

UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 113

**EMPLOYMENT FLUCTUATIONS AND
UNEMPLOYMENT OF WOMEN**

**CERTAIN INDICATIONS FROM VARIOUS
SCURCES, 1928-31**

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, SECRETARY

WOMEN'S BUREAU

MARY ANDERSON, DIRECTOR

BULLETIN OF THE WOMEN'S BUREAU, No. 113

**EMPLOYMENT FLUCTUATIONS AND
UNEMPLOYMENT OF WOMEN**

**CERTAIN INDICATIONS FROM VARIOUS
SOURCES, 1928-31**

BY

MARY ELIZABETH PIDGEON



**UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON: 1933**

CONTENTS

	Page
Letter of transmittal.....	xi
Part I.—Introduction and scope of report.....	1
Scope of the report.....	2
Part II.—General summary.....	4
Unemployment of women.....	4
Extent of the unemployment of women.....	5
Unemployment in various States and cities.....	5
Unemployment in main occupational groups.....	6
Unemployment in particular industries.....	6
Duration of unemployment.....	6
Ages of the women unemployed.....	7
Unemployment among foreign-born and Negro women.....	7
Responsibility of unemployed women for support of others.....	7
Fluctuations in the employment of women.....	8
Employment fluctuations within the year.....	9
Decline in employment within the 4 years.....	10
Irregularity and declines for women and men.....	10
Data published by States on activities of public employment agencies.....	11
Part III.—Women's unemployment.....	13
Information from the Federal census of unemployment as it applies to women.....	13
Unemployed women according to the census of 1900.....	14
Unemployed women according to the census of 1930.....	16
Unemployment in main occupational groups.....	16
Duration of unemployment.....	19
Women heads of families unemployed.....	19
Ages of unemployed women.....	19
Reasons for unemployment of women.....	20
Unemployment of women in selected States.....	20
Unemployed women according to the census of January 1931.....	23
Unemployment in main occupational groups.....	26
Duration of unemployment.....	26
Ages of unemployed women.....	26
Nativity and color of unemployed women.....	27
Women unemployed in 1900 and in 1931.....	28
Summary—Unemployment of women, census of 1930 and 1931.....	29
Special studies of the unemployment of women.....	31
Character of the 21 studies included.....	33
Surveys by Women's Bureau agents.....	33
South Bend.....	33
Women in the cigar industry.....	33
Intensive studies of selected city areas.....	33
Three cities in New York.....	33
Philadelphia.....	33
New Haven.....	34
Employment histories of women.....	34
Detroit.....	34
New York.....	34
Philadelphia.....	35
Women in 4 summer schools.....	35
Surveys of entire working population.....	35
Baltimore.....	35
Bloomington, Ind.....	35
Bridgeport, Conn.....	36
Waukesha, Wis.....	36
Findings of the 21 studies as to unemployed women.....	36
Extent of unemployment.....	36
Unemployment in various occupations.....	37

Part III.—Women's unemployment—Continued.	
Special studies of the unemployment of women—Continued.	
Findings of the 21 studies as to unemployed women—Contd.	Page
Duration of unemployment.....	38
Reasons for unemployment.....	39
Responsibility of unemployed women for support of others..	40
Age.....	40
Nativity and color.....	43
Part-time employment.....	43
Summary of data from 21 special unemployment studies.....	44
Part IV.—Data in regard to fluctuations in the employment of women.....	47
General sources of employment data.....	47
Special analyses of employment data.....	48
State material available by sex.....	48
Illinois employment data.....	51
Character of the data.....	51
Employment indexes reported (not by sex).....	51
Industries selected for inclusion.....	53
The general movement in manufacturing employment in the 4 years.....	53
All manufacturing in each year.....	53
Low employment level in 1930 and 1931 in various manufacturing industries.....	54
Employment movement in special manufacturing groups or industries.....	55
Metals, machinery, and conveyances.....	55
Electrical apparatus.....	55
Watches and jewelry.....	55
Sheet-metal work and hardware.....	57
Food, beverages, and tobacco.....	57
Slaughtering and meat packing.....	57
Confectionery.....	57
Clothing and millinery.....	58
Men's clothing.....	60
Women's clothing.....	60
Printing and paper goods.....	61
Job printing.....	61
Paper boxes, bags, and tubes.....	62
Furs and leather goods.....	63
Boots and shoes.....	63
Chemicals, oils, and paints.....	63
Textiles.....	64
Nonmanufacturing industries.....	65
Telephone industry.....	65
Department stores.....	65
Hotels and restaurants.....	66
Laundries.....	67
Summary of employment movement of women in Illinois, 1928, 1929, 1930, 1931.....	67
General employment level.....	67
Irregularities within the year.....	68
Declines in employment in the 4-year period.....	68
Evidences as to replacement.....	69
New York employment data.....	70
Character of the data.....	70
Groups included in the present consideration.....	71
The general movement in manufacturing employment in the 4 years.....	72
Employment in special manufacturing groups or industries.....	77
Clothing.....	77
Women's clothing.....	77
Men's clothing.....	79
Laundering and cleaning.....	79
Men's furnishings.....	79
Women's headwear.....	80
Women's underwear.....	81

**Part IV.—Data in regard to fluctuations in the employment of women—Con.
New York employment data—Continued.**

Employment in special manufacturing groups or industries—Con.	Page
Textiles	81
Knit goods (except silk).....	82
Woolen, carpet, and felt factories.....	83
Silk factories.....	83
Food and tobacco	84
Candy.....	84
Bakery products.....	84
Canning and preserving.....	85
Tobacco industry.....	87
Furs, leather, and rubber goods	87
Shoes.....	87
Gloves, bags, and canvas goods.....	88
Printing and paper goods	89
Printing and bookmaking.....	90
Paper boxes and tubes.....	90
Metals and machinery	91
Machinery and electrical apparatus.....	92
Summary of employment movement of women in New York, 1928, 1929, 1930, 1931	92
General employment level.....	92
Irregularities within the year.....	93
Declines in employment in the 4-year period.....	93
Evidences as to replacement.....	94
Ohio employment data	95
Character of the data.....	95
Groups included in the present consideration.....	96
The general movement of employment in main occupational groups	97
Wage earners in all industries.....	97
Wage earners in manufacturing.....	98
Wage earners in service.....	98
Wage earners in transportation and public utilities.....	99
Wage earners in trade.....	100
Bookkeepers, stenographers, and office clerks in all industries.....	100
Salespeople not traveling.....	101
The general movement in the employment of wage earners in manufacturing industries	101
Textiles	103
Men's clothing.....	103
Women's clothing.....	103
Hosiery and knit goods.....	105
Rubber products	105
Tires and tubes.....	105
Food and kindred products	106
Bakery products.....	107
Paper and printing	107
Printing and publishing.....	108
Tobacco	108
Cigars and cigarettes.....	108
Iron and steel	109
Foundry and machine-shop products.....	109
Leather and leather products	110
Boots, shoes, cut stock, and findings.....	110
Stone, clay, and glass products	111
Pottery, terra-cotta, and fire-clay products.....	111
Metals and metal products other than iron and steel	111
Copper, tin, and sheet-iron products.....	111
Gas and electric fixtures, lamps, and reflectors.....	112
Vehicles	112
Automobiles and parts.....	114
Miscellaneous manufacturing	114
Electrical machinery, apparatus, and supplies.....	115
Radios and radio parts.....	115

Part IV.—Data in regard to fluctuations in the employment of women—Con.	
Ohio employment data—Continued.	
Summary of employment movement of women in Ohio, 1928, 1929, 1930, 1931.....	Page 117
Seasonal movements.....	117
General employment level.....	117
Evidences as to replacement.....	118
Irregularities within the year.....	118
Declines in employment in the 4-year period.....	120
Studies of employment fluctuations affecting women.....	122
Studies by the Women's Bureau.....	122
Women in slaughtering and meat packing.....	122
Women in the radio industry.....	123
Firms reported in South Bend, Ind.....	124
The Minnesota studies.....	124
Summary of studies of employment fluctuations affecting women.....	130
Data from three States in regard to woman-employing industries not reported by sex.....	131
Comparison of employment fluctuations affecting women in various industries in four States.....	133
Part V.—Data published by States on activities of public employment agencies as they apply to women, 1928-31.....	
Variations among the States in public employment agencies.....	137
Growth of public employment agencies in the United States.....	138
Public-employment data considered in this report.....	139
State reports classifying data by sex in the period 1928 to 1931.....	140
Terminology used in State reports and character of their statistics.....	141
Preponderance of demand made at agencies for certain types of work.....	145
Extent of demand reported for woman help.....	146
Year's data from employment agencies.....	148
Monthly reports on applications and help wanted.....	149
Relative numbers of women and men applying and called for.....	149
Seasonal indications.....	150
High points in demand for women and men employees.....	150
Applications and help wanted as compared with year previous.....	151
Relation between applications and demands for help.....	152
States reporting some occupational data on applications and help wanted.....	154
Occupational data in six large industrial States.....	155
Occupational data in six States having a few general classifications.....	157
Summary of occupational data.....	158
Bibliography.....	
References on unemployment of women cited in this report.....	160
References on fluctuations of employment cited in this report.....	161
References on employment agencies cited in this report.....	162
Reports of State public employment agencies containing some data by sex, 1928 to 1931.....	163
Appendixes.....	
A.—General tables.....	167 to 215
B.—Methods used by New York State Department of Labor in preparation of employment figures, as described in special bulletin 143.....	216
C.—Information by sex published by State-supported employment agencies, 1928-31.....	221

TEXT TABLES

1. Percent of women and men, 10 years of age and over, reported as unemployed, 1900, by normal occupation.....	14
2. Number and percent of women and men reported as unemployed in classes A and B combined, by selected manufacturing industries or industry groups, April 1930.....	18
3. Number and percent of women unemployed in classes A and B combined, by selected States, April 1930.....	21
4. Number and percent of women and men unemployed in classes A and B combined, in 19 selected cities, January 1931.....	24

CONTENTS

VII

	Page
5. Period of idleness of women unemployed in classes A and B combined, by city, January 1931.....	27
6. Women and men normally in gainful occupations in 11 cities, 1930.....	32
7. Extent of unemployment, as indicated in 13 studies in 7 cities and in 2 specialized studies.....	36
8. Comparison of number of employees reported in Census of Manufactures, 1929, with numbers in manufacturing reported to State labor agencies.....	50
9. Relative importance of various industries and industrial groups in the employment of women wage earners in Illinois, August 1930.....	52
10. Difference between highest and lowest index numbers of employment within the year, and during 4-year period, Illinois, 1928-31.....	69
11. Relative importance of various industries and industry groups in the employment of women wage earners in New York, average for 1929...	72
12. Difference in woman employment from high to low point in the year, 1929 and 1931.....	76
13. Difference between highest and lowest index numbers of employment within the year, and during 4-year period, New York, 1928-31.....	94
14. Relative importance of various industries and industry groups in the employment of women wage earners in Ohio, September 1928.....	102
15. Difference between highest and lowest index numbers of employment within the year, and during 4-year period, Ohio, 1928-31.....	119
16. Percent variation in numbers employed between month of maximum and month of minimum employment in 4-year period, 1928-31.....	127
17. Variation in employment between month of highest and month of lowest employment in 4-year period, 1928-31, Ohio and three Minnesota cities.....	128
18. Percent decline from November 1929 to November 1931 in indexes of employment in chief woman-employing industries in certain important industrial States not reporting employment data by sex.....	132
19. Occupational distribution of women in four States.....	133
20. Industries showing greatest and least fluctuations in employment in each of 4 years in three States.....	134
21. Difference between month of highest employment and month of lowest employment in 4-year period, 1928-31, for Illinois, New York, and Ohio in selected industries included in study.....	135
22. Terminology of reports of State public employment offices.....	142
23. Percent women in specified occupations formed of all persons reported gainfully employed in the census, of all help wanted at agencies, and of all women wanted at agencies—selected States, 1930.....	145
24. Percent women formed of all persons gainfully occupied and of all help wanted, in selected occupation groups in five States, 1930.....	147

APPENDIX TABLES

I. Numbers and proportions of the women unemployed in chief woman-employing occupational groups, selected States, April 1930.....	167
II. Unemployment of women by occupational group, 19 cities, January 1931.....	168
III. Unemployment of women by age group, 19 cities, January 1931.....	169
IV. Unemployment of women by nativity and race, 19 cities, January 1931.....	170
V. Industrial distribution of women employees in selected industries in Illinois.....	171
VI. Indexes of employment for women and men in selected industries in Illinois, 1928-31.....	174
VII. Industrial distribution of women in selected manufacturing industries in New York.....	176
VIII. Indexes of employment for women and men in selected manufacturing industries in New York State, 1928-31.....	178
IX. Industrial distribution of manufacturing employees in selected industries in Ohio.....	182
X. Index of employment for women and men in selected industries in Ohio, 1928-31.....	184

	Page
XI. Proportion of persons employed in maximum month in the year who were off the pay roll in month of minimum employment, by industry—three cities in Minnesota, 1928-31.....	188
XII. Index of employment in selected industries, November of each year in 4-year period, three States not reporting by sex, and industrial distribution of women according to U.S. Census of 1930.....	190
XIII. Applications, help wanted, placements, and help wanted per 100 applications, by year and by State including in its reports any information by sex—women.....	194
XIV. Extent of woman employment and extent to which places open and placements reported applied to women in 14 selected States, 1930.....	196
XV. Monthly data from State reports on activities of public employment offices—12 States.....	197
XVI. Difference between 1929 and 1931 in numbers of women asking for employment and number of women workers called for by employers, by selected occupations.....	212

CHARTS

1. Index of employment in all manufacturing, Illinois, 1928-31, by sex.....	54
2. Index of employment in electrical apparatus, in sheet-metal work and hardware, and in watches and jewelry, Illinois, 1928-31, by sex.....	56
3. Index of employment in confectionery, and in slaughtering and meat packing, Illinois, 1928-31, by sex.....	58
4. Index of employment in clothing and millinery, Illinois, 1928-31, by sex.....	59
5. Index of employment in job printing, and in paper boxes, bags, and tubes, Illinois, 1928-31; by sex.....	62
6. Index of employment in boots and shoes, Illinois, 1928-31, by sex.....	63
7. Index of employment in chemicals, oils, and paints, Illinois, 1928-31, by sex.....	64
8. Index of employment in textiles, Illinois, 1928-31, by sex.....	64
9. Index of employment in telephone, in department stores, and in laundering, cleaning, and dyeing, Illinois, 1928-31, by sex.....	66
10. Index of employment in all manufacturing, New York State, 1928-31, all employees.....	73
11. Index of employment in all manufacture, New York State, 1928-31, by sex.....	73
12. Index of employment in clothing and millinery, New York State, 1928-31, by sex. (See also chart 13.).....	78
13. Index of employment in women's headwear and in women's underwear, New York State, 1928-31, by sex. (See also chart 12.).....	80
14. Index of employment in textiles, New York State, 1928-31, by sex.....	82
15. Index of employment in bakery products, in candy, and in tobacco, New York State, 1928-31, by sex.....	85
16. Index of employment in canning and preserving, New York State, 1928-31, by sex.....	86
17. Index of employment in shoes, and in gloves, bags, and canvas goods, New York State, 1928-31, by sex.....	88
18. Index of employment in printing and paper goods, New York State, 1928-31, by sex.....	89
19. Index of employment in metals and machinery, New York State, 1928-31, by sex.....	91
20. Index of employment of wage earners, Ohio, 1928-31, by sex. (See also chart 21.).....	97
21. Index of employment of wage earners in telegraph and telephone, and in stores, Ohio, 1928-31, by sex. (See also chart 20.).....	99
22. Index of employment of bookkeepers, stenographers, and office clerks, Ohio, 1928-31, by sex—all industries.....	100
23. Index of employment of salespeople (not traveling), Ohio, 1928-31, by sex—stores (retail and wholesale).....	101
24. Index of employment in textiles, Ohio, 1928-31, by sex.....	104
25. Index of employment in tires and tubes, Ohio, 1928-31, by sex.....	105

CONTENTS

IX

	Page
26. Index of employment in food and kindred products, Ohio, 1928-31, by sex.....	106
27. Index of employment in paper and printing, Ohio, 1928-31, by sex....	108
28. Index of employment in cigars and cigarettes, Ohio, 1928-31, by sex....	109
29. Index of employment in iron and steel and their products, Ohio, 1928-31, by sex.....	110
30. Index of employment in boots, shoes, cut stock, and findings, Ohio, 1928-31, by sex.....	111
31. Index of employment in pottery, terra-cotta, and fire-clay products, Ohio, 1928-31, by sex.....	111
32. Index of employment in copper, tin, and sheet-iron products, and in gas and electric fixtures, lamps, and reflectors, Ohio, 1928-31, by sex.....	113
33. Index of employment in automobiles and parts, Ohio, 1928-31, by sex.....	114
34. Index of employment in electrical machinery, apparatus, and supplies, Ohio, 1928-31, by sex.....	115
35. Index of employment in radios and parts, Ohio, 1928-31, by sex.....	116
36. Ratio of help wanted to 100 applications—women in 5 States, 1928-31..	153

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,

WOMEN'S BUREAU,

Washington, May 22, 1933.

MADAM: I have the honor to submit a report evidencing the fluctuations in employment to which women are subject and indicating the extent of their unemployment.

The frequent uncertainty of employment and the distressing periods of unemployment to which women are subject, particularly in certain industries in which their labor is an important factor, constitute a potent cause of human waste in industry—a subject upon which this Bureau has been carrying on an extensive study over a considerable period of time.

For the country as a whole, the data on employment fluctuations and unemployment as they apply to women represent but fragments that give intimation of the entire situation. In the present report, these partial data have been brought together from various sources in an effort to show something of what the entire picture may be.

The material analyzed has been gathered from four types of sources: Reports on unemployment issued by the United States Bureau of the Census; regular reports on employment in various industries collected monthly by sex in 3 States, and similar data for woman-employing industries in 3 other States that are important in woman employment but that do not collect figures by sex; reports printed or mimeographed by officials in 24 States and giving data by sex as to activities of State-supported employment agencies; 24 special studies of the unemployment of women or of their employment fluctuations, made by the Women's Bureau and by various other authorities.

I acknowledge with especial appreciation the courtesy of the various State labor departments in cooperating with the Bureau in the collection of this material, some of them having gone to considerable trouble to provide unpublished data.

By no means all the individuals and agencies that have given assistance in this report can be enumerated, though I am grateful to all, but particular mention should be made of the careful reading and helpful comment made by officials in 12 States on the parts of the manuscript citing their material, and by the following persons familiar with the difficulties of presenting data from public employment agencies: Annabel M. Stewart, coauthor of a recent study on this subject; Dr. Gladys Palmer, director of Extension Studies of the State Employment Office in Philadelphia; Dr. W. E. Parker, director of research, and Mabel E. Crafts, director of Service and Farm Division, of the Public Employment Center of Rochester, N.Y.

This report is the work of Mary Elizabeth Pidgeon, chief of the research division of the Women's Bureau.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

APPENDIX B

METHODS USED BY NEW YORK STATE DEPARTMENT OF LABOR IN PREPARATION OF EMPLOYMENT FIGURES, AS DESCRIBED IN SPECIAL BULLETIN 143¹

EXTRACT FROM PAGE 8 AND FOLLOWING—WEIGHTING OF FIGURES

When the reports were retabulated, group totals and grand total were obtained by weighting the figures for the separate industries. In steel mills, railroad shops, and industries where the workers were mostly men, it was possible to secure reports for a very large proportion of the workers in the whole industry. In textile mills, shoe factories, paper-goods factories, and organizations where men and women were scattered through the plant, often working in the same departments and sometimes at the same processes, it was more difficult to cover a large section of the industry. Time-clock cards and pay rolls were made up with numbers or with initials only in place of first names, so that it was necessary to invent a special system for classifying the workers by sex. Many firms went to great lengths to cooperate with the bureau in making this useful information public. In a few industries, mostly concentrated in New York City, it was not possible to persuade enough firms of the importance of the material they could make available.

Because the make-up of the list of reporting factories was determined by internal conditions, the representation of the different industries varied enough to affect the totals and the conclusions. Small changes in the metal industries would have counted for much more than large increases or decreases in clothing and textiles. This was avoided by weighting each industry division according to its importance in the total volume of manufacturing. The details of this process are described on page 151.² The totals are now corrected so that they are not affected by the high or low representation of the separate industries.

The month of June 1923 was used as a base because it was the best practicable period. When the fixed list was established it was found in some industries that reports were missing for July, August, September, or October of 1923. The newness of the idea of separating pay rolls and the interference of summer vacations made it impossible to obtain complete information. For that reason it was decided not to tabulate any figures for those months for the groups or the grand total. That fact prevented the use of the average for the year 1923-24 as the base and left the choice to June 1923, or November 1923. A detailed attempt was made to tabulate the figures with November 1923 as a base. It was found, as was anticipated, that not only was

¹ Extracted from *Employment and Earnings of Men and Women in New York State Factories, 1922-25*, New York Department of Labor, June 1926, p. 265, 151d.

² See p. 151, post.

manufacturing in general quite seriously affected by a depression but the course of the downward movement varied so from industry to industry that it was impossible to judge the effect of the subsequent changes. June 1923 is not only the beginning of the series but is also a month when labor was generally well employed before signs of dull business had begun to appear. On these charts the base line is June 1923, but in some cases it was not possible to carry the lines on the chart back of November.

In all cases the figures for men and women separately refer to shop workers only. A small proportion of office workers is included in the figures for "all employees", but their inclusion in the separate figure would have had too much influence on earnings for women.

EXTRACT FROM PAGE 151 AND FOLLOWING

Given the number of men and women in the whole industry it was an easy matter to find out how much of the industry was included in the reporting concerns. Obviously the number of employees rather than the number of firms was used in each case.

The difficulty of securing reports varied so from one industry to another that the list covered 95 percent of the workers in the steel mills and from 3 to 4 percent of those in men's clothing. Up-State concerns were much better represented than those in New York City, with more than twice as large a share of the up-State workers covered. The representation for men was better than that for women.

* * * June 1923 was used to compute these percentages because it was found by experience to be better to use a single month during which industrial conditions were undisturbed rather than a longer period at a time when some of the representative factories were either lagging behind or going ahead of the whole industry temporarily. Seasonal difficulties were avoided because the representative list was compared with the totals for a given industry for the same month, and so both were at the same point on the seasonal curve.

If a sample could be arbitrarily selected, a representative list of reporting factories would give each industry the same weighting in the reporting list that it has in the total for all factories. Firms that can and will report separate pay rolls for men and women cannot be arbitrarily selected, however. They are taken as they come.

Because of the unevenness with which the industries were covered, their weighting in the reporting list is in many cases quite different from their true weighting.

A comparison of clothing and metals tells the whole story. The metal factories of the State employ about $2\frac{1}{2}$ times as many men as the clothing factories. In the reporting list they provide about 20 times as large a part of the total as the clothing group. The effect of this on an uncorrected index of employment in June 1924, with the metal-working factories making sharp cuts in operations, is obvious.

Similar discrepancies are to be found in the subdivisions.

Equally important differences held true for the women workers.

These irregularities are now removed and the indexes of employment and pay rolls and the average earnings for industry groups and the total are based on figures corrected to put each industry in its true relation to the other industries that make up the total of manufacturing.

For this recourse was had to the percentage representation figures. The figures for the reporting plants in each industry were divided by their percentage representation and therefore given a representation of 100. This meant that each industry in the total was restored to its original importance. Corrections were made for a few strikes.

The mathematical process involved in adjusting by representation was simple.

$$\frac{\text{Number of employees, cotton mills, reporting firms}}{\text{Percent representation, cotton mills}} = \text{Estimated number of employees cotton mills, all firms.}$$

The addition of these items gives the corrected group totals and grand totals.

Even here, however, there is a complication. In the knitting mills 15 percent of the men are covered in the reporting factories. In adjusting these figures it is safe to assume the sample is representative. In the men's furnishings division there is a coverage of 18 percent. But a large part of that is in the big up-State collar factories, and a small part in the smaller New York City tie- and cravat-making shops. Theoretically it would have been possible to weight all industries separately for New York City and up State, but the slight refinement in the figures would by no means have justified the great amount of work involved.

FIXED LIST METHOD

All these adjustments were involved in the main decision to retabulate the men's and women's reports on a fixed list basis. There is no possible way to secure accurate results except by using a fixed list of reporting concerns.

The first returns for men and women were used without any attempt to establish a constant list because reporting was so irregular. There is more likelihood that an office manager in the rush of vacation or holidays will send in his total figures without the separations than that he will fail to send in the regular report. One is much more trouble than the other, and not quite so important. Until recently it was considered unwise to urge firms to separate their pay rolls. This and the absence of data for interpolating made it impossible to establish a fixed list.

The use of these early results was severely restricted because of the changing list of firms. Average earnings often showed large variations from month to month that were traceable only to differences in reporting firms and were no evidence of increase or decrease in the volume of wage payments as a whole.

It would have been possible to compute changes in employment and pay rolls by the link-and-chain method, that is to take the firms reporting in a given month and by retabulating the previous month's record, compute changes from one month to another for a tentatively fixed list. A series of index numbers could be built up from these figures, but an actual trial of the method and analysis of the differences shown made it clear that the results were not satisfactory. Also, it would have been impossible to change the average earnings.

All of the 10 years' experience with the Labor Market is evidence against the use of the link-and-chain method. The Labor Market represents 37 percent of the State's factory workers, and the reports for

men and women combined are only 27 percent. Separated the actual number of men and of women is much smaller than the Labor Market figures and small differences would have had correspondingly more weight.

Statistical work-sheet used by New York State in preparing weights for women's index

Industry or industry groups	U.S. Census of Manufactures, 1929		New York State tabulations by sex—weighted absolutes—average 1929						
	Average number of wage earners	Per- cent of total	Number of men and women	Per- cent of total	Per- cent col. 3 to col. 1	Number of men	Per- cent of total	Number of women	Per- cent of total
Total	1,105,966	100.00	1,125,080	100.00	101.8	835,347	100.00	290,343	100.00
Stone, clay, and glass	28,709	2.14	29,384	2.61	124.4	28,349	3.38	1,135	.39
Miscellaneous stone and minerals	5,532	.50	10,004	.89	180.8	9,260	1.11	744	.26
Lime, cement, and plaster	6,421	.58	5,607	.49	87.3	5,519	.66	88	.03
Brick, tile, and pottery	5,756	.52	7,396	.66	128.4	7,396	.89	(1)	(1)
Glass	6,000	.54	6,379	.57	106.3	6,075	.72	304	.10
Metals and machinery	324,750	29.36	338,534	30.07	104.2	317,154	37.97	21,380	7.36
Silverware and jewelry	9,813	.89	9,145	.81	93.2	7,670	.92	1,475	.51
Brass, copper, and aluminum	27,930	2.52	43,701	3.88	156.4	41,085	4.92	2,616	.90
Iron and steel	20,968	1.90	14,495	1.29	69.1	14,411	1.73	84	.03
Structural and architectural iron	7,017	.63	5,030	.45	71.7	5,030	.60	(1)	(1)
Sheet metal and hardware	28,085	2.54	24,679	2.19	87.9	22,376	2.68	2,303	.79
Firearms, tools, and cutlery	10,331	.93	8,904	.79	86.2	8,214	.98	690	.24
Cooking, heating, ventilating apparatus	6,280	.57	7,510	.67	119.6	7,242	.87	268	.09
Machinery and electrical apparatus	107,735	9.74	100,937	8.97	93.7	93,069	11.14	7,868	2.71
Automobiles, airplanes, etc.	35,037	3.17	46,306	4.11	132.2	45,317	5.42	990	.34
Railroad equipment and repair shops	35,893	3.24	38,854	3.45	108.2	38,645	4.63	209	.07
Boat and ship building	10,811	.96	8,068	.72	74.8	8,068	.97	(1)	(1)
Instruments and appli- ances	24,830	2.25	30,886	2.74	124.4	26,007	3.11	4,879	1.68
Wood manufactures	62,192	5.63	50,065	4.45	94.9	54,397	6.51	4,668	1.61
Saw and planing mills	12,050	1.09	14,050	1.25	116.6	13,440	1.61	610	.21
Furniture and cabinet work	30,438	2.76	26,619	2.36	87.4	25,319	3.03	1,300	.45
Pianos and other musical instruments	5,405	.49	8,991	.80	166.4	8,549	1.02	442	.15
Miscellaneous wood, etc.	14,299	1.29	9,407	.84	65.8	7,090	.85	2,317	.80
Furs, leather, and rubber goods	97,649	8.83	83,269	7.40	85.2	56,494	6.76	26,775	9.22
Leather	5,354	.49	4,478	.40	83.6	4,310	.52	168	.06
Furs and fur goods	13,965	1.26	7,809	.69	55.8	6,307	.76	1,502	.52
Shoes	36,524	3.48	44,748	3.98	116.2	26,367	3.39	16,381	5.64
Gloves, bags, canvas goods	26,518	2.40	14,396	1.28	54.3	9,432	1.13	4,864	1.71
Rubber and gutta-percha	8,691	.78	4,137	.37	48.1	2,453	.41	684	.23
Pearl, horn, bone, etc.	4,667	.42	7,701	.68	165.0	4,606	.55	2,095	1.06
Chemicals, oils, paints, etc.	82,952	7.49	43,308	3.85	81.0	34,008	4.10	9,100	3.15
Drugs and industrial chemicals	18,252	1.65	13,056	1.15	71.5	10,037	1.20	3,019	1.04
Paints and colors	7,221	.65	5,861	.52	81.2	5,141	.62	730	.25
Oil products	15,210	1.38	12,441	1.11	81.8	9,719	1.16	2,722	.94
Photographic and mis- cellaneous chemicals	12,269	1.11	12,011	1.07	97.9	9,311	1.12	2,700	.92
Pulp and paper	16,327	1.48	15,613	1.39	95.6	14,379	1.72	1,234	.43

¹ Not computed, number of firms is too small.

220 EMPLOYMENT FLUCTUATIONS AND UNEMPLOYMENT OF WOMEN

Statistical work-sheet used by New York State in preparing weights for women's index—Continued

Industry or industry groups	U. S. Census of Manufactures, 1929		New York State tabulations by sex—weighted absolutes—average 1929						
	Average number of wage earners	Per- cent of total	Number of men and women	Per- cent of total	Per- cent col. 3 to col. 1	Number of men	Per- cent of total	Number of women	Per- cent of total
Printing and paper goods.....	103,995	9.40	92,823	8.25	89.3	66,500	7.96	26,323	9.07
Paper boxes and tubes.....	12,290	1.11	9,571	.86	77.9	4,186	.50	5,386	1.86
Miscellaneous paper goods.....	12,712	1.15	9,116	.81	71.7	4,196	.50	4,930	1.70
Printing and bookmak- ing.....	78,993	7.14	74,136	6.68	93.8	58,129	6.96	16,007	5.51
Textiles.....	97,249	8.79	87,605	7.78	90.1	44,642	5.34	42,963	14.80
Silk and silk goods.....	11,238	1.02	11,455	1.02	101.9	4,062	.49	7,393	2.55
Woolens, carpets, felts.....	34,440	3.11	30,029	2.67	87.2	18,900	2.25	11,229	3.87
Cotton goods.....	6,192	.56	6,633	.58	107.1	3,591	.43	3,042	1.05
Knit goods, except silk.....	31,558	2.85	19,386	1.72	61.4	7,998	.95	11,388	3.92
Other textiles.....	13,821	1.25	20,102	1.79	145.4	10,192	1.22	9,910	3.41
Clothing and millinery.....	218,538	19.76	249,119	22.13	114.0	122,085	14.62	127,034	43.75
Men's clothing.....	48,668	4.40	78,401	6.96	161.1	52,686	6.31	25,715	8.31
Men's furnishings.....	30,610	2.77	27,925	2.48	91.2	10,864	1.30	17,061	5.58
Women's clothing.....	102,096	9.23	72,677	6.46	71.2	35,295	4.23	37,382	13.31
Women's underwear.....	4,702	.42	13,181	1.17	280.3	2,013	.24	11,168	3.82
Women's headwear.....	18,550	1.68	16,709	1.49	90.1	4,998	.60	11,711	3.39
Miscellaneous sewing.....	13,912	1.26	9,284	.82	66.7	2,752	.33	6,532	2.30
Laundering and cleaning.....			30,944	2.75		13,478	1.61	17,466	6.04
Food and tobacco.....	97,666	8.83	113,009	10.03	115.7	83,356	9.98	29,653	10.21
Flour, feed, and cereals.....	4,170	.37	4,753	.42	114.0	4,101	.49	652	.22
Canning and preserving.....	8,477	.76	10,070	.89	118.8	4,718	.57	5,352	1.84
Sugar and other groceries.....	12,528	1.13	12,878	1.14	102.8	8,478	1.02	4,400	1.52
Meat and dairy products.....	10,018	.91	13,333	1.18	133.1	12,344	1.48	989	.34
Bakery products.....	33,704	3.05	40,833	3.63	121.2	35,110	4.20	5,723	1.97
Candy.....	13,600	1.23	13,709	1.22	100.8	6,954	.83	6,755	2.33
Beverages.....	6,468	.59	6,555	.58	101.3	6,112	.73	443	.15
Tobacco.....	8,701	.79	10,878	.97	125.0	5,538	.66	5,340	1.84
Water, light, and power.....	10,939	.99	13,903	1.24	127.1	13,884	1.66	19	.01

APPENDIX C

INFORMATION BY SEX PUBLISHED BY STATE-SUPPORTED EMPLOYMENT AGENCIES ¹

TYPE OF DATA

Alabama.—No agencies receiving State funds.

Arizona.²—No agencies receiving State funds.

Arkansas.—Biennial reports of the Bureau of Labor and Statistics for the periods ending June 30, 1930 and 1932. (The first reports available since 1924.) The later report gives no tabulations for employment agencies; that for 1929-30 gives registrations, help wanted, referred, and reported placed, by sex, month, and three occupation groupings, for the Fort Smith office, the only one supported by the State. (See p. 15 of report.) Totals for the four offices (the others supported in whole or part by Federal funds) are given by sex and occupation grouping for each year of the biennium (ending June 30) but not by month. The great majority of the women reported were from domestic occupations.

California.—The biennial report of the Department of Industrial Relations concentrates on placements, giving these by industry and sex both for permanent and temporary offices; by sex and agency; by sex, industry, and agency; and by month and agency, with totals in each case for the biennium for each year, or for both. Employees wanted and applicants referred are given by city, with totals for the biennium but not by sex. Reports of numbers applying are not given. Monthly mimeographed reports of the Division of State Employment Agencies give numbers placed in the month, but not by sex.

Colorado.—The biennial report of the Bureau of Labor Statistics gives the numbers of applications and placements for private employment agencies by sex and month, with total for 13-month period. No agencies are supported by the State within the period of study.

Connecticut.—The biennial report of the Bureau of Labor Statistics gives for each year the numbers of applications for employment, applications for help, and situations secured, by sex and month for each office in the State, with totals for all offices. These reports also are issued monthly, typed on printed forms. The ratios of situations secured to applications for employment, and of employees furnished to applications for help, are given by sex and month for each office and for all offices together. Detailed statements of situations secured, by occupation, is given by sex for each office, totaled for all offices. A similar statement is given by nationality. Maximum and minimum wages paid in the positions filled in each office are given by sex and occupation, for 6-month periods.

This is the only State reporting as to nationality and wage. A detailed occupation classification is given by sex for placements only, totals for year ending September 30, and no monthly data.

Delaware.²—No report was issued within the period of study.

Florida.²—No agencies receiving State funds.

Georgia.²—No agencies receiving State funds.

Idaho.²—No agencies receiving State funds.

Illinois.—The annual report of the Department of Labor gives the numbers of registrations, help wanted, and placed, by sex and month, and by sex and industry, with totals for the year. This information is reported for each office and for all offices together, as is the number of persons registered for each 100 places open, the latter by month and by industry but not by sex. The information noted in the foregoing forms the year's recapitulation of data issued monthly in the Labor Bulletin.

See footnotes on p. 223.

222 EMPLOYMENT FLUCTUATIONS AND UNEMPLOYMENT OF WOMEN

- Indiana.**—The annual reports of the Industrial Board are given in the Indiana Year Book. The numbers of registrations, calls, referred, and placed are reported by sex under a general occupation classification for each office, with a total for all offices for the year ending September 30. No monthly reports are issued.
- Iowa.**—The biennial report of the Bureau of Labor gives the numbers of registrations, jobs offered, applicants referred, and those reported placed, by sex and occupation. This is the 2 years' report on the same information, excepting occupation, given monthly in the Iowa Employment Survey.
- Kansas.**—The annual report gives numbers registered, help wanted, referred, and placed, by sex, occupation, and month, for each city and for all cities together. Occupations are reported under the usual three headings, in the form of totals for the year by city only. No monthly reports are issued.
- Kentucky.**—No agencies receiving State funds.
- Louisiana.**—No agencies receiving State funds.
- Maine.**⁴—No figures reported.
- Maryland.**⁴—No agencies receiving State funds.
- Massachusetts.**—The annual report of the Department of Labor and Industries gives the numbers of registrations, persons called for by employers, persons referred to positions, and positions reported filled, by sex for each office and for all offices combined. The monthly data and the occupational data are not by sex. Monthly mimeographed reports are not by sex.
- Michigan.**—The December issue of Labor and Industry (published quarterly) gives by sex the year's figures on numbers registered, help wanted, referred, and placed, and percent placements formed both of total registered and of total referred. The information by sex is given by the month, and also is given for each office with totals for all offices.
- Minnesota.**—The biennial report of the Industrial Commission gives the numbers referred and verified placements by sex and month for each city but with no total for all cities. The number of persons referred to positions and the number of verified placements are given by sex, month, and occupational group for each city. Reports of numbers applying are not given. No monthly reports are issued.
- Mississippi.**—No agencies receiving State funds.
- Missouri.**—The annual report of the Labor and Industrial Inspection Department gives the numbers of applications for employment, applicants put to work, applicants unplaced, positions offered by employers, number of places filled, and number of places unfilled, by sex and occupation for each city and for all cities. No report has been issued since 1928. No monthly reports are issued.
- Montana.**²—No agencies receiving State funds.
- Nebraska.**—No agencies receiving State funds.
- Nevada.**—The biennial report of the Commissioner of Labor gives the numbers of persons applying for work, requested by employers, and reported placed, by sex and month for each office separately. Reports also are made on fee-charging agencies, with a comparison of their placements and those of public agencies (not by sex).
- New Hampshire.**—No reports by sex except for minors.
- New Jersey.**—The Industrial Bulletin, published monthly, gives the year's report of the Department of Labor in the September issue, including the number of registrations, help wanted, referred, and reported placed, by sex, city, and occupational group. The number of placements per each 100 registrations is given by sex and city. This information is published by the month also.
- New Mexico.**—No agencies receiving State funds.
- New York.**—The annual report of the Industrial Commission gives only placement figures by sex. The Industrial Bulletin, published monthly, gives the numbers of registrations (including renewals), help wanted, referred, and placed, by sex, city, and industry, with a total for all cities.

North Carolina.—The biennial report of the Department of Labor and Printing for 1928-30 and of the Department of Labor for 1930-32 give employment data for fiscal years ending June 30. The 1928-30 report states that this Department maintained public employment offices through cooperation of the Federal and local Governments. While not strictly State offices, therefore, data concerning them are given in the State report. In the earlier report registrations, help wanted, referred, and reported placed are given by sex in three general industrial groups. The later report omits help wanted. Data are not given by month.

North Dakota.¹—No agencies receiving State funds.

Ohio.—The annual report of the Department of Industrial Relations gives the numbers of applicants (new registrations separate after June 1930), help wanted, referred, and reported placed, by sex and occupation for each city with a grand total for the State. Monthly mimeographed reports give the same information for each month with an additional fuller occupation classification.

Oklahoma.—The annual report of the Department of Labor gave for the first time in the year ending June 30, 1931, the numbers registered, help wanted, referred, and placed for each office and for all offices combined, by sex. The Oklahoma Labor Market, published monthly, contains a record of placements only, by occupation but not by sex.

Oregon.²—No agencies receiving State funds.

Pennsylvania.—Labor and Industry, the monthly publication of the Department of Labor and Industry, gives the year's report in its February issue. Each month reports are given on numbers of persons applying for positions, asked for by employers, sent to positions, and receiving positions, by sex and industry or occupation. The percent of applicants placed, percent of openings filled, and percent of persons referred placed are given by sex.

Rhode Island.—The annual report of the Commissioner of Labor gives attendance, new registrations, help wanted, referred, and placed, by sex and month, and by sex with a detailed occupation classification.

South Carolina.—No agencies receiving State funds.

South Dakota.¹—No agencies receiving State funds.

Tennessee.—No agencies receiving State funds.

Texas.¹—No agencies receiving State funds.

Utah.—No agencies receiving State funds.

Vermont.¹—No agencies receiving State funds.

Virginia.—The annual report of the Department of Labor and Industry gives registrations, help wanted, persons referred, and positions filled, by sex and month. Total attendance at the offices is reported by month though not by sex. No monthly reports are issued.

Washington.¹—No agencies supported by State funds.

West Virginia.—The biennial report of the Bureau of Labor, 1929-30, gives an employment-office report for the period March 1 to November 15, 1930. The report is by sex for registrations, referred, and placed. No other report has been issued within the period of study.

Wisconsin.—The Labor Market published monthly by the Industrial Commission gives the year's report in its January issue. Number of workers registered for each 100 places open is given by month but not by sex. Both the annual report and the monthly issues give numbers of applicants, help wanted, referred, and placed, by sex and industry, and by sex after January 1930. The mimeographed information on Operation of Public Employment Offices issued monthly, reports by sex back to 1916.

Wyoming.—No agencies supported by State funds.

¹ The outline given here aims especially to show the type of data published in the States, by sex. See footnote 12, p. 140. For a more complete presentation of the material published in the States, see Stewart, Annabel M., and Bryce M., *Statistical Procedure of Public Employment Offices*, 1931, pp. 243-264.

² In 11 States, of which this is 1, the U. S. Employment Service acts through a State representative. The public employment service concerns itself with farm labor almost exclusively.

³ A special agent of the U. S. Employment Service in Arizona states that the Phoenix Free Employment Bureau, supported by State and Federal funds, was operated during part of the period surveyed. This office has supplied the Women's Bureau with reports of its activities by sex for a 5-month period beginning in July 1931, earlier records having been destroyed and not appearing by sex in the annual reports of the State. Apparently this State, which is not industrially important, falls with those stated as dealing chiefly with farm labor, the agency receiving Federal funds and not giving figures by sex, in State reports.

⁴ Maine has conducted a free public employment agency in conjunction with the Federal Department of Labor and the State Chamber of Commerce in the city of Portland. Reported in biennial report, 1927-28.

224 EMPLOYMENT FLUCTUATIONS AND UNEMPLOYMENT OF WOMEN

SUMMARY

Number
of States

1. States that have published in State reports some data by sex in some recent year ¹----- 22
 - Arkansas, California, Connecticut, Illinois, Indiana, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Missouri, Nevada, New Jersey, New York, North Carolina, Ohio, Oklahoma,² Pennsylvania, Rhode Island, Virginia, West Virginia, Wisconsin.
 - a. States whose reports make available in some form data on applications, placements, and help wanted, all by occupation, by year, and by month for all or most of the period of study----- 8
 - Arkansas,³ Illinois, Kansas, Minnesota, New Jersey, Ohio, Pennsylvania, Wisconsin.
 - b. States whose reports make available all the data listed in a except those by occupation----- 5
 - Connecticut,⁴ Michigan,⁵ Nevada,⁶ Rhode Island,⁴ Virginia.
 - c. States whose reports make available fewer data than are listed in a and b----- 9
 - (1) All types of data reported monthly, but only placements yearly, by sex: New York.
 - (2) All, or practically all, types of yearly data reported, but nothing by month:
Indiana, Missouri,⁷ Massachusetts,⁸ North Carolina,⁹ Oklahoma,¹⁰ ¹.
 - (3) Number of applications or registrations not reported:
California.
 - (4) Totals for 8 months in 1930 only: West Virginia.¹¹
 - (5) No yearly data available; monthly data not by occupation:
Iowa.
2. States issuing reports, but not giving data by sex----- 1
 - New Hampshire.¹²
3. States not issuing reports on public employment agencies ¹³----- 25
 - Alabama, Arizona, Colorado,¹ Delaware, Florida, Georgia, Idaho, Kentucky, Louisiana, Maine, Maryland, Mississippi, Montana, Nebraska, New Mexico, North Dakota, Oregon, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Washington, Wyoming.

ANNUAL DATA BY SEX

1. Applications:
 - a. States reporting applications or registrations by sex ¹⁴----- 18
 - Arkansas, Connecticut, Illinois, Indiana, Kansas, Massachusetts, Michigan,¹⁵ Missouri,¹⁶ Nevada, New Jersey, North Carolina, Ohio, Oklahoma, Pennsylvania, Rhode Island, Virginia, West Virginia,¹⁷ Wisconsin.
 - b. States reporting applications by sex and occupation ¹⁴----- 10
 - Arkansas, Illinois, Indiana, Kansas,¹⁸ Missouri,¹⁶ New Jersey, Ohio, Pennsylvania, Rhode Island, Wisconsin.

¹ Colorado has some reports by sex, but these concern activities of private agencies only. For these, applications and placements are reported, the data being for a 13-month period ending June 30, 1930.

² Does not separate data by sex prior to report for period ending June 30, 1931.

³ The Arkansas biennial report gives data for years ending June 30, but this is available for 2 years only.

⁴ Year's data include occupational distribution by situations secured, but data by months do not include any occupational distribution.

⁵ Figures not published before July 1929.

⁶ Monthly figures very small, not exceeding 45 women applicants in any month.

⁷ No report later than 1928.

⁸ Nothing by sex by month or by occupation.

⁹ Only totals for year given and years ending June 30; 1930 last year reported.

¹⁰ No occupational distribution.

¹¹ Office reestablished February 1930. See Monthly Labor Review, January 1931.

¹² Reports are kept by sex in the office but not published by sex.

¹³ This does not mean that these States do not make reports of employment-office activities to the United States Public Employment Service.

¹⁴ Iowa has reported applications, placements, and help wanted by sex and occupation, but the data are biennial only. Iowa monthly figures can be added to obtain annual.

¹⁵ Beginning July 1929.

¹⁶ Latest, 1928.

¹⁷ Total for 8 months in 1930 only.

¹⁸ Totals for year not given by occupation. Would involve large amount of labor to do this from monthly data.

ANNUAL DATA BY SEX—Continued

	Number of States
2. Applications and placements:	
a. States reporting both applications and placements, by sex ¹⁴ -----	18
Arkansas, Connecticut, Illinois, Indiana, Kansas, Massachusetts, Michigan, ¹⁵ Missouri, ¹⁶ Nevada, New Jersey, North Carolina, Ohio, Oklahoma, Pennsylvania, Rhode Island, Virginia, West Virginia, ¹⁷ Wisconsin.	
b. States reporting both applications and placements, by sex and occu- pation ¹⁴ -----	11
Arkansas, Illinois, Indiana, Kansas, ¹⁸ Missouri, ¹⁶ New Jersey, North Carolina, Ohio, Pennsylvania, Rhode Island, Wisconsin.	
3. Applications and help wanted:	
a. States reporting both applications and help wanted, ¹⁴ by sex-----	16
Arkansas, Connecticut, Illinois, Indiana, Kansas, Massachusetts, Michigan, ¹⁵ Missouri, ¹⁶ Nevada, New Jersey, Ohio, Oklahoma, Pennsylvania, Rhode Island, Virginia, Wisconsin.	
b. States reporting both applications and help wanted, by sex and occu- pation ¹⁴ -----	10
Arkansas, Illinois, Indiana, Kansas, ¹⁸ Missouri, ¹⁶ New Jersey, Ohio, Pennsylvania, Rhode Island, Wisconsin.	
4. New registrations:	
States reporting "new registrations"-----	4
Ohio, for annual and by month. Wisconsin, for part of the period, annual. Rhode Island, for annual and by month. New York, in annual report gives registrations and renewals.	

MONTHLY DATA BY SEX

1. Applications:	
a. States reporting applications by sex-----	15
Arkansas, Connecticut, Illinois, Iowa, Kansas, Michigan, Minne- sota, Nevada, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Virginia, Wisconsin.	
b. States reporting applications by sex and occupation-----	9
Arkansas, Illinois, Kansas, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Wisconsin.	
2. Applications and placements:	
a. States reporting both applications and placements, by sex-----	15
Arkansas, ³ Connecticut, Illinois, Iowa, Kansas, Michigan, Minne- sota, Nevada, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Virginia, Wisconsin.	
b. States reporting both applications and placements, by sex and occu- pation-----	9
Arkansas, Illinois, Kansas, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Wisconsin.	
3. Applications and help wanted:	
a. States reporting both applications and help wanted by sex-----	15
Arkansas, Connecticut, Illinois, Iowa, Kansas, Michigan, Minne- sota, Nevada, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Virginia, Wisconsin.	
b. States reporting both applications and help wanted by sex and occu- pation-----	9
Arkansas, Illinois, Kansas, Minnesota, New Jersey, New York, Ohio, Pennsylvania, Wisconsin.	

YEARS COVERED IN STATE REPORTS GIVING SOME DATA BY SEX AND AVAILABLE FOR THIS STUDY

1. Calendar year-----	8
Kansas—1928, 1929, 1930, 1931.	
Massachusetts ¹⁹ —1928, 1929, 1930, 1931.	
Nevada—1928, 1929, 1930.	
New York ²⁰ —1928, 1929, 1930, 1931.	
Pennsylvania—1928, 1929, 1930, 1931.	
Rhode Island—1928, 1929, 1930, 1931.	
West Virginia—1930 (but reported for 8 months only).	
Wisconsin—1928, 1929, 1930, 1931.	

¹⁴ Report states report year ends December 1, but totals given in report include December figures.¹⁵ Gives only monthly figures. Totaled for calendar year by Women's Bureau.

See footnotes on p. 224.

YEARS COVERED IN STATE REPORTS GIVING SOME DATA BY SEX AND AVAILABLE FOR THIS STUDY—Continued

	Number of States
2. Year ending June 30.....	12
Arkansas ¹ —1928, 1929.	
California—1928, 1929, 1930, 1931.	
Colorado ¹ —1930.	
Connecticut ² —1928, 1929, 1930, 1931. ³	
Illinois ² —1928, 1929, 1930, 1931. ³	
Iowa ² —1930-32 (biennial report).	
Michigan ² —1930, 1931. ³	
Minnesota ² —1928, 1929, 1930, 1931. ³	
New Jersey ² —1928, 1929, 1930, 1931.	
North Carolina—1929, 1930, 1931.	
Ohio ² —1928, 1929, 1930, 1931.	
Oklahoma—1931.	
3. Year ending September 30.....	3
Indiana—1928, 1929, 1930, 1931.	
Missouri—1928.	
Virginia ² —1928, 1929, 1930, 1931.	

SUMMARY OF MONTHLY DATA BY STATES

[Consult table XV and p. 149]

Connecticut: January 1928 to December 1931

The data used as the basis of the analysis following have been obtained from annual reports of the Bureau of Labor Statistics covering fiscal years 1928-30 and typewritten monthly reports July 1930 to December 1931.

Both applications and placements dropped markedly, beginning in November 1930 and continuing (not in complete progression with each month) through 1931, the fall being especially decided in May 1931 and thereafter. This was true in the main for both women and men.

In the 4 years, the smallest number of both applications and placements, whether for men or for women, was in January, February, November, or December. May and October seemed to be the peak months.

The number of persons applying always exceeded the help wanted, and both for men and for women the ratio dropped at the end of 1929 (November) and never showed recovery. The ratio, always higher for women than for men, was very low for both in 1931.

More applications were made by men than by women in every month but one, but situations were secured for more women than men in 31 of the 48 months, 22 of the 31 being in the second half of the 4-year period. The exceptional months in which more men than women were placed were April to October in 1928, March to August and October and November in 1929, and April and May in 1930.

With the exception of the first few months in 1928 for men, the ratio of situations secured to persons applying was lower in 1930 than in the earlier corresponding months, and still lower in 1931. This was true for both men and women, although the proportion of placements was higher for women than for men in every month throughout the period.

¹ Monthly figures would enable calendar year to be obtained.

² Report year ends Nov. 30, 1928; June 30, 1930. Only placements reported in 1928.

³ Data for 1931 from sources other than annual or biennial reports. See table XIII.

See footnote on p. 224.

Illinois: January 1928 to December 1931

The data used as a basis for the analysis following have been obtained from monthly issues of the Illinois Labor Bulletin and from annual reports of the State Department of Labor.

There was no marked heightening of number of registrations during any one period, for either men or women. With each sex, the largest numbers applied in January 1931, the next in October 1930. (See footnote 11, p. 139.) There was some tendency in most years for registrations to be high in October and lower in December or February; placements tended to be high in the spring (for both sexes in October in 1928, for men in December in 1931) and low in February (for women in July 1930 and in November 1931).

There were always more persons registering than places to be filled. The ratio of help wanted to men registering ran high in the mid months of 1929, but dropped slightly in September and sharply thereafter. For women, although there was some decline earlier, the sharp drop began in January 1930. For both sexes the ratio was lower in every month of 1930 than in the corresponding months of 1928 and 1929. The situation appeared worse for men than for women. For men, the ratio in the months of 1931 ordinarily fell still lower than in 1930, but this was not true for women.

There were more registrations of men than of women and more of the placements made were of men in every month throughout the 4 years with but two exceptions (January 1928 and January 1931). However, relation between registrations and placements would make it appear that a larger proportion of women than of men were placed in every month in 1931 and in 1930 (except July) and also in 7 months of 1928 and in 5 months of 1929.

Occupational data.—For the data on occupations the figures are taken from the annual and monthly reports of the Department of Labor, which give information for fiscal years ending June 30. The occupational information in this State, so far as women are concerned, is classified into the following chief groups in addition to manufacturing: Clerical, domestic and personal service, wholesale and retail trade, casual workers. Reports for manufacturing industries have been totaled by the Women's Bureau, the chief women's groups included being clothing and textiles, metals and machinery, and the printing trades.

The largest numbers of registrations, demands for help, and placements were for either domestic and personal service or casual work. Registrations for domestic and personal (including hotels and restaurants) and for clerical work had increased, the last mentioned being in the year ending June 30, 1931, over 40 percent above their 1929 figure. Those for manufacturing, trade, and casual work had declined.

The help wanted had declined in all occupational groups, the decrease being especially great in demands for workers in trade, in manufacturing, and for casual workers. The discrepancy between the need for jobs and the help wanted appeared particularly large for clerical workers.

Iowa: January 1928 to December 1931

The data forming the basis of the analysis following have been obtained from issues of the Iowa Employment Survey, a monthly publication of the State bureau of labor.

No marked point at which applications increased or at which demands for help declined could be ascertained. However, in the case of both sexes, there began regularly in August 1930 what had been true in about half the months preceding, that fewer jobs were offered in each month than in the corresponding month of the year before.

There was some tendency for applications and offers of jobs for either sex to be high in the spring or fall, sometimes running into the summer, and for the most part to be low in January or February.

There were always more registrants than places available, always more registrations of men than of women, and more jobs were offered men than women. However, with the exception of 3 months in the entire 4 years, the ratio of jobs offered to registrations was higher for women than for men.

Michigan: July 1929 to December 1931

The data available in this case cover only the last 2½ years of the survey and have been obtained from monthly reports of the Michigan Employment Bureau. They show no significant point of increase in registrations, though for both sexes these are smaller in number in the months reported in 1929 than in the corresponding months in either of the later years. While there always were more registrants than help wanted, the demand for help of either sex suffered a definite drop in October 1929 and never thereafter rose to its previous figure. In the last 3 months of the year more women were wanted in 1930 than in 1929; the last 3 months of 1931 showed a distinct improvement in demands for men but a decline in those for women.

There always were more registrations by men than by women. Until July 1930 more men were wanted than women; thereafter the opposite was true, with the exception of a few months in 1931. Placements of men always outnumbered those of women except for seven months of 1931 and two months late in 1930. The ratio of help wanted to registrations was higher for men than for women until December 1929 and again after October 1931; in the months intervening it was the higher for women.

Minnesota: January 1928 to December 1931

The data used as a basis for the analysis following have been obtained from the mimeographed Annual Report of the Public Employment Service Operated by the Industrial Commission of Minnesota, 1928, 1929, 1930, and 1931. The last-named includes a 6-month report of the commercial and professional offices of the public employment service operated for experimental purposes by the Tri-City Employment Stabilization Committee (St. Paul, Minneapolis, and Duluth). Table XV in the appendix gives the totals of registrations, help wanted, and placements for the three cities combined, with the number of help wanted to each 100 registrations. Table XVI in the appendix shows the increase or decrease from 1929 to 1931 in registrations and help wanted in the more important occupational groups reported.

A definite point showing increase or decrease in registrations, help wanted, and placements is not marked for either sex. In most months the numbers of help wanted, and of placements for either sex, and of registrations for men were greater in 1928 or 1929 than in the two later years, numbers of men's placements being especially low in 1931.

Practically always there were more registrations than help called for. With one exception for women, for either sex the ratio of help wanted to registrations was highest in 1928 or 1929; it was lowest for men in 1931, for women in 1931 in 8 of the last 9 months of the year.

Registrations of men exceeded those of women in most months of 1928 and 1929, but those of women were the greater in most of 1930 and in 1931. Ordinarily more male than female help was wanted until 1931 when more women usually were in demand. More of the placements were of men than of women in the first 2 years and in most of 1930, but in 1931 ordinarily more were those of women than of men. The ratio of help wanted to registrations always was considerably higher for men than for women.

Occupational data.—Reports are made for the following occupational groups: Clerical, domestic, hotel and restaurant, industrial, and casual. As in many of the other States, the largest groups both of registrations and help wanted were those for casual work, either domestic or hotel and restaurant work being second.

In all occupations combined, women's registrations had increased from 1929 to 1931 by only a little over 4 percent, help wanted had declined less than one half of 1 percent. From 1929 to 1931 women's registrations for domestic work had nearly doubled, and those for industrial and casual work showed increase. Women's registrations for clerical work in 1931 had declined from the 1929 number by about 45 percent, those for hotel and restaurant work by about 22 percent. Calls for women as domestic help were nearly half again as great in 1931 as in 1929, and those for casual work had increased 10 percent; for clerical work, however, the demand had declined over 50 percent, and a very slight decline was shown in calls for industrial workers.

New Jersey: January 1928 to December 1931

The data used in the analysis following have been obtained from monthly issues of the Industrial Bulletin, published by the Department of Labor, the year's report appearing in the September issue.

Registrations show no marked tendency to increase at one particular point, although more registrations were made by women in 1930 than in 1931 in 11 months, and in 1929 than in 1928 in 7 months; more by men in 7 months and in 6 months, respectively. For women, in 4 months of 1929 and in 6 months of 1930, the numbers were larger than in any other year.

Ordinarily, registration was greatest in the late spring or summer months, placements were highest in September, May, or June. In every year but 1931, both registrations and placements were fewest in the midwinter months; this is true of both men and women, and the peak or slump months in registration and placements ordinarily were similar for the two sexes.

For both sexes there always were more registrants than places open. The ratio of help wanted to registrations dropped sharply at the end of 1929, and was lower in each month of 1930 than in the corresponding month in either of the years preceding; and it was still lower in the months of 1931 than in 1930 in the majority of cases. This ratio was higher for women than for men in every month but May 1929.

There were fewer placements in each month of 1930 than in the corresponding month of the 2 years preceding (except in several months for women), and fewer still in 1931 in 7 months for men and

in every month but March and December for women. More registrations were made by women than by men in nearly every month, and more placements were of women than of men. Further, the relation between registrations and placements would make it appear that a larger proportion of women than of men ordinarily were placed.

Occupational data.—The data cover the period 1928 to 1931 and are from the Industrial Bulletin, September of each year. The largest numbers of registrations, help wanted, and practically all those reported placed were in domestic and personal service.

Registrations had increased for industrial employment, and greatly so for clerical and professional work, the number in the last-named for the year ending June 30, 1931, being over 40 percent more than that in the year ending June 30, 1929. Those for domestic occupations had declined somewhat in 1931.

Help wanted had declined from the middle of 1929 to the middle of 1931 in each occupation group, by a larger proportion for the industrial workers than for any others.

The discrepancy between demands for help and registrations for work was greatest for clerical and professional workers.

New York: January 1928 to November 1931

The data used as a basis for the analysis following have been obtained from monthly issues of the New York Industrial Bulletin.

There was no period in which registrations appeared to show a marked rise either for men or for women, although, with one exception for men, they were considerably higher in each month of 1931 than in the corresponding month in any other year. For women, they tended to be high in the month of October or, as in 1931, in November, but the figures for men showed little uniformity of high month. In practically every month more men than women registered. In every month there were more applications made by men than by women.

The number of places to be filled was always below that of persons applying, though for the most part exceeding the new registrations. The ratio of help wanted to applications and to new registrations showed a marked drop for both sexes in November 1929; and for both sexes in practically every month of 1930 it was far below the corresponding month of either earlier year. In 1931, this discrepancy between jobs and persons seeking them had widened still further, and in nearly every month of that year the ratio of number of jobs to number of persons registering or number of applications—whether of men or of women—was much lower even than in 1930. The number of jobs available per 100 persons registering and applying was considerably higher for women than for men throughout 1930 and 1931, and the same was true in many months of 1928 and 1929, though jobs apparently were somewhat more available for men than for women in summer and early fall of the years last mentioned.

Fewer placements of women were made in the last month of 1929 and the first months of 1930 than at any other time, and of men in the first months of 1928 and the first months of 1930. Beginning in May, in every month of 1931 fewer men were placed than in the corresponding month in any other year. The same did not apply to women throughout, although it was true in May and October.

In most months, more placements were made of men than of women, but in the earlier months of each year the opposite was true (January

to March, 1928; January and February, 1929; January, February, and August, 1930; January, and June, to December 1931). However the proportion of placements in relation to persons registering was higher for women than for men in nearly every month of the 4 years. Likewise, judging by the relation between placements and all applications, it would appear that in most months a larger proportion of women than of men applicants were placed.

Occupational data.—The data on occupations were taken from the monthly Industrial Bulletin, published by the State Department of Labor. This information is classified into the following occupational groups: Clerical, domestic and personal service, hotels and restaurants, wholesale and retail trade, casual workers, and manufacturing, only a total being given in each case. The largest numbers of women registered were for casual work until 1931, when these were exceeded by clerical workers. The numbers of women asking for clerical and domestic work ordinarily were similar.

Women's registrations had increased in all groups from 1929 to 1931, in most cases continuously from year to year. Those for clerical, hotel and restaurant, manufacturing, and domestic and personal work in 1931 were nearly double those of 1929. Calls for all types of women workers had declined except those for domestic service, which were in 1931 nearly double the 1929 number. Decreases in demands for clerical workers were especially great, those in 1931 being scarcely half those in 1929, and the discrepancy between the registrations and the demands for help were very great in this occupation.

Ohio: January 1928 to December 1931

The data used as a basis for the analysis following have been obtained from mimeographed material issued monthly by the Ohio Department of Industrial Relations, and the occupational totals are from its semiannual reports.

Up to July 1930, the reports of number of applicants appear to correspond with new registrations as reported separately from total applications in July 1930 and thereafter. Thus the figures may be considered as an unbroken series, based on "applicants" at first and "new registrations" in the later reports. In these, there were fluctuations with low periods and high periods both for men and for women, but no general trend appeared; on the whole, more men and women registered for work in 1929 than in any other year, and the fewest of all were in 1931.

The high point in placements, whichever sex be considered, was in the spring of 1929. A decided drop came after October of that year. Although there was some recovery in the spring months of 1930, this proved to be only temporary. For both sexes the last 5 months of 1931 showed the fewest placements in the 4 years.

In every month more men than women applied, and (except in December 1931) more men than women were placed. However, in almost every month throughout the 4 years, help was in demand for larger proportions of the women than of the men registering. The ratio of help wanted to new registrations usually was low for men at the beginning and at the end of the year, and tended to be high for both sexes in the spring.

In each month of the first half of 1929 and through most of 1931, the cases of help wanted formed a larger percentage of the numbers

of men and women registering than in the corresponding month of the year preceding, but from the middle of 1929 until about the end of 1930 (for women through October, for men the entire year) the ratio was below that of the year before.

Occupational data.—These data are taken from the totals given in annual reports of the Department of Industrial Relations, which give information for fiscal years ending June 30. The material, except that for manufacturing, is classified into the following main occupational groups: Clerical and professional, domestic and personal, hotel and restaurant, wholesale and retail trade, and casual workers. The reports for manufacturing have been totaled by the Women's Bureau, the chief of these that affect women being clothing and textiles; food, beverages, and tobacco; leather, rubber, and allied products; metals and machinery; the printing trades; and paper manufacture.

The greatest number of applications, demands for help, and placements were those for casual workers, though these showed a steady decline after the 1929 high point. Applications showed a decided increase throughout the period of study for work in domestic and personal service and after 1929 in trade; they declined in 1931 for clerical, manufacturing, and hotel and restaurant workers.

Requests for help had declined in all occupation groups but that of trade, which had increased by over half in 1931 from its 1929 figure. The proportional decreases had been especially great in manufacturing and hotels and restaurants, in the latter the 1931 help wanted being less than half that of 1929; in the former it had decreased well over two fifths, and demands for clerical workers in 1931 had decreased about one third.

The discrepancy between applications and help wanted was greatest in clerical in every year, and also was very large in manufacturing in the year ending June 30, 1931. In trade occupations the demand for workers in the offices of this State had exceeded the supply in each of the 4 years.

Pennsylvania: January 1928 to December 1931

The data used as a basis for the analysis following have been obtained from the issues of *Labor and Industry*, published monthly by the Pennsylvania Department of Labor.

There was no point at which there was a decided increase in either men or women applying, though the number was high in the closing months of 1931, and for women higher in June 1931, for men in December 1931, than in any other month in the 4-year period. There was a tendency with both sexes for the number of persons applying for positions to be high in June and for the most part low in the later summer months or in January.

There always were more persons applying than were asked for by employers, and there was a marked falling off in requests for help after 1929, especially for men. For both sexes, the ratio of persons asked for to persons applying was higher in most months of 1929 than in corresponding months of 1928, but it showed a marked falling off for both sexes in 1930 and, except for a slight increase in February, still more in 1931, being especially low for men in the last months of 1931.

Throughout the period, more applications were made by men than by women and more placements were of men than of women.

Occupational data.—The data on occupation were taken from the annual reports of the Department of Labor and Industry, published in February. These data were given by occupation for the 3 years after 1928, and these were organized into the following chief groups in which women applied for work (outside the manufacturing industries): Clerical and professional, hotel and restaurant, wholesale and retail trade, and casual and day jobs. Semiskilled and unskilled manufacturing groups were reported, and data for the more skilled manufacturing occupations have been totaled by the Women's Bureau, the main women's industries included being as follows: Clothing; textiles; food and kindred products; leather, rubber, and composition goods; metals and metal products; paper and printing. In each year, the largest numbers, both of women applying for work and of those asked for by employers were either in the semi-skilled or the casual and day-work group.

The applications of women for positions in all chief occupations had increased in most cases continuously from year to year. This growth was especially great for the various manufacturing groups and for hotel and restaurant work, and the 1931 applications for positions in clerical and professional work and in trade were more than 50 percent greater than were those in 1929.

In this State, employers' requests for women workers had declined in only three of the seven chief groups—clerical and professional, casual and day, and unskilled industrial. In the other four groups demand had increased, and 1931 requests exceeded those of 1929 by from about 28 percent to over 124 percent. In connection with the various manufacturing groups, this may have reflected some shift in emphasis of the office on service for workers or employers of certain types; with the clerical and professional the movement was such as was manifest in other States.

The discrepancy between employers' requests for women and women's applications for jobs was very great in the clerical and professional occupations and also was great for the unskilled workers, each of these groups having shown a large increase in applications with a notable decline in requests for such services.

Rhode Island: January 1928 to December 1931

Data for this State have been obtained from annual reports of the Commissioner of Labor, covering the calendar year. With the exception of 2 months later in the year in the case of men, the "attendance" of both sexes was markedly heavier in 1930 than in either of the earlier years; likewise, new registrations,¹ particularly for men, showed an especial increase in 1930, though in about half the months of 1931 there was a decline for each sex both in attendance and in new registrations.

While attendance of men usually was greater than that of women, more of the registrants were women than men until 1930, when the situation changed markedly.

Practically always more women than men were in demand. In almost every month of 1928 and 1929, and even in several months of 1930, there were more demands for woman help than there were new

¹ Called registrations in 1928 and 1929.

registrants, though attendance always was considerably greater than the demand for help. Among the men, almost an opposite situation was indicated: Many more were newly registered in every month of 1930 and in 1931 than were called for, and the same was true in most months of the two earlier years.

The ratio of help wanted to new registrations was higher for both sexes in the majority of cases in 1929 than in corresponding months of 1928, but much lower in 1930 than 1929, except in two spring months and December for women, and in December for men. This ratio was lower in 1931 than in 1930 for women in most months and for men in just half the months. This ratio almost always was higher for women than for men, usually considerably so.

Occupational data.—The occupational data in this State have been given by a long and detailed classification. In many classes few persons were reported, and consequently they have been grouped here into the generalized classification used in a number of States. (See footnote to table XVI in the appendix for details of this grouping.)

The largest numbers of new registrants, as well as of help wanted, were in the domestic group. In this type of work, registrations had increased greatly from 1929 to 1931, while help wanted in 1931 was only a little over half that in demand in 1929. For industrial and clerical and professional work, registrations had increased more than demands for help.

Virginia: January 1928 to December 1931

The data for this State were available through 1931 from the annual reports of the Department of Labor and Industry for fiscal years ending September 30. Those on registrations show no point of particular increase for either sex, though for men they were especially high in the first 3 months of 1931.² Both registrations and calls for help showed some tendency to be low in midwinter or in July, high from March to June.

There were always more men registering than called for, but for women the discrepancies between demand and supply were not so great as in most States—indeed, there were months in every year, with the exception of 1931, when requests for help exceeded the number of registrants.

No specific point of decline in help wanted can be noted, except for men after March of 1931, but for the most part the demands for both sexes were less in each month of 1930 than in 1929; in the majority of cases, those of 1931 were still lower. While in every month there were more registrations of men than of women, and in about half the months more men than women were asked for, the ratio of help wanted to registrations always was higher for women than for men. More men's than women's positions were filled except in 5 months of 1930 and 1 of 1928.

Wisconsin: January 1928 to December 1931

The data used as the basis of the analysis following have been obtained from mimeographed monthly reports of the Wisconsin Industrial Commission.

² Unless the figures may be explained in some other way, unusual activity in the offices, especially in behalf of men, is notable in the first 3 months of 1931.

Applications were markedly lower in 1930 and 1931 than was the case, for the most part, in 1928 and 1929, and this was true for both men and women, although there seemed no specific point at which the decline began.

With one exception, applications were in excess of help wanted, whether for men or for women. For the months that could be compared, the ratio of help wanted to applications was lower in 1930 in every case, for both sexes, than in the earlier years, and was still lower in 1931 except for women in September. This ratio ordinarily was higher for men than for women until December 1930, after which it ordinarily was the higher for women.

For both sexes, placements showed a decided drop in November 1929, and the former level never was recovered, almost every month that could be compared in 1930 and 1931 being below that in the earlier years.

Both placements and applications showed a slump at the end of each year, for both sexes. More applications were made by men than by women and more of the placements were of men in every month throughout the period. Also, the relation between applications and placements would make it appear that a larger proportion of men than of women were placed (except in February, May, September, and October, 1931). As between the two sexes, these proportions varied much less through 1931 and in the first 4 months of 1930 than at any other time.

Occupational data.—The data on occupation were taken from the annual reports of the Industrial Commission. The classification in this State was changed in 1930, though information could be obtained for substantially the same main groups as those used in 1929. No occupational data by sex were given for 1928, so the period under consideration for this part of the data covers only 3 years. The chief groups of women registrants in 1930, outside manufacturing, were as follows: Office workers (in 1929, the grouping was entitled clerical, professional, and technical); homes, institutions, hotels and restaurants (in 1929 the first two were combined under domestic and personal service, and in later years the "home" group vastly exceeded that of "institutions"); mercantile establishments (classed as wholesale and retail trade in 1929); and casual labor. Registrations for manufacturing work have been totaled by the Women's Bureau, the main groups included being as follows: Food, beverages, and tobacco; leather and its finished products; metals and metal products; paper and paper products, printing and publishing; rubber and composition manufactures; and textiles and textile products.

The numbers, both of persons applying for positions and help wanted by employers, were greatest for casual workers in 1929, domestic and personal being second in that year and "homes" greatly exceeding all others in each of the 2 later years.

Persons applying for positions had declined in the classes office workers, hotels and restaurants, and casual workers, and in the manufacturing total; in the case of the first-named group the changed classification in 1930 may have affected the numbers so reported, and in the case of casual workers the decline was so extreme as to indicate

that changes in office organization or reporting probably were responsible. Registrations for positions in "homes" and in hotels and restaurants in 1931 showed some increase over 1930, while those for mercantile jobs had increased still more. Help wanted had increased by more than half in mercantile establishments; it had declined somewhat in homes, very much more in hotels and restaurants and for casual workers, though especially in the latter case there is question whether changes in classification or in emphasis placed by offices may have made the decline appear unduly great.

Though for office, hotel and restaurant, and casual work both applications and demands for help were less in 1931 than in 1930 there still were many more applications than the help wanted.

