief cause of displacement was not a change from hand to machine but was the improvements made in machines and certain style changes.

To answer such questions it was necessary to locate and interview the women who had been affected by these changes. The chief difficulty was in securing the names and addresses of women who had been displaced. In reply to the question as to what had become of the former tobacco workers, few persons could give any definite information. Trade-union officials were no more able than other persons to give assistance in locating cigar workers displaced by the closing of factories or changes in plant operations. The most helpful individuals, where they could be found, were foremen or foreladies who had been laid off with the other employees in their departments, and in whose welfare they were honestly interested. It was rare good fortune to find a former superintendent who had had charge of a factory when it closed and who had employment records that could be used as a basis for locating the women. Only in Binghamton, N. Y., was a reliable factory record found that gave the personnel of the plant when it closed; in this case only was it possible to get data based on 100 per cent of the women employed at the time manufacturing was suspended. Another helpful authority was the women themselves, who in many cases were able to give reliable information as to the present addresses of former workers.

In the larger cities the displaced women were scattered far and wide, but in smaller towns it was easier to locate them. In some places only a few of the displaced workers could be found. Sometimes the family, all of whose wage earners had been employed in the

industry, had moved away. In other cases the women were not working any more, or had eventually found work in other places, perhaps in distant towns.

One leader in a community said that it was a mystery where they had gone, as he knew of no woman-employing industry that had been increasing to the extent that the tobacco industry had been decreasing. An organization "interested in new development rather than funerals" suggested the names of about a dozen new firms in the community that might have employed the former cigar workers, but a canvass of these yielded nothing of importance. A scattering few of the former tobacco workers had found work here and there with the new firms; but many of the companies were hiring only women who had had experience in their line, others were employing only young and inexperienced girls, while one or two had tried cigar workers and found them not satisfactory, the girls being dissatisfied with the wage scale, which was lower than what they had in cigar making.

Indicative of the general trade conditions was the status of the trade-union membership at the time of survey compared with what it had been in earlier years. An official of what had been an active organization of the cigar makers' union in the New Jersey district estimated that the membership in his local had dropped from about 600 to 100 between 1914 and 1929. The change had fallen most heavily on the older men, as they found it difficult to shift into other industries and occupations. It was estimated roughly that trade-union membership in Baltimore had decreased from 900 to 50, and in Lancaster from 1,000 to 25, within the past few years.

A total of 1,150 visits were made to the homes of women who had worked in cigar factories, and of 259 to the homes of former cigarette workers, all of whom had lost their jobs at some time since 1925.

Data were obtained as to the ages of the workers when they entered cigar or cigarette work and their industrial history since that time with the reasons for leaving each job. Information regarding unemployment, its cause and duration, also was secured, as well as the present economic status. For some of the women it was possible to compare their earnings on the jobs in cigars or cigarettes at time of separation with those on their subsequent jobs. Some of the women commented on the wages, hours, and regularity of work, various changes and their effects on employment, the changes in equipment or stock or style, and other conditions.

HOME INTERVIEWS WITH CIGAR WORKERS¹

On account of the widely different conditions existing in the areas in which cigars had been manufactured or still were being made the cities and towns in which the women were interviewed who had been deprived of their cigar jobs have been classified as three groups—Localities A, Localities B, and Localities C. In some instances the cities and towns in one class are widely separated geographically, but they have distinctive characteristics in common that justify their being considered as one unit in this study. The classification was based on the conditions that existed at the time of the study in 1929

¹ The difficulties of securing exact statements as to dates, wages, and other industrial experiences were great. For this reason the numbers of women supplying complete data are not large, conflicting statements having been freely eliminated as "not reported."

and 1930. For this reason some of the tabulations show for the three localities different trends from what would be expected, due to changes that had occurred during the 5-year period, 1925 to 1929.

In the first group, to be called "Localities A" throughout this section of the report, the cigar industry still offered opportunities for employment to women. The cities and towns included in this group are as follows: Boston, Mass.; Binghamton, N. Y.; Wilmington, Del.; New Brunswick, Trenton, Newark, and Perth Amboy, N. J.; Camden, N. J., and Philadelphia, Pa., one industrial unit; York and four towns in York County, Lancaster, Harrisburg, Steelton, and two adjoining small towns, Reading, Allentown, and Nanticoke, Pa.; Baltimore, Md.; and Lima and Wapakoneta, Ohio.

In Localities B the cigar industry offered only very limited opportunities, but there was work in other industries. The cities included here in which home visits were made are these: Jersey City and Bayonne, N. J.; Norristown, Conshohocken, Boyertown, and Bridgeport, Pa.; Newark, Mansfield, Cincinnati, Cleveland, and Ironton, Ohio; and Paducah, Ky.

In Localities C opportunities in the cigar industry were none or very limited and opportunity was slight in other industries also. Here were included 10 rural communities in Pennsylvania, 9 in the eastern part of Lancaster County (Akron, Hopeland, Rothsville, Brownstown, Denver, Manheim, Terre Hill, Reamstown, and Lincoln), and Schaefferstown in an adjacent county; and a district locally spoken of as the "Belt," stretching from Allentown to Norristown and made up of many small settlements, including East Greenville, Sellersville, Trumbauersville, Gilbertsville, Tylersport, Milford, and Quakertown. In Ohio the towns included as Localities C were Jackson, Manchester, and Wellston, in the southeastern part of the State. Madisonville, Ky., also having only slight opportunities of employment for women, was among the places visited.

In many of these towns, especially those in Pennsylvania, women who had been deprived of their jobs had been obliged to seek work in neighboring communities, which added greatly to their expenses. Furthermore, in many cases the work they were able to find was temporary only.

Of the 1,150 women interviewed who had been deprived of their jobs in the cigar industry in 1925 or at some time within the next four years, 604 were in Localities A, 258 in Localities B, and 288 in Localities C. (See Table 5.)

AGE OF THE WOMEN

The cigar-working group interviewed was composed of women of all ages. Most of the older women had started work in the trade as young women and had seen many years of service, only to be deprived of their jobs when machines were introduced on which young workers, for the most part, were employed, or when the factories were moved or consolidated. Although the younger women, naturally, had been employed in most instances for shorter periods, they had started in the industry expecting to have continuous employment. But many of them, like the older women, lost their jobs by the introduction of the machine or the moving of the factory.

TABLE 5.—Age of the women interviewed, by type of locality—Cigars

Age group	All localities		Localities A		Localities B		Localities C	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total women.....	1, 150		604		258		288	
Not reporting age.....	8		3					
Total reporting.....	1, 147	100. 0	601	100. 0	258	100. 0	288	100. 0
Under 30 years.....	456	39. 8	259	43. 1	111	43. 0	86	29. 9
30 and under 40 years.....	327	28. 5	188	31. 3	76	29. 1	64	22. 2
40 years and over.....	364	31. 7	154	25. 6	72	27. 9	138	47. 0

About two-fifths of the women in the localities included who reported their ages were not yet 30; almost three-tenths were 30 and under 40, and just over three-tenths were 40 or more. The age distribution was much the same in Localities A and B and the group as a whole, but in Localities C the proportion of women under 30 was less than three-tenths and almost one-half were 40 years or older. The last mentioned is of particular significance when it is remembered that in this section there was little opportunity for work in any line.

DEPARTMENT IN WHICH EMPLOYED

Of the 1,150 women included, all but 8 reported the department in which they were employed at the time of separation. The largest group (74.3 per cent) had been in hand-making departments. About one-eighth (12 per cent) had been in packing departments, and less than one-tenth (9.4 per cent) in stripping departments. The remainder were in machine-making departments, in shipping, or classified as miscellaneous workers in all departments. (See Table 6.)

The proportions of women from the different departments varied little with locality. Slightly larger proportions of those in Localities B and C than of the group as a whole had been engaged in the hand manufacture of cigars. Of Localities A the opposite is true, but these places had the largest proportion of women who had been in packing departments.

Of the 847 women who had made cigars by hand and who reported age, about two-fifths were less than 30, and about three-tenths in each case were 30 and under 40 and 40 years of age or more. In Localities A the proportion under 30 years was somewhat less than in all localities, as was the group 40 years or more. In Localities B women under 30 were almost one-half of those who had made cigars by hand. In Localities C exactly one-half were 40 years or older. (See Appendix Table I.)

TABLE 6.—*Department in which employed at time of separation, by type of locality in which interviewed—Cigars*

Department	All localities		Localities A		Localities B		Localities C	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total women.....	1,150		604		258		288	
Not reporting department.....	8		2		2		4	
Total reporting.....	1,142	100.0	602	100.0	256	100.0	284	100.0
Stripping.....	107	9.4	57	9.5	21	8.2	29	10.2
Select and hand strip.....	61	5.3	26	4.3	14	5.5	21	7.4
Machine strip.....	46	4.0	31	5.1	7	2.7	8	2.8
Cigar making.....	873	76.4	449	74.6	202	78.9	222	78.2
Hand.....	848	74.3	424	70.4	202	78.9	222	78.2
Bunch and roll.....	729	63.8	411	68.3	198	77.3	120	42.3
Out-and-out.....	119	10.4	13	2.2	4	1.6	102	36.9
Machine.....	25	2.2	25	4.2				
Packing.....	137	12.0	85	14.1	25	9.8	27	9.5
Shipping and miscellaneous from all departments.....	25	2.2	11	1.8	8	3.1	6	2.1

Of the women whose work had been bunching and rolling, who comprised well over three-fifths of the total, 44.5 per cent were under 30 years, 30.8 per cent were 30 and under 40, and 24.7 per cent were 40 and over. Well over one-half of the bunchers and rollers were in Localities A. Only 1 in 6 were in C.

The machine makers, too, were young, 20 of the 25 being under 30. All machine makers were in Localities A.

The out-and-out hand makers, on the other hand, were predominately in the older group, 73.1 per cent being at least 40 and only 3.4 per cent under 30. These workers were almost wholly in Localities C.

In Localities A the proportion of the bunchers and rollers under 30 years was only 40 per cent, in B it was 48.5 per cent, and in C it was 53.3 per cent. Conversely, the proportions 30 and under 40 were 35.6 per cent in Localities A, 28.3 per cent in B, and only 18.3 in C.

Localities C differed further from the others in that as many as 28.3 per cent of the women there instead of only 23 or 24 per cent were at least 40 years of age.

As many as 85.7 per cent of the out-and-out makers interviewed were found in Localities C, and here three-fourths of them were at least 40 years of age.

Almost 60 per cent of the packers were under 30 years. The great majority were in Localities A. Strippers, on the other hand, were an older group, almost one-half (48.6 per cent) being 40 years or more. Well over one-half of the strippers were in Localities A.

Only in Localities A were there any machine workers who had lost their jobs. Here were 25 women, all but 5 of whom had worked at the automatic machine. Six had worked as examiners of the finished product at the machine, and 14 had been operators. All but 1 of these 20 were from plants in two cities where the use of machines had been tried and discontinued. Only 7 of the 20 women were more

than 22 years of age. Among the youngest women, 3 of the 13 had worked in the cigar industry as much as five years.

The 5 remaining machine workers had done bunch making on simple machines that had been in use prior to the automatic machine. Only 1 of the 5 women was under 30. One of the women had worked in the cigar industry as much as 19 years before her enforced separation; the least time worked by any of the 5 was 10 years.

About one-half of all the women from stripping departments were 40 years of age or older. In Localities B and C larger proportions than in Localities A or for the group as a whole were 40 years or more. (See Appendix Table I.)

Almost three-fifths of those from packing departments were less than 30 years old, and the remainder were practically evenly divided between the other two groups. In Localities A, where the largest part of those from packing departments were found, about two-thirds of the women were under 30 years of age.

WEEK'S EARNINGS

In the home interviews, earnings on all the jobs the women had held, beginning with the first one in cigars and including the last job, were secured wherever possible. Of the 1,150 women interviewed, 549 reported their earnings on the cigar job at the time of separation. In many cases these earnings were lower than those the women had been receiving, the wage scale having begun to decline. Furthermore, the lowest earnings probably were for less than full time.

The median of the week's earnings reported by 549 women for their cigar jobs at time of separation was \$17.25, the range being from \$5 to \$37. Less than one-eighth of the women received \$10 or less, and a like proportion received \$23 or more.

Of the 549 women, 354 reported their earnings on the first subsequent job; 143 had a subsequent job but did not report earnings; and 52 had no subsequent jobs. Of the 354 jobs for which earnings were reported, only 139 were cigar jobs. The median of the earnings of the 139 women was \$15.85, almost 20 per cent less than the \$19.60 median for the same women on the cigar job prior to the separation. The median of the earnings in the 215 first subsequent jobs in other lines was \$12.20, almost 30 per cent less than the \$16.95 median for the same women on their last cigar job. In every case, judging by the median, the women who secured subsequent cigar jobs had been in receipt of higher wages in cigars than had the group as a whole. Conversely, in most cases the women finding employment in other lines had been receiving cigar wages below the median, the women under 30 being the exception to the rule.

TABLE 7.—Earnings in last job before separation and in first subsequent job, by age at date of interview—Cigars

ALL LOCALITIES

Age group	All women	Women who reported earnings at time of separation			First subsequent job										No subsequent job
					Cigar industry					Other industry					
					Women		Median of earnings in last job before separation	Earnings in first subsequent job		Women		Median of earnings in last job before separation	Earnings in first subsequent job		
Number	Median	Range	Total number	Number reporting	Median	Range		Total number	Number reporting	Median	Range				
Total.....	1,150	549	\$17.25	\$5 to \$37	179	139	\$19.60	\$15.85	\$4 to \$29	318	215	\$16.95	\$12.20	\$3 to \$30	82
Under 30 years.....	456	260	18.85	\$6 to \$31	78	60	17.35	18.40	\$6 to \$25	158	115	17.15	12.60	\$4 to \$27	24
30 and under 40 years.....	327	150	18.65	\$6 to \$37	66	53	20.25	15.85	\$5 to \$29	70	47	(?)	(?)	\$4 to \$30	14
40 years and over.....	364	139	16.15	\$5 to \$32	35	26	(?)	(?)	\$4 to \$25	90	53	16.50	10.95	\$3 to \$25	14
LOCALITIES A															
Total.....	1,604	280	\$19.20	\$7 to \$37	105	81	\$20.40	\$16.55	\$8 to \$29	158	121	\$18.40	\$13.40	\$3 to \$30	17
Under 30 years.....	259	148	18.25	\$7 to \$31	46	37	(?)	(?)	\$8 to \$25	96	79	17.60	13.75	\$4 to \$27	6
30 and under 40 years.....	198	72	20.60	\$9 to \$37	38	31	(?)	(?)	\$10 to \$29	27	20	(?)	(?)	\$5 to \$30	7
40 years and over.....	154	60	19.00	\$8 to \$31	21	13	(?)	(?)	\$10 to \$25	35	22	(?)	(?)	\$3 to \$25	4
LOCALITIES B															
Total.....	258	120	\$17.15	\$5 to \$32	32	28	(?)	(?)	\$6 to \$20	77	53	\$15.85	\$11.90	\$4 to \$20	11
Under 30 years.....	111	51	15.95	\$6 to \$23	7	6	(?)	(?)	\$6 to \$20	40	28	(?)	(?)	\$4 to \$20	4
30 and under 40 years.....	75	37	(?)	\$11 to \$30	19	16	(?)	(?)	\$11 to \$20	16	12	(?)	(?)	\$7 to \$18	2
40 years and over.....	72	32	(?)	\$5 to \$32	6	6	(?)	(?)	\$9 to \$19	21	13	(?)	(?)	\$6 to \$15	5
LOCALITIES C															
Total.....	288	149	\$14.50	\$6 to \$25	42	30	(?)	(?)	\$4 to \$21	83	41	(?)	(?)	\$4 to \$30	24
Under 30 years.....	86	61	13.65	\$6 to \$20	25	17	(?)	(?)	\$8 to \$21	22	8	(?)	(?)	\$5 to \$18	14
30 and under 40 years.....	64	41	(?)	\$6 to \$25	9	6	(?)	(?)	\$5 to \$19	27	15	(?)	(?)	\$4 to \$30	5
40 years and over.....	138	47	(?)	\$6 to \$25	8	7	(?)	(?)	\$4 to \$16	34	18	(?)	(?)	\$4 to \$22	5

¹ Includes 3 not reporting age.

² Not computed; base less than 50.

By locality.

Earnings varied according to locality. For the 280 women in Localities A who reported their last cigar earnings before the separation the median was \$19.20; for the 120 in Localities B, \$17.15; and for the 149 in Localities C, \$14.50.

Only in Localities A did a sufficient number of women for the computation of a median report earnings on the earlier and the subsequent cigar job; for these the median at the time of separation was \$20.40 and that in the first subsequent cigar job was \$16.55, a decrease of almost one-fifth. For the 121 women whose cigar earnings at time of separation and earnings in a subsequent job other than in cigars were reported the medians were \$18.40 and \$13.40, respectively, both higher than for the group as a whole, though the proportionate decrease was about the same.

In Localities B 53 women reported earnings on the cigar job at time of separation and on the first subsequent job other than cigars. The median earnings in the former were \$15.85 and in the latter \$11.90. These amounts were lower than those for the whole group, but the proportionate decrease was not quite so great.

In Localities C too few women for the computation of a median reported earnings in cigars at time of separation and earnings in the first subsequent job.

By department.

As mentioned previously, the largest group of women had been handworkers in the making departments, the occupation of 848, 74.3 per cent of all. (See Appendix Table I.) Earnings on the last cigar job prior to the separation were reported by 365, or slightly more than two-fifths of these, and their median was \$18.50. The lowest earnings on the last cigar job, under \$10, were reported by about 5 per cent of these women, all of whom were bunchers or rollers. Almost one-fifth reported earnings of from \$10 to \$15, and nearly two-fifths earnings of \$15 but less than \$20. Too few out-and-out makers for the computation of a median reported their earnings before the separation. For those who did report the earnings averaged much the same as those of the bunchers and rollers—\$18 and under \$19. No out-and-out maker reported earnings below \$11, and one said she had been paid \$37.50, about \$4 in excess of the highest earnings reported by bunchers and rollers.

Of the 365 hand makers who reported earnings on their last cigar job, 127 had had their first subsequent job in cigars, 205 in other lines, and 33 had had no subsequent job. The median of the final earnings of these 127 women before the separation was \$20. Of these 127, 102 reported also their earnings on the first subsequent job in cigars. The median of the earnings of these prior to the separation was \$20.15, while on the first subsequent job it was \$16.05, a considerable reduction. For the 205 women whose subsequent job was other than cigars, the median of the earnings before the separation was \$18.20; but of 142 who reported earnings on both jobs, the median for the last cigar job was \$18.35 and that of the subsequent job \$12.55, a very great decline.

As a few concrete examples of decreases in money earnings for those who had been making cigars by hand the following are given:

Of the 32 hand makers who reported earnings of \$10 and under \$15 weekly at time of separation and also reported earnings on the first subsequent job, 11 had found work in cigars and 21 in other lines. For 8 in cigars and for 18 in other lines, earnings were less than before.

Of the 27 handworkers whose earnings on the cigar job at time of separation had been \$15 and who reported earnings on the subsequent job, 6 women who found jobs in cigars earned less than \$12, 2 receiving only \$9. Of the 19 whose subsequent job was in other lines, only 3 earned as much as \$15. Five earned \$7 or less.

There were 47 handworkers who were earning \$20 a week at the time of separation and who reported earnings on the first subsequent job. Of these, 27 had found work in cigars, and two-thirds of these had a loss in wages. Two earned only \$10. Of the 20 women whose subsequent jobs were in other lines, all earned less than \$20, 4 earning \$10 or less.

As noted, the median earnings for the 365 hand makers who reported earnings on the cigar job at time of separation were \$18.50. For the 173 in Localities A they were \$20.55, for the 90 in Localities B \$17.50, and for the 102 in Localities C \$15.

Of the women in Localities A, 132 reported earnings at time of separation and on first subsequent job. For these the median of the earnings before separation was \$20.60, with a range of from \$10 to \$37, but the 58 who found subsequent work in cigars had median earnings of only \$16.45 and the 74 who found other work had median earnings of only \$15.

Type of locality	Cigar hand workers reporting	Last earnings before separation		First subsequent job in cigars	
		Median	Range	Number of women	Earnings less
All localities.....	244	\$19.35	\$6 to \$37	102	71
Localities A.....	132	20.60	\$10 to \$37	58	36
Localities B.....	62	18.00	\$6 to \$32	24	20
Localities C.....	50	15.80	\$6 to \$25	20	15

Type of locality	First subsequent job in cigars—Contd.		First subsequent job in other lines			
	Earnings same	Earnings more	Number of women	Earnings less	Earnings same	Earnings more
All localities.....	25	6	142	116	11	15
Localities A.....	19	3	74	58	6	10
Localities B.....	2	2	38	33	4	1
Localities C.....	4	1	30	25	1	4

Of the hand makers in Localities B, 62 reported earnings at the time of separation and on first subsequent jobs. The earnings before the separation had a median of \$18, the range being from \$6 to \$32. Of the first subsequent jobs, 24 were in cigars (20 at reduced earnings) and 38 were in other lines of work (33 at reduced earnings).

In Localities C 50 women who had been hand makers reported their earnings on the last cigar job before separation and on the first subsequent job. Their earnings before the separation had a median of \$15.80, the range being \$6 to \$25. Twenty of the first subsequent jobs were in cigars, 15 at less wages, and 30 were in other lines, 25 at less wages.

Of the 848 hand makers, 729 were bunchers and rollers and 119 were out-and-out makers. Of the bunchers and rollers, 328 reported their last wage before the separation, the median being \$18.55. For the women who reported earnings at time of separation and on the subsequent job as well, the decreases in earnings are very similar to those already described.

Of the 119 out-and-out makers from hand-making departments, 102 were in Localities C, and more than three-fourths of these were 40 years of age or older. (See Appendix Table I.) Little exact information on the earnings of these women was available. In many cases several years had elapsed since their separation from the industry. Only 22 women reported their last earnings before the separation and their first on a subsequent job, and in all cases but 1 the earnings were lower on the subsequent job.

In Localities A 57 women under 30 years of age had been employed in packing departments. Of these, 32 reported their earnings on cigar job at time of separation and on first subsequent job. Twelve had had their first subsequent job in cigars and 20 in other industries. Exactly one-half of each of these groups had earned less on the subsequent job than on the cigar job at time of separation.

By age.

That age had some influence on the earning capacity of the women may be seen in the following:

The median earnings for the 260 women reporting age and earnings who were under 30 years of age were \$16.85; for the 150 who were 30 and less than 40 years, \$18.65; and for the 139 who were 40 years or over, \$16.15. The range of earnings for the whole group was from \$5 to \$37, for those under 30 years of age it was from \$6 to \$31, for those 30 and under 40 years it was \$6 to \$37, and for those 40 years or older, \$5 to \$32. Furthermore, a reduction in earnings in the first job subsequent to the separation was most common and was greatest for the women of 40 and over. The extent to which reduced earnings were most common among the older women is illustrated in the following figures for hand makers:

Relation of subsequent earnings to last earnings before separation	All ages	Under 30 years	30 and under 40 years	40 years and over
Cigars:				
All women.....	102	37	42	23
Earnings same or more.....	81	16	12	3
Earnings less.....	71	21	30	20
Other:				
All women.....	142	78	36	33
Earnings same or more.....	26	18	7	1
Earnings less.....	116	60	29	32

The following cases are examples of the reduction in earnings that many women experienced because of changes in cigar factories. The first two are from Localities A.

Quit because of reduced earnings.—An Italian woman in Philadelphia, aged 36 and married, who had been employed in cigar work as a bunch maker most of the time since she was 18, left her work in August, 1929, shortly after bunching machines were introduced. Used to making \$16 to \$17 a week, the rates on the only grade of work on which handworkers were retained were so reduced that she could make only \$9 to \$10, so she left. At the time of interview she had been employed for two months as an enrober in a candy factory, where she earned \$12 to \$13 a week. She had not looked for cigar work, as it seemed useless to do so.

All factories but one left town.—A native-born woman, 29 years of age, married, and living in Lancaster, Pa., had begun work in cigars at the age of 14. She experienced four cases of the factory closing. She had worked 9½ years at the first plant as a cigar roller when it closed down in May, 1926. She was out of work for one month, and then secured another job as roller. This plant closed after she had been there one year. After more than two months she secured another job as roller, where work again lasted for one year. After nearly four months of unemployment she secured her fourth job as roller, but this lasted only five months. When the factory closed she tried to get another job, but "all the factories have left town but one, and they don't pay anything. Never tried automatic-machine factory. Afraid of getting sick." After two months of unemployment she secured a place as a salesgirl in a 5-and-10-cent store, where she had been for nearly eight months at time of interview. Her wages there were \$10 a week, as compared to \$15 or \$16 in cigars.

The four case stories following, all from Localities B, show clearly the effect of changes in the cigar industry on the earnings of women.

Subsequent earnings just one-half.—A married woman 53 years old, native born and living in Newark, Ohio, had started work in cigars at the age of 13. She had done making, bunching, rolling, and other work. When she was 50 the plant in which she was working left the city, the "worst thing ever happened to cigar makers." For seven weeks after December, 1927, when the factory moved, she had no employment. At the end of this time she did some practical nursing; she had three jobs, actually four months' employment out of a possible seven months. She was again unemployed for three months and then secured a job as roller at the struggling and very small cigar factory where she was employed at date of interview. Her highest earnings in the present cigar job were \$10, whereas in 1927, before the other factory moved away, she was making \$20.

Temporary shutdowns; difference in hand processes.—A native-born woman in Ironton, Ohio, single and 26 years of age, had begun work in cigars at the age of 16. She had worked eight years as a roller when the factory went out of business, in December, 1927. She was unemployed for seven months, and then secured work as roller at another plant, where she had worked for only five months when it was shut down, in December, 1928. She was out of work seven months again, when she secured reemployment at the place that had shut down. She had been working there six months when the factory shut down again, two days before the interview. She had no idea when it would reopen. "Maybe a week, maybe six months."

Work had always been steady at the first cigar factory where this woman worked, and the girls worked regularly, since they received a bonus for attendance. She had learned cigar rolling on suction plate and die, but at the second factory rolling was done without these. This she found much harder. On the first job her rate was 35 cents a hundred, and she could roll 1,000 a day. On the last job the rate was 25 cents a hundred, and due to the change in method she could make only 500 to 550 a day.

Subsequent job in another city.—One of the women interviewed in Conshohocken, Pa., native born, single, and 29 years old, had worked in cigars since she was 16. She had not worked continuously, due to ill health of herself or her family, but had been employed about 8 of the possible 13 years. Her work was that of a roller. When the company went out of business in November, 1927, she was rolling cigars at 85 cents a hundred. After this loss of job she was at home for one year for personal reasons.

She then secured work as a roller at 50 cents a hundred in another factory, and was employed there only nine months when the firm went out of business, in August, 1929. She was unemployed for two weeks, when she found employment as a roller in Philadelphia, a distance of 13 miles, where she still was employed at time of interview. Here she received 70 cents a hundred as roller, but the increase in rate over what she had received at the last place did not mean much, for her commutation ticket cost \$10.30 a month. Work was slack; she made 500 cigars a day at best, and her job was on a 5-day basis. There was no opportunity for work in the town in which she lived, except in the glass factories. In commenting on the scarcity of work there she said, "Some one has to die before you get in there."

Learned another industry.—A native-born woman, 32 years of age, single, and living in Newark, Ohio, had begun work in the cigar industry at the age of 18. She had been in this work for 12 years when the company went out of business in February, 1928. She had worked as roller, inspector, and teacher. At the time the factory closed she was on a salary of \$30 a week. She had made \$20 to \$22 as a roller. She secured work immediately in another cigar company, through her uncle, and there she stayed more than a year, averaging only \$11 a week. She left this for what she considered a better job in a shoe factory, where she was doing fancy stitching and vamping at the time of the interview. While learning this work on shoes, she received \$9 a week, but on piecework she was making from \$10 to \$17. The work was very irregular; sometimes a machine was out of order and sometimes she had to wait for work.

TIME IN THE CIGAR INDUSTRY

By locality.

Many of the interviewed women, especially the older women, had been in the cigar industry a long time. The making of cigars by hand, whole or in part, has given employment to women for many years.

Of the 1,150 women included in the study, 1,086 reported the time worked in the cigar industry. The proportions with experience of less than 5 years differed little by locality. Of those who had worked 5 but less than 10 years, the proportion of those in Localities A was much greater than in B and C. The greatest difference was for the period 25 years or more, Localities C having a proportion more than three times as large as the figures for the other localities.

TABLE 8.—Time worked in the industry, by type of locality—Cigars

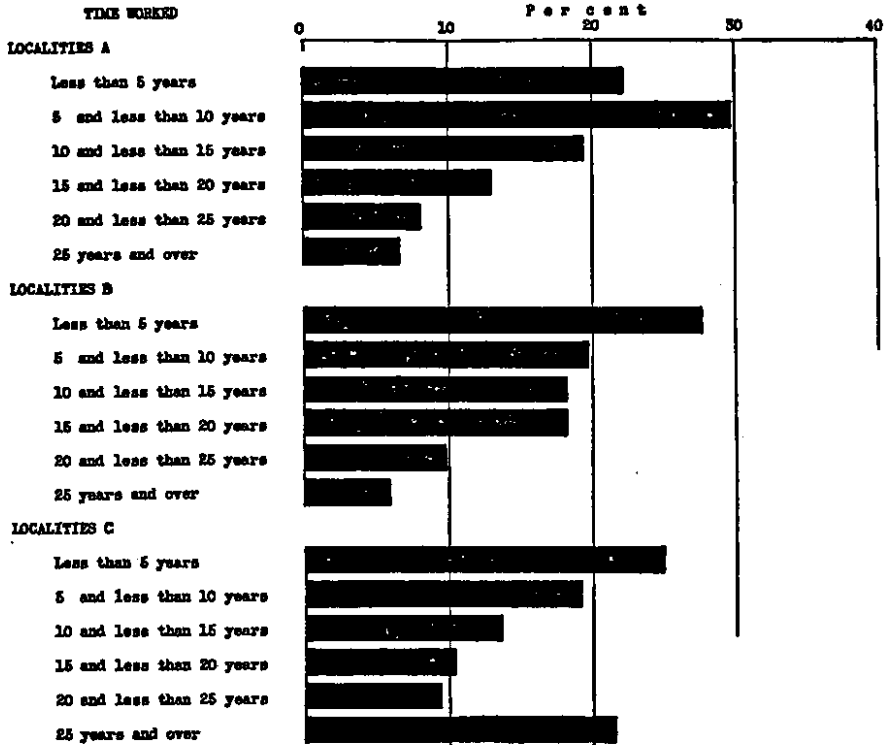
Time worked in cigar industry	All localities		Localities A		Localities B		Localities C	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total women.....	1,150		604		258		288	
Not reporting time.....	64		45		0		13	
Total reporting.....	1,086	100.0	559	100.0	252	100.0	275	100.0
Less than 5 years.....	264	24.3	125	22.4	70	27.8	69	25.1
5 and less than 10 years.....	370	24.9	167	29.9	50	19.8	53	19.3
10 and less than 15 years.....	193	17.8	109	19.5	46	18.3	38	13.8
15 and less than 20 years.....	149	13.7	74	13.2	46	18.3	29	10.5
20 and less than 25 years.....	97	8.9	46	8.2	25	9.9	26	9.5
25 years and over.....	113	10.4	38	6.8	15	6.0	60	21.8

By age.

Of the 1,086 who reported time worked in the cigar industry, all but one reported age also. As will be noted, about one-fourth of all the women had worked less than 5 years; of those less than 30 years

of age, slightly more than one-half had had this brief experience, as compared with about one-fifth of those 40 years or older. Naturally, almost none of those under 30 years of age had worked as long as 15 years, but about one-sixth of those 40 years or more had been 15 to 20 years in the industry. Of the oldest group, the proportion who had worked 25 years or more was greatest in Localities C, where almost one-half (46.9 per cent) had worked that long. (See Appendix Table II.)

PER CENT DISTRIBUTION OF WOMEN BY TIME WORKED IN THE CIGAR INDUSTRY, BY LOCALITIES



The three following work histories of women in Localities A show the effects of changes in the cigar industry on women who had spent many years in this work.

Work in eight or more factories that closed.—A native-born woman living in Lancaster, Pa., 43 years of age and single, had worked in cigars most of the time since she was 20. Prior to this she had been employed as a weaver in silk mills. Her occupation in cigars was that of roller. She had worked in at least eight factories that closed. Four jobs were before the slump, so these caused her little inconvenience, but lately business had been "off and on." Some factories had closed entirely; "others say, 'Maybe we'll start up again in a few months,' but they don't." At time of interview she had been unemployed for nine months and no jobs were available in cigar factories or silk mills.

Some of her jobs had been in neighboring towns, which made the expenses of the job greater and the working day much longer. On one of these jobs she left Lancaster at 5.30 in the morning to be at the shop by 7. She left work at 5 and arrived home anywhere from 6.30 to 7.30 on account of poor transportation. This job had lasted five months, when the factory closed.

When this woman was first employed as silk weaver, she was persuaded that cigar making was a better job, and it was so until the last five or six years. About

four or five years prior to the interview she went back to the silk mill where she had been almost 15 years before, but she found the work very exhausting. When the cigar superintendent sent word that another cigar factory was opening, she quit the silk mill after only two weeks' work.

She said, "The machine has killed our trade and we will never get it back. We were foolish not to have got control of the machines, and to have operated them from the first. Now they won't hire us for machine work."

Some plants gave the girls warning of the closing, but the commoner practice was not to tell the workers beforehand, for fear of destruction of the stock. In one case the superintendent informed the workers at 9 in the morning that they were closing permanently at noon. Another time they were told at night that the next day would be the last.

Tried work as finisher on machine.—A widow in Lancaster, Pa., 39 years of age and native born, had begun work in the cigar industry at the age of 14. She worked as a cigar roller for 21 years in various plants, during an over-all working period of 23 years, until the plant in which she was then employed closed in February, 1928. She moved to Philadelphia, where she stayed for three months employed as a roller, but went back home when she heard that one of the cigar companies was taking a 5-year lease. This removal and return took all her savings, about \$300; and after all that expenditure the plant she had been counting on to remain open for 5 years remained open only 5 months.

After this she secured employment as a finisher on an automatic cigar-making machine. Her own story tells this tale: "I tried automatic cigar manufacturing, finishing at———; stayed three days. Got so nervous, had to quit. The finisher has to do too many things. The cigars come through at the rate of 8 a minute. All have to be examined, and if they are not perfect they have to be patched up. Along with the patching the finisher has to get water for the wrapper and binder layer to wash their dies with, and drinking water for them, and also tie finished work, and bring it to be checked and counted. It is a continual rush, and having to patch up so many, regardless of shading, just gets an experienced girl's nerves. A green girl can see cigars go by this way and does not know any better, but an experienced girl gets nervous. On the last day I handled 4,600 cigars. If the finisher gets too far behind, they stop the machine, and all have to help finish. This is a terrible thing, as the machine is supposed to run all the time."

After that job this woman tried dressmaking at home, but quit after one month. At the time of the interview she had been employed for eight months as a hand cigar roller.

Quit machine work after one day.—A native-born American in Binghamton, N. Y., between 40 and 45 years of age and married, had started work as a roller when 17 or 18. After learning bunching, she worked up to the position of forelady. She had been employed in the factory 25 years when it closed. Work had always been steady until the actual closing at this factory, which was one of the best in the city.

After her lay-off in November, 1927, she was unemployed for eight months. At the end of this time she tried work in a machine cigar plant, but quit after one day, feeling that she could not adjust herself to machine work nor even work in a machine factory. Her comment was, "Have to learn a trade young or nobody wants you."

The two women from Localities B whose cigar histories are noted below give the subsequent industrial history for those who were young and those who were no longer young.

From cigars to radio.—A single woman in Bayonne, N. J., 29 years old and born in this country, had worked in a cigar factory as a roller for 15 years when the plant closed in April, 1929. She was out of work for two weeks or so. She knew younger girls were being taken on at radio plants, but she was afraid she was too old, so she put off trying there until she had "tried everything, everywhere else." When she applied there, and secured the job, she avoided acknowledging that she was 29. She liked the work in radio and was "making out" all right.

It was "like a funeral" when the cigar factory shut down on the girls who had spent their lives there. "Never will feel the same about any other place I work."

Unemployed at 63.—An older woman, 63 years of age, living in Ironton, Ohio, was single and native born. She was employed in domestic service until she was 48, when she started work as a hand stripper in a tobacco factory, and she did this work for 15 years, until December, 1927, when the plant went out of business. At the time of interview she had been at home and out of work for more than two years, hoping that some cigar factory would open up.

The following two cases, in Localities C, are typical examples of women giving much of their working lives to the cigar industry, only to have the factories close and leave them to find other work at middle age. One secured employment in cigars in a neighboring town, the other in a different industry. Both women lived in the "Belt" in Pennsylvania, the district where opportunities for any work were very limited.

Husband, self, and son thrown out.—A native-born woman in Hopeland, Pa., married and 44 years old, had worked off and on in tobacco from the time she was 10. Her father had a shop, where she worked as a stripper irregularly until she was 16. She was employed as a roller and as an out-and-out maker for about 17 years, when the plant in which she was then working closed down, in December, 1927. She was out of work for a few weeks, but found work as a roller at a plant in another locality, where she stayed for five months and then left because she could not make anything, the stock was so poor. Her car fare was over \$5 a month. She was unemployed for about a month, when she secured the temporary job in a cigar plant in an adjoining town that she held at time of interview.

The closing of two plants in her home town, both in December, 1927, threw this woman, her husband, and her grown son out of work. Each of the three then had to go to a different town to work. "Getting where I hoped to have it easier," the woman said, "but life is harder than ever. Wouldn't be so bad if wages were what they used to be." On the next to the last job she was paid 25 cents a hundred for rolling cheap unfinished cigars. Since she had never done poor work, she found it difficult to slight things and so work fast enough to compensate her for the lower rate.

Learned a new trade after 40.—A married woman in Trumbauersville, Pa., 46 years old and native born, had started work in cigars at the age of 16. She had been employed for about 26 years as buncher and out-and-out cigar maker in different plants when the one in which she was working in March, 1925, closed down. She was out of work for a few weeks, and since there was, as she expressed it, "no prospect of decent work in cigars again," she secured employment as a machine operator in a clothing factory, where she had been for the past four years at time of interview. This woman gave up her trade before many others did so. She decided she would better get into what work was left while she could. She would go back to work in cigars, however, if there were a good opportunity.

CAUSE OF THE SEPARATION

Many things were mentioned by the women interviewed as the cause of their losing their jobs, but for the purposes of the study they have been grouped under two general headings, closing of the factory and slack work. Included under closing of the factory are the following reasons as given by the women: Factory closed, force laid off, factory moved, shutdown, close due to burning of factory, and (applying to only part of the plant) a department closing or the introduction of machines. Under slack work are the following: Partial or temporary lay-off, work slack or temporary, factory closed temporarily, quit because of slack work, quit because close imminent. The closing of the factory meant in some cases its permanent discontinuance; in other cases, it was merged with others, usually in a large city.

All of the 1,150 women gave a reason for the separation from the cigar job that was the basis for inclusion in this study. The proportion of these whose enforced separation was due to the closing of the

factory was 96 per cent, and the remainder gave as the cause the slackness of work. The proportions of women reporting these reasons differed little by locality from those for the group as a whole.

Of the 1,101 women who gave the closing of the factory as the reason for their separation and also reported their age, two-fifths were less than 30, almost three-tenths were 30 and less than 40, and more than three-tenths were 40 or older. In Localities A and B the proportions were similar to those for the group as a whole, but in Localities C the proportion of younger women was considerably less and that of the women 40 or more was much greater. The proportion of older women who gave slack work as the cause of separation also was greatest in Localities C.

EMPLOYMENT STATUS SINCE THE CHIEF SEPARATION

By locality.

Of the 1,150 women included in the study, one-eighth had been unemployed the whole of the time since their enforced separation. Of the remainder, only 11 per cent had been employed the entire time. In Localities B the proportion who had been unemployed the whole of the time was much greater than for the entire group, almost one-fourth (22.5 per cent) having had no employment since the separation. This larger proportion of unemployed women in Localities B bears out the conclusion that the conditions found in 1929-30 were different from those existing earlier in the 5-year period.

Of the 1,006 women who had had some employment since their enforced separation, slightly more than one-third (35.4 per cent) had worked only in cigars, almost three-tenths (28.3 per cent) had worked in both cigars and other lines of work, and the largest proportion (36.3 per cent) had had jobs only in other industries.

As would be expected, the largest proportion with subsequent jobs only in the cigar industry was in the localities designated as A, which still offered cigar employment at the time of survey. Here more than two-fifths (43.9 per cent) reported such employment, in contrast to only about one-fourth in the other types of localities. There was less difference in the proportions that had found employment both in cigars and in other lines of work.

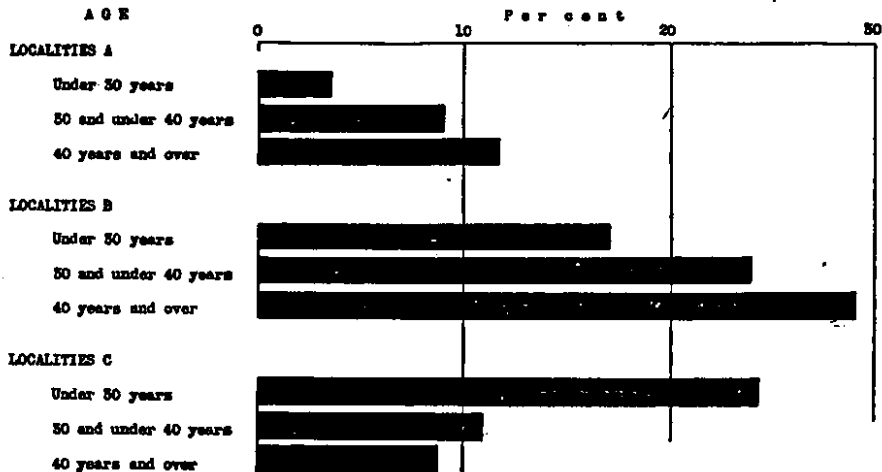
TABLE 9.—*Employment status since the chief separation, by type of locality—Cigars*

Employment status	All localities		Localities A		Localities B		Localities C	
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
All women.....	1,150	100.0	604	100.0	258	100.0	288	100.0
Unemployed entire time.....	144	12.5	46	7.6	58	22.5	40	13.9
Employed all or part of time.....	1,006	87.5	558	92.4	200	77.5	248	86.1
All women who had had employment.....	1,006	100.0	558	100.0	200	100.0	248	100.0
Steadily employed.....	111	11.0	85	15.3	14	7.0	12	4.8
Employed at date of interview but had been unemployed.....	677	67.4	383	68.8	120	60.0	174	70.2
Unemployed at date of interview but had been employed.....	218	21.6	90	16.0	66	33.0	62	25.0
Having employment.....	1,006	100.0	558	100.0	200	100.0	248	100.0
In cigars only.....	355	35.4	245	43.9	46	23.0	65	26.2
In other only.....	365	36.3	147	26.3	108	54.0	110	44.4
In cigars and other.....	285	28.3	166	29.7	46	23.0	73	29.4

By age.

Of the 1,006 women employed at some time since the separation, all but one reported age. The age distribution of those who had been employed was very similar to the distribution of the group as a whole, but unemployment for the entire time was less among those under 30 years than for the whole group, practically the same for those 30 and less than 40, and more for those 40 years or older.

PROPORTION OF WOMEN ENTIRELY UNEMPLOYED BETWEEN SEPARATION AND DATE OF INTERVIEW, BY AGE AND TYPE OF LOCALITY—CIGARS



In Localities A and B the proportion of women employed the entire time since the separation on which the study is based decreased with increase in age, but the opposite is true of Localities C.

In Localities A 73.7 per cent of the women with subsequent employment had found such employment in cigars; in Localities B, 46 per cent; and in Localities C, 55.6 per cent. These proportions indicate that conditions of cigar employment in these localities grew worse during the 5-year period covered by the study, for at the time of the survey there were few or no opportunities for work in cigars in Localities B and C.

The following are examples in Localities A of women no longer young who were laid off, one due to the closing of the factory and the other because of slack work. Neither had had any subsequent employment.

Too old at 38 to learn a trade.—A Polish woman living in Newark, N. J., married and 38 years old, had begun work in the cigar industry at the age of 16. She was laid off, after 15 years' experience in cigar work, when the factory closed. She felt that she was too old to start in a new trade, because friends had told her that only girls of about 20 were being taken on in radio plants and those making other electric products, the large woman-employing industries in the city in which she lived. She had been out of work seven months at the time of interview.

Laid off after 35 years' experience.—A native-born woman living in Lancaster, Pa., 49 years old and a widow, had worked for 35 years as a roller and out-and-out cigar maker in several plants. She had begun work at the age of 12. Just before Christmas of 1927 work was slack and she was laid off. She and four or five others were told they would be sent for, but they never were. Prior to this lay off there had been no trouble in finding work, but there has been nothing since, though she looks and asks from time to time.

In the following work histories of three women from Localities A the experiences of individual women deprived of their jobs in cigars are illustrated.

Unable to become adjusted.—A native-born woman in Baltimore, 35 years old and married, had begun work in cigars at the age of 11. Of the 24 years since then, she had worked as a machine stripper for about 15. But the plant closed down, and since then she had not been able to get a job that paid. She found employment in another cigar plant but quit after one day because the stripping machine ran so hard. She worked part of one season at a tomato cannery, but work there was so slow that she made hardly any money. She tried cleaning in a hotel, but after three nights she quit; "hotel cleaning was too hard, not used to such hard work."

Did washings.—Another native-born woman in Baltimore, aged 32 and married, had done her first work in a cigar factory at the age of 24. She labeled cigars and worked at odd jobs for five years, until the factory closed in June, 1926. Since she could get nothing else, for the next two years she did washings "off and on." At the time of interview she had again been employed for almost a year as a labeler. Her comment on the situation in the cigar industry was: "When three cigar plants close down at once, it is hard for the employees to find work, especially the older, experienced ones."

Subsequent job at hand work.—A foreign-born woman in Camden, N. J., 33 years old and married, had begun work in cigars at the age of 14. She had worked actually for about 14 years when she was laid off, in December, 1927, because machines were introduced. She was so fortunate as to secure a job in another cigar factory, where she was employed as a cigar roller at the time of interview. In this city there still were more opportunities than in most places for handwork in cigars.

From Localities B the work histories of two women, one a forelady of packers and one a roller, both of them at least 40 years old, have been selected. One woman had found subsequent work in a shoe factory, the other very irregular work as a roller in a cigar factory.

Irregular earnings in shoes.—A native-born woman in Ironton, Ohio, 40 years of age and separated from her husband, had started work in cigars as a packer at the age of 16. She worked in cigars for 22 years, until the company went out of business in December, 1927. At that time she was forelady of packers, making \$15 a week at steady work.

After looking for work for four and one-half months she secured employment on a cement machine in a shoe factory, where she had been employed for a year and eight months at time of interview. Her earnings were very irregular, as there was much time when work was slack. The highest pay she received was \$24.22 for two weeks, and she had been paid as little as \$6 for the same period. "Often girls go in and then have to wait for work and only make a few cents in the day."

Subsequent work slack.—An unmarried, foreign-born woman of 44, living in Cleveland, Ohio, had found her first job in this country at the age of 21 as a roller in a cigar factory. She worked there for 23 years until the firm left the city. After hunting work for about a month she found employment again as roller. However, work in this plant had been very slack—"off a week, then off two weeks, off three weeks at Christmas, and not a full week since. Very bad."

Two women in Localities C, one young and one middle-aged, who had tried to adjust themselves after the closing of the cigar factories in which they worked, had histories as follows:

Resorted to home work.—A native-born woman from East Greenville, Pa., 46 years old and married, had begun work as a tobacco stripper at 15 and as maker at 17. She had worked as a cigar roller for 24 years when the factory in which she was then employed was closed. She was unemployed for a few weeks and then started making children's dresses at home. After two weeks she became ill and gave up this work. For the past year she had been doing home work, finishing pants by hand. "Could not find a decent job now, so took what I could get."

Laid off at 20 years.—A native-born woman in Wellston, Ohio, aged 20 and single, had worked in cigars since she was 16. She had been a roller for two years when the firm went out of business in December, 1927. Her comment on this was, "Such a long-faced set of girls. It sure was a shock; they sure did hate it." She stayed at home for seven weeks, not looking for work, and then went to a large city near by, where she at once got work as a roller. She stayed there 11 months, and then returned home because she was homesick. She remained at home, not looking for work, for six months, and then secured a job as roller, which she held for two months. At the end of that time she was laid off, due to slack work.

UNEMPLOYMENT FOR INDUSTRIAL REASONS SINCE THE SEPARATION

In any discussion of the causes of unemployment two general classes present themselves—personal and industrial. Since one of the purposes of this study was to secure information as to the effects on the employment of women of changes in the cigar industry, only the unemployment due to industrial reasons will be discussed here.

Time unemployed for industrial reasons since losing job.

Of the 1,006 women who had held one or more subsequent jobs, 821, or about four-fifths, reported the time lost for industrial reasons between the chief separation and the date of interview. Almost one-sixth had lost no time, and close to three-fifths had lost less than six months' time. A much smaller proportion, about one-tenth, had lost as much as a year's time. Five women had lost two years or more for such causes.

Two women in nine had been unemployed for at least 60 per cent of the time, and one-half of these had been unemployed the entire time. Only two-fifths of the women had lost less than 20 per cent of their time.

Time lost between separation and first subsequent job.

Of the 1,006 who had had a subsequent job, 855 reported the time elapsed between losing their cigar employment and securing another job. Just over one-fifth reported no loss of time before finding work. Almost one-half lost less than 3 months' time, and about one-sixth lost 3 and under 6 months. For about one-eighth the unemployment lasted 6 to 12 months, and exactly 1 in 25 lost at least a year.

In Localities A more than one-fourth lost no time between separation and subsequent job, while only about one in seven in the other localities were so fortunate as this. The proportions in A and B who lost six months or more before securing a job after losing their employment in the cigar industry were very similar (about one-eighth), while in Localities C more than double this proportion were unemployed for industrial reasons for so long a time.

The proportions unemployed for one year for industrial reasons in Localities A, B, and C were respectively 1.8 per cent, 5.6 per cent, and 8.5 per cent.

TABLE 10.—Time unemployed for industrial reasons between separation and first subsequent job, by type of locality—Cigars

Time unemployed for industrial reasons between separation and first subsequent job	All localities		Localities A		Localities B		Localities C	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,006		558		200		248	
Indefinite and not reporting..	151		70		21		60	
Total reporting.....	855	100.0	488	100.0	179	100.0	188	100.0
None.....	188	22.0	134	27.5	26	14.5	28	14.9
Less than 3 months.....	389	45.6	197	40.4	110	61.5	82	43.6
3 and less than 6 months.....	144	16.8	97	19.9	20	11.2	27	14.4
6 and less than 9 months.....	83	9.7	46	9.4	11	6.1	26	13.8
9 and less than 12 months.....	16	1.9	5	1.0	2	1.1	9	4.8
12 months and over.....	35	4.1	9	1.8	10	5.6	16	8.5

Time elapsed between separation and date of interview.

Of interest in connection with the amount of time unemployed for industrial reasons is the lapse of time between the separation and the interview. This was reported by all but 10 of the 1,150 women. For only 300 (26.3 per cent), almost evenly divided between 6 months and over and less than 6 months, was such elapsed time less than a year. For 485 (42.5 per cent) it was 1 and under 2 years, and for 355 (31.1 per cent) it was 2 years or more, 100 of these women having been separated from their cigar employment as much as 3 years before, 30 of them as much as 4 years before.

Amount of elapsed time unemployed for industrial reasons	All women reporting elapsed time since separation		Less than 6 months		6 and less than 12 months		12 and less than 18 months		18 and less than 24 months		24 months and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,140		154		146		185		300		355	
No time lost for industrial reasons.....	150		16		24		26		47		37	
Some time lost for industrial reasons.....	990		138		122		159		253		318	
Not reporting amount.....	187		12		9		37		50		79	
Total reporting.....	803	100.0	126	100.0	118	100.0	122	100.0	203	100.0	239	100.0
Less than 20 per cent.....	321	40.0	17	13.5	44	38.9	48	39.3	78	38.4	134	56.1
20 and less than 40 per cent.....	200	24.9	21	16.7	26	23.0	39	32.0	69	34.0	45	18.8
40 and less than 60 per cent.....	100	12.5	14	11.1	22	19.5	17	13.9	16	7.9	31	13.0
60 and less than 80 per cent.....	44	5.5	11	8.7	3	2.7	8	6.6	11	5.4	11	4.6
80 and less than 100 per cent.....	48	6.0	6	4.8	6	5.3	5	4.1	21	10.3	10	4.2
100 per cent.....	90	11.2	57	45.2	12	10.6	5	4.1	8	3.9	8	3.3

In Localities B and C between 40 and 50 per cent of the women had lost their cigar employment at least two years before, but in Localities A this figure was only 18.2 per cent.

Naturally, it was among the women interviewed less than 6 months after their separation that nearly one-half (45.2 per cent) were found

to have had no subsequent employment. Where the time elapsed was longer, few of the women had been unemployed the entire time.

Of the 802 women who reported age and amount of time lost, the proportions losing at least one-half the time increased with age, from 22.8 per cent of the women who were under 30 years to 38.6 per cent of those 40 years or older. These proportions differed widely with locality. In Localities A only 15 per cent of the women under 30, in contrast to 27.7 per cent of those 40 and over, had been unemployed at least one-half the time since the separation. In Localities B 22.2 per cent of those under 30 and 50 per cent of those 40 and over had lost half the time. In Localities C the proportion unemployed as much as 50 per cent of the time did not increase with age.

The following three cases of women in Localities A show unemployment due to industrial reasons:

Two factories closed down.—A native-born woman in Baltimore, Md., 36 years of age and single, had begun work in the cigar industry at the age of 16. She had worked two years before this in candy. In cigars she was employed as a roller for 17 years at one place, but it went out of business in June, 1926. She at once secured employment as a roller in another cigar factory, where she remained two years, until it too went out of business, in June, 1928. From that time on she had been unemployed except for two weeks, when she did cleaning at a hospital, which proved to be too hard work for her and too small pay.

Three factories closed.—Another native-born woman in Baltimore, 30 years of age, had begun work in cigars at 12 or 13. She falsified her age at that time, in order to secure employment. Her work in cigar factories had been on stripping machines. Her first job lasted 14 years; it was terminated because the company left the city. She secured another stripping-machine job, but after 4 months that factory closed also. Since then she had worked 6 months at a stripping machine in still a third factory that closed and the firm left the city. After being unemployed for 6 months she secured temporary work as a restaurant waitress, but after 3 months the friend whose job it was returned to it.

Commenting on the closing of the cigar factories, she said, "At the ——— there was no advance notice. They closed all at once. One day you had work, the next day you had none."

"No cigars anywhere."—A Polish woman in Baltimore, 40 years of age and married, had started work in cigars at the age of 14. After 25 years of bunching cigars in three different factories the plant in which she was then employed closed, in January, 1928. She was unemployed for 5 months, and then secured another job in cigars, which she quit after 7 months—"They just got on my nerves." She commented as follows:

"Where am I to go? There's no cigars anywhere. I am not going to scrub. When the ——— company closed, we worked until the last minute; it seemed almost impossible that we were out of work."

The following cases, one of a young girl and the other of a woman approaching middle age, show unemployment due to industrial reasons as it affected women in Localities B.

Dissatisfied with subsequent jobs.—A native-born woman in Bayonne, N. J., 22 years old and single, had started work in cigars at the age of 17. She was employed as a maker for five years, until the factory moved out of the city in April, 1929. She was out of work for about a month, when she secured a job at painting in a furniture factory. She remained there 2½ months, and left because of unsteady work and loss of appetite due to the smell of paint, which she considered much more objectionable than the odor of tobacco. After this she was unemployed for about a month, when she secured work in a food factory, packing cake. She had been there for one month at time of interview. She was earning the least amount she had ever worked for, but she found it easier than the furniture work.

To quote this woman, "It broke our hearts to leave that cigar factory. Do you suppose it will come back?"

A canvasser of books.—A native-born woman in Mansfield, Ohio, 40 years old and single, had begun work in the cigar industry at the age of 17. She had worked

there as a packer for 23 years when the factory closed, in November, 1929. On the same day on which she was laid off, her brother was laid off from another industry, where he, too, had been for years. The woman was unemployed for two months, but at the time of interview she had been working for one month canvassing for books.

While employed in cigars she made from \$15 to \$18 a week, but her commission at canvassing for books had amounted to \$5.40 in one week and to \$7 in another. She hoped to make \$25 a month, but she was wondering what she would do when she had covered the town in which she lived.

The two following cases in Localities C illustrate the work histories of women past middle age, both of whom had experienced unemployment due to factories closing.

Decline in earnings.—A native-born woman in Boyertown, Pa., 48 years old and married, had worked in the cigar industry since she was 16. Her parents had died while she was young, and she had worked as a "hired girl" on a farm until she became 16. A friend paid her room and board for her while she was a cigar apprentice. She had worked as cigar maker for 23 years and more when the factory closed. She was out of work for 3 months, during which time she could not find any cigar work and was afraid, owing to a defect of speech, to try anything else. Eventually she secured a job in cigars, but it was most uncertain—as she expressed it, "always off and on."

About seven years ago the rate was \$11 a thousand for a good 10-cent cigar; later it was \$8 a thousand for a poorer grade. She used to earn \$20 a week then \$15, later \$12, but at time of interview she felt fortunate to earn \$10 a week.

A drop of \$11 in earnings.—A native-born woman in East Greenville, Pa., 49 years old and married, had begun work in cigars at the age of 17. Since that time she had worked as an out-and-out cigar maker for 18 years when the factory closed in December, 1927. After six months' unemployment she secured a job on a power sewing machine in a shirt factory, but in three months that plant closed also. At time of interview she had been out of work for almost a year.

In cigars she could depend on \$18 for a full week, but she never earned over \$7 on shirts. Yet she liked the work, it was "clean and nice." She said, "We heard of cigar factories closing all around us. I guess we were only surprised that ours held out as long as it did."

Another case, this of a younger woman in Localities C, illustrates unemployment due to industrial reasons.

Housework and laundry work.—A native-born woman in Jackson, Ohio, 23 years old and married, had begun work in cigars as a machine stripper. She worked at this for three years, until the company went out of business in December, 1927. She was out of work for a week or two and then took a job at housework, where she remained 4 months. After 9 months' unemployment, she secured a job as stripper and foiler at a cigar plant in a neighboring town, but she left this because the pay was not sufficient to warrant her paying bus fare. She was unemployed then for about five months, when she obtained the job of general helper in a laundry that she held at time of interview.

SUBSEQUENT JOBS

The types of jobs that the women deprived of their cigar employment were able to secure were affected by locality and by age. Some women reported only one subsequent job, some had had several.

Of the total 1,150 women, 144 had had no job since the enforced separation. The 1,006 with subsequent work had had 1,889 jobs. Almost one-half of these, 477 women, had had only one job, 306 had had two, and 223 had had three or more.

Of the 1,889 subsequent jobs reported by the 1,006 women, just over 80 per cent were in manufacturing pursuits. Almost two-thirds of these were in tobacco, practically all in cigars. The proportion of the women 40 years of age or more who had found manufacturing jobs was less than such proportions in the other age groups. Manu-

facturing jobs in other lines than cigars were reported much more commonly by the women under 30 years of age than by those older, indicating the greater adaptability of younger women to entirely new types of work. (See Appendix Tables V and VI.)

By locality.

Of the 604 women in Localities A 46 had had no job since their separation from the cigar factory. The 558 with subsequent work had had 1,110 jobs, an average of practically 2. More than two-fifths had had one job only; one-fourth had had three or more jobs, some as many as six. (See Appendix Table VII.)

Of the 1,110 subsequent jobs reported, just over 86 per cent were in manufacturing. More than seven-tenths of these were in tobacco, practically all in cigars.

In Localities B 58 of the women had had no subsequent job. The 200 who reported subsequent work had had 332 jobs. Almost three-fifths had had only one job; less than one-sixth had had as many as three.

Of the 332 subsequent jobs reported in Localities B not quite 73 per cent were in manufacturing. Well under one-half of these (47.3 per cent) were in tobacco, all but one such job being in cigars.

In Localities C 40 of the women had had no subsequent job. The 248 who reported subsequent work had had 447 jobs. Almost one-half had had only one job; about one-seventh had had three, and the remainder four or more.

Of the 447 subsequent jobs in Localities C, 75 per cent were in manufacturing. Almost three-fifths (58.5 per cent) of the manufacturing jobs were in tobacco, all in cigars.

A number of case stories follow:

Handwork preferable.—A native-born woman in Philadelphia, 30 years old and single, had been employed about 10 years in the cigar industry, where she began at 16 years of age. She was laid off from her job in September, 1929, when the automatic machines were introduced. The superintendent, in laying her off, explained that they did not train their own workers on the machines, but got experienced machine help. At the time of interview this woman had been employed three months on an automatic machine in another plant, as she could find no handwork in Philadelphia or Camden. Her comment was, "Like handwork best. Can work in peace. Not such long hours."

"Hunted and hunted for handwork."—An Italian woman in Philadelphia, 26 years old and single, had started work in the cigar industry at the age of 16. After being in one factory for eight years, she was transferred to a branch. She worked there only one year when this branch was moved; furthermore, it installed machines. After being unemployed for two months and finding no work in handmade cigars, she took a job as wrapper layer on the automatic cigar-making machine in a factory nearer home. She had been there for a year at time of interview. She "hated to try machine work, after working by hand so long. Hunted and hunted for handwork, but slack everywhere. Only a few hand plants left in Philadelphia, and they had work for only their own employees."

In one plant 22 years.—A native-born woman in Harrisburg, Pa., 39 years old and single, had started work in cigars at the age of 15. She worked as a bunch maker for 22 years at one plant until December, 1927, when the firm went out of business. Without loss of time she secured another job as bunch maker, and there she worked for 15 months until this firm, too, closed down. "Had put my name in at a company at Steelton, but no response. After I'd worked for them 22 years you'd think they would show me some consideration." She had sought work in stores, but all wanted experienced help. At time of interview she had three boarders. Planned to try for cigar work again in the fall.

Adjustment not difficult.—A native-born woman in Binghamton, N. Y., 26 years old and single, began work in cigars at 15 years of age. She had worked

as a hand roller for nine years when the factory closed. She was one of the best and fastest rollers in the factory, with wages up to \$28 a week. After the factory closed she was unemployed for one week, and then secured work in a shoe factory as a stitcher. She makes \$22 to \$25 a week at this work.

When the cigar factory closed she felt "as though the world had turned upside down." She was afraid she could not learn anything else, but the adjustment proved easier than she expected. Still, she would rather work in cigars.

Only a few days lost.—A native-born woman in Bloomfield, N. J., 24 years old and single, had begun work in a cigar factory at the age of 14. She had worked there as a roller for nearly 10 years when the plant closed. "Work had been steady right up to closing time. Did not know factory was going to close; only one day's notice." She was unemployed for a few days and found work with a radio firm, where she had been employed for six months when interviewed.

Handicapped.—A native-born woman living in Ironton, Ohio, 32 years old and separated from her husband, had begun work in the cigar industry at 21 years of age. She worked as a hand stripper for nine years until the plant in which she was then employed went out of business in December, 1927. She had had no employment since that time. There was nothing else she felt capable of doing. She had lost one eye as a child, and the sight in the other was not perfect.

Went into the shoe industry.—Another woman in Ironton, native born, 35 years of age and single, had started cigar work at 20. She worked as a roller for 13 years until the firm went out of business in December, 1927. From that time on, for about 14 months, she looked unsuccessfully for work. Her first job, at the end of that time, was in shoe manufacturing, where she still was employed at time of interview. The work was very irregular and the rates were low. "Even when work is steady, can't make as much as at cigars, and it is often slack."

Nothing so good as steady cigar work.—A native-born woman in Mansfield, Ohio, 26 years old and separated from her husband, had begun work in cigars when 16. She had worked in one factory as a roller for seven years when the factory was abandoned, in November, 1929. She was out of employment for one month and then secured a job as salad girl in a hotel pantry. She enjoyed this job and was sure of her food, which "seemed like a blessing from heaven" after the month she was out of work. However, she said, there was "nothing for a girl to do like the steady work of the cigar factory."

A scrubber in a hotel.—Another foreign-born woman in Mansfield, 46 years of age, had been employed as a butcher in a cigar factory 21 years when it closed in November, 1929. She considered work in cigars "nice and easy." After being out of work more than a year she secured employment in a hotel. Much of her work was scrubbing halls, which she described as "terrible, almost kills me."

Low pay did not warrant bus fare.—A native-born woman in Jackson, Ohio, 26 years old and single, had started work in cigars at 16. She worked on the banding machine, and as general helper in the packing department, for eight years, until the company went out of business in December, 1927. She was out of work for 10 months, and then got a job as hand foiler in an adjoining town, which she gave up after only two months because the pay was so low that she could not make her bus fare. She had been at home for more than a year when interviewed.

Three factories closed down.—A woman in Tylersport, Pa., 51 years of age, native born and married, had begun work in cigars as a roller at the age of 16. She had spent about 18 years in this work when the factory in which she was employed closed down. She was out of work about two months, and then got a job as roller in a neighboring town. After two years that factory, too, closed down. She was unemployed for a month and then found work as roller in a somewhat distant town, but she quit after three months because it was so far to go. She was out of work for more than a month, but secured a job as cigar roller nearer home. This lasted for five months, until the factory closed.

She had been unemployed for more than a year and a half at time of interview, and had given up in despair her search for a cigar job. A clothing factory occupied the building that had housed her first cigar factory, but she had been refused work there repeatedly. They said they needed experienced help, but she felt that they wanted younger women. In commenting on the cigar business, she said, "It has been dead here for five years."

Machine factory would take no one over 30.—A native-born woman, 48 years old, and living in Madisonville, Ky., had begun work in the cigar industry only six years

before. Her daughter worked in this factory and secured the job for her mother because it was impossible for them to make a living off their farm.

Both were thrown out of work when the factory closed. The daughter went to Louisville, where she got work in an automatic-machine factory operated by the same company, but she could not get work for her mother there, as the machine factory would not take people over 30.

One factory burned, another closed.—A native-born woman in Terre Hill, Pa., 23 years of age and married, had begun work as a stripper and roller in a cigar factory when she was 12. She had worked for more than seven years when the factory burned down in February, 1927. In less than a month she secured a job at sewing shirts, where she stayed about two months, but quit because the machine was "so ugly." She was idle about a month, and then found another job as cigar roller. She had worked for six months when that factory closed. Again she was idle for about one month. She then decided to do the finishing of shirts at home, which occupied her for nine months, until "it went dull" and no longer paid. She was out of work at time of interview.

Was instructor and forelady.—A native-born woman in Madisonville, Ky., 28 years old and married, had begun work as a cigar roller when 17. She had worked for seven years at this job when she was promoted to be instructor and forelady. She had held that position four years when her factory closed, in December, 1929. At time of interview she had been unemployed three months and no work seemed to be available. Her husband, too, was out of work, and their savings were almost exhausted.

SEPARATIONS OTHER THAN THE CHIEF ONE

Due to the rapid changes in the cigar industry, many of the women had experienced one or more separations from cigar jobs in addition to the original shutdown, removal, or other termination that was the basis for inclusion of the women in the study. Some reported the loss of jobs in other industries also.

Four hundred and twelve of the women interviewed reported a loss of job other than the chief separation. Most of these lost jobs, and their number was 576, were in cigars.

All but 3 of the women reported the year of separation. For 71 of these the additional separation was prior to the chief one, and not significant, but 301 women had had a loss of job after, and 40 had had one both before and after, the principal separation. Almost three-fourths of the women who reported an additional separation had experienced such separation in 1927 or later.

Little difference was noted in the three types of localities. In each approximately 70 per cent of the women reporting on separations had had only one besides the chief one, some 20 or 25 per cent had had two, and the remainder had had three or more.

HOME INTERVIEWS WITH CIGARETTE WORKERS²

During the course of the survey there were interviewed in Philadelphia and Baltimore—called here Localities B—women who had been laid off when the cigarette factories in which they had been employed closed their doors and moved farther south.

The major closings in Baltimore had occurred early in 1925 and in 1927, respectively four years and two years before the survey, so the former cigarette workers had become widely scattered and it was possible to locate very few of them. In Philadelphia, on the other

² As explained in the section on home interviews with cigar workers, the difficulties of securing exact statements as to dates, wages, and other industrial experiences were great. For this reason the numbers of women supplying complete data are not large, conflicting statements having been freely eliminated as "not reported."

hand, the closing of the factory preceded the survey by only a few months, so it was a simpler task to locate the former employees.

The other city in which visits were made to cigarette workers who had lost their jobs was Richmond, Va. (Locality A). Here one large cigarette factory had closed, due to the opening of a factory elsewhere and the firm's large operations in other places.

Of the 259 women interviewed in cigarettes, 201 reported the department in which they were employed at time of separation. Almost two-thirds of these (132) were in packing departments, and more than one-fourth (53) were in making departments. The few remaining (11) were all in leaf departments. Little difference in the two types of localities was noted in this respect. (See Table 11.)

TABLE 11.—*Department in which employed at time of separation, by age at date of interview and type of locality—Cigarettes*

Department	All localities				Locality A				Localities B			
	All women	Under 30 years	30 and under 40 years	40 years and over	All women	Under 30 years	30 and under 40 years	40 years and over	All women	Under 30 years	30 and under 40 years	40 years and over
Total.....	259	141	75	43	64	28	21	15	195	113	54	28
Not reporting department..	58	31	15	12	20	10	6	4	38	21	9	8
Total reporting.....	201	110	60	31	44	18	15	11	157	92	45	20
Leaf.....	11	7	3	1					11	7	3	1
Making—												
Number.....	53	16	29	8	13	5	5	3	40	11	24	5
Per cent.....	100.0	30.2	54.7	15.1	(¹)				(¹)			
Operate machine.....	25	8	15	2	7	3	4		18	5	11	2
Other.....	28	8	14	6	6	2	1	3	22	6	13	3
Packing—												
Number.....	132	84	27	21	27	10	10	7	105	74	17	14
Per cent.....	100.0	63.6	20.5	15.9	(¹)				100.0	70.5	16.2	13.3
Old machine:												
Feed or operate.....	50	31	13	6	15	6	7	2	35	25	6	4
Cup or inspect.....	26	25		1	8	2		1	23	23		
Hand pack.....	20	13	4	3					20	13	4	3
Other.....	36	15	10	11	9	2	3	4	27	13	7	7
Box.....	5	3	1	1	4	3		1	1		1	

¹ Not computed; base less than 50.

EMPLOYMENT STATUS IN LOCALITY A

Time worked in cigarette industry.

Of the 64 women interviewed in Locality A who had been deprived of their jobs in the cigarette industry, 28 were not yet 30 years of age, 21 were 30 but not yet 40, and the remaining 15 were 40 years of age or more. Of the 63 reporting time worked in the cigarette industry prior to their enforced separation (see chart following), 9 had been employed less than 5 years, 23 for 5 but less than 10 years, and 31—practically one-half—for 10 years or more. One had worked for 30 years. As would be expected, the older women had worked the longer periods, but 6 of the 27 women under 30 had been employed at least 10 years and another 14 had worked 5 and under 10 years. (See Appendix Table VIII for details.)

TABLE XXIII.—Earnings distribution and time worked, women whose time was reported in days—Cigars

A.—WHITE WOMEN

Week's earnings	Women with days worked reported		Less than 3 days		3 and less than 4 days		4 and less than 5 days		5 and less than 5½ days		5½ and less than 6 days		6 days	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	14,799	100.0	601	100.0	549	100.0	1,399	100.0	2,604	100.0	8,948	100.0	698	100.0
Median.....	\$17.15		\$3.60		\$8.85		\$12.60		\$15.00		\$20.10		\$14.25	
Less than \$5.....	943	4.3	410	68.2	88	16.0	60	4.3	29	1.1	46	.5	7	1.0
\$5 and less than \$10.....	1,742	11.8	175	29.1	267	48.8	282	27.3	332	12.7	596	6.7	87	12.5
\$10 and less than \$15.....	3,210	21.8	15	2.5	170	31.0	510	36.5	937	36.0	1,296	14.5	291	41.7
\$15 and less than \$20.....	4,126	27.9			33	6.0	344	24.6	634	25.9	2,556	28.6	259	37.1
\$20 and less than \$25.....	3,634	24.6	1	.2	1	.2	99	7.1	328	12.4	2,183	25.3	47	6.7
\$25 and less than \$30.....	1,199	7.9					4	.3	43	1.7	1,115	12.5	7	1.0
\$30 and less than \$35.....	211	1.4									207	2.3		
\$35 and over.....	55	.4							2	.1	53	.6		

B.—NEGRO WOMEN

Week's earnings	Women with days worked reported		Less than 3 days		3 and less than 4 days		4 and less than 5 days		5 and less than 5½ days		5½ and less than 6 days		6 days	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,387	100.0	62	100.0	66	100.0	134	100.0	410	100.0	715	100.0		
Median.....	\$9.95		\$2.30		\$3.75		\$7.55		\$9.00		\$10.85			
Less than \$5.....	130	9.4	57	91.9	25	37.9	20	14.9	22	5.4	6	.8		
\$5 and less than \$10.....	570	41.1	5	8.1	39	59.1	92	68.7	222	54.4	211	29.5		
\$10 and less than \$15.....	608	43.5			2	3.0	22	16.4	153	37.3	426	59.6		
\$15 and less than \$20.....	81	5.8							12	2.9	69	9.7		
\$20 and less than \$25.....	3	.2									3	.4		

TABLE XXIV.—Earnings distribution and time worked, women whose time was reported in hours—Cigars

A.—WHITE WOMEN

Week's earnings	Women with hours worked reported		Less than 40 hours		40 and less than 44 hours		44 and less than 48 hours		48 hours		Over 48 and less than 52 hours		52 and less than 56 hours		56 and less than 60 hours		60 hours and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	2,211	100.0	331	100.0	223	100.0	334	100.0	318	100.0	389	100.0	427	100.0	180	100.0	9	(1)
Median.....	\$14.40		\$7.85		\$14.40		\$14.35		\$21.40		\$14.50		\$15.20		\$13.45			
Less than \$5.....	110	5.0	105	31.7	2	.9	3	.9										
\$5 and less than \$10.....	283	12.8	102	30.8	14	6.3	45	13.5	1	.3	38	9.8	53	12.4	29	16.1	1	
\$10 and less than \$15.....	846	38.3	98	29.6	116	52.0	156	46.7	46	14.5	193	49.6	151	35.4	81	45.0	5	
\$15 and less than \$20.....	497	22.5	23	6.9	66	25.1	80	24.0	40	12.6	122	31.4	118	27.6	56	31.1	2	
\$20 and less than \$25.....	395	17.9	3	.9	22	9.9	37	11.1	221	69.5	26	6.7	73	17.1	12	6.7	1	
\$25 and less than \$30.....	68	3.1			12	5.4	13	3.9	9	2.8	7	1.8	26	6.1	1	.6		
\$30 and over.....	12	.5			1	.4			1	.3	3	.8	6	1.4	1	.6		

B.—NEGRO WOMEN

Total.....	233	100.0	19	(1)	10	(1)	16	(1)			21	(1)	119	100.0	41	(1)	7	(1)
Median.....	\$12.70		(1)		(1)		(1)				(1)		\$13.90		(1)		(1)	
Less than \$5.....	8	3.4	8															
\$5 and less than \$10.....	34	14.6	8		5		4						10	8.4	7			
\$10 and less than \$15.....	138	59.2	3		4		11				17		67	56.3	29		7	
\$15 and less than \$20.....	50	21.5					1				3		40	33.6	5			
\$20 and less than \$25.....	3	1.3									1		2	1.7				

¹ Not computed; base less than 50.

PER CENT DISTRIBUTION OF WOMEN BY TIME WORKED IN THE CIGARETTE INDUSTRY, BY LOCALITIES

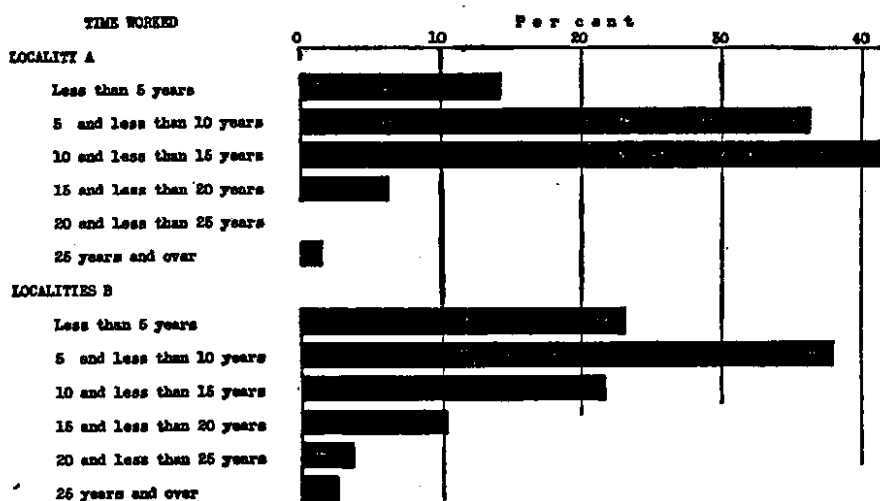


TABLE 12.—Age of the women interviewed, by type of locality—Cigarettes

Age group	All localities		Locality A		Localities B	
	Number	Per cent	Number	Per cent	Number	Per cent
Total women—all reporting.....	259	100.0	64	100.0	195	100.0
Under 20 years.....	141	54.4	28	43.8	113	57.9
30 and under 40 years.....	75	29.0	21	32.8	54	27.7
40 years and over.....	43	16.6	15	23.4	28	14.4

The following stories of three women deprived of their jobs in cigarettes show how long they had worked in the industry and their employment status at time of interview. It will be recalled that the chief change in the industrial condition here had occurred late in 1929.

Unemployed at time of interview.—A native-born woman, 36 years of age and married, had begun work in cigarettes at the age of 23. She had worked in the packing department for nearly 11 years when the factory went out of business in October, 1929. She was unemployed 6 to 7 weeks, and then secured a temporary job as salesgirl in a 5-and-10-cent store. This lasted only one month, and at the time of interview she had been at home and out of work for 6 months. Her earnings for full-time work in cigarettes were \$18 a week; in the store, \$10.

No subsequent job.—Another native-born woman, 33 years old and single, had begun work in the cigarette factory at the age of 21. She was employed there for 11 years as a feeder at the packing machine until late in 1929, when the company went out of business. At the time of interview she had been unemployed for 8 months.

Subsequent job.—A married woman, now 40, had begun work in a cigarette factory at the age of 26. Of the 14 years she had actually worked about 10. After the factory went out of business she was at home for three weeks, when she secured the job at a paper-box factory that she still held at time of interview.

Status of employment.

Of the 64 women visited, 21, or about one-third, had been unemployed all the time since the cigarette factory closed. Four had been steadily employed since the separation, three of them in cigarette jobs. Of the remaining 39 who had been employed at some time, though not steadily, only 11 had had jobs in cigarettes.

TABLE 13.—*Employment status since the chief separation, by type of locality—Cigarettes*

Employment status	All localities		Locality A		Localities B	
	Number	Per cent	Number	Per cent	Number	Per cent
All women.....	259	100.0	64	100.0	195	100.0
Unemployed entire time.....	55	21.2	21	32.8	34	17.4
Employed all or part of time.....	204	78.8	43	67.2	161	82.6
All women who had had employment.....	204	100.0	43	(¹)	161	100.0
Steadily employed.....	11	5.4	4	-----	7	4.3
Employed at date of interview but had been unemployed.....	136	66.7	26	-----	110	68.3
Unemployed at date of interview but had been employed.....	57	27.9	13	-----	44	27.3
All women who had had employment.....	204	100.0	43	(¹)	161	100.0
In cigarettes only.....	16	7.9	14	-----	2	1.2
In other only.....	174	85.7	29	-----	145	90.1
In cigarettes and other.....	14	6.4	-----	-----	14	8.7

¹ Not computed; base less than 50.

In three of the four cases following the women were unemployed at the time of interview. The other had roomers and boarders. Two of the three unemployed had had no subsequent work after being deprived of cigarette jobs; one had worked two nights only.

No subsequent job.—A single woman, 30 years of age, who had begun work in cigarettes at the age of 21, had worked about 9 years in the packing department when the factory closed late in 1929. She was unable to find any work for three months. Her funds were exhausted, so she gave up, and at the time of interview she was living with relatives in the country.

A native-born woman, 38 years of age and divorced, had begun work in a cigarette factory at the age of 24. She worked there for 13 years as a time-keeper until the factory went out of business in 1929. At the time of interview she had been unemployed for eight months, and, as she expressed it, she "sold her insurance" to pay her board in the home of her brother and his wife.

No subsequent job, except on two nights.—A native-born woman, 30 years of age and married, had begun work in cigarettes at the age of 17. Of the 13 years, she was employed for at least 7; home duties kept her away from the factory the rest of the time. In October, 1929, she was laid off because the plant went out of business. At the time of interview she had been unemployed for eight months, except for two nights' work "sorting out foreign matter" in a felt factory. This job she quit because working at night was too hard. Work in cigarettes had been slack before the factory closed; she had been making \$19 a week when working full time, but toward the last only \$13 to \$14.

Roomers and boarders; subsequent work.—A married woman, 34 years old, had begun work in a cigarette factory when 22. She worked there for 12 years, until the factory closed in 1929, 9 months ago. She tried for months to get work; she would "take lunch along" and "go from place to place." She was told she was "too old" at a silk mill, and no cigarette factory was hiring anyone. Her average wage in cigarettes had been \$19 to \$21. At the time of interview she had roomers and boarders and did washing part of the time to help to keep up payments on their home.

Time unemployed for industrial reasons since losing job.

Of the women who had had some employment since the separation, 39 reported on the extent of time lost for industrial reasons between such separation and the date of interview. Four had lost no time. Seven had lost less than 1 month; 4 in each case had lost 1 and under 2 months and 2 and under 3; 9 had lost 3 and under 6 months; and 11 had lost 6 months and more.

Practically all the women reported the time elapsed between separation and interview as about eight months. A correlation of this with the time lost by industrial causes shows that just over 50 per cent of the women had been idle for industrial reasons more than half the time that had elapsed since the separation.

Time lost between separation and first subsequent job.

Taking into consideration only such loss of time as was due to industrial causes, the following shows the experience of the women reporting on this. All but seven had lost some time for industrial reasons between losing the cigarette job and securing another job. Of these 36, 31 reported the extent of such loss. Twelve lost less than 1 month, 8 lost 1 and under 2 months, 3 lost 2 and under 3 months, 4 lost 3 and under 6 months, and 4 lost at least 6 months.

TABLE 14.—*Time unemployed for industrial reasons between separation and first subsequent job, by type of locality—Cigarettes*

Time unemployed for industrial reasons between separation and first subsequent job	All localities		Locality A		Localities B	
	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	204		43		161	
Indefinite and not reporting.....	27		5		22	
Total reporting.....	177	100.0	38	(1)	139	100.0
None.....	30	16.9	7		23	16.5
Less than 3 months.....	119	67.2	23		90	69.1
3 and less than 6 months.....	20	11.3	4		16	11.5
6 and less than 9 months.....	7	4.0	4		3	2.2
12 months and over.....	1	.6			1	.7

¹ Not computed; base less than 50.

The two women whose work histories follow were among those unemployed, due to industrial reasons, at the time of interview.

Subsequent job but unemployed at time of interview.—A native-born woman, 23 years old and single, had begun work in a cigarette factory as a catcher at the age of 18. She was employed at this until the factory closed. She was out of work then for three or four weeks, hunting for a job. She secured a temporary one as a kitchen worker in a restaurant. She worked there for two months, but was laid off because of the return of a former employee. At time of interview she had been out of work four months; meanwhile, she was "visiting a bit."

No subsequent job.—A widow, native born and 35 years of age, had begun work in a cigarette factory eight years before, when her husband died. For about 7½ years she was employed as a feeder for the packing machine; then the plant went out of business. At the time of interview she had been out of work for eight months. During her last six months of employment work had been slack, with only about three days' work a week.

Within recent years the packing machine had been changed. The improved machine required the same number of girls but worked much faster than the old. The rate was 9 cents per thousand on the old machine and 7½ cents on the

new. It was possible to earn about the same on the new machine as on the old, but the increased speed made the work much harder.

Number and type of subsequent jobs.

Of the 64 women in Locality A, one-third had had no subsequent job, and for all these the time elapsed between separation and the date of interview was six but less than nine months. Of the 43 reporting subsequent jobs, 34 had had one job and 9 two jobs.

Of the 34 women who had held only one job subsequent to being separated from their old cigarette jobs, only 13 had found work in cigarettes. Of the 9 who had held two jobs subsequent to their separation, only 1 woman secured work in cigarettes.

The following story is that of a woman who secured her subsequent job in cigarettes:

Reemployed in cigarettes.—An American woman, 30 years of age and married, had started work in the cigarette industry at the age of 17. She operated a making machine for 12 years. In October, 1929, the company went out of business. After this she was out of work for six or seven weeks, until she again found employment in cigarettes as a catcher from a making machine, where she was working at time of interview.

Shortly before her lay-off from the original cigarette job her earnings of \$25 a week were reduced to \$12 or \$13 by part time. On her subsequent job she was making \$18 if she worked a full week, but there was much undertime.

Reasons for leaving subsequent jobs.

There were only 22 cases of subsequent jobs being terminated; 30 were still held at time of interview. All but one of the terminations were due to industrial reasons.

The case histories of two young women who had had subsequent employment follow here.

Subsequent job.—An American-born woman, 22 years old and single, had worked for a year as a timekeeper in a cigarette factory, when the plant went out of business. After only a week at home she secured a job in a clothing factory as a machine operator. Here she stayed for about six months. She quit this job to complete a beauty course, which she had been studying at night. After three weeks she secured work in a beauty parlor, and she had been an operator there for two weeks at time of interview.

One subsequent job; unemployed at interview.—A native-born woman, 23 years old and single, had begun work on a making machine in a cigarette factory at 16. She had been employed there for six years when the plant went out of business. In about a week she secured a job as a machine operator in a clothing factory, but she stayed only two weeks and quit because of her low earnings as an apprentice. "I'm not going to work myself to death for so little, \$8 a week," was her comment. At the time of interview she had been out of work for more than seven months; "had tried everywhere."

Separations other than the major one.

In Locality A only 12 women reported on the termination of jobs other than the main separation that is the basis of the study. The 12 women had lost 15 jobs. Most of them had experienced a loss of job subsequent to the major separation; only one had experienced one prior to and one after such separation.

EMPLOYMENT STATUS IN LOCALITIES B

Time worked in cigarette industry.

In Localities B the 195 women interviewed who had been deprived of their jobs in cigarette manufacture were, on the whole, younger than those in Locality A. Almost three-fifths (57.9 per cent) were

less than 30 years of age. More than one-fourth (27.7 per cent) were 30 but less than 40, and one-seventh (14.4 per cent) were 40 or more. (See Table 12.)

As would be expected from the proportion of younger women, considerably more had had but little experience in the industry. Almost one-fourth (23.4 per cent) of the 184 women reporting the time they had been employed had worked less than 5 years, the remainder being about equally divided (70 and 71) between 5 and under 10 years and 10 years and over. Five had worked for 25 years or more, 1 for as much as 31 years. (See chart on page 64.)

The experience of three women in the cigarette industry and their employment after being deprived of their cigarette jobs are illustrated in the following work histories. The chief industrial changes in these localities had occurred at dates varying from less than six months ago to as much as four years ago.

One subsequent job; great reduction in wages.—An Italian woman, 33 years of age, had begun work in a cigarette factory at the age of 23. Of these 10 years she had actually worked nine. The factory went out of business in 1929, and she was unemployed for six weeks. At the end of that time she secured work as a machine operator in a shirt factory, and she was there at time of interview. While employed on cigarettes she made \$21 to \$22 a week, but at shirt manufacturing she made only \$6 to \$7, because work was so slack.

Three subsequent jobs.—An American woman, 42 years old and single, had begun work in the cigarette industry as a girl of 12, doing stamping and labeling. She worked there for 25 years, and then the firm left the city. She moved with it to its new location as an instructor, but remained for only three months because she wanted to return home. She was unemployed for one month, when she secured a job as a matron with the telephone company, where she worked for four months. After about two months' unemployment she secured work in the chocolate-sirup department of a candy factory, where she had worked for about four years at time of interview. She is quoted as saying, "I gave my life to an industry that left me when too old to find anything else as good."

Four subsequent jobs.—A single woman, 37 years old, had begun work in cigarettes at the age of 14. She had worked there for 21 years when the firm left the city in 1927. She was unemployed for about a week, and then secured a job examining shirts in a clothing factory. She was there only one month, when she was laid off. After about two weeks she secured work as a packer and examiner in a candy factory, where she stayed for only about two weeks, because the smell of chocolate made her sick. Her next employment was in cigars, operating an automatic making machine, where she was employed about four months until that firm also left the city. After this work she was unemployed for three or four months, when she secured a job as a press operator in a laundry. At time of interview she had had two advances in wages since beginning in the laundry. Her comment was, "Guess I'm too old to learn anything nice now."

She was keenly disappointed when the cigar company left the city, because she had hoped her job held a chance for advancement. "Felt more at home there than anything else tried; was promoted after two weeks."

Status of employment.

Thirty-four of the 195 women (17.4 per cent) had been unemployed the entire time since the original separation. Only 7 had had steady employment for the entire time, and all of these in industries other than cigarettes. Of the remaining 154 women, only 16 had held any jobs in cigarette manufacturing; 138 had had one or more jobs but not in the cigarette industry to which they were trained.

The three women whose work histories are given here all had had subsequent employment, one or more jobs, and all were employed at time of interview.

One subsequent job.—An American-born woman, 25 years old and single, had begun work in cigarettes at the age of 20. She had been employed in a shoe factory before this. After four years' work in cigarettes, feeding the packing machine, she lost her job because the company went out of business in May, 1929. She was unemployed for about 3½ months, during which time she was not well. Then a friend secured a job for her at a straw-hat factory, where she used a power sewing machine. Her earnings in cigarettes were from \$18 to \$20; in hats, at the time of interview, they were from \$10 to \$15.

Three subsequent jobs.—A woman about 35 years of age, native born and married, had begun work in cigarettes at the age of 24. She had worked there for about 11 years when, in May, 1929, the firm went out of business. She was out of work only one day, at once securing a job as machine operator in an underwear factory. There she stayed for six weeks, when she left for a better job. This was assembling in a radio plant, where she was employed for five months. Then she was laid off because work was slack. After two or three days she secured a job with a radio-cabinet company, where she still was employed at time of interview. Her husband, who was employed at the same cigarette factory, had been out of work most of the time since the lay-off.

This woman had earned \$21 to \$22 a week at cigarettes. At underwear she earned as much as \$13. Her first radio job paid \$16 while learning, and she earned as high as \$28 on piecework, but the industry is seasonal. At the second radio job she had not yet had a full week and earnings had been only \$9 or \$10 a week.

A young woman of 20, native born and single, had begun work in the cigarette industry at the age of 16. She worked as a copper at a packing machine for four years, until the company went out of business. She was unemployed for two weeks, and then secured work as a coil winder in a radio plant, but was laid off after seven weeks because work was slack. After two weeks she found employment in another radio factory, where she stayed one month, again being laid off because of slack work. After two weeks she secured a job as a sales clerk in a 5-and-10-cent store, where she had been for five weeks at time of interview. In cigarettes she had made \$20 to \$25 a week, in the 5-and-10-cent store her wage was \$12 a week for very long hours.

Time unemployed for industrial reasons since losing job.

Of the women who had found some employment since their separation from the cigarette industry, 135 reported on the time lost for industrial reasons between such separation and the interview. Ten women had lost no time. Eighty had lost less than 3 months and 32 had lost 3 and less than 6 months; together these comprised well over four-fifths of the total. Only 13 women had lost as much as 6 months, 5 of these losing from 1 to 2 years. Three-eighths of all the women reporting on unemployment had lost at least half of the time elapsed since the separation. (See Appendix Table IX.)

The women were about 64 per cent under 30 years of age, and an analysis of the figures by age is not productive.

Time lost between separation and first subsequent job.

Of the women who found jobs, almost seven-eighths (85.7 per cent) lost some time for industrial reasons before finding them. Of these, 116 reported the amount of time lost. Sixty-two women lost less than 1 month, 20 lost 1 and under 2 months, 14 lost 2 and under 3 months, and 16 lost 3 and under 6. Only 4 lost as much as 6 months, 1 of these—a woman of 40 or more—being unemployed for 15 and under 18 months. (See Table 14.)

Unemployment due to industrial reasons after the separation from the cigarette job is shown in this work history.

Three subsequent jobs.—A native-born woman of 21 had begun work in cigarettes at the age of 17. She had worked as a packing-machine operator for three years when the factory shut down. She was unemployed for more than two months, and then secured a job in a radio factory. She quit this job after only

a few weeks and went to another radio factory, where she was laid off after working two months. In about six weeks she found work in a department store, putting price tags on goods, and was still there at time of interview. While employed at cigarettes she earned from \$19 to \$21 a week; in the store, \$13 a week.

Almost one-tenth of the 194 women had lost no time up to date of interview. Of those who did lose time, 148 reported its extent. About one-eighth had been unemployed the entire time and almost as many four-fifths of the time. One in three of the women had lost less than one-fifth of the time, and one in four had lost one-fifth and less than two-fifths.

Two subsequent jobs.—A married woman, 27 years of age, had begun cigarette work at 21 and had worked four of the six years. She operated a packing machine. After the company went out of business she secured a job in a radio factory, where she was laid off due to slack work after only four or five weeks. At the time of interview she was employed in a sugar refinery at packing sugar. Her total lost time was between one and two months.

In cigarettes she made \$22 to \$23 a week, in radio about \$18, and at packing sugar \$12.50.

Number and type of subsequent jobs.

More than one-sixth (17.4 per cent) of the women reporting had held no subsequent job. Of the 160 reporting as to number of subsequent jobs, almost one-half had held one job only, close on three-tenths had held two, and slightly less than one-fourth three or more. One-eighth of those not yet 30 years of age, as compared with more than one-fifth of those 40 years of age or over, had held no job. Of those who reported one or two subsequent jobs, a very large proportion had jobs in work other than cigarettes. Of those who had held three jobs or more, about one-fourth had held jobs in the cigarette industry and other lines as well. (See Table 13 and Appendix Tables IX and X.)

A total of 309 subsequent jobs had been held by the 160 women reporting. Almost four-fifths of these were in manufacturing pursuits. More than one-fourth of the manufacturing jobs were in electrical goods, and the next largest group were in tobacco, only one in three of these being in cigarettes. Textiles came next in number of jobs, and clothing and food followed.

In manufacturing, almost all the jobs in electrical work were held by women under 30, as were exactly one-half of those in tobacco, more than seven-tenths of those in textiles, and more than one-half of those in clothing.

In occupations other than manufacturing, 15 of the 20 store jobs were held by women under 30. The 13 jobs held in domestic service were about evenly distributed among the different age groups.

Reasons for leaving subsequent jobs.

Of the 309 subsequent jobs held by these women, 193 had been terminated, with reason reported in 189 cases. More than four-fifths of the last named—9 cases in cigarettes and 147 in other pursuits—were stopped for industrial reasons. Less than one-tenth (8.3 per cent) of these industrial reasons were plant or department shutdowns, but almost one-half were lay-offs, temporary or otherwise. All the lay-offs were in jobs other than cigarettes. Age seemed to have little effect on the number of jobs terminated for specific reasons.

The young girl whose work history follows had experienced two separations from jobs.

Two subsequent jobs.—An American-born girl, 19 and single, had begun work in the cigarette industry at the age of 17. She had worked for two years as hand packer and general helper when the department in which she worked was closed, in April, 1929. She was out of work for five months, and then secured a job as wrapper in a candy factory. This job she kept for only one month, because there was "not enough pay." After one week she found work as salesperson in a department store, where she had been for three months at time of interview. During the past year she had studied stenography and typewriting at night, and hoped to find an office job when she finished the course.

While working on cigarettes she made \$19 to \$20 a week, in candy \$10 (and \$3 for overtime), and in the store she was making \$18 to \$20 with commission.

Separations other than the major one.

In these localities 68 women had held 93 jobs that had not been permanent and whose dates of termination they reported. By far the largest part of the terminations had occurred in 1929, nearly all subsequent to the major separation. Only three women had suffered a loss of job prior to the chief separation, and no woman had had one before and after as well.

The following is an example of a woman who experienced two shut-downs and one lay-off and secured another job each time.

A native-born woman, 48 years of age and single, had begun work in the cigarette industry at the age of 21. She had worked for about 24 years as examiner and packer when the plant closed, in January, 1925. She was unemployed for only a few days, when she secured a job at the same work in another factory, which she kept for 2½ years. Then that plant, too, closed and left the city. After three months she secured a job at packing candy, where she worked for three months, until the season was over. After 1½ years of unemployment and looking for work she secured a job as inspector in a tinware plant, where she was employed at the time of interview.

The woman's comments are interesting: "Could not get a job, tried everywhere, walked and walked. When you are old, no one bothers about you. Every one wants experienced help. I would have paid to learn a job."

EARNINGS BEFORE AND AFTER THE SEPARATION

Occupation and age.

Of the 259 women interviewed, 141 (54.4 per cent) were under 30 years of age, 75 (about 29 per cent) were 30 and under 40, and only 43—1 woman in 6—were as much as 40.

The women had been preponderately (185 of the 259) in making and packing departments, and they were even more preponderately (195 of the 259) in Localities B, where cigarette jobs now were few or none.

Of the 53 women who had been in making departments, 42 had been feeding or operating the making machine. Two-thirds of these were 30 and under 40 years of age.

Of the 132 who had been in packing departments, 80 had worked on the old packing machine and 28 had done hand packing. None had worked on the new type of machine. Of the 80 who had worked on machines, 58 were under 30; 50 of these, and all the 28 hand packers, were in Localities B.

Earnings of the women from making departments.

Among the 53 women who had been in making departments, the first subsequent job of only 8 was also in the cigarette industry; 27 found employment in other industries and 18 had no subsequent job.

As many as 35 of the 53 women reported the week's earnings they were receiving when the separation came. In some cases these were far below normal, having begun to decline. The range was from \$10 to \$25, but only 5 women were below \$17 and only 4 were above \$23.

For 22 women the amounts of the earnings in the last cigarette job and the first subsequent job were secured. These figures follow. They are too small for percentages but speak for themselves.

Week's earnings	Last cigarette job before separation	First subsequent job ¹
Total.....	22	22
Less than \$15.....	2	13
\$15 and less than \$18.....	4	7
\$18 and less than \$21.....	6	1
\$21 and less than \$24.....	9	1
\$24 and over.....	1	.....

¹ In only 2 cases was the subsequent job in the cigarette industry.

Unpublished details show that all but 3 of these women had lower earnings than before—14 of the 19 at least \$5 less. The greatest declines, showing losses of from \$9 to \$16 a week, were as follows:

Had been getting—	Wage on first subsequent job was—
\$20.....	\$10.
\$21.....	\$11 and \$12.
\$22.....	\$7.
\$23.....	\$7 and \$10.
\$24.....	\$15.

Earnings of the women from packing departments.

Among the 132 women who had been in packing departments, the first subsequent job of only 13 was in the cigarette industry; 100 had found employment in other industries and 19 had no subsequent job. The fact that 85 per cent of the packing-department workers, in contrast to 66 per cent of the making-department workers, had found subsequent employment probably is due largely to the youth of the packers, of whom the proportion under 30 years of age was more than twice that of the makers.

Ninety of the 132 women reported the week's earnings they were receiving when the separation came. As was true of making departments, earnings were already below normal in a number of cases, as the minimum indicates. The range was from \$5 to \$30 a week, but only 8 women were below \$15 and only 6 were above \$23.

For 59 women it is possible to show week's earnings in the last cigarette job before the separation and in the first job secured after that. The contrast is striking. In the cigarette industry only 3 women had received under \$15 a week and 35 had received \$21 and over. But in the first jobs secured by the 59 women, only 9 received \$21 and over, and instead of the 3 receiving under \$15 there now were 28 in that wage class. The table follows:

TABLE 15.—*Week's earnings of packing-department workers in last job before separation and in first subsequent job (identical women)—all women reporting and those under 30 years of age—Cigarettes*

Week's earnings	All ages (59 reporting)				Under 30 years (41 reporting)			
	Last cigarette job before separation		First subsequent job ¹		Last cigarette job before separation		First subsequent job ¹	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	59	100.0	59	100.0	41	100.0	41	100.0
Under \$15.....	3	5.1	28	47.5	1	2.4	18	43.9
\$15 and under \$18.....	7	11.9	13	22.0	1	3.4	8	19.5
\$18 and under \$21.....	14	23.7	9	15.3	11	26.8	7	17.1
\$21 and under \$24.....	31	52.5	3	5.1	24	58.5	3	7.3
\$24 and over.....	4	6.8	6	10.2	4	9.8	5	12.2

¹ In only 4 cases among all women and 2 among those under 30 was the subsequent job in the cigarette industry.

Unpublished details show that all but 14 of these had lower earnings than before—32 of the 45 at least \$5 less. The greatest declines, showing losses of from \$11 to \$20 a week, were as follows:

Had been getting—	Wage on first subsequent job was—
\$21.....	\$6 and \$10.
\$22.....	\$10.
\$23.....	\$10 and \$11.
\$24.....	\$10.
\$30.....	\$10, \$14, and \$16.

The four women whose first subsequent job was in cigarettes reported earnings as high or higher than before. Five women entering other lines of employment also materially improved their wage status.

The younger women from packing departments appear to have secured subsequent jobs somewhat more readily than did the older women, but the earnings data indicate that in such subsequent jobs their youth was of less advantage in the matter of wages than it had been in the cigarette industry. For example, the proportion with earnings in cigarette packing of \$21 or more was 52.2 per cent of all women and 67.2 per cent of those under 30 years. But in the first subsequent job the difference according to age was slight: The proportion paid \$21 or more was 14.3 per cent of all women and only 17.8 per cent of those under 30 years.

A tabulation of all the packing-department women reporting, not confined to identical women describing conditions before and after the separation, makes this comparison for considerably larger numbers and shows about the same condition. The table follows.

TABLE 16.—*Week's earnings of packing-department workers in last job before separation and in first subsequent job—all women reporting and those under 30 years of age—Cigarettes*

Week's earnings	All ages				Under 30 years			
	Last cigarette job before separation		First subsequent job ¹		Last cigarette job before separation		First subsequent job ¹	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	90	100.0	68	100.0	58	100.0	45	100.0
Under \$15.....	8	8.9	31	49.2	2	3.4	21	46.7
\$15 and under \$18.....	11	12.2	13	20.6	3	5.2	8	17.8
\$18 and under \$21.....	24	26.7	10	15.9	14	24.1	8	17.8
\$21 and under \$24.....	41	45.6	8	4.8	23	56.9	3	6.7
\$24 and over.....	6	6.7	6	9.5	6	10.3	5	11.1

¹ In only 5 cases among all women and 3 among those under 30 was the subsequent job in the cigarette industry.

Earnings in Locality A.

Only 33 of the 64 women in Locality A reported the last wage received in the cigarette job before the separation. Due to their being so few, the median of the earnings has not been computed, but their range was from \$5 to \$28. The wages on jobs subsequent to the separation did not reach so high a figure as \$28. The highest figures reported were \$22 for subsequent work in cigarettes and \$16 for work in other lines. Without exception, the highest amounts, both before and after the separation, were earned by women under 30 years of age. (See Appendix Table XI.)

Two examples of reduction in wages are given below:

A native-born woman, 31 years old and single, had been employed in the cigarette industry from the time she was 15. She had worked for 15 years as a repairer and inspector when the factory closed, late in 1929. She was unemployed for two or three weeks, when through a friend she secured a job in a meat-packing plant. This job lasted only one month, because work was slack. She was unemployed for three months, and then secured the job at sorting and picking waste out of cotton that she held at time of interview. This woman made \$15 to \$17 in cigarettes and \$12 in meat packing, but \$7.35 is not unusual in her present job.

Another native-born woman, 30 years old and single, had begun work in the cigarette industry at the age of 19. She was employed in the packing department for 10 years, until the factory closed in October, 1929. She was out of work until nearly Christmas, "disheartened looking for work." She then got a temporary job in a printing and binding establishment, where she was laid off after one month, but two months later she was reemployed there and still had the job at time of interview.

While working on cigarettes she made \$19, but her wage in the printing plant is \$8 weekly. She said, "Lucky I have a father to support me."

Earnings in Localities B.

The wage received on the last cigarette job prior to the separation was reported by 137 women in Localities B. The median of their week's earnings was \$21.45, and the range was from \$12 to \$30. Only 5 women had their first subsequent job in cigarettes. Of 119 women whose first subsequent job was in some other industry, 88 reported their week's earnings. The median for the 88 was \$14.25, a considerable loss from the former earnings (\$21.45) in cigarettes, and the range was from \$6 to \$29. As was the case in Locality A, the highest

amounts, both before and after the separation, were earned by women under 30 years of age. (See Appendix Table XI.)

Reduced wages in subsequent jobs are illustrated by the two work histories following:

Reduction in wages on subsequent job.—A girl of 18 had worked as a machine stripper for two years, when the factory went out of business in September, 1929. She at once secured work in a hosiery mill, as a folder, where she worked for two months until she was transferred to a job as helper on the boarding machine, where she still was at time of interview.

While working on cigarettes she earned \$19 to \$20 a week—she said, "I bought nice clothes then"—but work in the hosiery mill had been slack ever since she took the job. The hours had been from 9 to 3, with no work on Saturday. While employed as folder she earned \$8 a week; her last pay was \$7. She said, "I'm sick and tired of it."

Many jobs.—An American-born woman, 21 years old and single, had begun work in cigarettes at the age of 18. She had worked as a cupper for three years when the factory closed, in January, 1929. She was out of work for two weeks and then secured a job as spotter in a dry-cleaning establishment. There she remained for seven months until laid off. She was out of work for one week, and then found work as an assembler in a radio factory. After a few weeks there she again was looking for work, which she secured in another radio plant. This lasted only a few weeks, and again she was unemployed for about a week. Her next work was as a packer of baby clothes; this lasted only two weeks. After a few days she secured work in the stock room of a department store, and there she had been employed for one month at time of interview. On cigarettes she made \$22 to \$23 a week, in the department store \$15 a week, "and this is more than most of the girls make, because it's a heavy job, lots of lifting."

PART V.—PERSONAL INFORMATION ABOUT WOMEN STILL EMPLOYED

In this study of the cigar and cigarette industries, as of any other, facts concerning the women workers themselves are of interest to the employers and to the communities of which the workers are a part. Information was obtained from a large number of employed women on age, nativity, marital status, and time worked in the industry. These factors, important in themselves, are especially significant when correlated with earnings (see pages 95-99 and 110-112), and they assist in presenting a picture of the social and economic conditions of the women employed in the cigar and cigarette industries.

THE CIGAR WORKERS

A total of 14,182 women, well over one-half (56.5 per cent) of all included in the cigar study, made out the cards calling for personal information that were distributed in the plants while the pay rolls were being copied. Naturally, not every card returned by the women was complete in all details. Furthermore, not every woman who made out a card had been at work in the week for which pay-roll figures were secured; nor did every woman for whom pay-roll information was available make out a personal card. The numbers vary from about 12,000 (time in the industry) to close on 14,000 (age and marital status).

Since Florida in 1929 ranked third among States according to value of cigars produced, data regarding the women in this industry obtained in the survey of Florida industries made by the Women's Bureau in 1928 are included here. The study covered 2,835 women in 14 cigar factories. For about 1,300 of these women, facts regarding personal history were obtained from cards made out by the women themselves.

Age.

Of the 14,182 women who made out personal cards, all but 295 reported age. Of this large number reporting, more than one-half (51.9 per cent) were less than 25 years old. Almost three-tenths were below 20 years and more than one-eighth were not yet 18. In fact, as many as 308 girls, two-thirds of them in packing departments, gave their ages as below 16.

By far the largest group of those at least 25 years of age were 30 and under 40, 3 in 7 being so reported. These comprised 20.6 per cent of all the women who reported age. Although 14.5 per cent of the total were at least 40, only a small number, 1.2 per cent of the total, had reached 60 years.

More than one-half of the girls 16 and under 18 years and more than two-thirds of those 18 and under 25 years were in cigar-making departments, in each case preponderately in machine making. Other large groups were in packing. From the group 25 and under 30

years, however, to and including 50 and under 60 years, though most of the women still did cigar making, it was as handworkers instead of machine workers—striking evidence of the importance of youth in adapting oneself to machine operating.

Women who were as much as 60 years of age had a larger number in the stripping departments than in cigar making.

In the Florida survey 1,257 white and 186 negro women reported age. One-half (50.2 per cent) of the white and nearly two-thirds (65.6 per cent) of the negroes were under 25. This figure for white women is very similar to that for white women in the States covered in the present study, in which 53.8 per cent of those reporting were under 25.

Nativity.

Of the 12,580 women who reported as to their nativity, three-fourths (75.2 per cent) were native born. The proportions of native and foreign born workers in the leaf, stripping, and cigar-making departments were not greatly unlike those of the group as a whole. In packing, however, with one-third of its workers girls under 18 years, well over 90 per cent of the employees were native born.

In the cigar-making departments native women were fairly evenly divided between hand and machine workers, but the proportion of foreign-born women making cigars by hand was much greater than the proportion making them by machine. In the packing and shipping departments the proportions of foreign born were small—6.5 per cent and 9.7 per cent, respectively.

Of the 1,432 women in cigar factories in Florida who reported nativity and race in the State survey, 1,245 were white and 187 negro. All but 74 of the 1,245 were native born, and more than one-third of the foreign born were Cubans.

Marital status.

All but 391 of the women furnishing personal data reported as to their marital status. Of the 13,791 reporting, practically one-half (49.9 per cent) were single, nearly two-fifths (39.3 per cent) were married, and slightly more than one-tenth (10.8 per cent) were widowed, separated, or divorced.

Unpublished figures show that of the 11,312 women who reported as to color as well as marital status, 10,627 were white and 685 were negro. Of the white women, more than one-half (53.3 per cent) were single, approximately two-fifths (37.6 per cent) were married, and the remainder (9.1 per cent) were widowed, separated, or divorced. Of the negro women, about 3 in 10 (29.6 per cent) were single, somewhat less than one-half (45.7 per cent) were married, and about one-fourth (24.7 per cent) were widowed, separated, or divorced.

In the leaf department, where one-half the women were at least 30 years of age, just over two-fifths (41.8 per cent) were married, about three-tenths (29.9 per cent) were widowed, separated, or divorced, and less than three-tenths (28.4 per cent) were single. In the stripping department, and here, too, more than one-half were at least 30, almost one-half (47.8 per cent) were married and about one-third (34.3 per cent) were single. Less than one-fifth (18 per cent) gave their status as widowed, separated, or divorced.

In the cigar-making department as a whole, with 8,920 women reporting age, nearly one-half (48.6 per cent) were single. Of the group employed at hand-making processes, with the largest proportion over 30, less than one-third (30.7 per cent) were single, while of those working at machine processes—a much younger group—more than two-thirds (69.3 per cent) were single.

As would be expected from the large proportion of women under 20 years of age in the packing and shipping departments, 74 per cent and 84.5 per cent, respectively, were single.

Of the white women in the Florida study who reported as to marital status, three-tenths (30 per cent) were single, more than two-fifths (43.6 per cent) were married, and more than one-fourth (26.4 per cent) were widowed, separated, or divorced. Approximately one-third of the negro women fell in each of the three groups.

Time in the cigar industry.

Of the 11,885 women by whom time in the trade was reported, almost three-tenths (28.5 per cent) had worked in the cigar industry at least 10 years, practically 10 per cent (9.7) at least 20 years. Three women gave their years in the trade as 50. More than one-fifth of all (22.5 per cent) had worked 5 and under 10 years. The 34.3 per cent with 1 and less than 5 years in the trade were fairly evenly divided, but the 4-year group was the smallest. The 14.6 per cent who had been less than a year at work showed nearly two-thirds of their number employed less than 6 months.

Only 199 women in the leaf departments reported their time in the industry, and about 45 per cent of these had worked 1 and under 5 years. More than one-fourth had worked less than a year and practically one-fifth had had 5 and less than 10 years' experience.

Of the 2,012 women in the stripping departments, more than one-third had been in the industry 1 and under 5 years and just under 20 per cent in each case had been 5 and under 10 years and less than 1 year. These departments had one of the largest proportions with experience of at least 10 years, more than one-fourth of all being in that group.

The 7,875 cigar makers reporting had about one-third with experience of 1 and under 5 years and one-third with experience of 10 years or more, due to the fact that well over one-half the hand makers had been at least 10 years in the trade and over three-fourths the machine makers had had less than 5 years' experience. Another good-sized group—nearly one-fourth—of the machine makers had been at work less than a year. More than two-fifths of the 1,481 women in the packing departments who reported their time in the industry were in the group 1 and under 5 years. Almost one-fourth had begun work within the year, but about 15 per cent had been in the trade at least 10 years.

Exactly one-half of the 140 in the shipping departments had begun work within the past 6 months. Only 17 women had worked as much as 5 years.

In the Florida survey, almost three-fourths (73.6 per cent) of the white women had been less than five years in the industry.

THE CIGARETTE INDUSTRY

Practically 2,400 cigarette workers (2,397) made out the white cards that called for personal information as to age, marital status, and other inquiries. The incomplete cards were few in number.

Age.

Of the 2,397 women, all but 14 reported age. Not far from one-half (46.9 per cent) were under 25 years, more than one-third of these being under 20. About one-fifth of the total were 25 and under 30 and a similar proportion were 30 and under 40. Only about one-eighth of the women were as much as 40 years old, and practically two-thirds of these were not yet 50.

Of the larger departments, the only one differing greatly from the total in age distribution is leaf work, which had more older women and fewer under 25 than had the other departments.

Nativity.

Only 19 women failed to report their nativity, and all but 5 of those reporting were native born. One in 8 whose color was specified were negroes, more than 90 per cent of whom were in the leaf departments.

Marital status.

Women who failed to report on marital status were only 10 in number. The largest proportion (42.8 per cent) were single. Less than two-fifths (38.6 per cent) were married, and almost one-fifth (18.6 per cent) were widowed, separated, or divorced. The department differing greatly from the total was again the leaf department, where only 27.3 per cent of the women were single and as many as 38 per cent gave their status as widowed, separated, or divorced. Only 13.6 per cent in the packing departments reported the broken marital relation.

Time in the cigarette industry.

Of the 2,374 women reporting their years in the cigarette industry, more than one-third (34.4 per cent) gave the time as 1 and under 5 years. However, as many as one-fourth (25.7 per cent) had been at least 10 years in the trade and a similar proportion (26.6 per cent) had been there 5 and under 10 years.

The large packing group agreed fairly closely with the total, but had somewhat larger proportions with at least 5 years' experience and a less proportion 1 and under 5 years in the trade. The opposite is true of the leaf and making departments, where much smaller proportions had been in the industry for 5 or more years and more than two-fifths reported experience of 1 and under 5 years. Considerably more in the making departments than elsewhere had begun work within the past year.

PART VI.—WAGE DATA FROM FACTORY PAY ROLLS

WEEK'S EARNINGS IN THE CIGAR INDUSTRY

For 98 of the 110 plants included in the survey, pay rolls for a week in 1929, selected as a representative week by some one connected with the plant, were copied. In this way week's earnings for 22,579 women—20,824 white and 1,755 negro—were made available for analysis. Since some of the women whose earnings were copied had worked irregularly, there is a great variation in amounts received. Furthermore, it must be borne in mind that few hand plants were operating full time and wages of handworkers were below normal.

To better interpret these earnings, the department in which employed, the days or hours worked, and the method of payment—time or piece—also were copied from the pay rolls. To determine the effect on earnings of locality and size of city, correlations for these also have been made. Furthermore, the relation between earnings and such factors as age and time worked in the trade is made clear by the personal information secured from the women themselves. On account of the large numbers much of the discussion in the text following will be by range and median of week's earnings. (For detailed week's earnings, see Appendix Table XXII.)

For a much smaller number of women—only 514—year's earnings were obtained. These records were not taken off unless the woman was on the books for a full year—52 weeks—and had worked in at least 44 of the 52.

MEDIAN AND RANGE OF EARNINGS

Of the 20,824 white women for whom week's earnings were secured, more than two-thirds were in cigar-making departments, about one-eighth each were in stripping and packing departments, and only small proportions were employed elsewhere. In the making departments more than 60 per cent of the women still were in hand processes, but only 70 women (0.5 per cent) were out-and-out makers responsible for the entire cigar.

The 1,755 negroes were more than nine-tenths in the stripping departments, almost one-tenth in the leaf departments, and less than 1 per cent elsewhere.

Only in the stripping departments were there considerable numbers of negroes. Here they constituted 36.1 per cent of all whose pay-roll records were secured. Well over one-half of them (56.6 per cent) were in Philadelphia, as were the solitary cigar maker and practically all the women in the leaf departments. Almost one-third of the strippers were in Ohio. The one packer was in Detroit.

TABLE 17.—*Week's earnings, by department and occupation—Cigars*

A.—WHITE WOMEN

Department and occupation	Number	Per cent distribution—		Earnings	
		By department	By occupation	Median	Maximum
Total.....	20,824	100.0	.....	\$16.30	\$60
Leaf department—general leaf work.....	140	.7	100.0	12.05	19
Stripping department.....	2,830	13.6	100.0	11.80	32
Select.....	238	.....	8.4	15.95	30
Hand strip.....	1,278	.....	45.2	8.90	25
Machine strip.....	1,314	.....	46.4	13.20	32
Cigar-making department.....	14,097	67.7	100.0	17.90	46
Hand processes.....	8,658	.....	61.4	16.65	43
Bunch make.....	2,596	.....	18.4	17.25	48
Cigar roll.....	5,992	.....	42.5	16.40	41
Out-and-out.....	70	.....	.5	18.00	37
Machine processes.....	5,439	.....	38.6	19.90	46
Bunch-making machine.....	204	.....	1.4	17.25	30
Cigar-rolling machine.....	62	.....	.4	20.40	27
Automatic cigar-making machine.....	5,068	.....	36.0	20.00	29
Examine.....	106	.....	.7	18.10	46
Packing department.....	2,821	13.5	100.0	14.70	38
Hand band and foil.....	976	.....	34.6	10.65	31
Machine band and foil.....	519	.....	18.4	16.60	34
Shade.....	1,001	.....	35.5	18.65	38
Inspect.....	63	.....	2.2	17.70	27
Fill containers and general.....	109	.....	3.9	10.95	22
Various.....	153	.....	5.4	15.20	31
Shipping department.....	308	1.5	100.0	11.40	24
Miscellaneous from all departments.....	628	3.0	100.0	12.50	60
Instruct and supervise.....	234	.....	37.3	23.40	60
Learners.....	323	.....	51.4	9.95	16
Miscellaneous and general help.....	71	.....	11.3	18.95	36

B.—NEGRO WOMEN

Total.....	1,755	100.0	.....	\$10.10	\$22
Leaf department—general leaf work.....	144	8.2	100.0	10.30	14
Stripping department.....	1,596	90.9	100.0	10.00	22
Select.....	24	.....	1.5	(¹)	22
Hand strip.....	666	.....	41.7	8.65	18
Machine strip.....	906	.....	56.8	10.80	21
All other.....	15	.9	.....	.....	16

¹ Not computed; base less than \$5.**White women.**

For the 20,824 white women for whom pay-roll data were obtained, the median of the week's earnings—one-half receiving more and one-half less—was \$16.30, and the range was from less than \$5 to \$50. Naturally, the lowest amounts represent only a few hours' work. The maximum was paid to instructors or supervisors.

Almost three-tenths of the total group were paid \$20 or more. About one-fourth were paid \$10 and under \$15, and somewhat more \$15 and under \$20. Only about 1 in 20 earned less than \$5, and 1 in 12 were in the group at \$5 but less than \$10.

WOMEN IN CIGAR AND CIGARETTE INDUSTRIES

TABLE 18.—Earnings distribution by department—Cigars

A.—WHITE WOMEN

Week's earnings	Women with earnings reported									
	All departments		Leaf department		Stripping department		Cigar-making department			
	Number	Per cent	Number	Per cent	Number	Per cent	Total		Hand processes	
							Number	Per cent	Number	Per cent
Total.....	20,824	100.0	140	100.0	2,830	100.0	14,097	100.0	8,658	100.0
Less than \$5.....	1,001	4.8	6	4.3	304	10.7	431	3.1	278	3.2
\$5 and less than \$10.....	2,671	12.8	26	18.6	732	25.9	1,196	8.5	995	11.5
\$10 and less than \$15.....	5,156	24.8	74	52.9	1,090	38.5	2,865	20.3	2,105	24.3
\$15 and less than \$20.....	5,782	27.8	34	24.3	620	21.9	4,317	30.6	2,665	30.8
\$20 and less than \$25.....	4,581	22.0	-----	-----	76	2.7	3,920	27.8	1,712	19.8
\$25 and over.....	1,633	7.8	-----	-----	8	.3	1,368	9.7	903	10.4

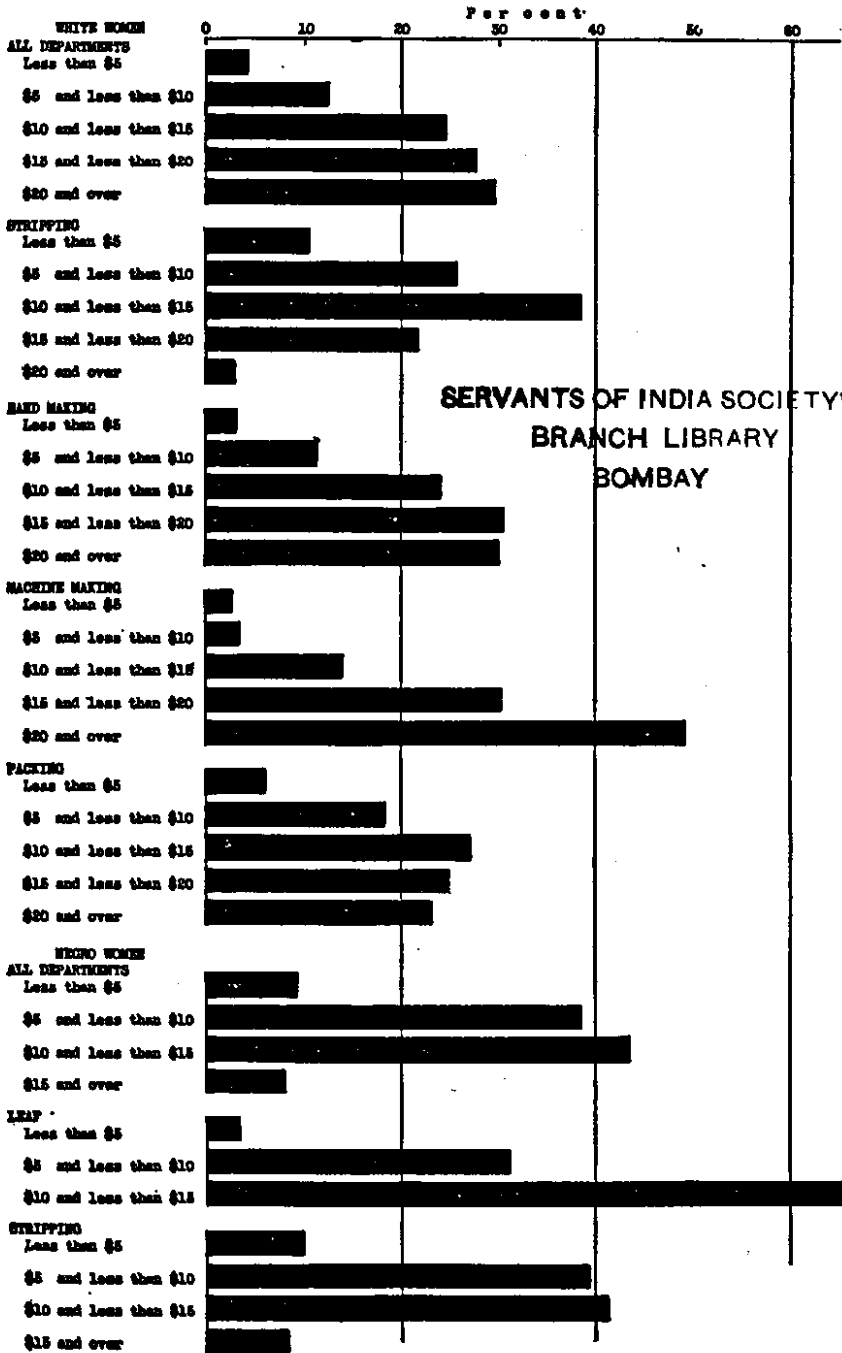
Week's earnings	Women with earnings reported							
	Cigar-making department—Continued		Packing department		Shipping department		Miscellaneous from all departments	
	Machine processes		Number	Per cent	Number	Per cent	Number	Per cent
	Number	Per cent						
Total.....	5,439	100.0	2,821	100.0	306	100.0	628	100.0
Less than \$5.....	163	2.8	172	6.1	29	9.4	59	9.4
\$5 and less than \$10.....	201	3.7	520	18.4	81	26.3	116	18.5
\$10 and less than \$15.....	790	14.0	768	27.2	159	51.6	200	31.8
\$15 and less than \$20.....	1,652	30.4	704	25.0	31	10.1	76	12.1
\$20 and less than \$25.....	2,208	40.6	480	17.0	8	2.6	97	15.4
\$25 and over.....	465	8.5	177	6.3	-----	-----	80	12.7

B.—NEGRO WOMEN

Week's earnings	Women with earnings reported							
	All departments		Leaf department		Stripping department		Other	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,765	100.0	144	100.0	1,596	100.0	15	(¹)
Less than \$5.....	167	9.5	5	3.5	161	10.1	1	-----
\$5 and less than \$10.....	679	38.7	45	31.2	633	39.7	1	-----
\$10 and less than \$15.....	767	43.7	94	65.3	664	41.6	9	-----
\$15 and over.....	142	8.1	-----	-----	138	8.6	4	-----

¹ Not computed; base less than 50.

PER CENT DISTRIBUTION OF CURRENT WEEK'S EARNINGS OF WOMEN IN SELECTED DEPARTMENTS—CIGARS



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Cigar making.—In the cigar-making departments were 14,097 (67.7 per cent) of all the white women. The median of their earnings was \$17.90, and the range of earnings was from less than \$5 to \$46. Almost three-fifths earned \$15 and less than \$25, and about one-tenth earned \$25 or more. Slightly more than one-fifth were paid \$10 and less than \$15. Only about 3 per cent received less than \$5, and about one-tenth earned \$5 and less than \$10.

Just over three-fifths of the women in these departments were in hand manufacture. For these the median was \$16.65, the bunch makers having the highest median, \$17.25, and the small group of out-and-out makers the lowest, \$16. For the remainder, engaged in machine manufacture, the median was considerably higher, \$19.90. Among these the lowest median was that of the 204 women on bunch-making machines, \$17.25, and the highest was that of the 62 on cigar-rolling machines, \$20.40. More than 90 per cent of the women in machine manufacture worked at the automatic cigar-making machine, and these had a median of \$20.

Packing.—In the packing departments were 2,821, or 13.5 per cent, of the white women for whom pay-roll data were obtained. The range of earnings was from less than \$5 to \$38, and the median was \$14.70. Similar proportions, about one-fourth, earned less than \$10, \$10 and less than \$15, and \$15 and less than \$20, and the remainder earned \$20 or more. In these departments the differences in medians were wide, from \$10.65 for the women who did hand banding and foiling to \$18.65 for those who did shading.

Stripping.—In the stripping departments were 2,830 of all the white women whose earnings were obtained. The range of these was from less than \$5 to \$32, with a median of \$11.80. Almost two-fifths received \$10 and less than \$15, and almost one-fourth \$15 or more. About one-tenth were paid less than \$5 and more than one-fourth \$5 and less than \$10. The hand strippers had a median of only \$8.90, while the machine strippers, a group of practically the same size, had a median of \$13.20. For the remainder, the women who did selecting, the figure was \$15.95.

Negro women.

For the 1,755 negro women included in the pay-roll study the median earnings were \$10.10. The range was from less than \$5 to \$22. About one-tenth earned less than \$5 and a slightly smaller proportion \$15 or more; the remainder earned some amount between \$5 and \$15.

In stripping departments, where 90.9 per cent were employed, the median was \$10. Of the 666 women who did hand stripping, the median was \$8.65, and for the 906 machine strippers it was \$10.80. (See Tables 17 and 18.)

EARNINGS AND TIME WORKED

Most of the women for whom time worked and earnings were available had their time reported only in days. For white women this number was 14,799, in contrast to 2,211 whose time worked was reported in hours. For the negroes the corresponding figures are 1,387 and 233.

White women whose time worked was reported in days.

Of the almost 15,000 white women whose time worked was reported in days, about five-sixths had worked on 5 days or more, much the largest part of them on 5½ days. Practically 8 per cent (7.8) had worked on less than 4 days (more than half of them on less than 3), and a slightly larger proportion (9.5 per cent) on 4 but less than 5 days. (See Table 19.)

For all the women whose time worked was reported in days, the median earnings were \$17.15. As the days worked increased, the median earnings increased up to 5½ days, but there was a considerable decline in median for the women who had worked as much as 6 days. This rule, as to consistent increase and then a decline where the week was in excess of 5½ days, obtained in all departments. (See Appendix Table XXIII.)

White women whose time worked was reported in hours.

Of the 2,211 white women whose time worked was reported in hours, almost one-third (32 per cent) had worked 48 and under 52 hours. For more than one-half of this group the hours exceeded 48. One-fourth of all the women had worked less than 44 hours, 3 in 5 of these working less than 40. About 28 per cent of the total had exceeded 52 hours. Almost two-thirds of the group last mentioned had worked more than 54 hours; 9 had worked as much as 60.

For these 2,211 women the median earnings were \$14.40, considerably less than for those whose time worked was reported in days seen in Table 19 as \$17.15. For those who worked less than 40 hours the median earnings were \$7.85, for those who worked 40 and less than 44 hours they were \$14.40, and for those who worked 44 but less than 48, they were \$14.35.

The median was much the highest (\$21.40) for those who worked exactly 48 hours, almost wholly machine makers. For the women with longer hours the median declined almost \$7. Unlike the earnings by days worked, the amounts did not increase consistently as time worked increased.

TIME WORKED IN THE VARIOUS DEPARTMENTS

In the summary below may be seen the number and median earnings of the white women for whom time worked, in hours or days, was reported by department. For the group as a whole, for the women

Department	Time worked reported in days		Time worked reported in hours	
	Number of women	Median earnings	Number of women	Median earnings
All departments.....	14,709	\$17.15	2,211	\$14.40
Leaf.....	20	(¹)	117	11.65
Stripping.....	1,221	11.06	699	14.50
Cigar making.....	11,220	18.30	740	16.65
Hand.....	6,879	16.95	55	11.50
Machine.....	4,341	20.15	685	16.75
Packing.....	1,859	15.25	398	12.40
Shipping.....	116	11.65	127	11.90
Miscellaneous from all departments.....	363	12.36	245	12.70

¹ Not computed; base less than 50.

TABLE 19.—Median earnings of women whose time worked was reported in days, by department—Cigars

A.—WHITE WOMEN

* Department	Women with days worked reported		Less than 3 days		3 and less than 4 days		4 and less than 5 days		5 and less than 5½ days		5½ and less than 6 days		6 days	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
Total ¹	14,799	\$17.15	601	\$3.60	549	\$3.85	1,399	\$12.50	2,604	\$15.00	8,948	\$20.10	698	\$14.25
Stripping.....	1,221	11.05	50	2.15	65	5.20	167	8.40	482	10.90	349	14.95	108	11.55
Cigar making.....	11,220	18.30	440	3.85	380	9.85	962	13.65	1,674	16.15	7,337	20.70	427	15.35
Hand.....	6,879	16.95	278	3.95	244	9.45	605	12.60	1,469	16.05	4,138	19.60	145	11.40
Machine.....	4,341	20.15	162	3.70	136	10.70	357	15.90	205	16.65	3,199	21.45	282	17.00
Packing.....	1,859	15.25	81	3.95	74	7.15	233	10.60	398	14.80	1,016	17.80	57	16.70
Shipping.....	116	11.65	4	(²)	3	(²)	13	(²)	21	(²)	73	12.35	2	(²)
Miscellaneous from all departments.....	363	12.85	25	(²)	27	(²)	21	(²)	25	(²)	163	15.50	102	12.65

B.—NEGRO WOMEN

Total ¹	1,387	\$9.95	62	\$2.30	66	\$5.75	134	\$7.55	410	\$9.00	715	\$10.85	-----	-----
Leaf.....	115	10.25	4	(²)	-----	-----	8	(²)	16	(²)	87	10.45	-----	-----
Stripping.....	1,266	9.75	58	2.25	66	5.75	125	7.45	392	9.20	625	11.15	-----	-----

¹ Includes departments with too few women for the computation of a median, not shown separately.² Not computed; base less than 50.

TABLE 20.—Median earnings of women whose time worked was reported in hours, by department—Cigars

A.—WHITE WOMEN

Department	Women with hours worked reported		Less than 40 hours		40 and less than 44 hours		44 and less than 48 hours		48 hours		Over 48 and less than 52 hours		52 and less than 56 hours		56 and less than 60 hours		60 hours and over	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
Total.....	2 211	\$14.40	331	\$7.85	223	\$14.40	334	\$14.35	318	\$21.40	389	\$14.50	427	\$15.20	180	\$13.45	9	(¹)
Leaf Stripping.....	117	11.65	13	(¹)	6	(¹)	6	(¹)	4	(¹)	34	(¹)	29	(¹)	21	(¹)	4	(¹)
	589	14.50	54	9.00	70	14.70	83	15.10	22	(¹)	153	14.10	190	15.90	16	(¹)	1	(¹)
Cigar making.....	740	16.65	123	10.70	97	17.25	115	14.70	269	21.45	86	16.30	21	(¹)	29	(¹)		
Hand.....	55	11.50	8	(¹)	24	(¹)					1	(¹)	3	(¹)	19	(¹)		
Machine.....	685	16.75	115	11.05	73	15.70	115	14.70	269	21.45	85	16.35	18	(¹)	10	(¹)		
Packing.....	393	12.40	92	7.30	13	(¹)	87	13.50	11	(¹)	63	13.60	55	11.30	72	13.85		
Shipping.....	127	11.90	10	(¹)	6	(¹)	13	(¹)			14	(¹)	50	11.70	31	(¹)	3	(¹)
Miscellaneous from all departments.....	245	12.70	39	(¹)	31	(¹)	30	(¹)	12	(¹)	39	(¹)	82	24.20	11	(¹)	1	(¹)

B.—NEGRO WOMEN

Total.....	233	12.70	19	(¹)	10	(¹)	16	(¹)			21	(¹)	119	13.90	41	(¹)	7	(¹)
Stripping.....	198	13.00	16	(¹)	10	(¹)	15	(¹)			21	(¹)	112	13.85	24	(¹)		

¹ Not computed; base less than 50.

² Includes departments with too few women for the computation of a median, not shown separately.

in cigar making, both hand and machine, and for those in packing, the numbers are much larger and the medians much higher for the women whose time worked was reported in days. These women were largely pieceworkers. (See page 91.)

Cigar making.

Of the white women in these departments whose earnings could be correlated with time worked, 11,220 had such time reported in days and 740 had it reported in hours. The median earnings of the former were \$18.30. Nearly two-thirds (65.4 per cent) had worked on 5½ days, and for these the median was \$20.70. For the 740 women whose time worked was reported in hours in this department, the median was \$16.65.

Hand manufacture.—Of the 8,658 women, all white, whose pay-roll records showed that they had worked at some hand process in cigar-making departments, 6,934 had time worked reported, and for 99.2 per cent of these it was reported in days. Only 55 women had time worked reported in hours.

The median earnings for those with days worked reported were \$16.95. Practically three-fifths of the total had worked on 5½ days, and the median earnings for this group were \$19.60.

As noted before, only 55 white women whose time worked was recorded had it reported in hours. The median earnings for these were \$11.50.

Machine manufacture.—Of the 5,439 white women for whom week's earnings were obtained and who were working at some machine process in the making of cigars, 5,026 had the time worked reported. Nearly seven-eighths (86.4 per cent) of these had the time reported in days and about one-eighth (13.6 per cent) in hours. For women who had worked on 5½ days the median was \$21.45.

For 685 white women who made cigars by machine the time worked was reported in hours, the median earnings being \$16.75. For those who worked less than 40 hours the median was \$11.05. The women who worked 48 hours had the highest median, \$21.45; for those who had worked over 48 and under 52 hours the amount was \$16.35.

More than nine-tenths (93.2 per cent) of the white women making cigars by machine worked at the automatic cigar-making machine. Of these 5,068 women, 4,124 had time worked reported in days and 537 had it reported in hours. The median earnings for the 4,124 were \$20.25. Those who had worked on five days had a median of \$16.75, and those who had worked on 5½ a median of \$21.50. For the 537 women for whom hours worked were reported, the median was \$16.60.

Stripping.

A total of 4,426 women for whom week's earnings were obtained worked in these departments, and 2,830 were white women.

The 1,221 white women whose time worked was reported in days had median earnings of \$11.05. The median earnings for those who worked on less than three days were \$2.15, and from that point on they constantly increased to \$14.95 for the women who worked on 5½ days, declining for those with a 6-day week.

For the 589 white women in the stripping departments whose hours worked were reported, the median earnings were \$14.50, considerably

higher than the earnings for the women whose time was reported in days, and thus differing from other important departments. The highest median was \$15.90, for the women who worked 52 and under 56 hours.

Packing.

Of the 2,822 women in packing departments whose week's earnings were obtained, all white but one, 1,859 white women had time worked reported in days and 393 in hours. For the group as a whole the median was \$15.25. Nearly four-fifths (79.1 per cent) had worked on five days or longer, and for these the median was \$16.65. More than one-half (54.7 per cent) had worked on 5½ days, and for these the median was the highest for any group, \$17.80.

The median of the earnings for the 393 white women whose hours worked were reported was \$12.40, much lower than for those whose time was reported in days.

The most highly skilled job in the packing department is that of shading. At the time of the survey it had been superseded to some extent by the foiling and cellophaning processes, these making exact shading of less importance. Nevertheless, shading was reported for 1,001 women. For 770 of these the time worked was reported, by days worked for 747, and by hours worked for 23. The median earnings for the group with time reported in days were \$19.10. For those who worked on five days or more, about five-sixths of the total, the median earnings were \$20.55, and for those who worked on 5½ days they were \$21.70.

Negro women whose time worked was reported in days.

The 1,620 pay-roll records of negroes were 1,387 by days worked and 233 by hours. Like the white women, more than four-fifths of those with days reported had worked on 5 days or more, most of them on 5½ days, but those with work on less than 4 days were a larger proportion than was the case with white women. The median earnings for the whole group of women were \$9.95. For those who had worked on 5 days or over the median was \$10.45, and for 5½ days it was \$10.85. (See Table 19.)

Negro women whose time worked was reported in hours.

Of the 233 negro women whose hours worked were reported, just over one-half had worked 52 and under 56 hours. About one-fifth had exceeded this; only one-eighth had worked less than 44 hours. For the 233 women the median earnings were \$12.70—\$2.75 in excess of the median for days worked, and an opposite condition from that of white workers. For the 51.1 per cent working 52 and under 56 hours, the median was \$13.90. (See Table 20.)

The 115 women in the leaf departments whose days worked were reported had a median of \$10.25. The vast majority of the strippers, 1,266, had days worked reported and had a median of \$9.75; the 198 whose hours were a matter of record had median earnings of \$13. Nearly four-fifths (79.3 per cent) of the negro women in the stripping departments whose time worked was reported in hours had worked more than 48 hours in the week.

METHOD OF PAYMENT

In the payment of wages two very different methods are in common use. One is based on the time worked, measured by the hour, day, week, or longer period, while the other, the piece-rate system, depends on the amount of work completed. In some companies both systems are in use. In many cases women on a new job are paid on a time basis while learning, as a means of encouragement, and later are changed to piecework.

White women.

A total of 20,815 white women had earnings and method of payment reported. Nearly seven-eighths (86.3 per cent) of these were paid on a piece-rate basis, slightly more than one-ninth (11.9 per cent) on a time basis, and less than 2 per cent on both time and piece. The median earnings were the lowest, \$13.50, for the women paid by both time and piece, next higher, \$13.75, for those paid by time, and highest, \$16.85, for the pieceworkers. (See Table 21.)

TABLE 21.—Number and median earnings of timeworkers and of pieceworkers, by department—Cigars

A.—WHITE WOMEN

Department	All women ¹			Timeworkers			Pieceworkers		
	Number	Per cent	Median earnings	Number	Per cent	Median earnings	Number	Per cent	Median earnings
All departments.....	20,815	100.0	\$16.30	2,481	11.9	\$13.75	17,958	86.3	\$16.85
Leaf.....	140	100.0	12.06	129	92.1	12.10	2	1.4	(²)
Stripping.....	2,828	100.0	11.80	838	29.6	15.10	1,990	70.0	10.10
Select.....	238	100.0	15.95	236	99.2	15.95	1	.4	(²)
Hand.....	1,277	100.0	8.90	278	21.8	14.00	997	78.1	7.55
Machine.....	1,313	100.0	13.20	324	24.7	15.60	982	74.8	12.25
Cigar making.....	14,094	100.0	17.90	202	1.4	15.50	13,643	96.8	18.10
Hand.....	8,656	100.0	16.65	44	.5	(²)	8,608	99.4	16.65
Machine.....	5,438	100.0	19.90	158	2.9	16.60	5,035	92.6	20.20
Packing.....	2,818	100.0	14.70	508	18.0	11.95	2,277	80.8	15.65
Shipping.....	308	100.0	11.40	262	85.1	11.75	42	13.6	(²)
Miscellaneous from all departments.....	627	100.0	12.50	542	86.4	12.90	14	2.2	(²)

B.—NEGRO WOMEN

All departments.....	1,755	100.0	10.10	446	25.4	11.50	1,306	74.4	9.25
Leaf.....	144	100.0	10.30	144	100.0	10.30			
Stripping.....	1,596	100.0	10.00	288	18.0	13.30	1,305	81.8	9.25
Select.....	24	(²)	(²)	24		(²)			
Hand.....	668	100.0	8.65	25	3.8	(²)	641	96.2	8.46
Machine.....	906	100.0	10.80	239	26.4	13.25	664	73.3	10.05
All other departments.....	15	(²)	(²)	14		(²)	1		(²)

¹ Totals include 376 white women and 3 negro women who worked on both timework and piecework.

² Not computed; base less than 50.

Nearly 97¹/₂ per cent of the women in the cigar-making departments worked on a piece-rate basis. For the pieceworkers the median earnings were \$18.10, as compared with \$14.35 for the much smaller group who worked on both time and piece and \$15.50 for those who did time work only.

Practically all (99.4 per cent) of those employed at hand making of cigars had been paid a piece rate. The median for this group was \$16.65.

In the three specific processes done by hand, namely, bunch making, cigar rolling, and out-and-out cigar making, more than 99 per cent in each were pieceworkers. The median earnings in these three processes were \$16 for those in out-and-out making, \$16.45 in rolling, and \$17.25 in bunch making.

In machine work, as in hand manufacture, more than nine-tenths (92.6 per cent) had been employed on piecework. Of the small remainder, less than two-fifths (39.2 per cent) were on a time basis, the others being on both time and piece. The median earnings of the timeworkers were \$16.60 and of the pieceworkers \$20.20.

The earnings of the white women employed at piece rates on the bunch-making, cigar-rolling, and automatic cigar-making machines had medians of \$17.30, \$20.40, and \$20.25, respectively. For those who examined and inspected machine-made cigars pay was on a time basis for most of the women, and the median earnings for these were \$19.

In packing departments there were 2,818 white women for whom week's earnings and method of payment were reported. About one-fifth (18 per cent) were paid on a time basis, slightly more than four-fifths (80.8 per cent) did piecework, and about 1 per cent were on both time and piece. The median for those on timework was \$11.95, while for pieceworkers it was \$15.65.

More than one-third of the women in packing departments whose earnings and method of pay were secured were shadders. Of these, more than nine-tenths (94.5 per cent) were employed at piecework. The median earnings for the timeworkers were \$7.75, as compared with \$19 for the pieceworkers.

In stripping departments week's earnings and method of payment were reported for 2,828 women. Of these, seven-tenths were paid at piece rates and nearly three-tenths (29.6 per cent) on a time basis. The median earnings of the pieceworkers were \$10.10. For the timeworkers they were considerably higher, \$15.10. The unusual condition of a higher median for timeworkers may be due in part to the irregularity in time worked by the hand strippers paid at piece rates and to the large proportion of older women thus employed.

Selecting was paid almost entirely (99.2 per cent) on a time basis. The median earnings of this group of timeworkers, \$15.95, were the highest of any in the stripping departments.

Nearly four-fifths (78.1 per cent) of the hand strippers were paid on a piece-rate basis, and all but two of the remainder on a time basis. The median earnings for the pieceworkers were \$7.55 and those for the timeworkers \$14. This great difference, one median almost twice the other, may be ascribed in part, as mentioned above, to the irregularity of time worked and the age of the hand strippers.

The proportion of machine strippers on piecework was 74.8 per cent; practically all the others were straight timeworkers. The

median earnings for those on a time basis were \$15.60, and for the pieceworkers they were \$12.25. This smaller difference in the medians of machine than of hand probably is due in part to the fact that the machine strippers were younger than those who did hand stripping and worked more regularly.

Negro women.

Nearly three-fourths of the negro women whose method of payment was reported worked at piece rates. The median for the timeworkers was \$11.50 and for the pieceworkers it was \$9.25.

In the stripping departments, where a large part of the negro women worked, more than four-fifths (81.8 per cent) did piecework. The median earnings for these were \$9.25, the timeworkers having a median of \$13.30. All but 25 of the 666 hand strippers with time or piece reported were pieceworkers. The median of their earnings was \$8.45. (See Table 21.)

Only 73.3 per cent of the machine strippers were pieceworkers. Their median was \$10.05, in contrast to \$13.25 for those who did machine stripping on a time basis.

LOCALITY

White women.

As explained previously, the median of the earnings of the 20,824 white women for whom pay-roll data were available was \$16.30. That the localities in 11 States in which these women worked had a direct relation to the amount of their earnings will be noted in the following analysis. The median earnings for those employed in Kentucky and Tennessee¹ (five cities and five hand plants, one in each, included) considered together were \$8.85, the lowest in the survey. The medians for Camden, \$21.30, Philadelphia, \$21.20 (these two form one industrial unit), and New York City, \$20, were the three highest. The median earnings in other localities ranged from \$12.10 for the women from selected districts (two cities, one hand plant in each) in Virginia, to \$19.10 for Boston.

The rank of localities is not the same for specific departments as for all occupations considered together. Women in cigar-making departments in Boston had the highest median, \$24.40, followed by Camden, \$22.40, Philadelphia, \$22.20, and New York City, \$21.65. The median declined by locality to \$9.45 for Kentucky and Tennessee, where the low earnings were influenced by the fact that all the women were hand makers. Philadelphia led in the median for hand work and Boston for machine work.

In packing departments New York City had the highest median, followed by Trenton. In stripping, Boston led, closely followed by New York City.

¹ States as a whole are not included in this analysis if any subdivisions are shown separately.

TABLE 22.—Median of the week's earnings of white women, by department and locality—Cigars

Locality	All depart-ments		Leaf		Stripping		Cigar making						Packing		Shipping		Miscellaneous from all departments	
	Num-ber	Median	Num-ber	Median	Num-ber	Median	All		Hand		Machine		Num-ber	Median	Num-ber	Median	Num-ber	Median
							Num-ber	Median	Num-ber	Median	Num-ber	Median						
Total.....	20,824	\$16.30	140	\$12.05	2,830	\$11.80	14,097	\$17.90	8,658	\$16.65	5,439	\$19.90	2,821	\$14.70	308	\$11.40	628	\$12.50
New York ¹	1,988	17.60	7	(?)	347	14.05	1,311	19.20	948	21.10	363	16.10	158	17.95	28	(?)	137	12.20
New York City.....	1,184	20.00	3	(?)	181	16.55	868	21.65	852	21.75	16	(?)	99	19.95	25	(?)	8	(?)
New Jersey.....	4,025	19.05	42	(?)	344	12.00	2,934	20.35	1,959	19.35	975	21.80	555	15.00	68	12.20	82	22.40
Trenton.....	882	18.25	22	(?)	72	12.10	693	19.00	693	19.00	72	18.85	83	18.85	10	(?)	2	(?)
Camden.....	1,637	21.30	—	—	89	14.65	1,052	22.40	485	21.75	567	22.55	307	11.35	37	(?)	52	12.66
Newark and near-by cities ²	1,606	18.25	20	(?)	183	12.60	1,189	19.35	781	18.70	408	20.80	165	16.96	21	(?)	28	(?)
Pennsylvania.....	8,170	16.75	56	11.00	1,199	10.80	5,260	18.65	2,134	16.60	3,126	19.95	1,334	15.05	166	9.75	155	17.95
Philadelphia.....	3,704	21.20	7	(?)	181	16.10	2,613	22.20	739	22.40	1,874	22.15	701	17.35	145	9.80	57	24.40
Other ³	3,966	13.55	49	(?)	909	9.70	2,343	16.20	1,390	14.60	963	16.10	693	13.05	19	(?)	73	14.25
Maryland and Delaware.....	900	14.35	—	—	81	8.30	472	14.90	472	14.90	—	—	45	(?)	1	(?)	1	(?)
Baltimore.....	352	12.85	—	—	20	(?)	295	14.00	295	14.00	—	—	35	(?)	1	(?)	1	(?)
Ohio.....	2,102	12.15	10	(?)	434	9.60	1,351	14.25	1,117	14.20	234	14.35	224	12.05	8	(?)	65	10.10
Seven cities ⁴	1,704	12.85	8	(?)	405	9.55	1,076	14.00	849	13.85	227	14.25	204	12.05	8	(?)	63	9.95
Michigan (Detroit).....	2,164	17.45	24	(?)	266	14.05	1,532	18.45	1,006	17.35	526	19.80	287	17.00	17	(?)	38	(?)
Kentucky and Tennessee.....	1,088	8.85	—	—	78	7.20	819	9.45	819	9.45	—	—	137	8.20	4	(?)	50	6.20
Massachusetts (Boston).....	443	19.10	1	(?)	79	16.80	235	24.40	31	(?)	204	24.80	83	(?)	12	(?)	83	11.70
Virginia.....	244	12.10	—	—	2	(?)	163	12.60	172	12.45	11	(?)	38	(?)	4	(?)	17	(?)

¹ New York City and Binghamton.

² Not computed; base less than 50.

³ Includes Newark, Passaic, Perth Amboy, South Amboy, and Fords.

⁴ Includes York, Lancaster, Reading, Harrisburg, and Steelton and vicinity.

⁵ Lima, Sidney, Wapakoneta, Van Wert, Columbus, Dayton, and Xenia.

WAGE DATA FROM FACTORY ROLLS

Negro women.

Of the 1,755 negro women for whom pay-roll information was available, more than three-fifths (62.2 per cent) were employed in Pennsylvania, almost all in Philadelphia. Nearly three-tenths (29.3 per cent) worked in two cities of Ohio, and the remainder, 148, were in New Jersey (87), Virginia (28), Michigan (22), and Maryland and Delaware (11). The median earnings for the group as a whole were \$10.10, in Philadelphia \$10.50, and in Ohio \$9.25. In Camden, where one-twentieth of the negro workers were employed, the median earnings were the highest, \$12.05. (See Table 23.)

As before stated, almost all the negro women were employed in the leaf and stripping departments. Nearly all those in leaf departments were in Philadelphia, where the median was \$10.30. Of the 1,596 in stripping departments, 59.1 per cent were in Pennsylvania and 32.1 per cent were in Ohio. The median earnings for the strippers as a whole were \$10, for those in Philadelphia \$10.65 and for those in Ohio \$9.20. The highest median was \$11.90 for the 84 women employed in Camden.

The median earnings for the 666 negro hand strippers were \$8.65; and for those in Ohio, the largest group who did this work, they were \$9.20. For the hand strippers in Pennsylvania, more than one-sixth of the total, the median was \$7.30; for those in Philadelphia, \$7.55.

Machine stripping was reported for 906 (51.6 per cent) of the negro women for whom pay-roll data were available. The median earnings for all the machine strippers were \$10.80; they were slightly less (\$10.70) in Pennsylvania, where 89.5 per cent of them were employed, and higher (\$11.90) in Camden, in which city almost all the remainder were reported.

TABLE 23.—Median of the week's earnings of negro women, by department and locality—Cigars

Locality	All departments		Leaf		Stripping		Other	
	Number	Median	Number	Median	Number	Median	Number	Median
Total.....	1,755	\$10.10	144	\$10.30	1,596	\$10.00	15	(¹)
New Jersey (Camden).....	87	12.05			84	11.90	3	
Pennsylvania.....	1,092	10.40	139	10.30	944	10.45	9	
Philadelphia.....	1,051	10.50	139	10.30	904	10.65	8	
Other ²	41	(¹)			40	(¹)	1	
Maryland and Delaware.....	11	(¹)			11	(¹)		
Baltimore.....	7	(¹)			7	(¹)		
Ohio (7 cities) ³	515	9.25			513	9.20	2	
Michigan (Detroit).....	22	(¹)	2	(¹)	19	(¹)	1	
Virginia.....	28	(¹)	3	(¹)	25	(¹)		

¹ Not computed; base less than 50.

² Includes York, Lancaster, Reading, Perth Amboy, South Amboy, and Fords. Negro women were found only in York.

³ Lima, Sidney, Wapakoneta, Van Wert, Columbus, Dayton, and Xenia. Negro women were found only in Columbus and Xenia.

SIZE OF CITY

As a basis for comparing earnings of women engaged in the cigar industry according to size of city the following grouping of cities included in the study was made: A, cities with a population of 400,000

or more; B, cities with 100,000 and less than 400,000; C, cities with 20,000 and less than 100,000; and D, cities with less than 20,000.

White women.

As will be seen from the summary following, almost one-half of the white women were working in cities of the largest size. About one-eighth (12.6 per cent) were in class B, more than one-fourth (26.3 per cent) in class C, and slightly less than one-eighth (12.3 per cent) in class D.

Size of city	White women			Negro women		
	Number	Per cent	Median earnings	Number	Per cent	Median earnings
All cities.....	20,824	100.0	\$16.30	1,755	100.0	\$10.10
Class A (400,000 and over).....	10,171	48.8	19.75	1,167	66.5	10.55
Class B (100,000 and under 400,000).....	2,614	12.6	14.95	187	10.7	10.20
Class C (20,000 and under 100,000).....	5,469	26.3	14.40	69	3.9	6.90
Class D (less than 20,000).....	2,570	12.3	11.35	332	18.9	8.55

The median of the women's earnings was much the highest (\$19.75) in class A. It decreased as the size of city decreased until for class D the median was \$11.35.

In the making departments the median earnings for all the women were \$17.90. For hand and machine workers the median decreased with size of city. For the women in cities of class A, where almost equal numbers made cigars by hand and by machine, the median was \$21. In class B, where a large proportion of the cigar makers were handworkers, it was \$16.15; and in class C it was only slightly less, \$16. In class D the median was the lowest, \$12.35.

This same decrease was true of packing-department workers. For those in class A the median was \$16.75; for those in B, \$13.80; in C, \$13.40; and in D, \$11.95.

In the stripping departments the median earnings for the women in cities of class A were \$15.35; in cities of class B, where the proportion of hand strippers was greater than for cities of either A or C, the median was \$10.40. For the next group, class C, the median was \$10.85. In D it was \$8.70.

Negro women.

For all negro women the median earnings were \$10.10. They decreased with size of city from \$10.55 for those in class A to \$6.90 for those in class C; but there was a considerable rise in median for those in class D, \$8.55.

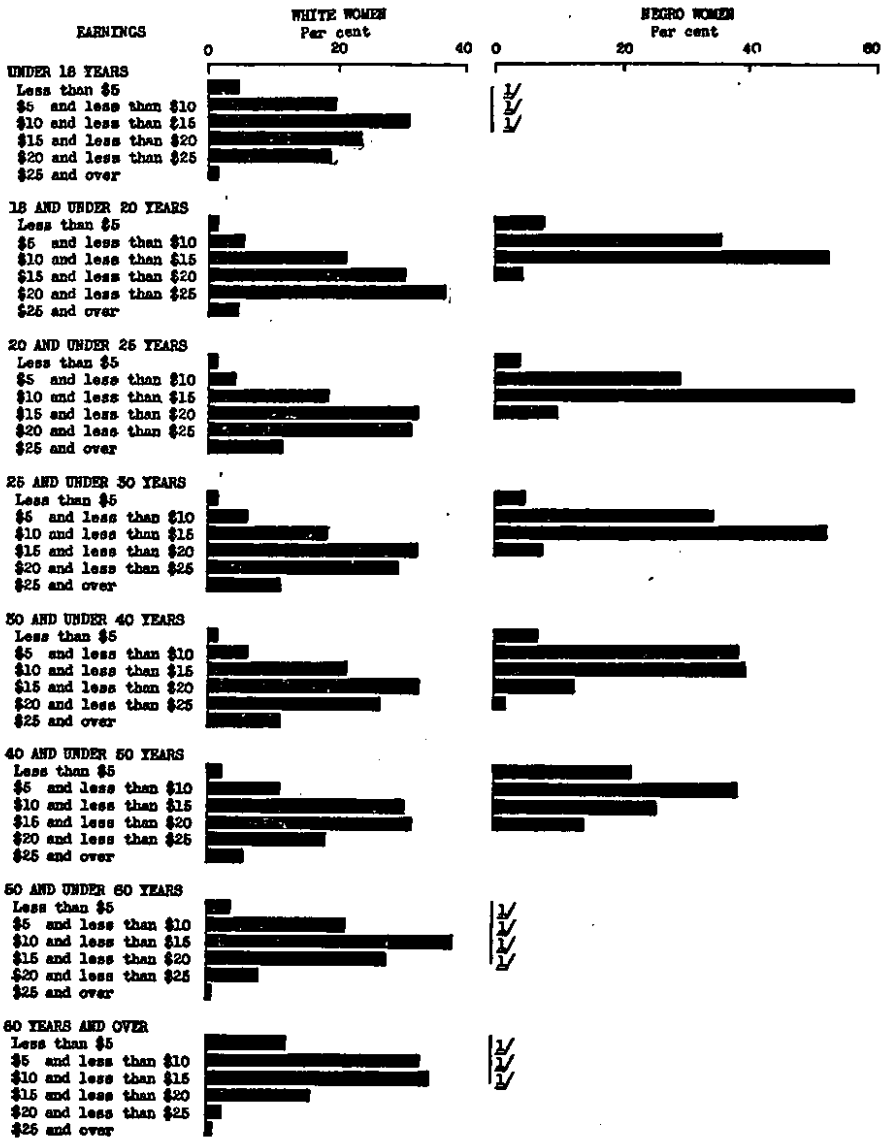
Almost all the women in leaf departments were in cities of class A; for these women the median earnings were the same as for the group as a whole, \$10.30. For those in stripping departments there was the decrease with size of city from A to C noted for the entire group, and also the increase for cities of class D.

EARNINGS AND AGE

Earnings could be correlated with age for 11,394 women—10,687 white and 707 negro. As an indication of the average, medians have been computed for these. One-half the women earned more and one-half earned less than the amounts specified.

The median for the 10,687 white women was \$17.55. To a certain point the median increased with the age of the women, but earnings for the older groups declined. For the total the median increased

PER CENT DISTRIBUTION OF CURRENT WEEK'S EARNINGS OF WHITE AND NEGRO WOMEN, BY AGE—CIGARS



1/ Per cent not computed; less than 50 cases in the age group.

from \$13.90 for girls under 18 years of age, to \$18.80 for those 18 but not yet 20, and to the maximum of all groups, \$19.05 for those 20 and under 25. After this the median declined until for women 60 years of age and over it was \$10.45.

The median for the 707 negro workers was \$10.55. The highest was \$11.10 for women 20 and under 25 years of age. The oldest women had the lowest medians.

For the white workers the medians varied greatly with department, the figures being as follows: Leaf departments, \$10.75; shipping, \$11.80; stripping, \$12.55; packing, \$15.65; and making, \$19.20. In the department last named hand makers had a median of \$18 and machine makers one of \$20.15. The shaders in the packing departments also had a high median, \$19.05. For the shaders, the stripping departments, and the hand makers, women 30 and under 40 years of age had the highest medians. For the machine makers, a still older group—40 and under 50—had the highest median, this figure being \$20.65; however, the much larger group 20 and under 25 years of age had practically the same figure, \$20.55, and for the making departments as a whole the highest figure (\$20.10) was for the girls 18 and under 20.

For the negro workers with age and earnings reported the median earnings were \$10.55, exactly the figure for those in the stripping departments.

In each of the three age groups that together cover 18 and under 30 years at least 40 per cent of the white women earned \$20 or more. For the women 30 and under 40 the figure is about 38 per cent. Of the age group next above—40 and under 50—less than one-fourth (23.8 per cent) earned as much as \$20; for women 50 and under 60 the proportion dropped to 8.5 per cent, and for those 60 and over it was only 3.1 per cent. Among the young girls, those under 18, 1 in 5 (20.6 per cent) earned at least \$20.

In four of the age groups the largest proportion of the women had earnings of \$15 and under \$25—from about 60 per cent to about 68 per cent. Of women 40 and under 60 years more than 60 per cent had earnings of \$10 and under \$20, as had about 55 per cent of the girls under 18. The small group of women at least 60 years old had more than two-thirds of their number in the wage groups \$5 and under \$15.

Among the 707 negro women there were few girls under 18 years and few women as much as 50. In the three age groups that together cover 18 and under 30 years, more than 50 per cent of the women had earnings of \$10 and under \$15. The women 30 and under 40 had about equal numbers at \$5 and under \$10 and \$10 and under \$15. The 55 women 40 and under 50 years had 12 of their number—about 22 per cent—with earnings of less than \$5 on the pay rolls copied. Three negro women, all 30 and under 40 years, earned at least \$20. (See Appendix Table XXVI.)

EARNINGS AND TIME IN THE TRADE

White women.

For 9,000 white women—strictly speaking, 8,998—earnings could be correlated with years worked in the cigar industry. One-half of them had worked at least 5 years, and for as many as 27.9 per cent the time was at least 10 years.

Of the 49.4 per cent with experience of less than 5 years, roughly 1 in 4 had begun work within the past 12 months.

For the total, 8,998, the median of the earnings was \$17.25. Correlated with experience, the median was \$13.85 for the women new to the trade, advancing to \$18.65 for those with experience of 3 and

under 4 years, but declining again until it reached \$15.85 for the 815 women as much as 20 years in the industry.

The white women in the stripping departments had median earnings of \$12.25. For the women with less than a year's experience the median was only \$10.85, but this figure advanced to \$13.40 for those 4 years in the trade. A decline in the median followed—to \$13.15 for 5 and under 10 years' experience and to \$12.05 for experience of 10 and under 15 years—but the women who had worked 15 and under 20 years had a median of \$13.45.

More than 6,000 women (6,224) were in the cigar-making departments, with a median of \$18.60. For the extremes of less than 1 year and as much as 20 years in the trade the median was considerably lower—\$16.25 for the latest comers in the industry and only slightly more for the most experienced workers.

All the groups from 1 and under 2 years to 5 and under 10 years had medians of \$19 or \$20, but the figure declined with as much as 10 years' service. For 10 and under 15 years it is \$18.15; for 15 and under 20 years, \$17.60; and for 20 years or more, \$16.65.

The large groups of hand and machine workers, respectively 3,340 and 2,884 women, show significant differences as to time in the trade. More handworkers had been at least 20 years in the trade (593 women) than had entered it within the past 5 years (521 women). Among machine makers the opposite is true: There were more women with less than 1 year's experience (608) than the entire number reporting as much as 5 years' experience (593).

The entire group of hand makers had median earnings of \$17.65. The effect of experience is shown in the fact that the median was \$14.50 for women 1 and under 2 years in the trade, \$16.65 for those 2 and under 3 years, and between \$18 and \$18.50 for the next three experience groups, covering 3 and under 10 years. It then declined to \$17.50 and under \$18 for women with 10 and under 20 years' experience, and again to \$16.50 for the practically 600 women as much as 20 years in the trade.

The 2,884 machine makers had a higher median than that of the hand makers, the machine group averaging \$19.60. Correlated with experience, the earnings medians follow: \$16.35 for women less than a year in the trade and \$19.55 for those at work 1 and under 2 years; \$20 and under \$21 for the four experience groups that cover 2 and under 10 years; a slight decline (to \$19.85) for the women 10 and under 15 years at work, and a considerable one (to \$18.90) for those 15 or more years in the trade.

The 1,236 women in the packing departments had a median of \$16.15. An increase in the median with years in the trade is more regular in these departments than in stripping or making, the figure rising from \$11.80 for the women less than a year in the trade to \$20.65 for those with 10 and under 15 years' experience, the only exception in the steady rise being an insignificant decline for the group with experience of 4 and under 5 years. For the 52 women as much as 20 years in the trade the median is \$17.

The effect of experience is made even clearer by the figures for earnings distribution. Of the white women just beginning work (less than 6 months in the trade), though learners as such are excluded from the tabulation, only 30.6 per cent received as much as \$15, but of those with experience of 6 months and under 1 year 50.8 per

cent received \$15 or more. This per cent increases, irregularly, to 75.6 for the women 5 and under 10 years in the trade, but declines after that, presumably on account of the age of the workers, and of the women as much as 20 years in the trade the proportion with earnings of \$15 or more is 55.5 per cent. The proportions with earnings in the lowest groups are much the largest for the women with experience of less than a year and of as much as 20 years. (See Appendix Table XXVII.)

Negro women.

The 483 negro women with earnings and time in the trade reported had median earnings of \$10.25, the group with 3 and under 4 years' experience exceeding this by 65 cents. As many as 148 of the women had been in the industry less than a year; these had a median of \$9.20. A comparable number, 123, had been in the industry 5 and under 10 years, and for these the median was \$10.70. Only 46 negro women had been in the cigar industry as long as 10 years.

More than four-fifths of all the women (83.9 per cent) were in the stripping departments, and the median here was \$10.05. More than one-fourth of the women had been 5 and under 10 years in the trade, and these had a median of \$10.90. The 127 with experience of less than a year, most of them less than 6 months, had a median of only \$8.90.

Only 1 in 3 of the 88 beginners had earnings of as much as \$10, but of the next group (60 women 6 months and under a year in the trade) more than 40 per cent had such earnings. Of the 123 women 5 and under 10 years in the trade, 75 (just over 60 per cent) received as much as \$10, and 17 of them were paid \$15 or more. The 56 women with experience of 3 and under 4 years had a large proportion—38 of their number—with earnings of as much as \$10. (See Appendix Table XXVII.)

DATA FOR FLORIDA

As was true of the section on personal information, it is thought well to include here some data regarding cigar workers reported in the survey by the Women's Bureau of the State of Florida in 1928-29.

Department and occupation.

Of the 2,775 women for whom department and occupation were reported, nearly three-fifths (59.9 per cent) were in making departments, 24.3 per cent were in stripping, 12.5 per cent in packing, and about 3 per cent in leaf departments.

All the women in leaf departments were engaged in general leaf work as described in the occupations on cigars. Of the 675 in stripping departments, almost three-fifths (57.5 per cent) were hand strippers and only 7.6 per cent were machine strippers. For three-tenths of all in the stripping departments it was not reported whether they did stripping by hand or by machine. Only 30 women were reported as engaged in selecting.

Three-fifths (59.9 per cent) of the workers were employed in the making departments. All the machine manufacture of cigars was carried on in two plants, one employing 380 workers on machine rollers and bunchers, and the other employing 219 on these two machines. More than one-half of the women in the making departments were engaged in hand bunching or rolling or in both of these processes.

About one-eighth of all in these departments worked at out-and-out cigar making.

One-eighth of the women worked in packing departments. Only a very small part of these, about 3 per cent, were machine banding. More than one-half were hand banding, and more than one-half of these were in plants where the cigars were made by machine.

Week's earnings ¹	White women		Negro women	
	Number	Per cent	Number	Per cent
Total.....	2,494	100.0	155	100.0
Median.....	² \$16.65		² \$7.10	
Less than \$5.....	103	4.1	33	21.3
\$5 and less than \$10.....	490	18.4	105	67.7
\$10 and less than \$15.....	453	18.2	11	7.1
\$15 and less than \$20.....	680	27.3	6	3.9
\$20 and less than \$25.....	417	16.7		
\$25 and less than \$30.....	240	9.6		
\$30 and less than \$35.....	104	4.2		
\$35 and less than \$40.....	26	1.0		
\$40 and over.....	11	.4		

¹ Survey by Women's Bureau in 1928-29 (see Bull. 80).

² Computed from more detailed figures.

Week's earnings.

Week's earnings were reported for 2,494 of the 2,680 white women in cigar factories in the Florida survey. The median earnings for these were \$16.65, slightly higher than the median (\$16.30) for white women included in the present study. The median for the 155 negro women was \$7.10, considerably lower than that for the 1,755 in the cigar study.

A large proportion of the women in Florida had time worked reported in days. For this group of 1,932 white women the median was \$15.55, or somewhat less than the figure (\$17.15) for the white women for whom time was reported in days in the cigar study. The median earnings increased as days worked increased from \$2.40 for those who worked on 1 day and \$5.15 for those who worked on 2, to \$12.65 for 5 days' work and \$16.25 and \$17.55 for those working on 5½ and 6 days, respectively. Nearly two-thirds of this group with days worked reported had worked on 6 days.

WEEK'S EARNINGS IN THE CIGARETTE INDUSTRY

In collecting data regarding earnings in the cigarette industry actual amounts were copied from the companies' pay rolls for a representative week in 1929 or 1930. For some of the women correlations have been made with age, and for most of them correlations with method of payment and with time worked during the week.

Many of the women worked irregularly and for only a part of the week, so some of the amounts reported are low, even less than \$1. From the actual earnings reported the median—the point at which half the women received more and half received less—has been computed. The medians, with the range of earnings, serve to give a picture of the earning power of the women employed in cigarettes.

Pay-roll data for a representative week were obtained for 5,798 women, 3,668 white and 2,130 negro. In this section on earnings

range and median are discussed. For details of week's earnings see Appendix Table XXVIII. A marked difference appears between white and negro workers in the distribution by department. In the leaf departments were 228 (6.2 per cent) of the white women, as compared with 2,065 (96.9 per cent) of the negro women. The largest proportion of the white women in these departments (43.4 per cent) were engaged in "picking" the tobacco, while nearly three-fifths (57.7 per cent) of the negro workers were hand stemming. Almost three-tenths (29.4 per cent) of the white women were machine stemming, as compared with 13.1 per cent of the negro women.

Practically one-fourth (24.9 per cent) of the white women were in making departments. About one-tenth of these women fed the machine, about one-fifth were operators, and more than one-half caught the finished product as it came from the machine. The remainder did inspecting. Only three-tenths of 1 per cent of the negroes (7 women) were in the making departments.

About 2 in 3 (65.5 per cent) of the white women worked in packing departments. The occupations at which the largest numbers were employed were hand packing and packing in cartons, which together employed about 45 per cent of the women. Operating the new packing machine and the wrapping machine gave employment to 11.5 per cent and 11.4 per cent, respectively, of all in these departments, while feeding or operating the old packing machine and cupping or inspecting its product employed, respectively, 9.2 and 9.7 per cent.

Only 29 negro women (1.4 per cent) were in the packing departments.

MEDIAN AND RANGE

White women.

For the 3,668 white women for whom pay-roll data were obtained the earnings ranged from less than \$5 to \$37.

Almost one-half of these women were paid \$15 and less than \$20. About three-tenths earned \$10 and less than \$15, and another considerable proportion earned \$20 or more. However, as many as 8.4 per cent received less than \$10. The median for this group as a whole was \$17.05. The lowest median was for the leaf departments, \$11.35, where no woman was paid more than \$20 and 99 pickers averaged only \$10.95.

TABLE 24.—Earnings distribution by department—Cigarettes

A.—WHITE WOMEN

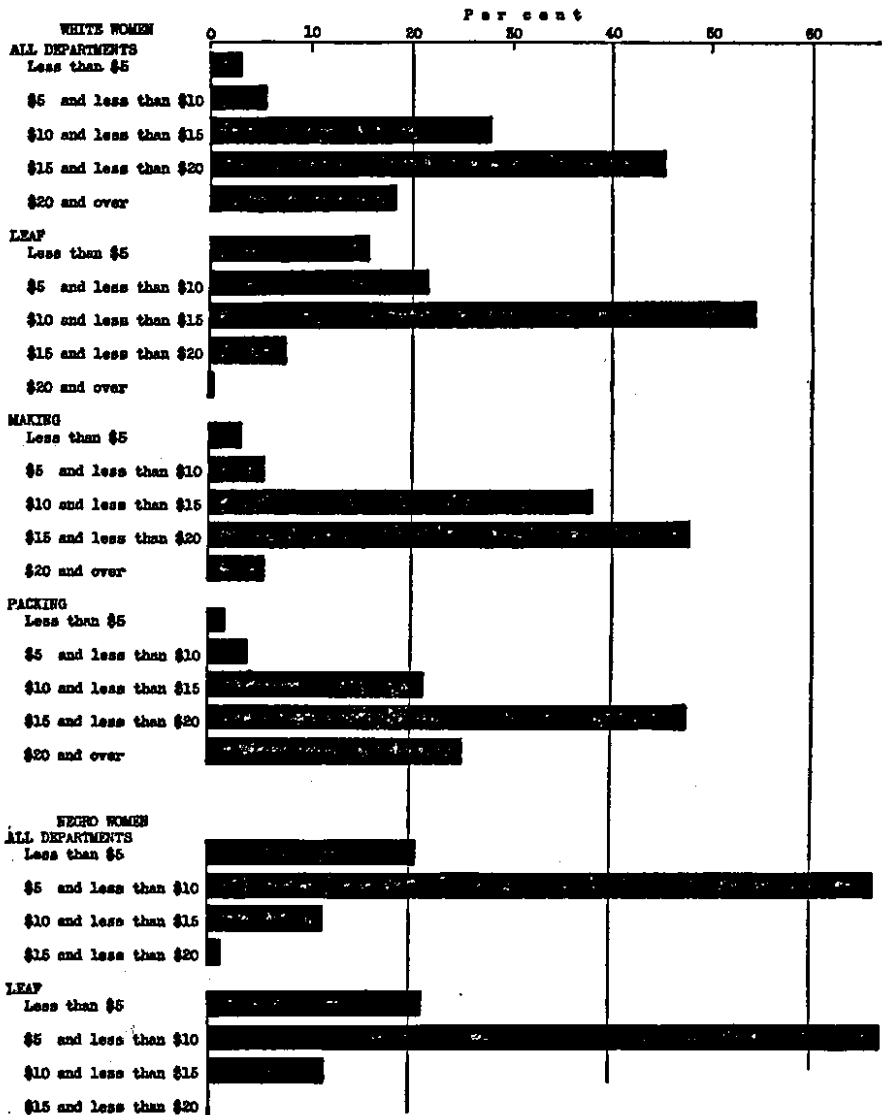
Week's earnings	All departments		Leaf department		Making department		Packing department		Box department		Miscellaneous from all departments	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All women.....	3,668	100.0	228	100.0	912	100.0	2,401	100.0	87	100.0	40	(?)
Less than \$5.....	108	2.9	36	15.8	28	3.1	43	1.8	1	1.1	.....	.....
\$5 and less than \$10.....	200	5.5	50	21.9	40	4.4	94	3.9	7	8.0	.....	.....
\$10 and less than \$15.....	1,028	28.0	124	54.4	348	38.2	517	21.5	23	26.4	16	.....
\$15 and less than \$20.....	1,659	45.2	17	7.5	436	47.8	1,141	47.5	55	63.2	10	.....
\$20 and less than \$25.....	600	16.4	1	.4	50	5.5	540	22.5	1	1.1	8	.....
\$25 and over.....	73	2.0	.....	.....	1	.1	68	2.7	.....	.....	6	.....

¹ Not computed; base less than 50.

TABLE 24.—Earnings distribution by department—Cigarettes—Continued

B.—NEGRO WOMEN

Week's earnings	All departments		Leaf department		Other departments	
	Number	Per cent	Number	Per cent	Number	Per cent
All women.....	2,130	100.0	2,065	100.0	65	100.0
Less than \$5.....	440	20.7	435	21.1	5	7.7
\$5 and less than \$10.....	1,417	66.5	1,385	67.1	32	49.2
\$10 and less than \$15.....	246	11.5	242	11.7	4	6.2
\$15 and less than \$20.....	27	1.3	3	.1	24	36.9

PER CENT DISTRIBUTION OF CURRENT WEEK'S EARNINGS OF WOMEN
IN SELECTED DEPARTMENTS—CIGARETTES

The median for the making departments was \$15.40. Approximately the same proportion of those in the making departments as of the group as a whole, almost one-half, earned \$15 and less than \$20. Almost two-fifths received \$10 and less than \$15. Only about one-twentieth earned \$20 or over, as compared with about one-tenth who were paid less than \$10. The machine operators and the inspectors had medians several dollars higher than the medians for feeders and catchers.

The highest median for any group as a whole was for the packing departments, \$17.75. Almost one-half of the women in these departments received \$15 and less than \$20, and more than one-fourth \$20 or more for the week's pay. Slightly more than one-fourth received less than \$15. Women operating the wrapping machine had a median of \$19.10, the highest of all occupations reported. The large group of hand packers had a median of \$17.30 and those who packed in cartons a median of \$17.75.

TABLE 25.—Earnings, by department and occupation—Cigarettes

Department and occupation	White women					Negro women				
	Number	Per cent distribution—		Earnings		Number	Per cent distribution—		Earnings	
		By department	By occupation	Median	Maximum		By department	By occupation	Median	Maximum
Total.....	3,668	100.0	.....	\$17.05	\$37	2,130	100.0	.....	\$8.00	\$18
Leaf department.....	228	6.2	100.0	11.85	20	2,065	96.9	100.0	8.00	18
Pick.....	99	.....	43.4	10.95	18	459	.....	22.2	8.55	13
Hand stem.....	46	.....	20.2	(¹)	14	1,192	.....	57.7	5.95	15
Machine stem.....	67	.....	29.4	12.30	20	270	.....	13.1	8.65	12
Miscellaneous and general help.....	16	.....	7.0	(¹)	16	144	.....	7.0	8.80	18
Making department.....	912	24.9	100.0	15.40	26	7	.3	(¹)	(¹)	17
Feed machine.....	98	.....	10.7	12.80	21	.....	.....	.....	.....	.....
Operate machine.....	188	.....	20.6	17.85	26	6	.....	.....	(¹)	17
Catch.....	462	.....	50.7	14.30	19	.....	.....	.....	.....	.....
Inspect.....	164	.....	18.0	17.80	24	1	.....	.....	(¹)	17
Packing department.....	2,401	66.5	100.0	17.75	37	29	1.4	(¹)	(¹)	18
Operate new machine.....	277	.....	11.5	18.20	21	.....	.....	.....	.....	.....
Feed or operate, old machine.....	221	.....	9.2	18.15	23	6	.....	.....	(¹)	18
Cup or inspect, old machine.....	233	.....	9.7	18.30	22	7	.....	.....	(¹)	18
Operate wrapping machine.....	273	.....	11.4	19.10	25	5	.....	.....	(¹)	7
Operate stamping and banding machine.....	42	.....	1.7	(¹)	25	2	.....	.....	(¹)	15
Hand pack.....	591	.....	24.6	17.30	37	.....	.....	.....	.....	.....
Pack cartons.....	485	.....	20.2	17.75	25	1	.....	.....	(¹)	16
Hand stamp, paste, and wrap.....	105	.....	4.4	12.70	25	.....	.....	.....	.....	.....
Inspect.....	38	.....	1.6	(¹)	24	.....	.....	.....	.....	.....
Salvage and repair.....	46	.....	1.9	(¹)	20	.....	.....	.....	.....	.....
Miscellaneous and general help.....	90	.....	3.7	17.05	28	8	.....	.....	(¹)	15
Box department.....	87	2.4	100.0	16.65	20	7	.3	.....	(¹)	17
Miscellaneous from all departments.....	40	1.1	(¹)	(¹)	30	22	1.0	(¹)	(¹)	14
Supervisory and clerical.....	14	.....	.....	(¹)	30	.....	.....	.....	.....	.....
Miscellaneous and general help.....	26	.....	.....	(¹)	30	22	.....	.....	(¹)	14

¹ Not computed; base less than 50.

Negro women.

About 97 per cent of the 2,130 negro women for whom pay-roll data were obtained worked in leaf departments, and for these the median earnings were the same as for the group as a whole, \$8. More than two-thirds earned \$5 and less than \$10, about one-fifth less than \$5, and the remainder \$10 or more. Almost 1,200 of the women were hand stemmers, with a median of \$5.95. The other groups, comprising nearly 900 women, had medians between \$8.80 and \$9. The range of earnings for all the negro women included in the study was from less than \$5 to \$18.

EARNINGS AND TIME WORKED

Figures giving the amounts of earnings present only a partial picture of existing conditions; but when coupled with the time worked by the women in earning these amounts a clearer understanding of the situation can be had. In the cigarette study it was possible to secure the actual time worked for just over 86 per cent of all the women white and negro. For some the time was reported in hours and for others in days. In the latter group were included pieceworkers who worked irregularly and for whom no time record was necessary in a computation of earnings, as well as some timeworkers reported to have worked on certain days regardless of whether they remained at work all day. Bearing this in mind, a discussion of earnings according to time worked, whether in hours or days, is next presented.

White women whose time worked was reported in days.

Of the white women included in the cigarette study, 1,553 had time worked reported in days and 2,013 in hours; for 102 there was no report as to time worked.

For the 1,553 whose days worked were reported the median earnings were \$18.70. There was a steady increase in median with each additional day of work, from \$6.20 for those working on less than 3 days to \$20.20 for those working on 5½. Nearly seven-eighths (86.2 per cent) of all the women had worked on five or more days, and for these the median was \$19.40. More than two-thirds of these had worked on 5½ days, with the somewhat higher median of \$20.20. For all the women the range of earnings was from less than \$5 to \$37. (For details see Table XXIX in the Appendix.)

TABLE 26.—Median earnings of women whose time worked was reported in days, by department—Cigarettes

A.—WHITE WOMEN												
Department	Women with days worked reported		Less than 3 days		3 and less than 4 days		4 and less than 5 days		5 and less than 5½ days		5½ and less than 6 days	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
Total ¹	1,553	\$18.70	50	\$6.20	56	\$10.40	109	\$13.65	277	\$16.20	1,061	\$20.20
Leaf.....	80	10.15	9	(²)	6	(²)	4	(²)	53	10.90	8	(²)
Making.....	106	16.90	2	(²)	6	(²)	10	(²)	4	(²)	83	17.90
Packing.....	1,366	19.15	38	(²)	44	(²)	95	13.65	216	17.15	963	20.30
B.—NEGRO WOMEN												
Total ¹	660	\$8.45	17	(²)	11	(²)	42	(²)	464	\$8.50	126	9.80
Leaf.....	648	8.40	17	(²)	10	(²)	42	(²)	464	8.50	115	9.60

¹ Includes departments with too few women for the computation of a median, not shown separately.

² Not computed; base less than 50.

White women whose time worked was reported in hours.

The median earnings for the 2,013 white women for whom hours worked were reported were \$15.65, more than \$3 below the median for those whose time was reported in days. The median rose with increased hours from \$7.50 for the women who worked less than 40 hours to \$17.30 for the women who worked over 48 but less than 52 hours. For longer hours than these there was a decline in earnings. The range for the whole group was from less than \$5 to \$32. (For details see Table XXX in the Appendix.)

Time worked in the various departments.

The median earnings for the two groups of white women with time worked reported show the same relation by department as for the group as a whole. The median was lowest for the leaf departments and highest for the packing departments.

Department	All white women	Time reported in hours	Time reported in days
All departments.....	\$17.05	\$15.65	\$18.70
Leaf.....	11.35	12.20	10.15
Making.....	15.40	15.15	16.90
Packing.....	17.75	17.05	19.15
Box.....	16.65	16.35	(¹)

¹ Not computed; base less than 50.

In only two departments, making and packing, were there sufficient white women in specified hour groups to warrant computation of median earnings. In packing, the same group as for the whole—that is, those working over 48 but less than 52 hours—had the highest median, \$17.65. For those who worked longer hours, 52 but less than 56 hours, the median was less. In making departments the highest median was \$16.65 for the women who had worked over 48 and less than 52 hours. In both the making and the packing departments the women who worked on 5½ days had the highest medians. In the leaf departments the highest median was for those who had worked on 5 days.

Negro women whose time worked was reported in days.

For the negro women time worked was reported for 660 in days and for 799 in hours; for 671 the time worked was not reported. The 660 whose time worked was reported in days had median earnings of \$8.45. Those who worked on 5 days, about seven-tenths of the total, had a median of \$8.50, while for the smaller group, who had worked on 5½ days, about one-fifth, it was \$9.80. Thus, nearly nine-tenths (89.4 per cent) had worked on 5 days or more, and for this combined group the median was \$8.70. The range of earnings for all the women was from less than \$5 to \$18. (See Tables 26 and XXIX.)

For the negro women in the leaf departments the highest median was for those who had worked on 5½ days.

Negro women whose time worked was reported in hours.

For the 799 negro women whose time was reported in hours the median earnings were almost the same as those for days worked. The highest median, as in the case of white women, was for those who

TABLE 27.—Median earnings of women whose time worked was reported in hours, by department—Cigarettes

A.—WHITE WOMEN

Department	Women with hours worked reported		Less than 40 hours		40 and less than 44 hours		44 and less than 48 hours	
	Number	Median	Number	Median	Number	Median	Number	Median
Total ¹	2,013	\$15.65	245	\$7.50	67	\$12.50	227	\$12.55
Leaf.....	137	12.20	35	(²)	3	(²)	41	(²)
Making.....	794	15.15	89	6.65	18	(²)	51	13.15
Packing.....	973	17.05	115	9.25	37	(²)	116	12.60
Box.....	81	16.35	8	(²)	9	(²)	12	(²)

B.—NEGRO WOMEN

Total ¹	799	8.55	103	5.50	103	8.55	429	8.55
Leaf.....	747	8.55	97	5.60	96	8.60	424	8.60

A.—WHITE WOMEN—Continued

Department	48 hours		Over 48 and less than 52 hours		52 and less than 56 hours		56 and less than 60 hours		60 hours and over	
	Number	Median	Number	Median	Number	Median	Number	Median	Number	Median
Total ¹	21	(²)	1,138	\$17.30	231	\$15.10	73	\$15.70	11	(²)
Leaf.....			47	(²)	10	(²)			1	(²)
Making.....	13	(²)	513	16.65	64	13.90	42	(²)	4	(²)
Packing.....	7	(²)	515	17.65	149	16.15	28	(²)	6	(²)
Box.....			53	17.20	3	(²)	1	(²)		

B.—NEGRO WOMEN—Continued

Total ¹	13	(²)	99	8.65	39	(²)	12	(²)	1	(²)
Leaf.....	13	(²)	67	8.60	37	(²)	12	(²)	1	(²)

Time worked	Number of white women	Median earnings
REPORTED IN HOURS		
Total.....	2,013	\$15.65
Less than 40 hours.....	245	7.50
40 and less than 44 hours.....	67	12.50
44 and less than 48 hours.....	227	12.55
48 hours.....	21	(²)
Over 48 and less than 52 hours.....	1,138	17.30
52 and less than 56 hours.....	231	15.10
56 and less than 60 hours.....	73	15.70
60 hours and over.....	11	(²)
REPORTED IN DAYS		
Total.....	1,553	\$18.70
Less than 3 days.....	50	6.20
3 and less than 4 days.....	56	10.40
4 and less than 5 days.....	109	13.65
5 and less than 5½ days.....	277	16.20
5½ and less than 6 days.....	1,061	20.20

¹ Includes departments with too few women for the computation of a median, not shown separately.² Only 14 had worked exactly 44 hours.³ Not computed; base less than 50.

had worked over 48 and less than 52 hours. (See Tables 27 and XXX.) The range of earnings for all was from less than \$5 to \$18.

Only in the leaf departments were there sufficient negro women for the computation of median earnings. For these the median was the same as for all negro women, \$8.55.

METHOD OF PAYMENT

In some of the processes in the manufacture of cigarettes the workers were doing piecework, with the amount of earnings depending on the quantity produced. In other processes they were paid for the time worked, measured by the hour, day, week, or longer period.

White women.

For all the white women for whom pay-roll data were secured, the method of payment was reported. The median earnings for all women were \$17.05, for those who worked on a time basis (54.5 per cent) they were \$15.60, and for those on piecework (42 per cent) they were \$18.65. Approximately 130 women did both timework and piecework.

In the packing departments, where nearly two-thirds of the women were employed, the proportions on timework and piecework were respectively 39.9 per cent and 56.2 per cent. The timeworkers had a median of \$17.10 and the pieceworkers one considerably higher, \$19.10.

Among the timeworkers in the packing departments the operators of the new packing machine had the highest median, \$18.05. This group comprised about one-fourth of all the timeworkers and more than seven-eighths of the new packing-machine operators. The lowest median among the timeworkers was that for hand stampers, pasters, and wrappers, \$11.20.

Among the pieceworkers in the packing departments the highest median was for those who packed in cartons, \$19.90. Three other groups of pieceworkers in these departments had medians almost as high—\$19.70 for the 187 cuppers and inspectors at old packing machines (four-fifths of the total group of cuppers or inspectors), \$19.75 for the 163 feeders and operators of the old packing machines (nearly three-fourths of the total feeders and operators), and \$19.85 for the 216 operators of the wrapping machines (about four-fifths of all the wrapping-machine operators).

Almost seven-eighths (87 per cent) of the women in the making departments were timeworkers, and for these the median earnings (\$15.15) were slightly lower than for the whole group (\$15.40). For the small group engaged on piecework the median was \$17.15.

Nearly two-thirds (64.4 per cent) of the women who operated making machines worked on a time basis, and for these the median earnings were practically the same as for the whole group of operators, \$17.90 as compared with \$17.85. The piece-rate median was identical with that for timeworkers. All inspectors were on a time basis.

In the leaf departments the median earnings were \$11.35. For the timeworkers, 60.1 per cent of all in these departments, the median was \$12.20; for the pieceworkers, 38.2 per cent of the total, the median was the least of all, \$9.60. This may be explained by the fact that all the hand stemmers but one were pieceworkers.

Negro women.

Among the negro women the method of payment was reported for all but 15. Unlike the white women, there were more pieceworkers (57.5 per cent) than timeworkers (37.8 per cent). About 100 women did both timework and piecework. The median earnings for the total group of 2,115 women whose method of payment was reported were \$8. The median of the timeworkers was \$8.55 and that of the pieceworkers was \$6.05. These lower earnings are no doubt due to the fact that the women on piecework, largely hand stemmers, worked very irregular hours.

Nearly all the women (97 per cent) were employed in the leaf departments. Almost three-fifths of these were hand stemmers, with a median of \$5.90; about one-fourth were pickers, with a median of \$8.55; and more than one-eighth were machine stemmers, their median being \$8.65.

As stated, most of the hand stemming was on a piecework basis, and for these workers the median was \$5.80. Very little of the picking was piecework, and only about one-third of the machine stemmers were on that basis. The median earnings for the machine stemmers who did piecework (\$10.05) were the highest for any group, regardless of the basis of payment.

TABLE 28.—Number and median earnings of timeworkers and of pieceworkers, by department—Cigarettes

A.—WHITE WOMEN

Department	All women ¹			Timeworkers			Pieceworkers		
	Number	Per cent	Median earnings	Number	Per cent	Median earnings	Number	Per cent	Median earnings
Total.....	3,868	100.0	\$17.05	1,998	54.5	\$15.60	1,841	42.0	\$18.65
Leaf.....	228	100.0	11.35	137	60.1	12.20	87	38.2	9.60
Making.....	912	100.0	15.40	793	87.0	15.15	98	10.7	17.15
Packing.....	2,401	100.0	17.75	958	39.9	17.10	1,350	56.2	19.10
Box.....	87	100.0	16.65	80	92.0	16.30	6	6.9	(?)
Miscellaneous from all departments.....	40	(?)	(?)	30		(?)			

B.—NEGRO WOMEN

Total.....	2,115	100.0	\$8.00	800	37.8	\$8.55	1,216	57.5	\$6.05
Leaf.....	2,051	100.0	8.00	748	36.5	8.55	1,204	58.7	6.00
Making.....	7	(?)	(?)	7		(?)			
Packing.....	29	(?)	(?)	17		(?)	12		(?)
Box.....	7	(?)	(?)	7		(?)			
Miscellaneous from all departments.....	21	(?)	(?)	21		(?)			

¹ Totals include 129 white women and 99 negro women who worked on both timework and piecework.

² Not computed; base less than 50.

LOCALITY

Pay-roll records were copied for some of the cigarette firms in Durham and Winston-Salem, N. C., in Louisville, Ky., and in Richmond and Petersburg, Va. In the summary below are shown the

number and per cent of white and negro women for whom pay-roll data were secured in the various localities.

Locality	All women		White		Negro	
	Number	Per cent	Number	Per cent	Number	Per cent
All localities included.....	5,798	100.0	3,668	63.3	2,130	36.7
Kentucky (Louisville).....	569	100.0	569	100.0		
North Carolina (Durham and Winston-Salem).....	3,661	100.0	1,840	50.3	1,821	49.7
Virginia (Richmond and Petersburg).....	1,568	100.0	1,269	80.3	300	19.7

Of the 569 white workers included in Louisville, Ky., nearly two-fifths (38.5 per cent) were in the packing departments, where they worked at old and new packing machines, stamping and banding machines, and wrapping machines. Other work carried on in these departments consisted of packing in cartons and hand stamping, pasting, and wrapping. More than one-third of the women (34.6 per cent) were in the leaf departments, and nearly one-half of these were engaged in picking tobacco. About one-fourth (23.4 per cent) were in the making departments. The occupation of nearly one-half of the women in these departments was catching the packs of cigarettes as they came from the machine.

A.—WHITE WOMEN

Department in which women were employed	All States		Kentucky		North Carolina		Virginia	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All women.....	3,668	100.0	569	100.0	1,840	100.0	1,269	100.0
Leaf.....	228	6.2	197	34.6	14	0.8	17	1.4
Making.....	912	24.9	133	23.4	366	19.9	413	32.8
Packing.....	2,401	65.5	219	38.5	1,404	76.3	778	61.8
Box.....	87	2.4	19	3.3	38	2.1	30	2.4
Miscellaneous from all departments.....	40	1.1	1	.2	18	1.0	21	1.7

B.—NEGRO WOMEN

All women.....	2,130	100.0			1,821	100.0	309	100.0
Leaf.....	2,065	96.9			1,777	97.6	268	93.2
All other.....	65	3.1			44	2.4	21	6.8

The workers in North Carolina for whom pay-roll data were obtained totaled 3,661, almost equally divided between white and negro. Slightly more than three-fourths of the white women were in the packing and about one-fifth in the making departments. Most of the negro workers, nearly 98 per cent, were in the leaf departments.

In Virginia about four-fifths of the 1,568 workers were white. More than three-fifths (61.8 per cent) of the white women worked in packing departments; nearly one-third were in making departments. Of the negro workers, more than nine-tenths (93.2 per cent) were in the leaf departments.

The median of the weekly earnings of white women was highest (\$17.60) in North Carolina, where more than one-half of the white women were employed; Virginia followed, with more than one-third of the women and a median of \$17.35; and Kentucky, with about one-sixth of the women, had the lowest median, \$12.45. The much lower median in Kentucky may be explained by the fact that one of the largest plants in that State was not operating full time.

For the negro women in North Carolina, where nearly seven-eighths (85.5 per cent) were employed, the median was \$7.95. In Virginia, where the remainder were employed, the median was \$8.30.

EARNINGS AND AGE

White women.

Of all the 1,819 white cigarette workers, the greatest proportion (46.3 per cent) received \$15 and under \$20 on the pay rolls copied. This was the chief wage class for all age groups of considerable size with two exceptions: (1) The 137 women 40 and under 50 years of age had an equal proportion in the wage class \$20 and under \$25; and (2) of the girls under 18 years, just over one-half (51.8 per cent) received \$10 and under \$15.

The women 40 to 49 years old had much the highest proportion earning \$20 and under \$30—40.9 per cent, as contrasted with 32.5 per cent for the next age group in rank.

Only about 1 per cent (1.3) of all the 1,819 women earned less than \$5. As age increased the proportion earning less than \$5 decreased from 4.5 per cent of those under 18 years to 0.7 per cent of those 40 and under 50 years. Only about 3 per cent earned \$25 or more. None under 18 earned as much as this, and the proportions earning \$25 or above varied from 2.1 per cent of those 18 and under 20 years old to 5.5 per cent of those who were 50 and under 60. (See chart on page 111, and Appendix Table XXXI.)

Negro women.

Of the 185 negro women in cigarette manufacture for whom both wage and age were obtained, nearly two-thirds (64.9 per cent) had earnings of \$5 and under \$10. Almost one-eighth (11.9 per cent) earned less than \$5. All but two of these were at least 25 years old. Less than one-fourth—only 43 women—earned as much as \$10. Twenty-four who earned such amounts were at least 25 years old. All the negro women included earned less than \$13 a week. (See Appendix Table XXXI.)

In specified departments.

Practically three-fourths (74.9 per cent) of the 171 negroes who worked in the leaf departments earned less than \$10 on the pay rolls copied. More than one-half of these were 30 years of age and over.

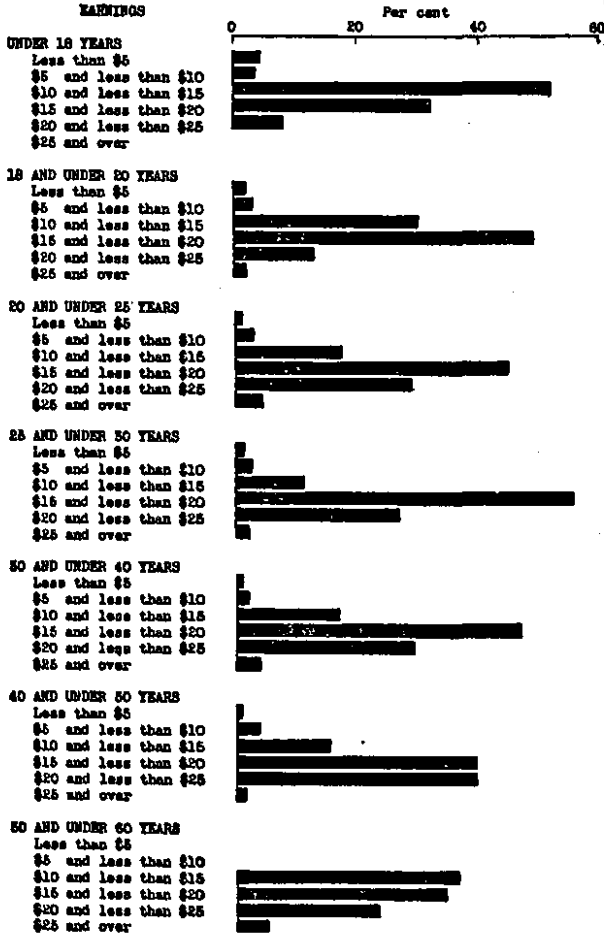
In the making departments were employed 467 white women whose age and earnings were reported. Nearly seven-eighths of these, 403 women, earned \$10 and under \$20, and 200 of these were 20 and under 30 years of age. Of the 273 who did catching from the machine, all but 8 earned \$10 and under \$20. Well over one-half (56.2 per cent) were under 25 years.

Only 47 worked at feeding the making machine. Twenty-four of them were not yet 25 years of age, and of these women only 3 earned less than \$10 and only 1 earned as much as \$20. Of the 79

women who operated the making machine, 56 earned \$10 and under \$20 and 17 earned \$20 or more. Well over one-half (41) of the women who earned as much as \$10 were at least 25 years of age.

Forty-one of the 68 women who were inspectors at the making machine earned \$10 and under \$20. Only one earned less than \$10 and the remainder earned \$20 and under \$25. Seventeen of those

PER CENT DISTRIBUTION OF CURRENT WEEK'S EARNINGS OF WHITE WOMEN, BY AGE—CIGARETTES



who earned \$10 and under \$20 and 7 of those who earned \$20 or more were not yet 25 years of age.

Of the 1,263 white women in the packing departments, about three-fifths (59.2 per cent) earned \$10 and under \$20. Only 39 women earned less than \$10, and the 476 remaining earned from \$20 to \$30 or more. Of the 748 who earned \$10 and under \$20, 152 were less than 20 years old and only 85 were as much as 40.

Of 96 women operating the new packing machine, 77 earned \$10 and under \$20. Twenty-seven of these were under 25, 26 were 25

and under 30, and 24 were 30 and under 50, all but 2 of the last named being under 40. Of the 17 women who earned \$20 or more, only 1 was less than 25.

Feeding or operating the old packing machine occupied 174 women whose age and earnings were obtained. Well over one-half (95) of these women earned \$10 and under \$20, and 50 of this group were at least 30 years old. A much smaller number (76) earned \$20 and under \$24, and 61 of these were 30 or more, 8 being at least 50.

A slightly larger number, 186, worked at cupping or inspecting at the old packing machine. Of these, 95 earned \$10 and under \$20 and 87 earned \$20 and under \$23. Thirty-one of the 95 who earned \$10 and under \$20 and 32 of the 87 earning \$20 or over were less than 25 years of age.

Operating the wrapping machine gave employment to 213 white women for whom age and wage data were obtained. Only 3 of these earned less than \$10, well over one-half (56.3 per cent) earned \$10 and under \$20, and more than two-fifths (42.3 per cent) \$20 or over. Of those who earned \$10 and under \$20, the largest group, 42, were 20 and under 25 years. Almost equal proportions of those earning \$10 and under \$20 and \$20 or over were 30 years of age or more.

A total of 273 white women who reported as to age worked at hand-packing cigarettes. All but 7 had earned at least \$10 and as many as 107 earned \$20 or more. One-half (50.9 per cent) of those who earned \$10 and under \$20 were girls under 20. Of the 107 who earned \$20 and more, just over one-half (55 women) were 20 and under 30.

A considerable group, 198 women, put the cigarette packs in cartons. Only 5 of these women had earned less than \$10. Nearly three-fifths (58.6 per cent) had earned \$10 and under \$20, and nearly two-fifths (38.9 per cent) had earned \$20 and under \$30. These women were not so young as the hand packers. Sixty of the 116 who earned \$10 and under \$20 and 31 of the 77 who earned \$20 or over were at least 25 years of age.

FLUCTUATION IN THE EMPLOYMENT OF WOMEN IN TWO FACTORIES

To secure evidence of the changes that have been taking place in cigarette factories, pay rolls of two firms were copied for two separate periods, a few months apart. For one firm, Plant A, the pay rolls were copied for a week in September, 1929, and for a week in May, 1930, nearly eight months later and after a change in operation had been made. For the other, Plant B, the records were obtained for a week in April and another in December, 1929. In each case the plant was revisited some months later, when still further change was noted.

Plant A.

The earlier pay-roll records of Plant A showed 597 women employed, while at the later date there were only 375. A great decrease was evident in the numbers employed in the packing department, a decline from 356 to 145, or 211 women. The number in the box department had declined from 15 to 0, and the number of miscellaneous workers from all departments from 48 to 1. The decrease in the packing department was due to the introduction of the new packing machine. The workers on the old packing machine had all been girls working in teams, one feeder for two machines, one operator, and one

catcher, who put packs in the tray. The new packing machine occupied only one operator, and this was a man. In the leaf and making departments the numbers of women had increased from 30 to 42 and from 148 to 187, respectively.

The return visit was made in October of 1930. At this time it was found that during the late summer and early fall of that year the company had made other changes in machine equipment, by installing 42 glassine-wrapping machines, which gave employment to 84 women; 128 additional making machines, employing 256—equal numbers of men and women; and 8 banding machines, employing 8 men and 8 women. Furthermore, they had added 21 women examiners in the making department.

There was very little difference in average hourly earnings between the 239 on the early pay roll and the 261 on the late who were paid an hourly rate. The median of the average hourly earnings for the 239 was 31½ cents, while the median for the 261 was 32 cents. Two-fifths (40.6 per cent) of those on the early pay roll and about three-fifths (29.5 per cent) of those on the late pay roll had average earnings of less than 30 cents an hour. On both late and early pay rolls the largest proportion were earning 30 and under 35 cents. More than one-tenth of the early pay-roll group and somewhat less than one-tenth of the late pay-roll group had average hourly earnings of 40 cents or more.

As was true of hourly earnings, there was little difference between the two periods in median of the average daily earnings. This was \$4.55 for the 353 on the early pay roll and \$4.45 for the 112 on the late pay roll. Only about 1 per cent of the women whose daily earnings were reported averaged less than \$3 a day. Almost seven-eighths (87 per cent) of those on the early pay roll and more than nine-tenths (91.1 per cent) of those on the late pay roll had average daily earnings of \$4 and over.

Of the 597 women employed in Plant A at the date of the early pay roll, 295 were employed there eight months later, the date of the second pay roll. One hundred and thirty-seven of these, for all but 1 of whom hours worked were reported, were employed at the same work at both dates. There was little variation in average hours or earnings, though for the 9 who had worked in the leaf department the average hours were 50.3 on the early pay roll and 53.2 on the late. The average earnings of these women were \$10.31 on the early pay roll and \$10.90 on the late.

In the making department 92 women were employed—74 catching from the machine and 18 inspecting the finished product. The average hours worked by these two groups on the early pay roll were respectively 52.8 and 53.1, but by the late pay roll they were 48.9 and 51.2. Average hourly earnings for those catching from the machine were 32 cents on the early pay roll and 33 cents on the late. For those who did inspecting the average hourly earnings were 39 cents on the early pay roll and 40 cents on the late.

In the packing department the time worked was reported in days, and for the three occupations at which women were employed, operating the wrapping machine, operating the stamping and banding machine, and packing in cartons, the average time worked varied little. The average daily earnings for women operating the wrapping machine decreased from \$4.66 on the early pay roll to \$4.37 on the

late pay roll, and for those packing in cartons they decreased from \$4.60 to \$4.36, while for the women operating the stamping and banding machine there was an increase from \$3.88 to \$4.20.

The facts regarding the women engaged in the same work on both dates show no great differences in the average time worked or the average earnings, but for the 158 women whose occupation had changed some differences were noted. As an example, the 20 women who had worked at feeding or operating the old packing machine on an average 5.3 days a week, and whose average daily earnings had been \$4.55 (\$23.12 weekly) were employed on the late pay roll as catchers in the making department, working an average week of 47 hours, at an average of 30.9 cents an hour (\$14.52 weekly), greatly reduced earnings.

A like reduction in earnings was noted for the 25 who had done cupping or inspecting at the old packing machine, where they worked on an average 5.4 days a week and had average daily earnings of \$4.56 (\$24.62 weekly). On the late pay roll they worked an average of 50 hours a week, for which they received 32 cents an hour (\$16 weekly).

Plant B.

In the other firm, Plant B, the number employed at the date of the early pay-roll records, in April, 1929, was 610, but eight months later an increase of 95 in numbers had taken place. The three departments in which an increase was noted were the packing department, showing an increase from 372 to 481; the making department, from 38 to 145; and the leaf department, an increase from 45 to 53.

The great increase in the making department was due to the introduction of a new kind of cigarette. This kind had been made formerly in another city, but during the summer previous to the copying of the pay-roll records the company had transferred their manufacture to this city. The increase in the packing department was due partly to the increased production and partly to the introduction of flat containers in which the cigarettes were packed by hand.

The median of the average hourly earnings at the time of the early pay roll was 33 cents; at the time of the late pay roll it was 34 cents. Nearly three-tenths (28.8 per cent) of the women at the earlier date, as compared with about one-sixth (17.4 per cent) of those at the later date, had average earnings of less than 20 cents an hour. As indicated by the median earnings, a slightly larger part of those on the late pay roll (64.9 per cent) than of those on the earlier one (61.8 per cent) had average hourly earnings of 30 cents or more.

For women with earnings reported in days, the median of the average daily earnings was \$3.35 for the 391 women on the early pay roll and \$3.50 for the 395 women on the late. Less than 5 per cent of the former, but well over one-fifth of the latter, had average daily earnings of as much as \$4.

When a return visit was made in October, 1930, it was learned that the number in the packing department had decreased considerably; about 100 had been laid off during the summer.

In addition to securing pay rolls for two specified weeks in Plant B material was made available for a longer consecutive period for 1928 and 1929. These figures show even more strikingly the effect on numbers employed brought about by changes in the style of pack-

ing, in the method of operation, or in the installation of improved machinery. The one increase due quite largely to trade demands occurred in 1928, when the flat container suddenly grew in popularity. Within six months the hand-packing department, for these boxes necessarily were packed by hand, increased tremendously. However, a change in 1928 that led to a decrease in numbers was traceable to an improved method of processing the leaf. With an added amount of steam, fewer negro women were required to pick the leaf apart, and consequently employment in this department dropped considerably.

In the next year, 1929, radical improvements in the mechanical equipment were immediately reflected in the employment records. Early in the year the old-style packing machine was so improved that a large number of women who were hopper feeders were eliminated, but this lay-off was partially compensated within a few weeks by the introduction of a number of the latest type of making machines, on which it was possible to place 25 women as operators. Before that no women had been employed on making machines. At about the same time the company transferred work here from its plant in another city, which gave added employment for a large number of women. While the women in this locality benefited by this removal, those in the other city, a number of whom had been many years with the firm, were laid off to hunt for jobs in a community where there was no demand for experienced cigarette workers.

YEAR'S EARNINGS IN CIGARS

Thus far, the pay-roll earnings discussed have been those which the women received for one week, considered by company officials to be a representative week, having neither overtime nor undertime to excess. But it is not to be taken for granted that each woman earned during the year fifty-two times the amount of the week's earnings reported. Due to various causes, personal and other, year's earnings in industry rarely equal such a figure.

The total year's earnings are of utmost importance to the woman worker, for it is on this amount that she and her dependents must live.

Again the reader is reminded that in few cases were hand plants operating full time.

TABLE 29.—Year's earnings, by weeks worked—Cigars

Year's earnings	All women		44 and less than 46 weeks		46 and less than 48 weeks		48 and less than 50 weeks		50 and less than 52 weeks		52 weeks	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	514	100.0	17	(?)	80	100.0	169	100.0	197	100.0	51	100.0
Median.....		\$327				\$305		\$346		\$314		\$317
Less than \$400.....	24	4.7	3		6	7.5	9	1.8	9	4.6	3	5.9
\$400 and less than \$600.....	54	10.5	3		7	8.8	19	11.2	20	10.2	6	11.8
\$600 and less than \$800.....	148	28.8	5		26	32.5	44	26.0	63	32.0	16	31.4
\$800 and less than \$1,000.....	175	34.0	5		25	31.3	68	34.9	73	37.1	14	27.5
\$1,000 and less than \$1,200.....	96	18.7	1		15	18.8	37	21.9	27	13.7	16	31.4
\$1,200 and over.....	17	3.3	1		1	1.2	8	4.7	5	2.6	2	3.9

¹ Not computed; base less than 50.

As would be expected, the 514 cigar workers, white and negro, for whom year's earnings were secured were steady workers. All of them had been on the rolls for 52 weeks and had worked in at least 44 of the 52. More than four-fifths had worked in at least 48 weeks; 10 per cent of all were on every pay roll of the year. The median of the earnings of the latter group is \$917, well over one-third of the women earning \$1,000 or more. The fact that the 197 women who worked 50 and under 52 weeks had a median more than \$100 below that of the 52-week workers is indicative of a lower wage scale or of considerable undertime.

Only about one-sixth of these women earned as much as \$1,000. More than one-third of the women (34 per cent) earned \$800 and less than \$1,000, and the median earnings for the 514 women—one-half earning more and one-half less—were \$827. Almost three-fourths of the women (28.8 per cent) earned \$600 and less than \$800, and almost one-fifth (18.7 per cent) \$1,000 and less than \$1,200. For about one-tenth (10.5 per cent) the year's earnings were \$400 and less than \$600. Less than 5 per cent earned below \$400 in the year, and only 3.3 per cent earned as much as \$1,200.

Earnings were the highest in the cities of 400,000 or more population.

Stripping departments.

Nearly one-fifth of those for whom year's earnings were reported were employed in stripping departments. As would be expected, the year's earnings were considerably lower for these 96 women than for the group as a whole. More than two-fifths, in contrast to less than one-sixth of all the women, earned less than \$600. Only one-fourth earned \$800 or more.

Only one woman in the stripping departments earned as much as \$1,000. In these departments the median earnings were \$650, for those who worked at hand stripping they were \$450, and for the machine strippers \$750.

Cigar-making departments.

In the cigar-making departments were 323, or more than three-fifths, of the women for whom year's earnings were reported. The median earnings for the 323 women were \$899. Two in three of all in these departments were in hand manufacture.

Hand and machine manufacture.—Almost 12 per cent of the women in the hand manufacture of cigars, but no woman in machine making, had earned less than \$600. Just over three-fourths of the handworkers had earned \$600 and under \$800, and practically the same number were in the next higher group, \$800 and under \$1,000. More than one-fourth of all earned at least \$1,000. Of the women in machine manufacture, where more than nine-tenths were on the automatic cigar-making machine, more than one-third earned at least \$1,000. Practically one-half were in the group \$800 and under \$1,000. About one-fourth of the handworkers had done bunch making, almost all the remainder being rollers. About one-third of the bunch makers and more than two-fifths of the rollers had earned less than \$800.

The median earnings for the 222 women in hand manufacture were \$842. For the 101 in machine manufacture the median was \$950.

Packing departments.

In the packing departments one-third of the women had earned \$600 and under \$800, and a few more had earned \$800 and under \$1,000. Almost 1 in 8 (11 of the 93) had earned less than \$600. Only 17 earned as much as \$1,000. The median earnings for the 93 in the packing departments were \$825.

TABLE 30.—Year's earnings, by department—Cigars

Department	Number of women	Median earnings	Per cent	Less than \$600		\$600 and less than \$800		\$800 and less than \$1,000		\$1,000 and less than \$1,200		\$1,200 and over	
				Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
All departments	514	\$827	100.0	78	15.2	148	28.8	175	34.0	96	18.7	17	3.3
Stripping.....	96	650	100.0	40	41.7	32	33.3	23	24.0	1	1.0		
Cigar making.....	323	899	100.0	26	8.0	85	26.3	117	36.2	80	24.8	15	4.6
Hand.....	222	842	100.0	26	11.7	69	31.1	67	30.2	46	20.7	14	6.3
Machine.....	101	950	100.0			16	15.8	50	49.5	34	33.7	1	1.0
Packing.....	93	825	100.0	11	11.8	31	33.3	34	36.6	15	16.1	2	2.2
Shipping.....	2	(¹)	(¹)	1				1					

¹ Not computed; base less than 50.

By locality.

More than one-half of the 514 women whose year's earnings were reported were in Pennsylvania, where 267 records were secured. In New Jersey there were 69, in Ohio 61, and in Massachusetts 52. The remainder, 65, were in various States.

Of the large group in Pennsylvania, about 40 per cent had earned \$600 and under \$800, and three-tenths were in the next higher group.

In New Jersey all the women earned at least \$600 or more, and almost one-half (49.3 per cent) earned \$1,000 or more—a great contrast to Pennsylvania, where this proportion was only 8.2 per cent.

Just one-half of the women in Massachusetts were in the earnings group \$800 and under \$1,000. Almost three-tenths earned \$1,000 or more.

Fifteen of the 61 workers in Ohio earned less than \$600, but more than three-tenths earned \$1,000 and under \$1,200.

PART VII.—WORKING CONDITIONS

It means much when one must sit in the same corner of the same room year after year, to have it clean, bright, and comfortable. Depressing surroundings in the shape of dull walls and dirty floors, the strain of bad lighting, the annoyance caused by the lack of decent dressing rooms and other service facilities, undoubtedly have a cumulative effect that engenders discontent and in time kills what joy there may have been in the job.

What the physical surroundings were in the workrooms of the cigar factories whose working conditions were reported in the survey and what service facilities were provided for the comfort of the employees are briefly summarized in the following pages. Descriptions of a few plants will make clear the main characteristics of the better and the less desirable working conditions.

Plant 1.—In an important manufacturing city a small hand cigar factory occupied parts of an old 3-story frame building. The upper hall was dark and narrow. The dirty walls of the workrooms, together with the old-type sash windows on only one or two sides, made the rooms seem dark. The natural light was inadequate for most of the workers, and the artificial lighting was poor. Drop lights were supplied, but the majority were unshaded and the few shades provided were not satisfactory. A stove in each room was the only means of heating. The sanitary conveniences were below average. In general, the housekeeping was bad, and the place was drab and dirty.

Plant 2.—Another hand plant, employing about 50 women, is described as follows: Three-story frame building, 30 or 40 years old. Narrow stairways, with treads worn, rough, and splintered. Housekeeping poor—general neglect in upkeep and maintenance; Floors dirty, walls dirty, windows dirty, the few window shades soiled and ragged. Insanitary bubbling fountain. Washing facilities inadequate and badly kept; no hot water. Toilet rooms dirty, electric light out of repair; one toilet ventilates into adjoining room. First-aid kit—almost no supplies. In general, poor conditions—building and equipment old and dirty.

Plant 3.—But not all the hand plants were unpleasant places. An outstanding example of what a hand plant can be was found in a fireproof 5-story building of recent construction. It had ample factory windows and more than 90 per cent of the 600 women found the natural light sufficient. A passenger elevator with a full-time operator took employees to the upper floors. The stairways were inclosed in fireproof walls. Janitors swept continuously, and the housekeeping was excellent—floors, walls, windows, and worktables all very clean. The roomy and airy lavatories were models, equipped with modern fixtures and in perfect order. Sanitary bubblers were convenient for all. In addition, there were quite complete service

facilities, including a lunch room and a rest room with clean cot and comfortable chairs. There were lockers for wraps. This was one of the few hand plants having a washed-air system of ventilation and temperature control. It was used throughout the building, both winter and summer.

Plant 4.—A large machine plant with superior working conditions is described as follows: A new brick and concrete building of the modern factory type; elevators; good stairways; artificially ventilated; clean; large windows on four sides, adequate except for machine obstruction and having shades or curtains, and good artificial lighting, no glare; seats for more than four-fifths of workers; bubbling fountains of the sanitary type; hot water, soap, paper towels; individual lockers, in charge of matron; caps and aprons sold at cost; very good toilet rooms; good and inexpensive cafeteria; full-time nurse.

Stairways.

More often than not the stairways in the buildings were rated as satisfactory, though few were made of cement and inclosed in fireproof wells. About three-fourths were of wood. In only 5 factories were there winding stairways; in only 5 was the light unsatisfactory. A few (14) were narrow, but only 1 was without a handrail. A stairway that failed to measure up to good standards was described as follows: "Winding, wood, dimly lighted, too narrow for 2 persons to pass easily, the only stairs provided for about 50 women to use." One adequate in most respects was "not inclosed by any walls and leads from the middle of one workroom to another."

Floors and aisles.

Only two plants, each of which occupied a new building, had composition or cement floors throughout. Wooden floors prevailed, even in the plants equipped with machinery. Though worn or broken floor boards were noted in about 1 in 6 factories and dirty floors in about 1 in 5, housekeeping generally was good, many schedules commenting on this. Almost every plant claimed to have some sweeping done every day; one factory stated that it had only a weekly sweeping, and in a few others the same economy was apparent.

In 10 factories some or all of the aisles were narrow and in 9 the passages were not clear but had obstructions of one kind or another.

Lighting.

Since the work in a cigar factory is not fine detail, the problem of lighting is less difficult to control than in establishments where the work requires close attention. Shading is the only occupation that requires the best of light, and it is customary to place these workers on the top floor, near north windows, if possible, or under a skylight. Only occasionally is such an exposure inadequate, and in these cases daylight electric bulbs are used to supplement the natural light. Natural light was adequate under ordinary circumstances in about 30 factories, most of which were operating solely on a hand basis and were, on the whole, the smaller establishments. Besides the 30 plants where daylight was sufficient throughout it was adequate for most of the employees in about 45 other establishments. A glare from daylight conditions affected some of the employees in 10 factories.

Artificial light was reported as sufficient in all but 4 plants at the time of the visit, but a glare from badly placed or unshaded bulbs was noted in one or more instances in as many as 20 factories.

Excerpts from the inspection schedules show in a general way what the conditions were in regard to lighting.

Walls needed painting and windows washing; light fair to poor.

Walls freshly painted; very clean and light. Natural light adequate except near center of rooms (about 97 women employed).

Workrooms light; ceiling and all walls above wainscoting were white and in excellent condition.

Natural light excellent in all rooms (except at middle) from large factory windows; saw-toothed roof for packers on top floor. Window shades supplied where needed, so no glare.

Bunchers and rollers sat facing a row of many sash windows. Several workers wore visors to shield the eyes.

Artificial lighting poor; drop lights, some unshaded and others with flat reflectors hung at a level that caused a glare for most workers.

Lighting haphazard; drop cords, some with shades, many without, causing a glare for some because of poor placing.

Approved dome lights throughout except in packing department, where day-light bulbs were in use.

Ventilation.

For the most part the workrooms in the hand plants were not large and workers sat fairly near the windows. Occasionally there was an open skylight, and electric fans were a help in keeping the air in motion. Small sash windows prevailed in the older buildings, but frequently descriptions on the schedules read "good cross draft in all rooms," "large airy plant," "light and airy." Occasionally, however, the comments read "very stuffy when windows closed," "in the leaf department humidity was high and no circulation of air," "stripping department had no artificial ventilation and odor of tobacco very oppressive."

One of the most striking differences between the machine-equipped and hand-operated plants was in the method of ventilation. When cigars are made by hand, the woman handling the leaf is the best judge of how the tobacco is working up and whether or not it is too dry or too moist, but with making machines some mechanical control of moisture was necessary. Consequently, where making machines were in use, artificial conditioning equipment had been installed. In this way a uniform quality of the leaf was assured summer and winter, and when conditioners were combined with a heating and cooling system, as was invariably the case, temperature as well as humidity conditions remained constant throughout the year. At first there was no little prejudice among the workers against working in a "sealed room," but they soon learned that the overhead carriers through which the washed air was forced were likely to produce an atmosphere more comfortable than the outside air.

In only a few of the hand plants was the carrier system of artificial ventilation in use. One large hand factory, thoroughly modern in construction, depended entirely upon artificial ventilation, and windows were never opened. It was equipped with a washed-air carrier system throughout.

Other factories, with simpler humidifying systems, did not use them continuously but depended on natural ventilation much of the time. A few had only unit humidifiers, whose purpose was to keep the tobacco leaf in the room moist enough to work up efficiently. In a stripping room where the moisture was thrown into the air by local jets it had been necessary to attach trays to protect women from the spray.

Seating.

Under the old hand method of making cigars the chief complaint was against the constant sitting posture and total lack of opportunity to change position. With the introduction of the machine there has been added a certain element of risk, but except for the girl at the first position at the machine, who sometimes stands and sometimes sits, cigar making is still largely a sitting job. Moreover, the machine being foot controlled, the girls on the team who control the power have no freedom of the leg or foot while the power is on. It is practically impossible for them to shift about, and many assume a strained and awkward position in keeping the slight pressure constantly applied.

In the 76 factories where numbers of women were noted, over 16,000 women sat at their work, while only about 1,700 stood and comparatively few—something over 600—were fortunate enough to have work at which the posture could be either standing or sitting. Since it is necessary for thousands of the employees to sit from morning until night, week after week and year after year, the suitability of the seat is a very important factor in the comfort and efficiency of the worker.

The types of seats provided in the cigar factories ranged from boxes, crude benches, high or low stools without backs, stools with boards nailed on to serve as backs, and ordinary wooden kitchen chairs with rounded backs, to the latest and most approved type of chairs with legs and back rests adjustable to the various requirements of employees and jobs.

The most common type of seat was the kitchen chair, found in the majority of the cigar factories visited. But there were also large numbers of stools and of benches and boxes. Tall women and short women used the same type of stools and chairs, and the same seat was supposedly adapted for work at low tables or at higher workbenches. There were no factories where adjustable seats were provided for all workers, but in about one-third there were at least some chairs that could be made to fit the individual employee by changing the position of the back rest or the height of the seat. More seats of this type were found in the machine plants than in hand establishments.

In most cases the backs of ordinary chairs were useless as supports while working but in moments of relaxation they were better than the narrow benchlike seats and stools with no backs. However, in one fair-sized department it was stated that the girls preferred stools, saying that chair backs would be in the way. The type of chair that had been suggested in this case was not reported. In some stripping departments the backs of seats had been removed or turned under, as they interfered with the free movement of the women's arms.

Nine firms supplied foot rests for all their workers. There was nothing uniform in the types: Rough blocks of wood, boxes, and small planks served the purpose often in a haphazard way; more often a rail on the bench, a low shelf on the table, or a rod on the machine relieved the position, though not always conveniently placed. One large firm supplied small individual stools as foot rests for all workers who needed them, and it was as much a part of the day's work to pick up the stool at night and leave it on the chair as it was to hang up one's apron.

Some stripping machines were equipped with metal seats with or without backs. In more than one stripping department, as already described, the operators preferred not to use the backs, as they were not adjustable; the girls complained that they interfered with the free use of their arms, because they did not fit. They were also called a "nuisance" in getting on and off the chair.

In some factories girls sat perched on high stools while they fed the tobacco filler into the cigar-making machines; and for a foot rest they twisted their feet about the legs of the stool or caught their heels on the rungs. In one case an effort had been made to supply a metal foot rest for these feeders, but it was neither large enough nor conveniently placed, and the arrangement was the same regardless of whether the operators were tall or short.

On banding and foiling machines the workers could alternate jobs, thus making it possible to have a change in posture, first sitting while they fed the machine and then standing to take the cigars away from the machine.

Stools were the most common seats furnished for this kind of work. Some were low; others were high; and many had nothing but the rungs of the stools for a foot rest. In six of the departments where all the jobs required standing, extra stools or chairs had been provided for the employees to use during relief or other spare moments.

Although employees in the packing and shipping departments stood more than elsewhere, it was rare to find these departments devoid of at least a few seats, convenient for relief of an occasional minute now and then.

The following extracts from schedules illustrate the seating equipment in some factories:

Miscellaneous array of seating arrangements with chairs and stools of all kinds. Some operators at the automatic machines had new adjustable chairs, but most seats in the plant were old chairs and stools of all varieties.

Chairs poor throughout. Many broken, old and dirty.

Several had kitchen chairs and some had their own cushions. A few had low, benchlike stools. Most were able to reach the floor with their feet, but one or two had blocks of wood and some had sawed off the legs of their chairs to make them a more convenient height.

It was not unusual to see a motley array of cushions, some shaped to fit the backs of the chairs and fastened to the frames while others were used as seat pads.

Drinking facilities.

A summary of drinking facilities shows that bubbler drinking fountains had been installed in 28 establishments, but in only 4 were all of the approved sanitary type in which the water can not fall back nor be forced back onto the point of discharge. The common cup

was still in evidence in 17 factories, but none were noted in the modern machine plants. Even in the most immaculate up-to-date factories it was not customary for the firm to furnish individual paper drinking cups. Many employees furnished their own cups.

In one establishment electric refrigeration showed the eagerness of the management to keep up with the times, but too often the old-style barrel-like tank—not always with close-fitting cover, of doubtful cleanliness, and with ice floating in the water until it melted—was the cheaper substitute for sanitary coolers. Some entries on the inspection blanks reported as follows:

Faucet at sink but no special drinking facilities. Stated that in summer a tank was installed.

Tank provided, but cover off and no water in it on day of inspection.

Tin cup for common use at sink faucet.

Washing facilities.

The following summarizes the outstanding features of the washing facilities as reported for 80 factories: Hot water was supplied in only 15 establishments; soap in only 19 (in another there were soap containers but some were broken and all were empty); towels in only 15. In 10 plants the towels supplied were paper, and in one place some of the containers were empty. Two had individual cloth towels—one the pull-clean variety and the other those strung on rods. In two instances the employees were expected to pay for individual towel service. Electric dryers were installed in some plants.

The common towel was seen in four factories. In one of these the forelady apologized for soiled towels and explained that they had a dozen clean ones two or three times a week. In another plant only four clean towels a day were supplied for over 200 women. On the whole, towels were most conspicuous by their absence.

In about half of the plants washing facilities were reported as inadequate; it is no wonder, then, that in almost half the cases the equipment was dirty. There is no definite standard as to what constitutes an adequate number of washing facilities per given number of employees, but cleanliness is essential in the handling of tobacco and there can be no doubt that in such extreme cases as one sink for the use of 150 women, or one for 100, 60, or even 30 women, such arrangements were most unsatisfactory for all concerned. The situation was further complicated by the fact that in over two-thirds of the plants the washbowls were used by both men and women.

In the majority of the machine plants, many of which were newer than the hand plants, hot water was abundant and washbowls were adequate and conveniently located. Probably this was not alone for the accommodation of the workers but was intended for the efficient cleaning of the machine dies and plates—a necessary and frequent operation.

There was often a general correspondence between conditions of the plumbing equipment and other standards in the plant. "Black iron troughs with some spigots out of repair" were not found in plants whose workrooms were described as "spotlessly clean," nor, on the other hand, were the workrooms supplied with white porcelain sinks having 10 or 12 hot and cold water spigots described as "grimy with dirt and dust."

Toilet facilities.

An adequate number of toilet accommodations is important in eliminating confusion and unnecessary loss of time and in conserving health. Some States have fixed by law the ratio between number of facilities and number of employed. Their standards vary, but the standard of the Women's Bureau requires one seat to every 15 women. Twenty-four of the 80 cigar factories came up to this standard, but some of the others fell far short of it. In none of the machine plants was the average more than 30 women to a seat, but in 16 hand factories it was higher and in half of these the number of women per seat varied from about 40 to 80. In a factory where two seats were provided for 137 women they were described as "very dirty."

Not only were the accommodations inadequate in many instances, but other conditions were unsatisfactory. Possibly the most serious fault was one of construction. In seven factories none of the toilet rooms had outside windows and in 11 others only some of the rooms had windows. Occasionally one had a shaft or vent pipe, but these were a poor substitute for windows. One such arrangement was described as having "no natural light in the combined toilet and wash room, with seven seats for 110 workers. A 10-inch pipe in the side wall opens into the hallway—no other ventilation." In this ~~same factory~~, however, facilities for about 350 women in other departments were described as satisfactory.

In all but 15 plants the toilet rooms were clean, but in 28 the plumbing itself was checked as dirty; in 2 factories all the fixtures were out of order. On the whole, the repair of both rooms and plumbing averaged better than the cleanliness.

Conditions as to privacy were adequate in all but six factories. In some of these there were no doors to compartments; in others, rows of fixtures were without separating partitions or doors.

Lunch rooms.

Almost two-thirds of the companies had neglected to furnish even the simplest arrangement in the way of lunch-room facilities, so the employee had little choice but to eat her lunch at the same workbench where she made her cigars. Naturally, it was customary for many employees in small towns to go home for the noon hour, and others went outside for lunch, yet it was not unusual to see the women eating the noon meal in the workrooms.

Here and there a firm was running a cafeteria, sometimes at a loss. In two others there were lunch counters where hot foods could be purchased, but these provided no place for the eating of lunch. In five others special tables and chairs were set aside for lunch purposes, and here it was possible to buy a hot drink.

In 15 factories gas or electric plates were provided for the convenience of the employees in making coffee and tea. Sometimes these were in the workrooms, sometimes in the dressing rooms. The chief drawback to this arrangement seemed to be the impossibility of serving all with such limited equipment as was found in many plants.

Cloakrooms.

Fifty-eight of the factories made provision in the way of cloakrooms for their employees. Though some were little more than closets, all were lighted and most of them were clean. The em-

ployees themselves undoubtedly were responsible for the rubbish in those that were dirty. In about half of the cloakrooms there were shelves where hats, lunch boxes, or shoes could be stored, and in about half there was a box, bench, or chair for the changing of shoes. Thirteen plants had lockers. Racks for hangers, or wall hooks, were much more in evidence. In rare cases the checking system was used to insure greater safety or the rooms were supervised by matrons.

In several cases an unpleasant condition arose from toilets ventilating into cloakrooms. In fact, 10 of the cloakrooms were like closed boxes, with no air inlets except from the opening of the doors.

The factories reported as having no cloakrooms were chiefly the hand plants, some with few employees. In these plants an array of aprons, coats, hats, and umbrellas usually hung on wall hooks or nails in the workroom, or occasionally in the toilet rooms.

Facilities for resting in an easy chair during the noon hour were rare; however, in about half of the establishments there was a cot available in case of emergency. Many were in first-aid rooms; others, which were used more freely by the women, were in cloakrooms. Sometimes the cot was folded away in a corner, or there was only a stretcher. They were of all sorts and varieties, from the row of white cots in a combined hospital and first-aid room to the uncovered cot with no mattress, or the cots with dirty cretonne covers.

Only in factories with cigar-making machines were nurses employed. These had charge of first aid and the general welfare of the girls. In a factory that required physical examination at the time of employment, a doctor was in attendance half of the day. In another, a doctor made daily visits.

In the larger and more up-to-date establishments there were first-aid or hospital rooms, but in the other factories arrangements for relief from physical ills were for the most part very casual. There were first-aid kits, in some cases in the factory, in other cases in the office; some were well equipped and others were practically empty. Iodine and aspirin were the chief remedies. One superintendent remarked that he gave out many headache tablets every week, and in another case it was said that the girls helped one another but that an employee with some nursing experience cared for the sick girls. As many as 14 firms made no pretense of carrying simple first-aid remedies.

Uniforms.

Simple uniforms, consisting of coverall aprons, smocks, or caps and aprons, were found in a few plants operating wholly or in part on a machine basis. They were a new feature, a custom since the advent of the cigar machine. As yet they were not compulsory, but all except the older women, who were slower to adopt new ideas, were wearing the coveralls. Usually the uniforms were supplied by the firm at cost to the employees, their price varying with style and quality from 75 cents to \$1.80. The more usual prices were \$1.25 or \$1.50.

PART VIII.—OCCUPATIONS IN THE INDUSTRIES

To understand better the conditions under which women work in the cigar and cigarette industries, the time they work, and the earnings they receive, it is essential to have some knowledge of the processes in the industries. For this reason a short description of the occupations at which women work is given here.

OCCUPATIONS IN THE CIGAR INDUSTRY

In the manufacture of cigars the work is carried on in five distinct departments, namely, leaf, stripping, cigar making, packing, and shipping.

Leaf department.

The tobacco as it comes to the factory and is brought to the leaf department is in bunches, bound together with a leaf of tobacco or tied with a string, depending on the method of curing. The first thing the workers do is to shake the bunches to free them from dust and then to open them. Next they pick out any sticks or trash that may have adhered to the leaves, after which the tobacco is placed in piles or containers for seasoning (flavoring) or moistening (steaming to make pliable) preparatory to the stripping operations. These and the other processes in the leaf department are classified as general leaf work. Padding is the work of spreading out the leaf after it has been put through the ordering (steaming) machine for the strippers. All work in this department is of an unskilled nature and takes only a day or so to learn. Women in this department stand, except those inspecting and padding.

Stripping department.

In the stripping department are three distinct processes—selecting, hand stripping, and machine stripping. Selecting is the sorting of leaves to be used for the various parts of the cigars, as fillers, binders, and wrappers, according to color and quality, and putting them into bundles. Sometimes it involves weighing the bundles. Women who do this work usually are chosen from among the strippers. Selectors sit at their work.

Stripping, sometimes spoken of as stemming, is done by hand or machine, depending largely on the kind of tobacco and the use to which it is to be put. Stripping consists of removing the midrib from the leaf. When the leaves are to be used as filler, this work requires no special care, but in stripping binders and wrappers great care must be taken that the leaves are not broken and that each half of every leaf remains intact.

In stripping by hand the pile of leaf is usually spread smoothly on a pad or on the worker's knee, and the worker, holding the tip in one hand and taking the midrib in the other hand, with a quick turn of the wrist takes the midrib out. The women sit while doing this work.

Machine stripping involves the placing of a leaf in such a position that it will be carried under a knife that cuts out the midrib. The operator holds the edges of the leaf in both hands and feeds it into the machine, controlled by a foot treadle. A seat frequently is attached to the machine.

Cigar-making department.

In the cigar-making departments there are two specific methods of procedure—one, that of making the cigar by hand, the original method of manufacture; and the other, that of machine manufacture, which is fast displacing the older hand method.

Hand manufacture.

Bunch making.—Although the hand making of cigars is decreasing tremendously, a description of hand processes is given here, since many of the women included were handworkers.

The making of cigars by hand involves two distinct processes, namely, bunch making and cigar rolling. Both are skilled operations. A combination of the two is called out-and-out cigar making. In making bunches the tobacco filler is held together by a piece called a binder, cut from the half tobacco leaf. The filler may consist of narrow strips of tobacco, called a long filler, or small shreds, called a scrap filler. The bunch is made entirely by hand on a table, or by means of a small apron or sheet of rubber attached to a roller and operated by hand. The bunches are sometimes put into a wooden mold that helps to shape them. Those who work at making bunches always sit. Several weeks are required to learn the work, and three to six months to attain skill.

Cigar rolling.—In rolling the worker takes the bunches of tobacco and rolls them in the wrapper in such a way as to give the cigar a smooth surface. The roller must exercise great care in cutting the wrapper from the tobacco leaf so as to use the tobacco to best advantage. In some establishments suction is used to hold the wrapper down, either connected with the board or as a metal die in the shape of the wrapper. Rollers sit at their work. This is one of the most skilled jobs in the industry. It takes from 3 to 18 months to become proficient.

Out-and-out cigar making.—This, as the name indicates, is the making of a complete cigar, the same worker making the bunch and rolling it in the wrapper. The worker sits at this job.

Machine manufacture.

Bunch making.—In making bunches two different types of machine are used. One of these makes bunches of scrap filler and the other of long filler. In the machines that use scrap filler the filler is fed automatically from the hopper and the operator places the binder on the belt of the machine. In the other machine the worker places the binder on the machine and then puts the filler on the binder. A second worker takes the bunch as it comes from the machine and places it in a mold. The operators at the bunch-making machines sit. The operation may be learned in a few days.

Cigar rolling.—The operator lays the wrapper on a suction plate and the machine rolls the bunch in the wrapper. Occasionally the bunching machine and rolling machine are connected by an automatic transferring device. Operators at the cigar-rolling machine sit. From one to two weeks are required for learning its operation.

Automatic cigar making.—On this machine, the one that has revolutionized the industry, the whole cigar is made. There are four operators. One feeds the filler into the machine, one lays the binder on a suction plate, one lays the wrapper, and the fourth examines the cigar as it comes from the machine and makes any needed repair. All workers may sit, although the feeders sometimes stand. From one to two months' time is taken to become proficient in operating this machine.

After the cigars are taken from the automatic cigar-making machine they are passed on to another table at which they are further examined for any imperfections that may have been missed by the swift examination at the machine. Experienced hand cigar makers are valuable for this job, as it requires a knowledge of what constitutes a good finished product. The examiners also gather the cigars into bunches before sending them on to the packing department. These women usually stand at their job.

Packing department.

Many different processes are carried on in the packing department. Among these should be mentioned shading, banding, foiling, and cellophaning, the last three processes hand or machine. Some of these have become of less importance, due to the introduction of methods of packing brought about by style changes. Among the latter should be mentioned shading, the process of sorting cigars according to color, preparatory to packing in boxes. Since many cigars are now being wrapped in tin foil or cellophane, less careful shading is required. Shaders usually stand at their work. To do the fine shading requires from five months to a year to learn, while those who do shading demanding less careful work can acquire skill in from one to three months.

Hand foiling, cellophaning, and banding.—In the packing department all cigars are marked in some way to distinguish them from other brands. This distinctive wrapping may be a special kind of tin foil, cellophane, or a band with the name of the brand on it. On some cigars both a wrapping and band may be used. Women employed at this work sit. To acquire speed usually requires from one to two weeks.

Machine banding and foiling.—Two workers cooperate in running the banding machine. One operator feeds the cigars into the machine, while a second takes them from the machine and packs them in a box. The operators generally stand.

Cigars are usually fed automatically into the foiling machine and are removed by the operator and packed into boxes. If the cigars are to be foiled and banded as well, there is frequently a device that carries the cigar from the machine foiler to the banding machine, and both machines are tended by one operator. The workers stand. From one to two weeks' time is required to learn machine banding and foiling.

Examining or inspecting.—Workers employed at these jobs inspect the finished boxes of cigars, noting the shading, foiling, and banding, and the general appearance of the box. Those engaged in this work generally stand. Women experienced in other jobs in the packing department usually are placed at this work.

Shipping department.

Workers in the shipping department paste labels on cigar boxes, attach revenue stamps, and wrap paper around boxes or other containers. The work in this department is very quickly learned.

OCCUPATIONS IN THE CIGARETTE INDUSTRY

Some occupations in the making of cigarettes are similar to those in cigar manufacture. However, much of the work in which white women are engaged is carried on in the packing department—i. e., putting the finished cigarettes in packages. The negro women in cigarettes, as in cigars, are employed mainly in the leaf department, which in the cigarette plants includes both the general leaf work, as done in cigar factories, and the work of stemming, either by hand or by machine. In the following analysis the work in the cigarette factories is classified in four departments, namely, leaf, making, packing, and box.

Leaf department.

In picking, the women open up the "hands" of tobacco or remove the strings from the bunched tobacco if it has been tied for curing, pick out any trash that may have adhered to the leaves, and separate the leaves preparatory to "ordering,"—i. e., the steaming of the tobacco before it is stemmed.

The work of stemming the tobacco is done by hand or machine, as in the case of cigar manufacturing. The stemming need not be so carefully done as for cigars, since all the tobacco is to be cut or ground to make filler for the cigarettes.

In machine stemming there generally are five workers, two who feed the leaves into the machine and three who are searchers or examiners. The feeders usually stand. The first feeder puts small bundles of loose leaves onto a moving belt that carries them to the second feeder, who feeds the leaves into the machine in such a way that the stem of the leaf is removed. Two of the examiners watch the strips that come from the machine, and remove any stem still attached. These women sit. The third examiner watches the stems that have been cut out to see that no leaf is wasted on these.

Miscellaneous and general work in the leaf department includes, among various jobs, the work of blenders, who walk from one pile of tobacco to another, taking a few leaves from each and putting them onto a moving belt, thus insuring a mixture of the different kinds of tobacco.

Making department.

In the cigarette plants included in the study three types of making machines were in use. One of these requires three workers for operation, namely, a feeder, an operator, and a catcher. The feeder keeps the tobacco, previously shredded, moving smoothly into the machine, where it is carried onto paper and formed into cigarettes. The operator watches the machine and makes minor adjustments, and the catcher watches the cigarettes as they drop into the tray, and then places them in a container for transfer to the packing machine. In addition to these three workers there is a woman who attends to several machines, weighing a given number of cigarettes to see that the weight is correct.

The second type of cigarette-making machine requires the services of two workers, an operator and a catcher. The feeding is all done by men; one man can tend 8 or 10 machines. The operator in this arrangement is more frequently a man. As in the case of the machine first described, there is an inspector or weigher, who weighs the cigarettes, inspecting output from a number of machines.

The third type of machine requires an operator only, sometimes a man and sometimes a woman. The filling of hoppers for this type of machine is done by men, as in the other types, and the inspecting is done by women; inspectors and feeders attend to a group of machines.

Packing department—New packing machine.

The latest type of machine—which makes, packs, and wraps, a man keeping the various magazines filled and girls filling cartons at the end of the line—was not in common use at the time of the survey.

The more common machine requires one or two people to operate it, either men or women. There are several types of this new machine. In one of them the cigarettes are fed automatically into the machine from a hopper. As soon as one hopper is empty the machine tender removes it and moves another hopper into place. On machines for which there is only one operator she watches the cigarettes as they feed into the machine and removes any defective ones, and also watches for defective packages as they leave the machine. Revenue stamps and the printed label, both of which are placed on the package, are fed automatically in the same machine, but the operator must fill the magazines for labels and stamps at frequent intervals.

In some cases this same type has an inspector as well as the operator or tender. The work of the inspector is to watch for defective packages. The inspector and operator change places at regular intervals. Both are classified as operators. The packages as they come from this machine are taken by the glassine feeder, if the package is to have also a glassine wrapper.

In a slightly different arrangement a girl called the catcher takes the packs as they come from the machine, inspects them, and stacks them up to be passed on for further operations.

Packing machine—Old type.

The types of old packing machines are more varied than the new, and require a larger team. On one type of old machine there are a feeder who keeps the cigarettes feeding into the machine and two cuppers who inspect the packs and in some cases feed them into the stamping machine, thus eliminating that operation. On another type of old packing machine there is no feeder, since there is a hopper similar to that on the new machine. The operator of this type attends to both feeding and operating the machine. In addition to this operator there are two cuppers as mentioned above. A third type of old packing machine has four workers—a feeder, an operator, a cup feeder, and an inspector. The revenue stamping on cigarettes packed on these machines must be done on a separate machine or by hand.

In packing the smaller packages of cigarettes there are two women employed—one who both feeds and operates the machine and watches the automatic feed of the cigarettes and of the two parts of the package, and a second worker who inspects the packages and feeds them into the stamping machine or puts them into small cartons.

In the classification of occupations in the present report feeders and operators on these machines have been thrown together, as have cuppers and inspectors.

Wrapping machine.

The operator of the wrapping machine takes the packs from the packing or stamping machine, depending on which type of packing machine is used, and transfers them to the wrapping machine. The feed usually is automatic, the operator placing as many packs as she can pick up conveniently at one time into a magazine. Sometimes there is one wrapping machine to one packing machine, and when the older type of packing machine is used there is one wrapping machine to two stamping machines. The individual packs may be wrapped in glassine paper and the small cartons may be wrapped in either glassine or waxed paper. Cartons to be wrapped are brought to the worker on a belt conveyor. The operators sit at their work.

Operating stamping machines.

Machines for stamping the more standardized packs are equipped with automatic feed. The worker places the packs in a magazine as in the case of the machine for wrapping packs. The worker usually stands.

Hand packing.

Hand packing is done only when the type of container is used so infrequently that the use of a machine is not justified. Speed and deftness are required for proficiency in this work.

Packing in cartons.

Included in this group are the persons whose duty it is to take the packs from the packing, stamping, or wrapping machines and place them in cartons; also those who pack into cartons apart from the machine. These workers usually sit, although they sometimes stand.

Hand stamping, pasting, and wrapping.

Work in this department includes the affixing of revenue stamps, special advertising stickers, holiday labels, etc., by hand, and also the wrapping of packs or cartons of special shapes, for which the wrapping machines are not adjusted. The same worker may do all types of this work. She usually sits.

Inspecting.

This includes the work of persons not considered as part of any of the packing-machine teams who do inspecting of work apart from the machines, usually of hand packing or wrapping.

Salvaging and repairing.

In this department, as the name signifies, as much as possible is saved from defective work. If the packages are defective, they may be repaired by hand; if they are beyond repair, the packages are torn open and the revenue stamp, cigarettes, and tin foil are saved. If the cigarettes themselves are defective, they are returned to the leaf department to be ripped open, by machine, thereby saving the tobacco.

Box department.

Since this department is comparatively small in most cigarette factories, all jobs have been grouped in one classification. Workers tend or take off from the box-making machines, and other workers stack the boxes or cartons. Machines making the cups used on the older packing machines are automatic, and one worker tends to three or four machines.

APPENDIXES

A—GENERAL TABLES

B—SCHEDULE FORMS

APPENDIX A—GENERAL TABLES

TABLE I.—Department in which employed at time of separation, by age at date of interview and type of locality—Cigars

Department	All localities				Localities A			
	All women	Under 30 years	30 and under 40 years	40 years and over	All women	Under 30 years	30 and under 40 years	40 years and over
Total.....	1,150	456	327	364	1,604	259	188	154
Not reporting department.....	8	1		5	2			
Total reporting.....	1,142	455	327	359	1,602	259	188	154
Stripping:								
Number.....	107	21	34	52	57	16	17	24
Per cent.....	100.0	19.6	31.8	48.6	100.0	28.1	29.8	42.1
Select and hand strip.....	61	5	18	38	26	3	7	16
Machine strip.....	46	16	16	14	31	13	10	8
Cigar making:								
Hand—								
Number.....	848	328	252	267	1,424	164	151	106
Per cent.....	100.0	38.7	29.8	31.5	100.0	28.8	35.7	25.8
Bunch and roll.....	729	324	224	180	1,411	164	146	100
Out-and-out.....	119	4	28	87	13		5	8
Machine.....	25	20	3	2	25	20	3	2
Packing:								
Number.....	137	81	30	26	85	57	14	14
Per cent.....	100.0	59.1	21.9	19.0	100.0	67.1	16.5	16.5
Shipping and miscellaneous from all departments.....	25	5	8	12	11	2	3	6

Department	Localities B				Localities C			
	All women	Under 30 years	30 and under 40 years	40 years and over	All women	Under 30 years	30 and under 40 years	40 years and over
Total.....	258	111	75	72	288	86	64	138
Not reporting department.....	2	1		1	4			4
Total reporting.....	256	110	75	71	284	86	64	134
Stripping:								
Number.....	21	1	8	12	29	4	9	16
Per cent.....	(⁹)				(⁹)			
Select and hand strip.....	14		5	9	21	2	6	13
Machine strip.....	7	1	3	3	8	2	3	3
Cigar making:								
Hand—								
Number.....	202	97	57	48	222	57	44	111
Per cent.....	100.0	48.0	28.2	23.8	100.0	30.2	19.8	50.0
Bunch and roll.....	198	96	56	46	120	64	22	34
Out-and-out.....	4	1	1	2	102	3	22	77
Machine.....								
Packing:								
Number.....	26	12	8	6	27	12	8	7
Per cent.....	(⁹)				(⁹)			
Shipping and miscellaneous from all departments.....	8		2	6	6	3	3	

¹ Includes 3 not reporting age.
² Includes 2 not reporting age.

³ Includes 1 not reporting age.
⁴ Per cent not computed; base less than 50.

TABLE II.—Time worked in the industry, by age at date of interview and type of locality—Cigars

ALL LOCALITIES

Time worked in cigar industry	All women		Under 30 years		30 and under 40 years		40 years and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,160		458		327		364	
Not reporting time.....	64		6		26		30	
Total reporting.....	1,086	100.0	450	100.0	301	100.0	334	100.0
Less than 3 years.....	146	13.4	130	28.9	11	3.7	5	1.5
3 and less than 5 years.....	118	10.9	96	21.3	13	4.3	9	2.7
5 and less than 10 years.....	270	24.9	172	38.2	65	21.6	33	9.9
10 and less than 15 years.....	193	17.8	48	10.7	99	32.9	46	13.8
15 and less than 20 years.....	149	13.7	4	.9	89	29.6	55	16.5
20 and less than 25 years.....	97	8.9			22	7.3	75	22.5
25 years and over.....	113	10.4			2	.7	111	33.2

LOCALITIES A

Total.....	604		259		188		154	
Not reporting time.....	45		4		21		18	
Total reporting.....	559	100.0	255	100.0	167	100.0	136	100.0
Less than 3 years.....	73	13.1	69	27.1	4	2.4		
3 and less than 5 years.....	52	9.3	45	17.6	5	3.0	2	1.5
5 and less than 10 years.....	167	29.9	107	42.0	40	24.0	20	14.7
10 and less than 15 years.....	109	19.5	32	12.5	55	32.9	22	16.2
15 and less than 20 years.....	74	13.1	3	.8	48	28.7	23	16.9
20 and less than 25 years.....	46	8.2			13	7.8	33	24.3
25 years and over.....	38	6.8			2	1.2	36	26.5

LOCALITIES B

Total.....	253		111		75		72	
Not reporting time.....	6		1		3		2	
Total reporting.....	252	100.0	110	100.0	72	100.0	70	100.0
Less than 3 years.....	31	12.3	28	25.5	2	2.8	1	1.4
3 and less than 5 years.....	39	15.5	33	30.0	5	6.9	1	1.4
5 and less than 10 years.....	50	19.8	34	30.9	14	19.4	2	2.9
10 and less than 15 years.....	46	18.3	13	11.8	20	27.8	13	18.6
15 and less than 20 years.....	46	18.3	2	1.8	27	37.5	17	24.3
20 and less than 25 years.....	25	9.9			4	5.6	21	30.0
25 years and over.....	15	6.0					15	21.4

LOCALITIES C

Total.....	288		86		64		138	
Not reporting time.....	13		1		2		10	
Total reporting.....	275	100.0	85	100.0	62	100.0	128	100.0
Less than 3 years.....	42	15.3	33	38.8	5	8.1	4	3.1
3 and less than 5 years.....	37	9.8	18	21.2	3	4.8	6	4.7
5 and less than 10 years.....	53	19.3	31	36.5	11	17.7	11	8.6
10 and less than 15 years.....	36	13.1	3	3.5	24	38.7	11	8.6
15 and less than 20 years.....	29	10.6			14	22.6	15	11.7
20 and less than 25 years.....	35	12.7			5	8.1	21	16.4
25 years and over.....	60	21.8					60	46.9

1 Includes 3 not reporting age.

2 Includes 2 not reporting age.

3 Includes 1 not reporting age.

TABLE III.—*Steadiness of employment since separation according to age at date of interview, by type of locality—Cigars*

ALL LOCALITIES

Steadiness of employment	All ages	Under 30 years	30 and under 40 years	40 years and over
All women who had had employment—				
Number.....	1,006	407	285	313
Per cent.....	100.0	100.0	100.0	100.0
Steadily employed.....	11.0	9.8	13.3	10.5
Employed at date of interview but had been unemployed.....	67.3	70.0	66.3	64.9
Unemployed at date of interview but had been employed.....	21.7	20.1	20.4	24.6

LOCALITIES A

All women who had had employment—				
Number.....	1,558	250	171	186
Per cent.....	100.0	100.0	100.0	100.0
Steadily employed.....	15.2	13.2	17.0	16.9
Employed at date of interview but had been unemployed.....	68.6	73.6	64.9	64.7
Unemployed at date of interview but had been employed.....	16.1	13.2	18.1	18.4

LOCALITIES B

All women who had had employment—				
Number.....	200	92	57	51
Per cent.....	100.0	100.0	100.0	100.0
Steadily employed.....	7.0	6.5	10.5	8.9
Employed at date of interview but had been unemployed.....	60.0	66.3	55.1	52.9
Unemployed at date of interview but had been employed.....	33.0	27.2	33.3	43.1

LOCALITIES C

All women who had had employment—				
Number.....	248	65	57	126
Per cent.....	100.0	100.0	100.0	100.0
Steadily employed.....	4.8	1.5	5.3	6.3
Employed at date of interview but had been unemployed.....	70.2	61.5	80.7	69.5
Unemployed at date of interview but had been employed.....	25.0	36.9	14.0	23.8

¹ Includes 1 not reporting age.

TABLE IV.—*Steadiness of employment since separation according to type of locality, by age at date of interview—Cigars*

ALL WOMEN WHO HAD HAD EMPLOYMENT

Age group	All localities	Localities A	Localities B	Localities C
All women—				
Number.....	1 006	1 558	200	248
Per cent.....	100.0	100.0	100.0	100.0
Under 30 years.....	40.5	44.9	46.0	26.2
30 and under 40 years.....	28.4	30.7	28.5	23.0
40 years and over.....	31.1	24.4	25.5	50.8

STEADILY EMPLOYED

All women—				
Number.....	111	85	14	12
Per cent.....	100.0	100.0	(?)	(?)
Under 30 years.....	36.0	38.8		
30 and under 40 years.....	34.2	34.1		
40 years and over.....	39.7	27.1		

EMPLOYED AT DATE OF INTERVIEW BUT HAD BEEN UNEMPLOYED

All women—				
Number.....	677	883	120	174
Per cent.....	100.0	100.0	100.0	100.0
Under 30 years.....	42.1	46.0	50.8	23.0
30 and under 40 years.....	27.9	29.0	26.7	26.4
40 years and over.....	30.0	25.0	22.5	50.6

UNEMPLOYED AT DATE OF INTERVIEW BUT HAD BEEN EMPLOYED

All women—				
Number.....	1 218	1 90	66	62
Per cent.....	100.0	100.0	100.0	100.0
Under 30 years.....	37.8	37.1	37.9	38.7
30 and under 40 years.....	26.7	34.8	28.8	12.9
40 years and over.....	35.5	28.1	33.3	48.4

¹ Includes 1 not reporting age.

² Per cent not computed. For the respective age groups the figures are 6, 6, and 2.

³ Per cent not computed. For the respective age groups the figures are 1, 3, and 3.

TABLE V.—Number and type of jobs secured since separation, by age at date of interview and type of locality—Cigars

ALL LOCALITIES

Type of subsequent job	Women employed since separation			Under 30 years			30 and under 40 years			40 years and over		
	Number of women	Jobs		Number of women	Jobs		Number of women	Jobs		Number of women	Jobs	
		Number	Per cent		Number	Per cent		Number	Per cent		Number	Per cent
All jobs.....	1,008	1,889	100.0	407	764	100.0	285	551	100.0	313	573	100.0
Manufacturing.....	1,815	1,537	81.4	339	634	83.0	250	460	83.5	225	442	77.1
Other.....	191	352	18.6	68	130	17.0	35	91	16.5	88	131	22.9
Type of manufacturing: Total.....	1,815	1,537	100.0	339	634	100.0	250	460	100.0	225	442	100.0
Cigars.....	1,534	996	64.8	193	378	59.6	182	316	68.7	158	301	68.1
Other tobacco.....	3	4	.3	1	1	.2	1	1	.2	2	2	.5
Other manufacturing.....	278	537	35.0	145	255	40.2	68	143	31.1	65	139	31.4

LOCALITIES A

All jobs.....	1,558	1,110	100.0	250	492	100.0	171	351	100.0	136	266	100.0
Manufacturing.....	1,485	959	86.4	224	436	88.6	156	310	88.3	104	212	79.7
Other.....	73	151	13.6	26	56	11.3	15	41	11.7	32	54	20.3
Type of manufacturing: Total.....	1,485	959	100.0	224	436	100.0	156	310	100.0	104	212	100.0
Cigars.....	1,348	686	71.5	129	268	61.5	129	242	78.1	89	175	82.5
Other tobacco.....	2	3	.3	1	1	.2	1	1	.3	2	2	.9
Other manufacturing.....	135	270	28.2	95	168	38.5	27	67	21.6	13	35	16.6

LOCALITIES B

All jobs.....	200	332	100.0	92	159	100.0	57	86	100.0	51	87	100.0
Manufacturing.....	144	241	72.6	68	117	73.6	49	69	80.2	27	55	63.2
Other.....	56	91	27.4	24	42	26.4	8	17	19.8	24	32	36.8
Type of manufacturing:												
Total.....	144	241	100.0	68	117	100.0	49	69	100.0	27	55	100.0
Cigars.....	70	113	48.9	26	48	41.0	31	38	55.1	13	27	49.1
Other tobacco.....	1	1	.4	1	1	.9						
Other manufacturing.....	73	127	52.7	41	68	58.1	18	31	44.9	14	28	50.9

LOCALITIES C

All jobs.....	248	447	100.0	65	113	100.0	57	114	100.0	126	220	100.0
Manufacturing.....	186	337	75.4	47	81	71.7	45	81	71.1	94	175	79.5
Other.....	62	110	24.6	18	32	28.3	12	33	28.9	32	45	20.5
Type of manufacturing:												
Total.....	186	337	100.0	47	81	100.0	45	81	100.0	94	175	100.0
Cigars.....	116	197	58.5	38	62	78.5	22	38	44.4	56	99	56.6
Other manufacturing.....	70	140	41.5	9	19	23.5	23	43	55.6	38	76	43.4

¹ Includes 1 not reporting age.

¹ One of the women who had jobs in cigars.

TABLE VI.—*Employment of women subsequent to the separation, by locality and age group—Cigars*

LOCALITIES A

NOTE.—For 63 per cent of the women, 1 and under 2 years had elapsed since separation; for 19 per cent, less; and for 18 per cent, more]

Type and number of subsequent jobs	Number of women	Women under 30 years	Women 30 and under 40 years	Women 40 years and over	Age not reported
Total interviewed.....	604	269	188	154	3
Women with subsequent jobs.....	558	250	171	136	1
Manufacturing.....	485	224	156	104	1
Cigars.....	348	129	129	89	1
Other.....	137	95	27	15	
Other than manufacturing.....	73	26	15	32	
1 job only.....	244	108	69	66	1
2 jobs.....	171	80	58	33	
3 jobs.....	78	33	24	21	
4 or more jobs.....	65	29	20	16	
The 1,110 jobs of these women may be classified as follows:					
Total.....	1,110	492	351	266	1
Manufacturing.....	959	436	310	212	1
Cigars.....	686	268	242	175	1
Other.....	273	168	68	37	
Clothing.....	56	46	8	2	
Electrical products.....	21	15	4	2	
Food products.....	20	9	7	4	
Leather products.....	75	41	24	10	
Metal products.....	23	13	4	6	
Textiles.....	28	16	7	5	
Other.....	50	28	14	8	
Other than manufacturing.....	151	56	41	54	
Stores.....	39	21	11	7	
Hotels and restaurants.....	30	10	9	11	
Domestic and personal service.....	50	7	12	31	
Other.....	32	18	9	5	

LOCALITIES B

[NOTE.—For 52 per cent of the women, less than a year had elapsed since separation; for 47 per cent, 2 and under 3 years had elapsed]

Total interviewed.....	258	111	75	72	
Women with subsequent jobs.....	200	92	57	51	
Manufacturing.....	144	68	49	27	
Cigars.....	70	26	31	13	
Other.....	74	42	18	14	
Other than manufacturing.....	56	24	8	24	
1 job only.....	115	49	37	29	
2 jobs.....	55	29	12	14	
3 jobs.....	20	9	7	4	
4 or more jobs.....	10	5	1	4	

TABLE VI.—*Employment of women subsequent to the separation, by locality and age group—Cigars—Continued*

LOCALITIES B—Continued

Type and number of subsequent jobs	Number of women	Women under 30 years	Women 30 and under 40 years	Women 40 years and over	Age not reported
The 332 jobs of these women may be classified as follows:					
Total.....	332	169	86	87	.....
Manufacturing.....	241	117	69	55	.....
Cigars.....	113	48	38	27	.....
Other.....	128	69	31	28	.....
Electrical products.....	10	9	.....	1	.....
Food products.....	12	4	5	3	.....
Leather products.....	26	12	11	3	.....
Metal products.....	12	5	5	2	.....
Textiles.....	15	9	4	2	.....
Other.....	53	30	6	17	.....
Other than manufacturing.....	91	42	17	32	.....
Stores.....	19	11	1	7	.....
Laundries.....	12	9	1	2	.....
Hotels and restaurants.....	16	8	7	1	.....
Domestic and personal service.....	30	5	8	17	.....
Other.....	14	9	.....	5	.....

LOCALITIES C

[NOTE.—For 39 per cent of the women, 1 and under 2 years had elapsed since separation; for 29 per cent, 2 and under 3 years; for 17 per cent, less than a year; and for 14 per cent, more than 3 years]

Total interviewed.....	268	86	64	138	.....
Women with subsequent jobs.....	248	85	67	128	.....
Manufacturing.....	186	47	45	94	.....
Cigars.....	116	38	22	56	.....
Other.....	70	9	23	38	.....
Other than manufacturing.....	62	18	12	32	.....
1 job only.....	118	31	21	66	.....
2 jobs.....	80	21	21	38	.....
3 jobs.....	35	12	10	13	.....
4 or more jobs.....	15	1	5	9	.....
The 447 jobs of these women may be classified as follows:					
Total.....	447	118	114	220	.....
Manufacturing.....	337	81	81	175	.....
Cigars.....	197	62	36	99	.....
Other.....	140	19	45	76	.....
Clothing.....	98	8	30	60	.....
Textiles.....	18	4	10	4	.....
Other.....	24	7	5	12	.....
Other than manufacturing.....	110	32	33	45	.....
Stores.....	14	6	8	.....	.....
Hotels and restaurants.....	12	5	4	3	.....
Domestic and personal service.....	40	15	7	18	.....
Other.....	44	6	14	24	.....

TABLE VII.—Number of jobs since separation and time unemployed for industrial reasons, by type of locality—Cigars

Time unemployed for industrial reasons since separation	All localities									Localities A								
	All women		Had no subsequent job	Had subsequent jobs					All women		Had no subsequent job	Had subsequent jobs						
	Number	Per cent		Total reporting number	1 job	2 jobs	3 jobs	4 jobs	5 or more jobs	Number		Per cent	Total reporting number	1 job	2 jobs	3 jobs	4 jobs	5 or more jobs
Total.....	1,180		144	1,006	477	306	133	60	30	604		46	558	244	171	78	42	23
Indefinite and not reporting.....	190		5	185	76	54	33	13	9	87		2	85	29	23	19	7	7
Total reporting.....	960	100.0	139	821	401	252	100	47	21	517	100.0	44	473	215	148	59	35	16
Nons.....	155	16.1	29	126	66	35	12	11	2	112	21.7	18	94	45	27	10	10	2
Under 3 months.....	324	33.8	12	312	172	80	38	11	11	166	32.1	1	165	75	49	27	8	9
3 and under 6 months.....	218	22.7	52	166	64	63	26	7	6	116	22.4	5	111	43	45	13	6	4
6 and under 9 months.....	106	11.0	12	94	41	29	13	10	1	65	12.5	4	61	30	17	7	7	
9 and under 12 months.....	40	4.2	1	39	16	15	3	4	1	18	3.5	1	17	8	6		2	1
12 and under 15 months.....	41	4.3	5	36	19	11	5	1		12	2.3	2	10	6	2	1	1	
15 and under 18 months.....	15	1.6	2	13	8	5				5	1.0	1	4	4				
18 and under 21 months.....	30	3.1	8	22	7	10	2	2		9	1.7	3	6	1	3	1	1	
21 and under 24 months.....	16	1.7	8	8	4	3	1			12	2.3	8	4	2	2			
24 months and over.....	15	1.6	10	5	4	1				2	.4	1	1	1				

Time unemployed for industrial reasons since separation	Localities B									Localities C								
	All women		Had no subsequent job	Had subsequent jobs					All women		Had no subsequent job	Had subsequent jobs						
	Number	Per cent		Total reporting number	1 job	2 jobs	3 jobs	4 jobs	5 or more jobs	Number		Per cent	Total reporting number	1 job	2 jobs	3 jobs	4 jobs	5 or more jobs
Total	288		58	200	118	55	20	7	3	288		40	248	118	80	35	11	4
Indefinite and not reporting.....	21		2	29	16	8	4	1		72		1	71	31	23	10	5	2
Total reporting.....	227	100.0	56	171	99	47	16	6	3	216	100.0	39	177	87	57	25	6	2
None.....	25	11.0	9	16	10	3	2	1		18	8.3	2	16	11	5			
Under 3 months.....	104	45.8	10	94	67	18	7	1	1	64	25.0	1	63	30	16	4	2	1
3 and under 6 months.....	49	21.6	23	26	11	9	3	1	2	53	24.5	24	29	10	9	10		
6 and under 9 months.....	16	7.0	7	9	3	5		1		25	11.6	1	24	8	7	6	2	1
9 and under 12 months.....	9	4.0		9	2	3	2	2		13	6.0		13	6	6	1		
12 and under 15 months.....	9	4.0	2	7	3	3	1			20	9.3	1	19	10	6	3		
15 and under 18 months.....	2	.9		2		2				8	3.7	1	7	4	3			
18 and under 21 months.....	4	1.8		4	1	3				17	7.9	5	12	5	4	1	2	
21 and under 24 months.....	2	.9		2		1	1			2	.9		2	2				
24 months and over.....	7	3.1	5	2	2					6	2.8	4	2	1	1			

TABLE VIII.—Time worked in the industry, by age at date of interview and type of locality—Cigarettes

ALL LOCALITIES

Time worked in cigarette industry	All women		Under 30 years		30 and under 40 years		40 years and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	269		141		75		43	
Not reporting time.....	12		5		4		3	
Total reporting.....	247	100.0	136	100.0	71	100.0	40	(1)
Less than 3 years.....	10	4.0	9	6.6			1	
3 and less than 5 years.....	42	17.0	39	28.7	2	2.8	1	
5 and less than 10 years.....	93	37.7	66	48.5	18	25.4	9	
10 and less than 15 years.....	66	26.7	22	16.2	30	42.3	14	
15 and less than 20 years.....	23	9.3			17	23.9	6	
20 and less than 25 years.....	7	2.8			4	5.6	3	
25 years and over.....	6	2.4					6	

LOCALITY A

Total.....	64		28		21		15	
Not reporting time.....	1		1					
Total reporting.....	63	100.0	27	(1)	21	(1)	15	(1)
Less than 3 years.....	2	3.2	2					
3 and less than 5 years.....	7	11.1	5		2			
5 and less than 10 years.....	23	36.5	14		5		4	
10 and less than 15 years.....	25	41.3	6		12		8	
15 and less than 20 years.....	4	6.3			2		2	
25 years and over.....	1	1.6					1	

LOCALITIES B

Total.....	195		113		54		28	
Not reporting time.....	11		4		4		3	
Total reporting.....	184	100.0	109	100.0	50	100.0	25	(1)
Less than 3 years.....	8	4.3	7	6.4			1	
3 and less than 5 years.....	35	19.0	34	31.2			1	
5 and less than 10 years.....	70	38.0	52	47.7	13	26.0	5	
10 and less than 15 years.....	40	21.7	16	14.7	18	36.0	6	
15 and less than 20 years.....	19	10.3			15	30.0	4	
20 and less than 25 years.....	7	3.8			4	8.0	3	
25 years and over.....	5	2.7					5	

1 Not computed; base less than 50.

TABLE IX.—Number of jobs since separation and time unemployed for industrial reasons, by type of locality—Cigarettes

Time unemployed for industrial reasons since separation	All localities							
	All women		Had no subsequent job	Had subsequent jobs				
	Number	Per cent		Total reporting number	1 job	2 jobs	3 jobs	4 or more jobs
Total.....	1 258		55	1 203	109	55	22	17
Indefinite and not reporting.....	35		5	30	8	10	7	5
Total reporting.....	1 223	100.0	50	1 173	101	45	15	12
None.....	25	11.2	11	14	13	1		
Under 3 months.....	99	43.0	1	95	52	27	9	7
3 and under 6 months.....	56	25.1	15	41	21	12	5	3
6 and under 9 months.....	36	16.1	20	16	12	4		
9 and under 12 months.....	5	2.2	2	3	2			1
12 months and over.....	1 15	2.2	1	14	1	1	1	1

Time unemployed for industrial reasons since separation	Locality A					Localities B								
	All women		Had no subsequent job	Had subsequent jobs		All women		Had no subsequent job	Had subsequent jobs					
	Number	Per cent		Total reporting number	1 job	2 jobs	Number		Per cent	Total reporting number	1 job	2 jobs	3 jobs	4 or more jobs
Total.....	64		21	43	34	9	1 104		34	1 160	75	46	22	17
Indefinite and not reporting.....	7		3	4	2	2	28		2	26	6	8	7	5
Total reporting.....	57	100.0	18	39	32	7	1 166	100.0	32	1 134	69	38	15	12
None.....	6	10.5	2	4	4		19	11.4	9	10	9	1		
Under 3 months.....	15	26.3	15	12	3		81	43.8	1	80	40	24	9	7
3 and under 6 months.....	9	15.8	9	6	3		47	26.3	15	32	15	9	5	3
6 and under 9 months.....	25	43.9	16	9	1		11	6.6	4	7	4	3		
9 and under 12 months.....	2	3.5	2	2			3	1.8	2	1				1
12 months and over.....							1 15	8.0	1	14	1	1	1	1

¹ Excludes 1 woman not reporting number of jobs.

² All but 1 woman, 1 and under 2 years.

TABLE X.—*Employment of women subsequent to the separation, by locality and age group—Cigarettes*

LOCALITY A

[NOTE.—For most women 8 months had elapsed since separation]

Type and number of subsequent jobs	Number of women	Women under 30 years	Women 30 and under 40 years	Women 40 years and over
Total interviewed.....	64	28	21	15
Women with subsequent jobs.....	43	20	14	9
Manufacturing.....	29	17	11	1
Cigarettes.....	14	8	6	
Other.....	15	9	5	1
Other than manufacturing.....	14	3	3	8
1 job only.....	34	16	11	7
2 jobs.....	9	4	3	2
The 52 jobs of these women may be classified as follows:				
Total.....	52	24	17	11
Manufacturing.....	34	19	14	1
Cigarettes.....	15	9	6	
Other.....	19	10	8	1
Other than manufacturing.....	18	5	3	10

LOCALITIES B

[NOTE.—For 55 per cent of the women, 6 and under 12 months had elapsed since separation; for 28 per cent less, and for 17 per cent more, up to 4 years]

Total interviewed.....	195	113	54	28
Women with subsequent jobs.....	161	99	40	22
Manufacturing.....	141	89	36	16
Cigarettes.....	14	7	3	4
Other.....	127	82	33	12
Other than manufacturing.....	19	10	4	5
Not reported.....	1			1
1 job only.....	75	44	21	10
2 jobs.....	46	32	9	5
3 or more jobs.....	39	23	10	6
Not reported.....	1			1
The 309 jobs of these women may be classified as follows:				
Total.....	309	191	76	42
Manufacturing.....	244	153	64	27
Cigarettes.....	16	8	4	4
Other.....	228	145	60	23
Clothing.....	36	20	12	4
Electric products.....	64	57	6	1
Food products.....	25	8	9	5
Textiles.....	45	33	10	2
Other.....	58	27	23	8
Other than manufacturing.....	65	38	12	15
Stores.....	20	15		5
Domestic service.....	13	5	4	4
Other.....	32	18	8	6

TABLE XI.—Earnings in last job before separation and in first subsequent job, by age at date of interview—Cigarettes

ALL LOCALITIES

Age group	All women	Women who reported earnings at time of separation			First subsequent job										No subsequent job
					Cigarette industry					Other industry					
		Number	Median	Range	Women		Median of earnings in last job before separation	Earnings in first subsequent job		Women		Median of earnings in last job before separation	Earnings in first subsequent job		
					Total number	Number reporting		Median	Range	Total number	Number reporting		Median	Range	
Total.....	259	170	\$21.05	\$5 to \$30	13	11	(1)	(1)	\$12 to \$25	137	96	\$21.25	\$14.10	\$6 to \$29	20
Under 20 years.....	141	94	\$21.35	\$10 to \$30	6	5	(1)	(1)	\$13 to \$25	82	57	\$21.40	\$14.60	\$6 to \$29	6
30 and under 40 years.....	75	50	\$21.45	\$5 to \$25	5	4	(1)	(1)	\$12 to \$18	37	30	(1)	(1)	\$7 to \$25	8
40 years and over.....	43	26	(1)	\$11 to \$23	2	2	(1)	(1)	\$15 to \$19	18	9	(1)	(1)	\$9 to \$16	6

LOCALITY A

Total.....	64	23	(1)	\$5 to \$28	8	7	(1)	(1)	\$12 to \$22	18	8	(1)	(1)	\$8 to \$16	7
Under 20 years.....	28	13	(1)	\$10 to \$28	5	4	(1)	(1)	\$13 to \$22	7	3	(1)	(1)	\$8 to \$16	1
30 and under 40 years.....	21	12	(1)	\$5 to \$24	3	3	(1)	(1)	\$12 to \$16	7	5	(1)	(1)	\$8 to \$15	2
40 years and over.....	15	8	(1)	\$11 to \$20						4					4

LOCALITIES B

Total.....	195	137	\$21.45	\$12 to \$30	5	4	(1)	(1)	\$15 to \$25	119	88	\$21.45	\$14.25	\$6 to \$29	13
Under 20 years.....	113	81	\$21.60	\$12 to \$30	1	1	(1)	(1)	\$25	75	54	\$21.50	\$14.65	\$6 to \$29	5
30 and under 40 years.....	54	38	(1)	\$15 to \$25	2	1	(1)	(1)	\$18	30	25	(1)	(1)	\$7 to \$25	6
40 years and over.....	28	18	(1)	\$14 to \$23	2	2	(1)	(1)	\$15 to \$19	14	9	(1)	(1)	\$9 to \$16	2

¹ Not computed; base less than 50.

TABLE XII.—Age of women who supplied personal information, by department—Cigars

Department	14,182 women for whom personal information was obtained																					
	All women	Reporting age																			Age not reported	
		Total		Under 16 years		16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number		Per cent
All departments	14,182	13,887	100.0	308	2.2	1,486	10.7	2,262	16.8	3,146	22.7	1,800	13.0	2,867	20.6	1,384	10.0	464	3.3	170	1.2	295
Not reporting department	48	41				1		2		3		6		13		13		1		2		7
Total reporting	14,134	13,846	100.0	308	2.2	1,485	10.7	2,260	16.3	3,143	22.7	1,794	13.0	2,854	20.6	1,371	9.9	463	3.3	168	1.2	288
Leaf	203	202	100.0	1	.5	18	8.9	23	11.4	38	18.8	21	10.4	47	23.3	39	19.3	11	5.4	4	2.0	1
Stripping	2,456	2,403	100.0	18	.7	161	6.7	248	10.3	461	18.8	262	11.7	568	23.6	404	16.8	182	7.6	89	3.7	53
Cigar making	9,104	8,920	100.0	34	.4	783	8.8	1,543	17.3	2,100	23.5	1,289	14.5	2,011	22.5	845	9.5	248	2.8	67	.8	184
Hand	4,862	4,771	100.0	25	.5	112	2.3	196	4.2	377	18.4	924	19.4	1,631	34.2	707	14.8	231	4.8	66	1.4	91
Machine	4,242	4,149	100.0	9	.2	671	16.2	1,345	32.4	1,223	29.5	365	8.8	380	9.3	138	3.3	17	.4	1		93
Packing	1,874	1,839	100.0	208	11.3	405	22.0	357	19.4	439	23.9	165	9.0	187	10.2	67	3.1	14	.8	7	.4	35
Shipping	190	189	100.0	42	22.2	58	30.7	36	19.0	27	14.3	12	6.3	9	4.8	3	1.6	2	1.1			1
Miscellaneous from all departments	307	293	100.0	5	1.7	60	20.5	53	18.1	88	30.0	25	8.5	32	10.9	23	7.8	6	2.0	1	.3	14

TABLE XIII.—Department in which employed, by age group—Women who supplied personal information—Cigars

Department	14,182 women for whom personal information was obtained												Age not reported
	All women		Reporting age										
	Number	Per cent	Total	Under 16 years	16 and under 18 years	18 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years	60 years and over	
All departments.....	14,182		13,887	308	1,496	2,262	3,146	1,800	2,867	1,384	464	170	295
Not reporting department.....	48		41		1	2	3	6	13	13	1	2	7
Total reporting:													
Number.....	14,134	100.0	13,846	308	1,495	2,260	3,143	1,794	2,854	1,371	463	168	288
Per cent.....			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Leaf.....	208	1.4	1.6	.3	1.2	1.0	1.2	1.2	1.6	2.8	2.4	2.4	1
Stripping.....	2,456	17.4	17.4	5.8	10.8	11.0	14.3	15.7	19.9	20.6	39.3	53.0	53
Cigar making.....	9,104	64.4	64.4	11.0	52.7	68.3	66.8	71.9	70.5	61.6	58.6	39.9	184
Hand.....	4,882	34.4	34.5	8.1	7.5	8.8	27.9	51.5	57.1	51.6	49.9	39.3	91
Machine.....	4,242	30.0	30.0	2.9	45.2	59.5	38.9	20.3	13.3	10.1	3.7	.6	93
Packing.....	1,874	13.3	13.3	67.5	27.3	15.8	14.0	9.2	6.6	4.2	3.0	4.2	35
Shipping.....	190	1.3	1.4	13.6	3.9	1.6	.9	.7	.3	.2	.4		1
Miscellaneous from all departments.....	307	2.2	2.1	1.6	4.0	2.3	2.8	1.4	1.1	1.7	1.3	.6	14

TABLE XIV.—*Nativity and color of women who supplied personal information, by department—Cigars*

Department	14,182 women for whom personal information was obtained															
	All women	Reporting nativity													Nativity not reported	
		Total	Native born										Total foreign born		White	Color not reported
			Total native born				Reporting color										Color not reported—number
			Number	Per cent	Number	Per cent	Total		White		Colored		Number	Per cent		
All departments.....	14,182	12,580	100.0	9,455	75.2	7,606	100.0	6,889	90.6	717	9.4	1,849	3,125	24.8	1,557	45
Not reporting department.....	48	27	-----	19	-----	-----	-----	-----	-----	-----	-----	19	18	-----	-----	11
Total reporting.....	14,134	12,543	100.0	9,436	75.2	7,606	100.0	6,889	90.6	717	9.4	1,830	3,107	24.8	1,557	34
Leaf.....	203	203	100.0	158	77.8	113	100.0	39	34.5	74	65.5	45	45	22.2	-----	-----
Stripping.....	2,456	2,304	100.0	1,821	79.0	1,532	100.0	897	58.6	635	41.4	289	453	21.0	150	2
Cigar making.....	9,104	8,151	100.0	5,720	70.2	4,532	100.0	4,532	100.0	-----	-----	1,188	2,431	29.8	925	28
Hand.....	4,362	4,598	100.0	2,927	63.7	2,228	100.0	2,228	100.0	-----	-----	701	1,671	38.3	246	18
Machine.....	4,242	3,553	100.0	2,793	78.6	2,306	100.0	2,306	100.0	-----	-----	487	760	21.4	679	10
Packing.....	1,874	1,485	100.0	1,389	93.5	1,151	100.0	1,150	99.9	1	-----	238	96	6.5	386	3
Shipping.....	190	144	100.0	130	90.3	95	100.0	95	100.0	-----	-----	34	14	9.7	46	-----
Miscellaneous from all departments.....	307	255	100.0	218	85.2	182	100.0	175	96.2	7	3.8	36	38	14.8	50	1

APPENDIXES

TABLE XV.—*Marital status of women who supplied personal information, by department—Cigars*

Department	14,182 women for whom personal information was obtained									
	All women	Reporting marital status								Status not reported
		Total		Single		Married		Widowed, separated, or divorced		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
All departments.....	14,182	13,791	100.0	6,888	49.9	5,414	39.3	1,499	10.8	391
Not reporting department.....	48	36	-----	8	-----	21	-----	7	-----	12
Total reporting.....	14,134	13,755	100.0	6,890	50.0	5,393	39.2	1,492	10.8	379
Leaf.....	203	201	100.0	57	28.4	84	41.8	60	29.9	2
Stripping.....	2,450	2,361	100.0	809	34.3	1,128	47.8	424	18.0	95
Cigar making.....	9,104	8,942	100.0	4,344	48.6	3,709	41.5	889	9.9	152
Hand.....	4,862	4,800	100.0	1,473	30.7	2,684	55.9	643	13.4	62
Machine.....	4,242	4,142	100.0	2,871	69.3	1,025	24.7	246	5.9	100
Packing.....	1,874	1,766	100.0	1,307	74.0	374	21.2	85	4.8	108
Shipping.....	190	187	100.0	158	84.5	24	12.8	5	2.7	3
Miscellaneous from all departments.....	307	298	100.0	205	68.8	74	24.8	19	6.4	9

TABLE XVI.—Time in the trade of women who supplied personal information, by department—Cigars

Department	14,182 women for whom personal information was obtained																							Time not reported
	All women	Reporting time in the trade																						
		Total		Less than 6 months		6 months and less than 1 year		1 and less than 2 years		2 and less than 3 years		3 and less than 4 years		4 and less than 5 years		5 and less than 10 years		10 and less than 15 years		15 and less than 20 years		20 years and more		
		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 departments.....	14,068	11,885	100.0	1,092	9.2	648	5.5	1,172	9.9	1,059	8.9	1,115	9.4	731	6.2	2,675	22.5	1,384	11.6	862	7.3	1,147	9.7	2,183
Not reporting department.....	48	30	-----	3	-----	-----	-----	1	-----	1	-----	-----	-----	1	-----	8	-----	3	-----	1	-----	12	-----	18
Total reporting.....	14,020	11,855	100.0	1,089	9.2	648	5.5	1,171	9.9	1,058	8.9	1,115	9.4	730	6.2	2,667	22.5	1,381	11.6	861	7.3	1,135	9.6	2,165
Leaf.....	203	199	100.0	26	13.1	26	13.1	40	20.1	21	10.6	18	9.0	11	5.5	39	19.6	7	3.5	6	3.0	5	2.5	4
Stripping.....	2,456	2,012	100.0	256	12.7	125	6.2	203	10.1	202	10.0	173	8.6	124	6.2	387	19.2	233	11.6	146	7.3	164	8.2	444
Cigar making.....	9,104	7,875	100.0	492	6.2	369	4.7	696	8.8	667	8.5	740	9.4	473	6.0	1,900	24.1	1,017	12.9	638	8.1	863	11.2	1,229
Hand.....	4,862	4,415	100.0	37	.8	33	.7	54	1.9	136	3.1	196	4.4	208	4.7	1,364	30.7	919	20.8	604	13.7	844	19.1	447
Machine.....	4,242	3,460	100.0	455	13.2	336	9.7	612	17.7	531	15.3	544	15.7	265	7.7	546	15.8	98	2.8	34	1.0	39	1.1	782
Packing.....	1,874	1,481	100.0	232	15.7	112	7.6	200	13.5	152	10.3	167	11.3	106	7.2	289	19.5	102	6.9	58	3.9	63	4.3	393
Shipping.....	190	140	100.0	70	50.0	13	9.3	22	15.7	13	9.3	4	2.9	1	.7	10	7.1	1	.7	2	1.4	4	2.9	50
Miscellaneous from all departments.....	193	148	100.0	14	9.5	3	2.0	10	6.8	3	2.0	13	8.8	15	10.1	42	28.4	21	14.2	11	7.4	16	10.8	45

¹ Excludes 114 learners.

² Three women had been in the trade 50 years.

TABLE XVII.—Age of women who supplied personal information, by department—Cigarettes

Department	2,397 women for whom personal information was obtained																			
	All women	Reporting age																		Age not reported
		Total		16 and under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
All departments.....	2,397	2,383	100.0	128	5.4	260	10.5	740	31.1	471	19.8	488	20.5	196	8.2	78	3.2	34	1.4	14
Not reporting department.....	78	71				6		24		23		18		4		1				2
Total reporting.....	2,324	2,312	100.0	128	5.5	244	10.6	716	31.0	448	19.4	475	20.5	192	8.3	75	3.2	34	1.5	12
Leaf.....	300	298	100.0	18	4.4	26	8.7	79	26.5	50	19.8	55	21.8	27	12.4	12	4.0	7	2.3	3
Making.....	525	525	100.0	26	5.0	72	13.7	171	32.6	94	17.9	108	20.6	34	6.5	16	3.0	4	.8	1
Packing.....	1,419	1,411	100.0	88	6.2	138	9.8	448	31.8	283	20.1	279	19.8	112	7.9	43	3.0	20	1.4	8
Box.....	41	41	(¹)	1		4		11		11		5		5		1		3		
Miscellaneous from all departments.....	38	37	(¹)			4		7		1		18		4		3				1

¹ Not computed; base less than 50.

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APPENDICES

TABLE XVIII.—*Department in which employed, by age group—Women who supplied personal information—Cigarettes*

Department	2,397 women for whom personal information was obtained											
	All women		Reporting age								Age not reported	
	Number	Per cent	Total	16 and under 18 years	18 and under 20 years	20 and under 25 years	25 and under 30 years	30 and under 40 years	40 and under 50 years	50 and under 60 years		60 years and over
All departments.....	2,397	-----	2,383	128	250	740	471	489	196	76	34	14
Not reporting department..	73	-----	71	-----	6	24	23	13	4	1	-----	2
Total reporting:												
Number.....	2,324	100.0	2,312	128	244	716	448	475	192	75	34	12
Per cent.....	-----	-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	(¹)	-----
Leaf.....	300	12.9	12.9	10.2	10.7	11.0	13.2	13.7	10.3	16.0	-----	2
Making.....	526	22.6	22.7	20.3	29.5	23.9	21.0	22.7	17.7	21.3	-----	1
Packing.....	1,419	61.1	61.0	68.8	56.6	62.6	63.2	58.7	58.3	57.3	-----	8
Box.....	41	1.8	1.8	.8	1.6	1.5	2.5	1.1	2.6	1.3	-----	-----
Miscellaneous from all departments.....	38	1.6	1.6	-----	1.6	1.0	.2	3.8	2.1	4.0	-----	1

¹ Not computed; base less than 50.

TABLE XIX.—*Nativity and color of women who supplied personal information, by department—Cigarettes*

Department	2,397 women for whom personal information was obtained															
	All women	Reporting nativity												Nativity not reported		
		Total	Native born										Total foreign born		White	Color not reported
			Total native born		Reporting color						Color not reported	Number	Per cent			
					Total		White		Colored							
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.....	2,397	2,373	100.0	2,373	99.8	2,127	100.0	1,856	87.3	271	12.7	246	8	0.2	7	12
Not reporting department.....	73	63		63		11		8		3		52				10
Total reporting.....	2,324	2,315	100.0	2,310	99.8	2,116	100.0	1,848	87.3	268	12.7	194	8	.2	7	2
Leaf.....	300	300	100.0	300	100.0	289	100.0	42	14.5	247	85.5	11				
Making.....	526	522	100.0	519	99.4	465	100.0	435	100.0			54	3	.6	3	1
Packing.....	1,419	1,414	100.0	1,412	99.9	1,295	100.0	1,238	99.5	7	.5	117	2	.1	4	1
Box.....	41	41	(¹)	41		37	(¹)	22		5		4				
Miscellaneous from all departments.....	38	38	(¹)	38		30	(¹)	21		9		8				

¹ Not computed; base less than 50.

TABLE XX.—*Marital status of women who supplied personal information, by department—Cigarettes*

Department	2,397 women for whom personal information was obtained									
	All women	Reporting marital status								Marital status not reported
		Total		Single		Married		Widowed, separated, or divorced		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
All departments.....	2,397	2,387	100.0	1,022	42.8	922	38.6	443	18.6	10
Not reporting department.....	73	70	-----	21	-----	36	-----	13	-----	3
Total reporting.....	2,324	2,317	100.0	1,001	43.2	886	38.2	430	18.6	7
Leaf.....	300	300	100.0	82	27.3	104	34.7	114	38.0	-----
Making.....	526	522	100.0	218	41.8	197	37.7	107	20.5	4
Packing.....	1,419	1,416	100.0	666	47.0	558	39.4	192	13.6	3
Box.....	41	41	(1)	20	-----	15	-----	6	-----	-----
Miscellaneous from all departments.....	38	38	(1)	15	-----	12	-----	11	-----	-----

1 Not computed; base less than 50.

TABLE XXI.—Time in the trade of women who supplied personal information, by department—Cigarettes

Department	2,307 women for whom personal information was obtained																				Time not reported	
	Reporting time in the trade																					
	All women	Total		Less than 1 year		1 and less than 2 years		2 and less than 3 years		3 and less than 4 years		4 and less than 5 years		5 and less than 10 years		10 and less than 15 years		15 and less than 20 years		20 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	Number		Per cent
All departments.....	2,307	2,374	100.0	317	13.4	200	8.4	160	6.7	243	10.2	213	9.0	631	26.6	355	15.0	150	6.3	105	4.4	23
Not reporting department.....	73	67		5		2		3		2		4		28		17		5		1		6
Total reporting.....	2,324	2,307	100.0	312	13.5	198	8.6	157	6.8	241	10.4	209	9.1	603	26.1	338	14.7	145	6.3	104	4.5	17
Leaf.....	300	300	100.0	35	11.7	38	12.7	24	8.0	33	12.7	32	10.7	68	22.0	33	11.0	25	8.3	9	3.0	
Making.....	526	517	100.0	85	16.5	55	10.6	45	8.7	71	13.7	51	9.9	108	20.9	66	12.8	19	3.7	17	3.3	9
Packing.....	1,419	1,411	100.0	189	13.4	101	7.2	80	5.7	127	9.0	118	8.4	406	28.8	225	15.9	95	6.7	70	5.0	8
Box.....	41	41	(¹)			4		5		4		5		15		5		1		2		
Miscellaneous from all departments.....	38	38	(¹)	3				3		1		3		8		9		5		6		

¹ Not computed; base less than 50.

TABLE XXII.—Week's earnings, by department and occupation—Cigars

A.—WHITE WOMEN—II STATES

Week's earnings	Number of women															
	All occupations	Leaf department	Stripping department				Cigar-making department									
			Total	Select	Hand strip	Machine strip	Total	Hand processes				Machine processes				
								Total	Bunch	Roll	Out-and-out	Total	Bunch	Roll	Auto-machine make	Examine machine-made cigars
Total.....	20,824	140	2,830	238	1,278	1,814	14,097	8,658	2,596	5,092	70	5,439	204	62	5,068	105
Median.....	\$16.80	\$12.05	\$11.80	\$15.95	\$8.90	\$13.20	\$17.90	\$16.65	\$17.25	\$16.40	\$16.00	\$19.90	\$17.25	\$20.40	\$20.00	\$18.10
Less than \$1.....	68	2	25		20	5	24	15	7	8		0			9	
\$1 and less than \$2.....	210		76	3	62	11	84	50	17	33		34	1	1	32	
\$2 and less than \$3.....	105		44	1	36	7	87	57	18	39		30	1		29	
\$3 and less than \$4.....	254	2	74	1	63	10	125	74	21	53		51	1	1	49	
\$4 and less than \$5.....	276	2	85		66	19	111	82	26	56		29			28	1
\$5 and less than \$6.....	322	1	98	2	81	15	124	105	33	72		10	1		18	
\$6 and less than \$7.....	454	3	150		122	28	197	163	50	113		34	1	1	32	
\$7 and less than \$8.....	521	3	143		114	29	220	175	55	120		45	1		43	1
\$8 and less than \$9.....	619	17	142	1	85	56	272	221	68	152	1	51	2		48	1
\$9 and less than \$10.....	755	2	199	6	111	82	383	331	76	252	3	52	5	1	46	
\$10 and less than \$11.....	875	26	219	14	88	117	379	321	101	214	6	58	9	1	47	1
\$11 and less than \$12.....	897	9	204	6	65	133	488	383	96	283	4	105	9	1	94	1
\$12 and less than \$13.....	1,704	17	221	9	91	121	587	457	103	350	4	130	6		123	1
\$13 and less than \$14.....	1,694	16	224	37	66	131	653	441	106	329	6	212	13	3	192	4
\$14 and less than \$15.....	1,156	5	222	12	58	154	758	503	170	330	3	255	18	3	219	15
\$15 and less than \$16.....	1,195	25	182	39	60	98	800	565	142	415	8	235	17	2	209	7
\$16 and less than \$17.....	1,289	4	160	14	44	102	962	601	168	427	6	361	14	6	325	16
\$17 and less than \$18.....	1,130		117	15	34	68	870	511	176	334	1	350	11	1	343	4
\$18 and less than \$19.....	1,091	4	99	25	14	60	805	498	147	347	4	307	8	2	292	5
\$19 and less than \$20.....	1,068	1	62	11	6	45	880	490	147	359	4	390	7	5	364	14
\$20 and less than \$21.....	1,142		27	14	1	12	955	422	122	298	2	533	19	8	494	12
\$21 and less than \$22.....	1,019		20	10	2	8	908	398	119	274	5	510	11	4	486	9
\$22 and less than \$23.....	1,094		17	14		3	980	369	128	240	1	611	16	6	586	3
\$23 and less than \$24.....	740		6	5		1	636	277	93	181	3	359	8	5	345	1
\$24 and less than \$25.....	586		6	6			441	246	89	153	4	195	6	2	183	4
\$25 and less than \$30.....	1,334		6	2	1	3	1,111	650	232	415	3	461	17	9	432	3
\$30 and less than \$35.....	238		2	1		1	206	203	68	134	1	3	2			1
\$35 and less than \$40.....	52						45	45	16	28	1					
\$40 and over.....	9						6	5	2	3		1				1

A.—WHITE WOMEN—11 STATES—Continued

Week's earnings	Packing department							Shipping department	Miscellaneous from all departments			
	Total	Various hand or machine pack, band, and foil	Hand band, foil, and cellophane	Machine band and foil	Shade	Inspect	Fill container and general		Total	Instructors and supervisors	Learners	Miscellaneous and general
Total.....	2,821	153	976	519	1,001	63	109	308	628	234	323	71
Median.....	\$14.70	\$15.20	\$10.65	\$16.50	\$18.65	\$17.70	\$10.95	\$11.40	\$12.50	\$23.40	\$9.95	\$13.95
Less than \$1.....	10		7	1	1		1	2	3		3	
\$1 and less than \$2.....	27		15	7	4		1	3	20	1	17	2
\$2 and less than \$3.....	40	1	24	2	10		3	6	18		18	
\$3 and less than \$4.....	36		27	3	6			12	5		4	1
\$4 and less than \$5.....	59	1	34	3	12			6	13	2	11	
\$5 and less than \$6.....	65	1	51	1	9		3	8	26	1	25	
\$6 and less than \$7.....	63	1	44	4	8	1	5	6	35		35	
\$7 and less than \$8.....	139	7	78	7	33		14	10	6		6	
\$8 and less than \$9.....	134	3	84	12	23	3	9	31	23		21	2
\$9 and less than \$10.....	119	7	70	8	28	3	3	26	26		23	3
\$10 and less than \$11.....	144	8	82	17	26	4	7	27	78		69	9
\$11 and less than \$12.....	124	12	69	17	18	5	3	44	28	1	23	4
\$12 and less than \$13.....	161	7	70	28	40	6	10	54	64	2	56	6
\$13 and less than \$14.....	172	15	62	42	46	1	6	12	18	3	6	9
\$14 and less than \$15.....	167	12	55	48	42	2	3	22	12		2	10
\$15 and less than \$16.....	166	8	60	39	42	1	6	14	18	2	4	12
\$16 and less than \$17.....	180	13	34	42	53	2	6	5	8	2		6
\$17 and less than \$18.....	138	12	25	36	54	5	6	3	11	7		4
\$18 and less than \$19.....	156	12	22	45	70	4	3	5	22	21		1
\$19 and less than \$20.....	104	11	15	27	46	4	1	4	17	17		
\$20 and less than \$21.....	134	8	17	26	77	4	2	4	22	22		
\$21 and less than \$22.....	84		10	19	50	1	1		7	7		
\$22 and less than \$23.....	78	1	3	16	45	6	2		23	23		
\$23 and less than \$24.....	82	1	4	16	61				16	15		1
\$24 and less than \$25.....	107	1	3	18	76	9		3	29	29		
\$25 and less than \$30.....	155	6	9	31	107	2			62	61		1
\$30 and less than \$35.....	19	2	2	4	11				11	11		
\$35 and less than \$40.....	3				3				4	4		
\$40 and over.....									3	3		

TABLE XXII.—Week's earnings, by department and occupation—Cigars—Continued

B.—WHITE WOMEN—PENNSYLVANIA

Week's earnings	Number of women															
	All occupations	Leaf department	Stripping department				Cigar-making department									
			Total	Select	Hand strip	Machine strip	Total	Hand processes				Machine processes				
								Total	Bunch	Roll	Out-and-out	Total	Bunch	Roll	Auto-machine make	Examine machine-made cigars
Total.....	8,170	56	1,199	104	561	534	5,260	2,134	402	1,667	65	3,128	60	11	3,019	36
Median.....	\$16.75	\$11.00	\$10.80	\$18.70	\$7.50	\$12.50	\$18.85	\$16.60	\$18.80	\$16.25	\$15.70	\$19.95	\$15.80	(1)	\$20.05	(1)
Less than \$1.....	31	2	13		11	2	12	4	2	2		8			8	
\$1 and less than \$2.....	107		61		55	6	29	4		4		25		1	24	
\$2 and less than \$3.....	89		31	1	27	3	32	9	2	7		23			23	
\$3 and less than \$4.....	109	1	44		39	5	35	10	1	9		25			25	
\$4 and less than \$5.....	116		40		35	5	34	15	1	14		19			19	
\$5 and less than \$6.....	93		36		32	4	24	16	4	12		8	1		7	
\$6 and less than \$7.....	149	1	69		58	11	49	34	7	27		15	1	1	13	
\$7 and less than \$8.....	165	1	61		48	13	51	26	4	22		25	1		23	1
\$8 and less than \$9.....	243	3	66		35	31	83	44	4	39		39	2		36	1
\$9 and less than \$10.....	285		96	1	58	37	113	86	7	76		27	3		24	
\$10 and less than \$11.....	342	20	106	2	44	60	128	96	15	75	6	30	7	1	22	
\$11 and less than \$12.....	320	3	77		19	58	149	103	22	77		46	3		43	
\$12 and less than \$13.....	410	6	89	3	24	62	194	136	15	117	4	58			57	1
\$13 and less than \$14.....	430	8	107	10	27	70	223	115	13	96	6	108	7	2	98	1
\$14 and less than \$15.....	412	3	60	3	10	47	260	140	26	111	3	120	1	3	114	2
\$15 and less than \$16.....	446	2	76	8	18	50	270	147	19	120	8	123	5		117	1
\$16 and less than \$17.....	453	3	39	6	12	21	329	133	25	102	6	196	9	1	177	9
\$17 and less than \$18.....	457		30	8	2	20	348	108	20	87	1	240	6		232	2
\$18 and less than \$19.....	444	3	32	14	4	14	310	108	17	87	4	202	3		197	2
\$19 and less than \$20.....	413		15	7	3	5	325	91	18	69	4	234		1	230	3
\$20 and less than \$21.....	529		14	9		5	446	102	16	84	2	344	9	1	331	3
\$21 and less than \$22.....	389		11	7		4	327	107	19	83	5	220	1		214	6
\$22 and less than \$23.....	489		14	13		1	440	96	28	67	1	344	1		341	2
\$23 and less than \$24.....	282		4	4			223	84	21	60	3	139			138	1
\$24 and less than \$25.....	287		6	6			240	78	26	48	4	163			161	1
\$25 and less than \$30.....	604		1	1			525	180	57	123		345			345	
\$30 and less than \$35.....	67		1	1			55	54	13	41		1				1
\$35 and less than \$40.....	8						7	7		7						
\$40 and over.....	1						1	1		1						

B.—WHITE WOMEN—PENNSYLVANIA—Continued

Week's earnings	Packing department							Shipping department	Miscellaneous from all departments			
	Total	Various hand or machine pack, band, and foil	Hand band, foil, and cellophane	Machine band and foil	Shade	Inspect	Fill container and general		Total	Instructors and supervisors	Learners	Miscellaneous and general
Total.....	1,324	60	483	298	473	25	25	166	155	90	40	25
Median.....	\$15.05	\$13.00	\$11.50	\$16.80	\$18.55	(1)	(1)	\$9.75	\$17.95	\$23.00	(1)	(1)
Less than \$1.....	2		1				1	2				
\$1 and less than \$2.....	11		6	4			1	2	4	1	2	1
\$2 and less than \$3.....	21		13	2	4		2	5				
\$3 and less than \$4.....	18		10	1	1			11				
\$4 and less than \$5.....	33	1	17	3	4		3	6	3	1	2	
\$5 and less than \$6.....	28	1	21	1	5			5				
\$6 and less than \$7.....	26		20	1	3		1	3	2		2	
\$7 and less than \$8.....	45	5	29	2	7		2	4	3		3	
\$8 and less than \$9.....	57	1	37	4	12		1	23	6		5	1
\$9 and less than \$10.....	47	5	31		8		3	22	7		7	
\$10 and less than \$11.....	57	5	31	7	12	2		14	19		17	2
\$11 and less than \$12.....	68	8	41	4	11	1	3	20	3	1		3
\$12 and less than \$13.....	89	4	44	17	17	3	4	29	3		2	1
\$13 and less than \$14.....	84	3	39	20	21	1		1	7	3		4
\$14 and less than \$15.....	79	5	31	21	22			7	3			3
\$15 and less than \$16.....	87	3	31	25	27	1		5	6	1		5
\$16 and less than \$17.....	76	5	16	28	26	1		1	5	1		4
\$17 and less than \$18.....	72	2	14	21	32	1	2		7	5		3
\$18 and less than \$19.....	90	6	13	25	45	1		1	8	6		3
\$19 and less than \$20.....	65	4	6	18	34	3			8	8		3
\$20 and less than \$21.....	60	2	10	20	26	2			9	9		
\$21 and less than \$22.....	50		6	15	23	1			1	1		
\$22 and less than \$23.....	29		1	6	22				6	6		
\$23 and less than \$24.....	51		3	9	39				4	4		
\$24 and less than \$25.....	29		1	9	17	2			12	12		
\$25 and less than \$30.....	54		4	1	48	1			24	24		
\$30 and less than \$35.....	7		1	4	2				4	4		
\$35 and less than \$40.....									1	1		
\$40 and over.....												

¹ Not computed; base less than 50.

TABLE XXII.—*Week's earnings, by department and occupation—Cigars—Contd.*

C.—NEGRO WOMEN—7 STATES

Week's earnings	Number of women								
	All occupations	Leaf department	Stripping department				Miscellaneous from all departments		
			Total	Select	Hand strip	Machines strip	Total	Instructors and supervisors	Miscellaneous and general
Total	1,755	144	1,596	24	666	908	15	7	^a
Median	\$10.10	\$10.30	\$10.00	(¹)	\$8.65	\$10.80	(¹)	(¹)	(¹)
Less than \$1	13		13		3	10			
\$1 and less than \$2	20	1	19		4	15			
\$2 and less than \$3	38	2	36	1	14	21			
\$3 and less than \$4	37	2	35		17	18			
\$4 and less than \$5	59		59		40	18	1	1	
\$5 and less than \$6	85	2	83		51	32			
\$6 and less than \$7	108	2	106		72	34			
\$7 and less than \$8	146	8	143	1	99	53			
\$8 and less than \$9	172	17	155		68	87			
\$9 and less than \$10	168	21	146		67	79	1		1
\$10 and less than \$11	281	79	200	9	85	106	2		2
\$11 and less than \$12	172	7	165	2	63	100			
\$12 and less than \$13	127	2	122	4	32	86	3	1	2
\$13 and less than \$14	106	4	101		29	72	1		1
\$14 and less than \$15	81	2	76	1	10	65	3	2	1
\$15 and less than \$16	70		68	1	13	54	2	1	1
\$16 and less than \$17	32		30	1	6	23	2	2	
\$17 and less than \$18	20		20		2	18			
\$18 and less than \$19	7		7		1	6			
\$19 and less than \$20	6		6	2		4			
\$20 and less than \$21	4		4			4			
\$21 and less than \$22	1		1			1			
\$22 and less than \$23	2		2	2					

¹ Not computed; base less than 50.

TABLE XXII.—*Week's earnings, by department and occupation—Cigars—Contd.*

D.—NEGRO WOMEN—PENNSYLVANIA

Week's earnings	Number of women								
	All occupations	Leaf department	Stripping department				Miscellaneous from all departments		
			Total	Select	Hand strip	Machine strip	Total	Instructors and supervisors	Miscellaneous and general
Total.....	1,092	139	944	18	115	811	9	5	4
Median.....	\$10.40	\$10.30	\$10.45	(?)	\$7.30	\$10.70	(?)	(?)	(?)
Less than \$1.....	9		9			9			
\$1 and less than \$2.....	17	1	16		2	14			
\$2 and less than \$3.....	25	2	23		3	20			
\$3 and less than \$4.....	24	1	23		6	17			
\$4 and less than \$5.....	30		29		14	15	1	1	
\$5 and less than \$6.....	43	1	42		11	31			
\$6 and less than \$7.....	47	2	45		16	29			
\$7 and less than \$8.....	73	3	70		20	50			
\$8 and less than \$9.....	112	17	95		13	82			
\$9 and less than \$10.....	95	21	74		4	70			
\$10 and less than \$11.....	135	78	105	5	3	98	2		2
\$11 and less than \$12.....	97	7	90	2	1	87			
\$12 and less than \$13.....	78	1	77	4	2	71			
\$13 and less than \$14.....	75	3	72		9	63			
\$14 and less than \$15.....	67	2	62	1	4	57	3	2	1
\$15 and less than \$16.....	55		54	1	2	51	1		1
\$16 and less than \$17.....	28		26	1	4	21	2	2	
\$17 and less than \$18.....	15		15		1	14			
\$18 and less than \$19.....	6		6		1	5			
\$19 and less than \$20.....	5		5	2		3			
\$20 and less than \$21.....	3		3			3			
\$21 and less than \$22.....	1		1			1			
\$22 and less than \$23.....	2		2	2					

¹ Not computed; base less than 50.

WOMEN IN CIGAR AND CIGARETTE INDUSTRIES

TABLE XXV.—Earnings distribution by locality—Cigars

A.—WHITE WOMEN

Locality	Number of women	Median earnings	Per cent distribution of women				
			Less than \$5	\$5 and less than \$10	\$10 and less than \$15	\$15 and less than \$20	\$20 and over
All localities.....	20,824	\$16.30	4.8	12.8	24.8	27.8	29.8
New York ¹	1,988	17.60	2.0	7.2	23.7	34.2	32.9
New York City.....	1,184	20.00	1.4	3.0	12.9	32.9	49.8
New Jersey.....	4,025	19.05	2.4	8.5	17.8	26.5	44.9
Trenton.....	882	18.25	.8	6.8	19.0	39.1	34.2
Camden.....	1,537	21.30	3.5	11.5	13.9	15.0	56.1
Newark and near-by cities ²	1,606	18.25	2.1	6.5	20.8	30.6	39.9
Pennsylvania.....	8,170	16.75	5.5	11.4	23.4	27.1	32.5
Philadelphia.....	3,704	21.20	3.0	6.0	11.8	18.7	60.4
Other ³	3,986	13.55	8.5	17.7	34.7	31.8	7.5
Maryland and Delaware.....	600	14.35	4.5	14.2	39.0	30.7	11.7
Baltimore.....	352	13.85	2.6	12.2	51.4	27.0	6.8
Ohio.....	2,102	13.15	7.1	22.5	37.3	26.4	6.8
7 cities ⁴	1,784	12.85	8.2	22.7	39.2	24.9	4.9
Michigan—Detroit.....	2,164	17.45	2.3	5.3	21.1	39.9	31.5
Kentucky and Tennessee.....	1,088	8.85	14.9	46.4	32.5	5.1	1.1
Massachusetts—Boston.....	443	19.10	.7	2.5	30.5	23.7	42.7
Virginia.....	244	12.10	10.2	25.4	38.5	24.6	1.2

B.—NEGRO WOMEN

All localities ⁵	1,755	\$10.10	9.5	38.7	43.7	7.7	0.4
New Jersey—Camden.....	87	12.05	8.0	20.7	59.8	11.5	.....
Pennsylvania.....	1,092	10.40	9.6	33.9	46.0	10.0	0.5
Philadelphia.....	1,051	10.50	9.0	32.4	47.7	10.3	.6
Ohio—7 cities ⁴	515	9.25	8.5	50.1	38.4	2.9	.....

¹ New York City and Binghamton.² Includes Newark, Passaic, Perth Amboy, South Amboy, and Fords.³ Includes York, Lancaster, Reading, Harrisburg, and Steelton and vicinity.⁴ Lima, Sidney, Wapakoneta, Van Wert, Columbus, Dayton, and Xenia. Negro women were found in Columbus and Xenia only.⁵ Localities with fewer than 50 women not shown separately.

TABLE XXVI.—*Week's earnings and age of women who supplied personal information—Cigars*

A.—WHITE WOMEN

Week's earnings	Women whose earnings and age were reported																	
	All women		Under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	10,687	100.0	1,515	100.0	1,834	100.0	2,297	100.0	1,323	100.0	2,134	100.0	1,015	100.0	340	100.0	129	100.0
Median.....	\$17.55		\$13.90		\$18.80		\$19.05		\$18.45		\$18.15		\$15.85		\$13.80		\$10.45	
Less than \$5.....	222	2.1	70	4.6	26	1.4	28	1.2	18	1.4	30	1.4	21	2.1	13	3.8	16	12.4
\$5 and less than \$10.....	947	8.9	301	19.9	97	5.3	103	4.3	81	6.1	134	6.3	115	11.3	73	21.5	43	33.3
\$10 and less than \$15.....	2,506	23.4	472	31.2	392	21.4	450	18.8	247	18.7	458	21.5	312	30.7	130	38.2	45	34.9
\$15 and less than \$20.....	3,285	30.7	360	23.8	563	30.7	784	32.7	434	32.8	703	32.9	325	32.0	95	27.9	21	16.3
\$20 and less than \$25.....	2,904	27.2	288	19.0	674	36.8	759	31.7	393	29.7	573	26.9	187	18.4	27	7.9	3	2.3
\$25 and less than \$30.....	694	6.5	17	1.1	79	4.3	246	10.3	125	9.4	182	8.5	42	4.1	2	.6	1	.8
\$30 and over.....	129	1.2	7	.5	3	.2	27	1.1	25	1.9	54	2.5	13	1.3	—	—	—	—

B.—NEGRO WOMEN

Total.....	707	100.0	21	(1)	90	100.0	225	100.0	141	100.0	156	100.0	55	100.0	15	(1)	4	(1)
Median.....	\$10.55		(1)		\$10.25		\$11.10		\$10.95		\$10.30		\$8.40		(1)		(1)	
Less than \$5.....	53	7.5	5	—	7	7.8	9	4.0	7	5.0	11	7.1	12	21.8	1	—	1	—
\$5 and less than \$10.....	245	34.7	7	—	32	35.6	66	29.3	49	34.8	60	38.5	21	38.2	8	—	2	—
\$10 and less than \$15.....	340	48.1	9	—	47	52.2	128	56.9	74	52.5	62	39.7	14	25.5	5	—	1	—
\$15 and less than \$20.....	66	9.3	—	—	4	4.4	22	9.8	11	7.8	20	12.8	8	14.5	1	—	—	—
\$20 and less than \$25.....	3	.4	—	—	—	—	—	—	—	—	3	1.9	—	—	—	—	—	—

¹ Not computed; base less than 50.

WOMEN IN CIGAR AND CIGARETTE INDUSTRIES

TABLE XXVII.—Earnings distribution by time in the

A.—WHITE WOMEN

Week's earnings	Women reporting time in trade		Less than 6 months		6 months and less than 1 year		1 and less than 2 years	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total	8,968	100.0	656	100.0	498	100.0	974	100.0
Median		\$17.25		\$12.75		\$15.15		\$17.25
Less than \$5	181	2.0	44	6.7	11	2.2	18	1.8
\$5 and less than \$10	781	8.7	140	21.3	51	10.2	89	9.1
\$10 and less than \$15	2,164	24.0	271	41.3	183	36.7	263	27.0
\$15 and less than \$20	3,022	33.6	137	20.9	168	33.7	325	33.4
\$20 and less than \$25	2,146	23.8	60	9.1	81	16.3	252	25.9
\$25 and less than \$30	603	6.7	4	.6	4	.8	26	2.7
\$30 and over	101	1.1					1	.1

B.—NEGRO WOMEN

	483	100.0	88	100.0	60	100.0	40	(1)
Total		\$10.25		\$8.75		\$9.65		(1)
Median								
Less than \$5	36	7.5	12	13.6	3	5.0	2	
\$5 and less than \$10	185	38.3	47	53.4	31	51.7	10	
\$10 and less than \$15	220	45.5	29	33.0	25	41.7	28	
\$15 and less than \$25	42	8.7			1	1.7		

1 Not computed; base less than 60.

APPENDIXES

trade, women who supplied personal information—Cigars

A.—WHITE WOMEN

2 and less than 3 years		3 and less than 4 years		4 and less than 5 years		5 and less than 10 years		10 and less than 15 years		15 and less than 20 years		20 years and over	
Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
836	100.0	891	100.0	692	100.0	2,041	100.0	1,059	100.0	636	100.0	815	100.0
	\$17.80		\$18.65		\$18.25		\$18.45		\$17.55		\$17.05		\$15.85
11	1.3	14	1.6	9	1.3	26	1.3	15	1.4	10	1.6	23	2.8
71	8.5	56	6.3	33	4.8	116	5.7	94	8.9	44	6.9	87	10.7
176	21.1	150	16.8	127	18.3	357	17.5	221	20.9	163	25.6	253	31.0
273	32.7	317	35.6	190	27.4	737	36.1	363	34.7	242	38.1	265	32.5
249	29.8	285	32.0	171	24.7	536	26.3	248	23.4	123	19.3	141	17.3
54	6.5	61	6.8	56	8.1	230	11.3	86	8.1	46	7.2	36	4.4
2	.2	8	.9	6	.9	39	1.9	27	2.5	8	1.3	10	1.2

B.—NEGRO WOMEN

89	(1)	56	100.0	31	(1)	123	100.0	31	(1)	12	(1)	3	(1)
(1)		\$10.90		(1)		\$10.70		(1)		(1)		(1)	
2	3.6	1		12	9.8	2		1		1		1	
19	28.6	14		36	29.3	8		3		3		1	
18	60.7	11		58	47.2	13		3		3		1	
2	7.1	5		17	13.8	8		5		5			

TABLE XXVIII.—*Week's earnings, by department and occupation—Cigarettes*

A.—WHITE WOMEN—3 STATES

Week's earnings	Number of women										
	All occupations	Leaf department					Making department—Making machine				
		Total	Pick	Hand stem	Machine stem	Miscellaneous and general help	Total	Feed	Operate	Catch	Inspect
Total.....	3,668	228	99	46	67	16	912	98	188	462	164
Median.....	\$17.05	\$11.83	\$10.96	(¹)	\$12.31	(¹)	\$15.40	\$12.81	\$17.85	\$14.28	\$17.78
Less than \$1.....	8	4	2	2							
\$1 and less than \$2.....	24	10	6	4			7	2		2	3
\$2 and less than \$3.....	23	5	3		2		11	4	1	5	1
\$3 and less than \$4.....	22	6	2		4		9		1	2	6
\$4 and less than \$5.....	31	11	5	4	2		1	1			
\$5 and less than \$6.....	34	9	2	5	2		15	9	1	5	
\$6 and less than \$7.....	26	6	2	2	2		9	2	1	5	1
\$7 and less than \$8.....	31	11	4	5	2		5	1		4	
\$8 and less than \$9.....	48	18	6	6	1		9	3	2	4	
\$9 and less than \$10.....	61	11	5	5			11	4	3	4	
\$10 and less than \$11.....	84	22	13	2	7		28	4	2	15	2
\$11 and less than \$12.....	166	18	6	5	4	3	51	6	2	43	
\$12 and less than \$13.....	220	41	9	1	21	10	49	16	4	23	6
\$13 and less than \$14.....	269	23	11	3	9		101	4	4	92	1
\$14 and less than \$15.....	269	20	16	2	1	1	124	13	9	98	5
\$15 and less than \$16.....	233	9	3		5	1	78	4	7	61	3
\$16 and less than \$17.....	235	4			3	1	91	7	11	61	12
\$17 and less than \$18.....	556	2	2				148	10	54	34	50
\$18 and less than \$19.....	387	2	2				76	4	41	3	28
\$19 and less than \$20.....	248						43	3	24	1	16
\$20 and less than \$21.....	289	1			1		30	1	12		17
\$21 and less than \$22.....	131						10	1	6		3
\$22 and less than \$23.....	64						8		2		6
\$23 and less than \$24.....	54						1				1
\$24 and less than \$25.....	62						1				1
\$25 and less than \$30.....	58						1		1		
\$30 and less than \$35.....	14										
\$37.....	1										

A.—WHITE WOMEN—8 STATES (Continued)

Week's earnings	Number of women—Continued															
	Packing department												Department not specified			
	Total	Operate new packing machine	Old packing machines		Operate wrapping machine	Operate stamping and banding machine	Hand pack	Pack in cartons	Hand stamp, paste, and wrap	Inspect	Salvage and repair	Miscellaneous and general help	Box department	Total	Supervisory and clerical	Miscellaneous and general help
Total.....	2,401	277	221	233	273	42	891	495	105	38	46	90	87	40	14	26
Median.....	\$17.76	\$18.20	\$18.13	\$18.29	\$19.10	(1)	\$17.32	\$17.74	\$12.69	(1)	(1)	\$17.05	\$16.65	(1)	(1)	(1)
Less than \$1.....	4					1	1					1				
\$1 and less than \$2.....	7	1	1			1			1			1				
\$2 and less than \$3.....	6		2				2		2				1			
\$3 and less than \$4.....	7	1	1		1		1	2	1							
\$4 and less than \$5.....	19		2		1		4		12							
\$5 and less than \$6.....	10		1	1	1		2		4		1					
\$6 and less than \$7.....	11	2					5	1	2			1				
\$7 and less than \$8.....	15	1	2	1	1		5	1	3		1					
\$8 and less than \$9.....	21	2	2	1	1		10	2	2				5			
\$9 and less than \$10.....	37	2	3	5	1		10	10	4			1	2			
\$10 and less than \$11.....	36	2	4	2	4		12	4	8				2	1		1
\$11 and less than \$12.....	87	3	17	8	5		19	12	8			6	7	3		3
\$12 and less than \$13.....	117	3	17	27	11		30	6	8		4	2	9	4		4
\$13 and less than \$14.....	136	9	5	3	14		45	27	10		10	4	2	7		7
\$14 and less than \$15.....	141	20	5	9	9		62	19	6		3	6	3	1		1
\$15 and less than \$16.....	138	9	15	26	10	7	31	11		4	8	12	6	2		2
\$16 and less than \$17.....	128	10	15	16	11	2	37	15	4	4	3	11	10	2		2
\$17 and less than \$18.....	370	57	16	4	24		55	179	8	2	8	21	33	3	1	3
\$18 and less than \$19.....	305	83	20	12	39		42	70	8	7	1	23	3	1		1
\$19 and less than \$20.....	200	54	13	16	35	2	37	32	5	3	2	1	3	2		2
\$20 and less than \$21.....	255	16	49	59	29	2	45	48	2	4	1		1	2	1	1
\$21 and less than \$22.....	121	2	18	30	5	1	44	12	5	4						
\$22 and less than \$23.....	56		12	3	9	4	18	5	3	2						
\$23 and less than \$24.....	47		1		6	1	26	10	1	1		1		6	6	
\$24 and less than \$25.....	61				33		14	12	1	1						
\$25 and less than \$30.....	55				23	2	21	7	2					2	2	
\$30 and less than \$35.....	10						10							4	4	
\$37.....	1						1									

¹ Not computed; base less than 50.

TABLE XXVIII.—*Week's earnings, by department and occupation—Cigarettes—Continued*

B.—WHITE WOMEN—NORTH CAROLINA

Week's earnings	Number of women					
	All occu- pations	Leaf depart- ment	Making department—Making machine			
			Total	Operate	Catch	Inspect
Total.....	1,840	14	366	79	194	63
Median.....	\$17.60	(1)	\$15.35	\$17.70	\$14.10	\$17.80
Less than \$1.....	2					
\$1 and less than \$2.....	4	1	1		1	
\$2 and less than \$3.....	4		3		3	
\$3 and less than \$4.....	5		1		1	
\$4 and less than \$5.....	7	4				
\$5 and less than \$6.....	12	4	4		4	
\$6 and less than \$7.....	15		6		5	1
\$7 and less than \$8.....	9					
\$8 and less than \$9.....	15	3	2		2	
\$9 and less than \$10.....	24		1	1		
\$10 and less than \$11.....	26	1	4		3	1
\$11 and less than \$12.....	46		18	1	17	
\$12 and less than \$13.....	48	1	10		10	
\$13 and less than \$14.....	115		44	1	43	
\$14 and less than \$15.....	177		82	3	77	2
\$15 and less than \$16.....	71		19	1	15	3
\$16 and less than \$17.....	89		20	3	7	10
\$17 and less than \$18.....	425		82	41	3	38
\$18 and less than \$19.....	283		46	23	2	21
\$19 and less than \$20.....	137		13	5	1	7
\$20 and less than \$21.....	200		2			2
\$21 and less than \$22.....	79		3			3
\$22 and less than \$23.....	28		3			3
\$23 and less than \$24.....	13		1			1
\$24 and less than \$25.....	5		1			1
\$25 and less than \$30.....	1					

B.—WHITE WOMEN—NORTH CAROLINA—Continued

Week's earnings	Number of women—Continued													
	Packing department											Box department	Department not specified—Miscellaneous and general help	
	Total	Operate new packing machine	Old packing machine		Operate wrapping machine	Operate stamping and banding machine	Hand pack	Pack in cartons	Hand stamp, paste, and wrap	Inspect	Salvage and repair			Miscellaneous and general help
		Feed or operate	Cup or inspect											
Total.....	1,404	194	90	117	116	11	403	350	23	25	12	63	38	13
Median.....	\$17.90	\$18.15	\$20.50	\$20.40	\$19.20	(1)	\$18.10	\$17.60	(1)	(1)	(1)	\$17.55	(1)	(1)
Less than \$1.....	2						1				1			
\$1 and less than \$2.....	2						2							
\$2 and less than \$3.....	1						1							
\$3 and less than \$4.....	4		1		1			2						
\$4 and less than \$5.....	3		1				2							
\$5 and less than \$6.....	4				1		2				1			
\$6 and less than \$7.....	9	2					5	1				1		
\$7 and less than \$8.....	9	1		1	1		5	1						
\$8 and less than \$9.....	10	1		1	1		5	2						
\$9 and less than \$10.....	22	2	1	4			6	8				1	1	
\$10 and less than \$11.....	20	2	2	1	3		10	2						1
\$11 and less than \$12.....	25	1		2			13	6				3		3
\$12 and less than \$13.....	34	1		2	2		21	4				2		3
\$13 and less than \$14.....	64	2		2		3	43	8	1		1	3		7
\$14 and less than \$15.....	92	4			3	1	53	17	3	1	1	5	2	1
\$15 and less than \$16.....	50	7		1	2	4	25	7		1	2	1	2	
\$16 and less than \$17.....	65	7	1	2	6	1	26	12	1	4		5	3	1
\$17 and less than \$18.....	313	57	1	1	12		37	178	3	3	4	20	29	1
\$18 and less than \$19.....	235	30	5	3	19		29	65	6	6	1	21	1	1
\$19 and less than \$20.....	124	13	9	14	32	1	25	21	5	8		1		
\$20 and less than \$21.....	198	13	45	59	29		31	13	2	4	1			
\$21 and less than \$22.....	75	1	17	24	2		24	5	1	2				
\$22 and less than \$23.....	26		6		2		16			1				
\$23 and less than \$24.....	12						11	1						
\$24 and less than \$25.....	4						4							
\$25 and less than \$30.....	1						1							

¹ Not computed; base less than 50.

TABLE XXVIII.—*Week's earnings, by department and occupation—Cigarettes—Continued*

C.—NEGRO WOMEN—2 STATES

Week's earnings	Number of women															
	All occupations	Leaf department					Making department— Making machine			Packing department				Box department	Department not specified— miscellaneous and general help	
		Total	Pick	Hand stem	Machine stem	Miscellaneous and general help	Total	Operate	Inspect	Total	Old packing machine		Operate wrapping machine			Other
											Feed or operate	Cup or inspect				
Total.....	2,130	2,065	459	1,192	270	144	7	6	1	29	6	7	5	11	7	22
Median.....	\$8.00	\$8.00	\$8.55	\$5.95	\$8.65	\$8.80	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Less than \$1.....	9	8	2	3	3											1
\$1 and less than \$2.....	27	26	1	20	2	3										1
\$2 and less than \$3.....	42	42		35	2	5										
\$3 and less than \$4.....	126	124	10	109	3	2				1				1		
\$4 and less than \$5.....	236	235	6	224	3	2									1	
\$5 and less than \$6.....	240	240	7	219	8	6										
\$6 and less than \$7.....	174	166	15	146	4	4										8
\$7 and less than \$8.....	208	194	38	119	13	24				6		5	1	3		5
\$8 and less than \$9.....	598	592	279	125	155	23				3			8	1		2
\$9 and less than \$10.....	197	193	45	93	33	21				1	1					3
\$10 and less than \$11.....	121	119	27	51	19	22				2				2		
\$11 and less than \$12.....	88	87	21	26	24	16										1
\$12 and less than \$13.....	24	24	5	12	5	2										
\$13 and less than \$14.....	9	9	1	6	2	2										
\$14 and less than \$15.....	4	3		3												1
\$15 and less than \$16.....	4	1		1						3				3		
\$16 and less than \$17.....	2	1				1				1				1		
\$17 and less than \$18.....	16						7	6	1	10	5	5			1	
\$18 and less than \$19.....	8	1				1				2	1	1				

D.—NEGRO WOMEN—NORTH CAROLINA

Total.....	1,821	1,777	412	1,107	177	81	7	6	1	17	6	7	4	1	19
Median.....	\$7.95	\$7.90	\$8.55	\$8.00	\$8.45	\$8.80	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Less than \$1.....	8	7	2	2	8	1									1
\$1 and less than \$2.....	18	17		14	2	1									1
\$2 and less than \$3.....	32	33		28	2	2									
\$3 and less than \$4.....	114	114	7	103	3	1									
\$4 and less than \$5.....	207	207	6	200	1										
\$5 and less than \$6.....	219	219	7	204	5	3									
\$6 and less than \$7.....	168	150	14	133		3									8
\$7 and less than \$8.....	162	157	29	112	9	7									5
\$8 and less than \$9.....	556	555	259	120	148	28									1
\$9 and less than \$10.....	158	156	44	92	4	16			1			1			1
\$10 and less than \$11.....	82	82	21	51		10									
\$11 and less than \$12.....	50	49	18	26		5									1
\$12 and less than \$13.....	18	18	4	12		2									
\$13 and less than \$14.....	8	8	1	6		1									
\$14 and less than \$15.....	4	3		3											1
\$15 and less than \$16.....	4	1		1						3				3	
\$16 and less than \$17.....	1									1				1	
\$17 and less than \$18.....	18						7	6	1	10	5	5			1
\$18 and less than \$19.....	3	1				1				2	1	1			

1 Not computed; base less than 50.

TABLE XXIX.—Earnings distribution and time worked, women whose time was reported in days—Cigarettes

A.—WHITE WOMEN

Week's earnings	Women with days worked reported		Less than 3 days		3 and less than 4 days		4 and less than 5 days		5 and less than 5½ days		5½ and less than 6 days	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,563	100.0	50	100.0	56	100.0	109	100.0	277	100.0	1,061	100.0
Median.....	\$18.70		\$8.20		\$10.40		\$13.65		\$16.20		\$20.20	
Less than \$5.....	29	1.9	23	46.0	3	5.4	1	.9			2	.2
\$5 and less than \$10.....	76	4.9	26	52.0	19	33.9	7	6.4	21	7.6	3	.3
\$10 and less than \$15.....	246	15.8	1	2.0	33	58.9	72	66.1	89	32.1	50	4.7
\$15 and less than \$20.....	619	39.9			1	1.8	26	23.9	159	57.4	433	40.8
\$20 and less than \$25.....	617	33.3					3	2.8	8	2.9	506	47.7
\$25 and less than \$30.....	56	3.6									56	5.3
\$30 and over.....	11	.7									11	1.0

B.—NEGRO WOMEN

Total.....	660	100.0	17	(¹)	11	(¹)	42	(¹)	464	100.0	126	100.0
Median.....	\$3.45		(¹)		(¹)		(¹)		\$8.50		\$9.80	
Less than \$5.....	58	8.8	16		7		12		4	.9	19	15.1
\$5 and less than \$10.....	451	68.3	1		4		30		366	78.9	50	39.7
\$10 and less than \$15.....	139	21.1							93	20.0	46	36.5
\$15 and less than \$20.....	12	1.8							1	.2	11	8.7

¹ Not computed; base less than 50.

TABLE XXX.—Earnings distribution and time worked, women whose time was reported in hours—Cigarettes

A.—WHITE WOMEN

Week's earnings	Women with hours worked reported		Less than 44 hours		44 and less than 48 hours		48 hours		Over 48 and less than 52 hours		52 and less than 56 hours		56 and less than 60 hours		60 hours 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
Total.....	2,013	100.0	312	100.0	227	100.0	21	(1)	1,128	100.0	231	100.0	73	100.0	11	(1)
Median.....	\$15.65		\$9.20		\$12.65			(1)	\$17.30		\$15.10		\$15.70			(1)
Less than \$5.....	72	3.6	72	23.1												
\$5 and less than \$10.....	111	5.5	105	33.7	5	2.2			1	.1						
\$10 and less than \$15.....	747	37.1	106	34.6	197	86.8	13	(1)	289	25.4	113	48.9	27	37.0		
\$15 and less than \$20.....	1,004	49.9	27	8.7	24	10.6	7	(1)	799	70.2	109	47.2	31	42.5	7	(1)
\$20 and less than \$25.....	73	3.6			1	.4	1	(1)	43	3.8	9	3.9	15	20.5	4	(1)
\$25 and less than \$30.....	2	.1							2	.2						
\$30 and over.....	4	.2							4	.4						

B.—NEGRO WOMEN

Total.....	799	100.0	206	100.0	429	100.0	13	(1)	99	100.0	39	(1)	12	(1)	1	(1)
Median.....	\$8.55		\$7.85		\$8.55			(1)	\$8.65		(1)		(1)		(1)	
Less than \$5.....	43	5.4	43	20.9												
\$5 and less than \$10.....	942	80.4	152	73.8	399	93.0	11	(1)	78	78.8	1	(1)			1	(1)
\$10 and less than \$15.....	99	12.4	11	5.3	30	7.0	2	(1)	8	8.1	26	(1)	12	(1)		
\$15 and less than \$20.....	15	1.9							13	13.1	2	(1)				

1 Not computed; base less than 50.

TABLE XXXI.—*Week's earnings and age of women who supplied personal information—Cigarettes*

A.—WHITE WOMEN

Week's earnings	Women whose earnings and age were reported																	
	All women		Under 18 years		18 and under 20 years		20 and under 25 years		25 and under 30 years		30 and under 40 years		40 and under 50 years		50 and under 60 years		60 years and over	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Total.....	1,819	100.0	112	100.0	192	100.0	581	100.0	353	100.0	365	100.0	137	100.0	55	100.0	24	(1)
Median.....	\$17.85		\$14.35		\$16.35		\$18.40		\$19.50		\$18.50		\$18.10		\$15.95			
Less than \$5.....	24	1.3	5	4.5	4	2.1	8	1.0	4	1.1	4	1.1	1	.7			2	
\$5 and less than \$10.....	52	2.9	4	3.6	6	3.1	18	3.1	10	2.8	7	1.9	5	3.6				
\$10 and less than \$15.....	367	20.2	58	51.8	58	30.2	101	17.4	41	11.6	62	17.0	21	15.3	20	36.4	6	
\$15 and less than \$20.....	842	46.3	36	32.1	94	49.0	261	44.9	196	55.5	171	46.8	54	39.4	19	34.5	11	
\$20 and less than \$25.....	477	26.2	9	8.0	26	13.5	169	29.1	95	26.9	106	29.0	54	39.4	13	23.6	5	
\$25 and less than \$30.....	45	2.5			3	1.6	20	3.4	7	2.0	12	3.3	2	1.5	1	1.8		
\$30 and over.....	12	.7			1	.5	6	1.0			3	.8			2	3.6		

B.—NEGRO WOMEN

Total.....	185	100.0	2	(1)	13	(1)	47	(1)	35	(1)	45	(1)	27	(1)	8	(1)	8	(1)
Median.....	\$8.45																	
Less than \$5.....	22	11.9			1		1		5		8		3		2		2	
\$5 and less than \$10.....	120	64.9			7		34		21		28		19		5		6	
\$10 and less than \$15.....	143	23.2	2		5		12		9		9		5		1			

¹ Not computed; base less than 50.² No woman earned as much as \$13.

APPENDIX B.—SCHEDULE FORMS

SCHEDULE I

[Used for home interviews with former cigar and cigarette employees deprived of their jobs by changes in the industry]

[Front]

Present firm Address

Name Address

Age of beginning work in cigar or cigarette industry

OCCUPATIONAL HISTORY

Industry	Occupation	Time empl.	Reason left
1			
2			
3			
4			
5			
6			
7			

UNEMPLOYMENT

Previous industry (see above)	Date begun	Duration	Cause
1			
2			
3			
4			
5			
6			
7			

Explanatory comments:

.....

.....

[Back]

If unemployed, describe present economic status:

A. Comparison between jobs in cigar [or cigarette] and other industries: (1) Wages, (2) hours, (3) regularity, (4) other conditions.

B. Comments on changes and effects of changes in cigar [or cigarette] industry on: (1) Unemployment and irregularity of work, (2) change in equipment or stock or style, (3) wages, (4) personnel of workers, (5) other.

Agent

Date

SCHEDULE II

[Used for interviews with employers as to changes and their effects, policies, etc.]

Firm name..... Address.....
 Person interviewed..... Position.....

I. Numbers employed	Men			Women		
	White	Negro	Total	White	Negro	Total
Day.....						
Night.....						
Total.....						

What fluctuations in numbers employed during year?

II. Hours of work:
 Daily: Begin..... End..... Lunch..... Rest..... Total—Daily.....
 Sat.: Begin..... End..... Lunch..... Rest..... Sat.....
 Wkly.....

What irregularity in hours during year?

Night work: If night shift ever run, are men and women employed on same operations as day shift? If not, why?

III. Occupations (specify)	Number of men		Number of women	
	White	Negro	White	Negro
1.....				
2.....				
3.....				
[to 14 or 15 lines]				

Comments on occupational distribution by sex.....

IV. Changes:
 1. How long has firm been established in present location?.....
 2. If there has been a change in ownership, were changes in method of manufacture installed by former owners?..... Specify:.....

3. If present owners removed to new location coincident with changes in method, why was move made to new location?.....

4. Describe changes made by present firm and give approximate dates of changes: a. Enlargement of plant, b. equipment, c. type of product, d. method of manufacturing.....

V. Effects of changes (enlargement; equipment; type of product; method of operation. Give dates):
 1. Effect on personnel; sex; age; race; experience.....

2. Effect on numbers of men and women.....

3. Effect on quantity production.....

4. Effect on method of pay or wages.....

VI. Various plant policies:

1. Length of training for skill, hand and machine.
2. Personnel of plant: What was firm's policy in regard to retaining of old employees when changes were made in method of operation or change in equipment?
3. Compare present with former employment policy:
 - a. Type and source of labor supply.
 - b. Experience vs. plant training.
 - c. Race.
 - d. Age.
 - e. Education.
 - f. Marital status.

VII. Industrial relations: 1. Employment methods; 2. Number and responsibilities of foreladies; 3. Shop committee; 4. Safety committee; 5. Marked welfare activities; 6. Vacations; 7. Insurance.

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

SCHEDULE III

[Used for recording week's pay-roll data, one card for each woman. Certain information is added later from schedule V]

Establishment		Employee's No.		Department							
Name							Male	Female	Age		
Address							Conjugal condition				
Occupation							S	M	W	D	NR
Rate of Pay	Piece	Hour	Day	Week	1/4 month	Month	Additions				
		\$0.	\$	\$	\$	\$	\$				
Days worked	Regular weekly hours	Hours worked this period	Overtime hours	Undertime hours	Earnings		Deductions				
					This period \$	Computed for regular time \$					
Country of birth		Began work Age		Time at work		In this trade		This firm			
At home		Boarding		Pay-roll period: days ending.....							

SCHEDULE IV

[Used for recording year's earnings of a group of employees a year or more with the firm and working in at least 44 weeks of the 52]

No. Name Dept.
Occ.

Date	Wage	Date	Wage	Date	Wage	Date	Wage

[Columns of 13 lines.]

Total amount, weeks worked, average per week, etc.....

Firm..... City.....
Agent.....
Date.....

SCHEDULE V

[Distributed in factories to be filled in by women employees. Certain information is later transferred to Schedule III]

Firm _____
City _____

Name _____ No. _____
Address _____
Age _____ Country of birth _____
Single, married, widowed, or separated _____
How long have you worked in cigar or cigarette factories? _____
What is your job in this factory? _____
Have you ever done any other kind of work in cigar or cigarette factories? _____
What other kinds of work have you done besides work in cigar or cigarette factories? _____
Have you been laid off from work at all during the past few years? _____

SCHEDULE VI

[Used for recording numbers of employees in factory, scheduled hours, working conditions, etc.]

Firm name _____ Address _____
Product _____ Brands _____
Person interviewed _____ Position _____
Description of building _____

Stairways:

Location	Mat.	Wind'g	Light O. K.	Hand rail	Nar.	Stp.	Rpr.	Notes

Employees allowed to use elevators:

Workrooms:

Rooms				Floors			Aisles		Natural ventilation			
Work-room	Code	Floor	Appr. no. of empl.	Mat.	Rpr.	Cln.	Obstr.	Nar.	Source	In use	Adeq.	Use restr.

Artificial ventilation: Kind, location, adqcy., use _____

Natural light: Source _____

Adqcy., shades, glare _____

Artificial light: Kind, genl. and indiv _____

Adqcy., shades, glare _____

Cleaning (by whom and frequency): Sweep _____ Scrub _____

Notes _____

WOMEN IN CIGAR AND CIGARETTE INDUSTRIES

Service facilities:

Lunch	Fl.	Com- bined with	Cln.	Artif. light	Out. wnd.	Toilet ventil. into	Super- vised	Café	Tab.	Seats	Hot food	Hot drinks	Cooking con- veniences	
Rest										Cot	Chairs	Comf. chrs.	Bench	
Cloak										Lckrs.	Shlvs.	Racks	Wall bks.	Seats

Uniforms: Req. by firm..... Kind..... Supplied by firm.....
 Laundered by firm..... Free..... Cost to girl.....
 Health service: Hosp..... First aid..... Chg. of doctor full time..... Doctor part time.....
 Other..... No one resp..... Med. exam.....
 Special notes.....

Summary.....

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

PUBLICATIONS OF THE WOMEN'S BUREAU

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

- *No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
- *No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Fourth ed., 1928.
- No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
- *No. 5. The Eight-Hour Day in Federal and State Legislation. 19 pp. 1919.
- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
- No. 7. Night-Work Laws in the United States. (1919.) 4 pp. 1920.
- *No. 8. Women in the Government Service. 37 pp. 1920.
- *No. 9. Home Work in Bridgeport, Conn. 35 pp. 1920.
- *No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
- No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1921.
- *No. 12. The New Position of Women in American Industry. 158 pp. 1920.
- *No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1921.
- *No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
- No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
- No. 16. (See Bulletin 98.)
- No. 17. Women's Wages in Kansas. 104 pp. 1921.
- No. 18. Health Problems of Women in Industry. 6 pp. Revised, 1931.
- No. 19. Iowa Women in Industry. 73 pp. 1922.
- *No. 20. Negro Women in Industry. 65 pp. 1922.
- No. 21. Women in Rhode Island Industries. 73 pp. 1922.
- *No. 22. Women in Georgia Industries. 89 pp. 1922.
- No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
- No. 24. Women in Maryland Industries. 96 pp. 1922.
- No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923.
- No. 26. Women in Arkansas Industries. 86 pp. 1923.
- No. 27. The Occupational Progress of Women. 37 pp. 1922.
- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1923.
- No. 29. Women in Kentucky Industries. 114 pp. 1923.
- No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
- No. 32. Women in South Carolina Industries. 128 pp. 1923.
- No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
- No. 34. Women in Alabama Industries. 86 pp. 1924.
- No. 35. Women in Missouri Industries. 127 pp. 1924.
- No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
- No. 37. Women in New Jersey Industries. 99 pp. 1924.
- No. 38. Married Women in Industry. 8 pp. 1924.
- No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.
- No. 40. (See Bulletin 98.)
- No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145 pp. 1925.
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
- No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68 pp. 1925.
- No. 44. Women in Ohio Industries. 137 pp. 1925.
- No. 45. Home Environment and Employment Opportunities of Women in Coal-Mine Workers' Families. 61 pp. 1925.

* Supply exhausted.

- No. 46. Facts About Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
- No. 47. Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
- *No. 48. Women in Oklahoma Industries. 118 pp. 1926.
- No. 49. Women Workers and Family Support. 10 pp. 1925.
- No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 54 pp. 1926.
- No. 51. Women in Illinois Industries. 108 pp. 1926.
- No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926.
- No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.
- No. 54. Changing Jobs. 12 pp. 1926.
- No. 55. Women in Mississippi Industries. 89 pp. 1926.
- No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.
- No. 58. Women in Delaware Industries. 156 pp. 1927.
- No. 59. Short Talks About Working Women. 24 pp. 1927.
- No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. 316 pp. 1927.
- No. 61. The Development of Minimum-Wage Laws in the United States, 1912 to 1927. 635 pp. 1928.
- No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp. 1927.
- No. 63. (See Bulletin 98.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- *No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928.
- No. 66-I. History of Labor Legislation for Women in Three States. 136 pp. 1932.
- No. 66-II. Chronological Development of Labor Legislation for Women in the United States. Revised, December, 1931. 176 pp. 1932.
- No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
- No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter II of Bulletin 65.) 22 pp. 1928.
- No. 69. Causes of Absence for Men and for Women in Four Cotton Mills. 24 pp. 1929.
- No. 70. Negro Women in Industry in 15 States. 74 pp. 1929.
- No. 71. Selected References on the Health of Women in Industry. 8 pp. 1929.
- No. 72. Conditions of Work in Spin Rooms. 41 pp. 1929.
- No. 73. Variations in Employment Trends of Women and Men. 143 pp. 1930.
- No. 74. The Immigrant Woman and Her Job. 179 pp. 1930.
- No. 75. What the Wage-Earning Woman Contributes to Family Support. 21 pp. 1929.
- No. 76. Women in 5-and-10-cent Stores and Limited-Price Chain Department Stores. 58 pp. 1930.
- No. 77. A Study of Two Groups of Denver Married Women Applying for Jobs. 11 pp. 1929.
- No. 78. A Survey of Laundries and Their Women Workers in 23 Cities. 166 pp. 1930.
- No. 79. Industrial Home Work. 20 pp. 1930.
- No. 80. Women in Florida Industries. 115 pp. 1930.
- No. 81. Industrial Accidents to Men and Women. 48 pp. 1930.
- No. 82. The Employment of Women in the Pineapple Canneries of Hawaii. 30 pp. 1930.
- No. 83. Fluctuation of Employment in the Radio Industry. 66 pp. 1931.
- No. 84. Fact Finding with the Women's Bureau. 37 pp. 1931.
- No. 85. Wages of Women in 13 States. 213 pp. 1931.
- No. 86. Activities of the Women's Bureau of the United States. 15 pp. 1931.
- No. 87. Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. 28 pp. 1931.
- No. 88. The Employment of Women in Slaughtering and Meat Packing. 210 pp. 1932.
- No. 89. The Industrial Experience of Women Workers at the Summer Schools, 1928 to 1930. 62 pp. 1931.
- No. 90. Oregon Legislation for Women in Industry. 40 pp. 1931.

APPENDIXES

- No. 91. Women in Industry. A Series of Papers to Aid Study Groups. 47 pp. 1931.
- No. 92. Wage-Earning Women and the Industrial Depression of 1930—A Survey of South Bend. 84 pp. 1932.
- No. 93. Household Employment in Philadelphia. 88 pp. 1932.
- No. 94. State Requirements for Industrial Lighting. A Handbook for the Protection of Women Workers, Showing Lighting Standards and Practices. 65 pp. 1932.
- No. 95. Bookkeepers, Stenographers, and Office Clerks in Ohio, 1914 to 1929. 34 pp. 1932.
- No. 96. Women Office Workers in Philadelphia. 17 pp. 1932.
- No. 97. The Employment of Women in the Sewing Trades of Connecticut—Preliminary Report. 13 pp. 1932.
- No. 98. Labor Laws for Women in the States and Territories. (Revision of Bulletin 63.) 71 pp. 1932.
- No. 99. Installation and Maintenance of Toilet Facilities in Places of Employment.
- No. 100. The Effects on Women of Changing Conditions in the Cigar and Cigarette Industries. 187 pp. 1932.
- No. 101. The Employment of Women in Vitreous Enameling. 64 pp. 1932.
- Pamphlet—Women's Place in Industry in 10 Southern States. 14 pp. 1931.
- Annual Reports of the Director, 1919*, 1920*, 1921*, 1922, 1923, 1924*, 1925, 1926, 1927*, 1928*, 1929*, 1930*, 1931, 1932.

* Supply exhausted.