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THE FLOATING WORLD

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INFORMATION BUREAU ON WOMEN'S WORK

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FOREWORD

THE Old Masters of Japan set themselves the task of penetrating beneath the surface of the subjects of their canvases, to their soul, or essence, or significance—the character of the human being, not the line of his nose or eyebrow; the solidity of rocks or mountains, and the awe they inspired; the ferocity of the tiger, not his stripes. But the surface itself had an irresistible charm to which they gradually succumbed in almost a shamefaced way—Hokusai painted the sunset light on Fujiyama; Hiroshige, the inns and adjacent fields on the Tokaido; Utamaro, the popular actors of the theatre.

To distinguish these ephemeral sketches from the penetrating concentration of the Old Masters, they called them, almost in self-depreciation, Ukiyo-ye, Pictures of the Floating World. The Floating World—an instant of sunset rose color, a sudden shower, an actor adored today and forgotten tomorrow; so different from the contemplation of Nature in the old paintings of the early Chinese dynasties.

The Floating World of our modern industrial cities shifts rapidly, comes and is gone; the district changes, the city changes, the faces change, the industries change, the processes change—a short, staccato, jerky rhythm, so different from the long swing of the slow changes of an agricultural, home-industry age.

Of all our modern Floating World, one of the most rapidly flowing streams is that of the “roomer” and “boarder” of a growing industrial city like Toledo. This study is an effort to analyze that movement.

INTRODUCTION

THE Toledo Council on Girls' Work was desirous of knowing something about the problem of housing for employed women of Toledo who do not live with their families—the Non-Family Women, as they are technically called. As a member of the Council, and with the help of the other members, in 1925-1926 the Toledo Consumers' League secured information from landladies and from non-family women. The results of the interviews with the landladies were published in a pamphlet called "Rooms".

This pamphlet contains the results of the interviews with 126 non-family women. Efforts made to get in touch with non-family women through their places of employment failed because those employers who were approached on the subject were not interested. Groups of business and professional women were consulted, but out of a club of fifty or sixty there would be only five or six non-family women. Names were secured from individuals. Finally, girls and women were interviewed in the organized homes, those institutions, such as the Y. W. C. A., where a supervised residence is provided and there is no thought of profit. This meant that over half of the women represented a somewhat standardized experience in the conditions under which they were living at the time of the interview. It also meant that the

women themselves were a selected group, in that the homes set limitations upon income, age, and length of residence. The interviews showed, however, that the earlier experiences of these girls and women in the organized homes were after all of general significance for the whole group of Toledo's non-family women: what they had experienced others are experiencing and will experience in the future.

THE FLOATING WORLD

BASHFUL girls, merry girls, dignified women, forceful and energetic women, tired women, restless and contented women, lonesome youngsters—all are a part of Toledo's group of employed women and girls who are living in the city independently of any family connections. There are no statistics as to their number. Estimates based on studies that have been made in other communities indicate that there must be somewhere between 3500 and 4500 of them.* They constitute perhaps some fifteen or twenty per cent of Toledo's working women.

However they differ, they have some things in common: they all are eager to find a satisfactory place to live, and because they have not acquired a large number of things and have only themselves to consult, they are free to experiment, and they do. If the 126 women interviewed for this study are at all representative, then movement is the most common characteristic of the group—here one day, there the next, six months seeming

*In "An Estimate of the Number of White Girls Employed in the City Who Are Not Living with Parents or Relatives", 1926, Howard W. Green, of the Bureau of Statistics and Research of the Cleveland Health Council, found that about 21 per cent of Cleveland's employed women were non-family women. The percentage in a smaller community would tend to be smaller rather than larger. See also "Housing Conditions of Employed Women in the Borough of Manhattan," Bureau of Social Hygiene, New York, 1922, page 8.

like an eternity in one place, always hoping that the next place will be more satisfactory, that it will not be lonesome on Sunday evenings, that there is a chance that the laundry arrangements may be more satisfactory, that that disagreeable Mrs. X will no longer annoy, that one may find a cheaper room and have more money for clothes. Movement is, to be sure, characteristic of our age, the families move with great rapidity, as every landlord knows, and if they did not have belongings and leases, perhaps they, too, would think of a change on Wednesday and carry it out on Thursday. "I have lived in every kind of a 'living condition,'" said one woman who appreciated the variety of her experience. Some of the women move infrequently, but they are not sufficiently numerous to give the group any stability.

They are all hunting a satisfactory place to live. Their tastes differ in the matter of what gives satisfaction; some have been accustomed to great comfort, others find luxury for the first time in freedom from an overcrowded household. Their selection is limited by their pocketbooks, by what the city has to offer, and by the facilities for finding those apartments, rooms, boarding houses which might meet their requirements.

ROOM HUNTING

Even in this impersonal world friends and relatives were the greatest help in finding a place to live. Advertisements, signs and agencies played a relatively small part in the lives of these seekers for rooms. Table I shows how 83 women found a place to live. Two-thirds of them followed the advice of their friends and relatives, 13 (15.7 per cent) could not trace the source of their information, saying that they secured the room through personal knowledge. "Why, I always knew

about it," said one girl. Nine (10.8 per cent) were assisted by social agencies, four (4.8 per cent) answered advertisements, two (2.4 per cent) had the help of their employers, and one (1.2 per cent) responded to a sign on the house, while another one found her home in the directory.

LENGTH OF TIME AT PRESENT ADDRESS

These women had been living in their present residences anywhere from one week to five years; 112 reported on this point (Table II); 16, or 14.3 per cent, had moved in less than a month before; a quarter had lived there only two months or less; nearly half (48.2 per cent) only six months or less, and three-fourths only a year or less. While a few remain a reasonable length of time, the majority move on.

This is illustrated even more vividly by the answers to the question on the length of time lived at previous addresses (Table III). This question was answered for 140 previous addresses, places where these women had lived since leaving home. Twelve, or 8.6 per cent, had served as residences for less than one month; nearly a third had served that purpose only three months or less; something over half, 76, or 54.2 per cent, only six months or less; and over three-quarters, 110, or 78.6 per cent, only one year or less. They were not permanent residents, and yet these were not "temporary" residences as that word is used among landladies. They intended to stay when they took the rooms.

On the other hand, one place had served as a residence for 13 years—a century when compared with the usual length of residence. Twenty-six places had been lived in for a period of two years or over. It is not a high percentage; the length of time in the previous resi-

dences shows the same restlessness that the time in the present residences showed. If the 140 previous residences are counted with the 112 present residences, 76.9 per cent of the 252 residences were occupied only one year or less; and just over half, 51.5 per cent, for only a period of six months or less. Evidently here is a group that shifts and changes with ceaseless rapidity. If mobility has in it the seeds of progress, which many sociologists feel that it has, then the non-family women are in the advance guard of civilization.

WHY DO THEY MOVE?

They move chiefly because of some reason connected with the living arrangements. Thirty-five reasons for 113 changes were given (Table IV). Eighty-six changes were due to conditions at the residence, fourteen were purely personal, and twelve had to do with the woman's employment. The reasons are themselves a review of life's major and minor difficulties.

The change was more frequently due to the initiative of the woman than to that of the landlady (at least as reported by these non-family women; some landladies may have had another picture). Sometimes it was dissatisfaction with a particular mode of life, such as having to cook one's own meals or eating in restaurants; sometimes it was inability to meet the expense, "too expensive" was the reason given as frequently as any other. Sometimes some particular condition was found annoying, such as "too many people for one bathroom", a condition which necessitates very early rising, or repeated tardiness at the office. Sometimes human nature interfered, and there were differences with the landladies, and at other times loneliness was a factor. "Wanted to be with someone my own age," expressed

the desire for companionship, which had urged one youngster to move. Frequently, atmosphere played a part. "The furnishings of the room were a bed, a terrible dresser, unsatisfactory closet, and a rocking chair. It was a back room with no scenery outside and just depressed me dreadfully," said another. Sometimes a change in the life of the landlady necessitated a change for the girl or woman, "the landlady moved", "the landlady needed the room" left no choice on the part of the non-family woman. At times the girl or woman moved with the landlady; sometimes the tie was so strong that the roomer went so far as to move to another city when the landlady's family moved.

The personal reasons represented matters of grave importance in the lives of the women: marriage, a death, "to attend school", illness, or as one woman said: "I wanted my child with me," an experiment which she had had to abandon a second time. To these may be added those reasons connected with work, for they, too, are personal, though often beyond the control of the individual. Convenience of the place of residence to the place of work is a factor of great importance to most people, both from the point of view of time and money, a factor which frequently weighs heavily against such items as an attractive location or a somewhat better room.

TYPE OF RESIDENCE

The type of residence for the 126 women had very little significance, because it was determined by the method of interviewing them. Seventy-two of the 126 lived, at the time of the interview, in organized homes, that is, in institutions providing room and sometimes board, without any desire for profit, and giving a certain amount of supervision. There were in Toledo at

this time some five such institutions which had room for about 200 non-family women.* The rules of these organized homes are a selective process in themselves which help to determine the character of the girls and women interviewed. They have age limitations and limitations on income. In spite of this, there were not proportionately as many very young girls among these non-family women as in the general working population, and they were somewhat better paid. Of the women outside the organized homes, thirty-three had rooms in private homes, twelve had housekeeping apartments, seven lived in rooming houses, and one in a boarding house (Table V).

The type of previous residence is of far greater significance. This was given for 157 previous addresses. In the interview every effort was made to distinguish between the professional rooming house and the private home where one, two or three rooms were rented. Seventy-six of the 157 addresses, or 48.4 per cent (Table VI), were private homes; twenty-three, or 14.6 per cent, were housekeeping apartments; twenty-eight, or 17.8 per cent, were rooming houses, and 10.2 per cent were organized homes; ten, or 6.4 per cent, were listed as boarding houses, two as hotels, and two as institutions.

From this it would appear that the non-family woman lives most frequently in a private home, next in a rooming house, and third in a housekeeping apartment; then comes the organized home, then the boarding house, and finally the hotel. Evidence given in the interviews and from the directors of some of the organized homes shows that the housekeeping apartment is gaining rap-

*The Colored Working Girls' Home, Flower Esther Home, The Lutheran Hospice, The National Catholic Community House, and The Y. W. C. A. Recently the W. C. T. U. has established the Frances Willard Home, with a capacity for 26 persons.

idly in popularity. "More and more," said one of these directors, "our girls take an apartment and share the housework." A real estate agent had remarked to her that he remembered the time when he would have considered it very questionable if detached women had wanted to rent an apartment. It is encouraging to know that we have emerged from that dark period, and that now these independent women are desired as tenants as well as anyone else.

Even though the apartment is popular, it is perhaps a second choice if one may judge from the statements of two young girls. "I would rather live in my parents' home. That not being possible, I would like to have a nice little apartment with two of my dearest girl friends," said one girl; and another: "I would like to live with two of my girl friends for about six months in an apartment. Then I would like to live in a private home. Best of all I would like to live at home, my real home."

Often the experiment is a success; sometimes a complete failure. There are so many of the community problems faced by the famous experimenters of Brook Farm, and others added to them. Mary who goes to work early and comes home early finds that Helen and Jane are taking it for granted that she will have dinner ready when they reach home in the evening. Helen spends too much the week she does the buying; or if the money is not pooled, Jane has company the week that Helen meets the bills. Martha is by training extremely neat, and she can no longer admire Louise's carefree nature, which seemed such a joy in the office, when that very freedom from care counts making the bed a non-essential. Frequently those with exacting positions find the housework too heavy a task. One fine executive said:

“First and foremost a woman who works should not have chores to do in the evening. She should have rest and recreation. When I worked for the X railroad I had two rooms and did light housekeeping, because I could not afford any other way. But when I left, I determined to find a place where my room would be cared for, and there would be some way of getting my meals.” Such are some of the difficulties, but nevertheless as a mode of living housekeeping is gaining in popularity with the non-family women. The older women enjoy the independence of it, and the younger ones like a place where they can entertain.

KIND OF ROOM

One hundred and eleven women answered the question as to whether they had single or double rooms (Table VII). They were almost evenly divided: fifty-six had single rooms, and fifty-five had double rooms. Sixty-two of the women were in organized homes, twenty-eight, or 45.2 per cent, of them had single rooms, and 34, or 54.8 per cent, double. While 28, or 57.1 per cent, of the other women had single rooms, and twenty-one, or 42.9 per cent, shared their bedrooms with one or more persons. Six persons were reported as occupying one dormitory, four persons were in two others. In eight cases the room was shared by three persons, and in the other cases, by two. The large dormitory and a full time position are not an easy combination. The privacy of the single room is greatly desired.

CARE OF THE ROOM

Even when they do not attempt housekeeping, most employed women have a touch of it. Fully three-quarters of the 108 women who answered about the care of their rooms had to take some care of their rooms (Table

VIII). Only 25, or 23.2 per cent, reported that their rooms were cared for by a maid. In most cases this referred to the daily care. Many more (38, or 35.1 per cent), had assistance in cleaning. The rush to throw the bed together before the seven-thirty car comes around the corner is a part of the lives of most non-family women. It is fortunate that the beds do not have to be submitted to a hospital inspection. But simple as it is, and poorly as it may be done, it is a factor in the life of the employed woman.

BATH

We are so accustomed to cite the bathroom as the measure of our civilization, at least of our *urban* civilization, that it is interesting to know whether these non-family women have found the bath universal. One hundred and fifteen reported on this point and only two, or 1.7 per cent, said that they did not have the use of a bathroom (Table IX). Even that percentage is of course higher than we should have expected. As some indication of the crowding, eighty-two women answered the question as to the number of persons using their bathroom (Table X). One overworked bathroom had to serve eighteen persons; another, eleven. In eight cases ten persons used the bathroom; in two cases, nine; and in sixteen cases, eight persons. In thirty-three, or 40.2 per cent, of the cases, the bath was used by seven or more persons. Ten persons were the largest number using the bath as reported by the women not living in an organized home, and in only 14.6 per cent of these cases was the bathroom used by seven or more persons. In 61 per cent of these cases, it was used by less than five persons; and in 24.4 per cent by only two persons; while another 24.4 per cent were used by only three persons.

LAUNDRY

Will the necessity for laundry work never cease? The heartlessness of the stockings and handkerchiefs, which night after night must be washed, are the bane of the non-family woman's existence. With most of them it is not limited to the stockings and handkerchiefs; there are the pieces of underclothing, and in the summer there are dresses. The simplified styles have been a great help—the nightly washing and ironing of the shirt waist is no longer. But what remains is a sufficient bugbear. Why the landladies call the chance to do some washing "laundry privilege" will always be a matter of a misused term to all non-family women. Even the so-called high-salaried women feel that they are not justified in spending money on laundry, or at least that they must save on those stockings and handkerchiefs. The organized homes all make provision for this "privilege". Forty-one women not living in organized homes reported on this point; twenty-nine, or 70.7 per cent, had laundry privileges, and twelve, or 29.3 per cent, were not allowed to do any washing of clothing (Table XI).

THE PROBLEM OF ENTERTAINING

What shall the non-family woman do when people come to call? Shall she entertain them in her bedroom, or take them to a movie, or entertain in the family living room? All the organized homes provided some facilities for entertaining: they have public parlors, and the girls make use of them. One director felt that it was a most inadequate provision, and she did all that she could by arrangement of chairs, etc., to give a little more privacy for each girl. It is the same problem that they have in the college dormitory, or perhaps in any club.

The women who room and board do not always have

this privilege. Forty-three of them answered this question, and of that number thirty-four, or 79.1 per cent, had the use of a parlor for entertaining (Table XII). Evidently those who live in private homes are more fortunate than the inhabitants of rooming houses. In a companion study of rooming houses in Toledo it was found that only 20.4 per cent of them granted parlor privileges, while of these forty-three non-family women, only nine, or 20.9 per cent, said that they did not have the use of a parlor. Some said that they had the use of the whole house; some, who kept house, answered significantly: "My own parlor." Here was no question of privilege.

WHERE DO THEY EAT?

There are few women who have been away from home a long time who have not experimented with various ways of getting their meals. They may get breakfast in their rooms and eat dinner in a restaurant; they may find a place where breakfast is provided and they have dinner at a restaurant; or they may find a place where both breakfast and dinner are provided. They may prepare their own meals at home, or they may take all of them out. The question as to where they had their breakfasts and dinners was asked of all the women. Most of the women in organized homes, fifty-three, or 81.2 per cent, of those answering ate at their place of residence. Some of them even had their luncheons provided. Nine, or 14.1 per cent, ate in restaurants, and two, or 3.1 per cent, at the places where they were employed (Table XIII).

Forty-five women who did not live in organized homes reported on this point: a third of them ate "around", as the phrase goes; fourteen, or another third, prepared their own meals (twelve of these had

housekeeping apartments, the others did light housekeeping); another third, fourteen, boarded where they roomed, and two had their meals at their place of employment (Table XIII).

The problem of finding satisfactory meals is not easy of solution. The frequent irregularity and choice of poorly balanced meals in a restaurant is not an answer. There is the tendency to perhaps necessary but unwise economy on the part of the young. As one woman expressed it: "When I came to Toledo I was very inexperienced, and took a position for \$15, paying \$3 a week for a room. My clothes were inappropriate and I necessarily was forced to purchase working clothes. To establish my credit I had to pay a bill of \$75 in sixty days, which deprived me of really eating rightly. To economize, I would lunch and take other meals at places like X, and would eat cold meals in my room, having no devices other than an alcohol burner to prepare food." Another woman who works in a restaurant, where a number of non-family factory women eat rather regularly, says that most of them spend 15 cents for breakfast and 35 cents for dinner.

Neither is it easy to go to market, and come home and cook, after a hard day's work, there may be the monotony of the institutional meal or the lack of independence in the private home. If our few women are any index, the three methods of living are equally popular and equally disliked. They all have their advocates and their detractors.

COST

Only sixty-three women gave information on the cost of their room and board—thirty-seven in organized homes and twenty-six outside. The cost ranged from \$4 a week to \$17.50 a week, for the members of the group

(Tables XIV, XV, XVI). Two-thirds of the total number paid less than \$10 a week. This figure was due largely to the women in the organized homes, which do provide board and room at a very low cost. Thirty-two, or 86.4 per cent, of the organized home women spent less than \$10 a week on room and board, while only ten, or 38.5 per cent, of the other women spent so small a sum. To compare them in another way: three-quarters of the women in organized homes spent less than \$8 a week, whereas more than three-quarters of the women outside these homes spent \$8 a week, and more. Sixty-one per cent of them spent \$10 or more, while only 13.5 per cent of the organized home women spent so much. Over a third of them, 38.5 per cent, spent \$12 or more.

Some of the organized homes charge a definite percentage of a girl's wages for room and board: the higher paid workers pay more than the lower salaried ones—a system which if very general would tend to depress wages. The director of one home said that employment managers had called her to ask if she did not have room for a girl, because they only wanted to pay so much, and the inference was that they wished the home to carry the rest of the expense. Fortunately this director had vision enough to grasp the significance of such a request.

AT PLAY

When all the housekeeping and personal duties have been finished, we find that these non-family women seek recreation very much as the other women and girls of the community do, though their choice is limited by the people they have met and by the equipment at their disposal. One girl said that she did not like her fellow roomers when she lived in one place, but "I either would perforce go spend an evening out with them, or be un-

comfortable in my stuffy room in extremely warm weather. * * * The associations became most dissatisfactory, and before I knew it I was almost a party with them, because of no better and more elevating diversion. I would try and interest myself in churches near, but could not for there was no point of contact. It has taken a long, long time to really outlive the memories of the experiences, and my reaction now is to extremely avail myself of every advantage through cultured people, and a tremendous effort on my part to excel and make up for really wasted time previously." Perhaps, after all, the time was not "wasted", but it is evident, at least, that this girl's chief recreation at the time she describes was not the recreation she would have preferred; it was the recreation that was at hand. Another might strike a responsive chord with a good many people, when she said: "Enjoy all but Sunday night hours."

To the question as to what constituted their chief recreation, 113 replies were given, many with qualifying remarks, such as: "It depends upon the time of year." Indoor activities were mentioned eighty times and outdoor activities thirty-three times (Table XVII). Dancing and the movies held first place, reading came next, and walking was fourth. Music and concerts, the theater, playing the piano, the radio, the Victrola, were all mentioned several times. Cards had a few devotees. One girl was fond of checkers, two liked to sew, one went to lectures, while another found the activities of the church a source of recreation. One evidently enjoyed conversation, for she said that she found her chief recreation in "talking".

To an even greater extent than the indoor recreation, the play out-of-doors was dependent upon the person's opportunity for taking part in it. For this reason,

perhaps, walking was mentioned most frequently; then came tennis, because one of the organized homes had courts. Swimming, skating, coasting, golf, ball and motoring all had their champions. One young woman, who perhaps took a long-time view of the question, listed "travel" as her chief recreation.

Only 22, or 18.19 per cent, of 116 women said that they were members of clubs or organizations; they at least are not very active in community life. One hundred and three, or 88.7 per cent, of 116 women reported that they belonged to some church, though some of these said that they did not attend any particular church in Toledo.

WHO ARE THEY?

AGE

If we compare the women interviewed with the general population of Toledo's working women, we find that a far larger proportion of them fall into the age groups between twenty and twenty-five years than does the general population. The proportion of very young women was much smaller than for the whole group, 14.9 per cent, as compared with over 20 per cent of Toledo's working women who were under twenty years, as shown by the 1920 census. Fifty-seven per cent were under twenty-five years, while only forty per cent of all the working women were so young (Table XVIII). Eighty-five per cent of the women were under forty years of age. As is natural, all but 2.6 per cent of these women would come under the census classification of single, widowed, divorced; 85.7 per cent were single; 2.6 per cent married and temporarily living independently of their husbands; 2.6 per cent were divorced; 7.1 per cent, widowed; and

1.7 per cent, separated from their husbands (Table XIX).

NATIONALITY AND RACE

Most of the women were native born Americans: 95.1 per cent. Four-fifths, 79.6 per cent, were the children of native born parents. Of course this is no indication of the number of non-family employed women of foreign birth in Toledo, it may simply indicate our failure to reach them. Inquiries did fail to discover any large number outside the housework group. Workers among the foreign born all testified that the foreign girl who was employed in other work lived with her family or near relatives. Domestic workers in private homes were excluded from this study because theirs is a specialized living problem which does not resemble the problem of the other non-family women in the community (Table XX).

Our group included an unduly high percentage of colored women: 6.5 per cent of the women answering this point were colored. This is particularly high, since such a very high percentage of non-family colored women are engaged in house work.

The few who reported on the country of birth of their parents, other than the United States, mentioned nine countries. Germany was given ten times; Ireland and Canada, three times; Poland and Hungary, twice; and Rumania, Switzerland, Belgium, and Sweden, each, once. Of the women not born in this country, three were German, and one, each, Canadian, Irish, Swedish and Spanish.

EDUCATION

These non-family working women were on the whole a well educated group. They had had more schooling

than a good proportion of the community. Over half, 56.1 per cent, had graduated from high school, and 12.3 per cent had continued beyond high school. Only 14 per cent had had no high school training. This is indeed a very advanced record when compared with the general population. One woman was illiterate, three had gone through only the fourth grade (Table XXI).

In addition to formal education, some seventy women reported some special training: 49, as stenographers and bookkeepers; seven, as teachers; others, as librarians, deaconesses, nurses and social workers. Others had had training in some trade, as telephone and telegraph operating, photography, printing, sewing and laundry work. A few had had training in two lines (Table XXII).

AGE AT BEGINNING WORK

As would be expected in a group with some advantages, only a few began work when extremely young. Eight, or 7.8 per cent, of the 102 reporting on this point started to work before they were fifteen years of age; one, at ten years; one, at twelve; two, at thirteen; and four, at fourteen years. The largest per cent started to work at eighteen, nineteen and twenty years, 52 per cent beginning at these ages. At sixteen years, one-quarter had begun work; at eighteen years, over half; and nearly nine-tenths, by the time they were twenty-one years of age (Table XXIII).

They reported leaving school at an earlier age than they reported going to work. This is entirely in accord with general observation of what so frequently happens. There is the loss of time due to the difficulty of finding the first position, and in addition to this the girls are supposed to help at home (Table XXIV). Whereas only

17.6 per cent had started to work before they were sixteen, 28.8 per cent had left school before they were that age; 61.5 per cent had left school before they were eighteen years of age; and only 34.3 per cent went to work that young; 83.7 per cent were out of school at nineteen years, and 57.8 per cent had gone to work. The time may be coming when this lapse of time between leaving school and going to work outside the home will be greatly shortened for girls as well as boys, but in spite of all our changing standards it evidently is still expected that the daughter will help at home, for a while, at least. Later, her economic value there may not be considered as great as it would be if employed, or perhaps she herself arrives at the place where she wishes the tangible recognition of her value, and desires a pay envelope.

LENGTH OF TIME AWAY FROM HOME

Sometimes the first job was in the home community, and it was only at a later period that the individual sought afar for worlds to conquer. Seventy-three women reported on the length of time that they had been away from home. The time varied from less than six months to over twenty-five years. Twelve, or 16.4 per cent had been away less than one year; twenty-nine, or over a third (39.7 per cent), less than two years; and more than half, forty, or 54.8 per cent, less than three years. Something over a fourth, 28.8 per cent, had been on their own for five years or more (Table XXV).

LENGTH OF TIME IN TOLEDO

More women reported on the length of time they had lived in Toledo: one hundred and twelve in all (Table XXVI). Twenty-seven, or 24.1 per cent, had been here less than one year; fifty-four, or 48.2 per cent, less than three years; and forty-five, or 40.2 per cent,

had lived here five years or more. In some cases the family had left the city at a time when the girl held some position which she did not care to give up, so she had remained behind to enter the ranks of the non-family women and girls.

DEPENDENTS

When they leave home, a number of these women still help the family financially. Of the ninety-five women reporting on this point (Table XXVII), sixty-six had no dependents, and twenty-nine, or 30.5 per cent, said that they contributed money to the support of someone besides themselves. This matter of dependency is easier to determine with a non-family woman than with one who contributes to the family group of which she is a part. Here the money is given without any return, and goes very definitely for the support of someone else. The answers give no insight into the extent to which financial assistance was given. Six of the twenty-nine reporting dependents called them "partial" dependents, which would indicate that they at least did not carry the full burden of any one person's support.

WORKING EXPERIENCES

As their training would indicate, nearly half of the women were office workers. Of the 104 women who answered this question, forty-nine, or 47 per cent, could be thus classified (Table XXVIII). Thirty-four, or 32.6 per cent, were bookkeepers and stenographers; and fifteen, or 14.4 per cent, were office clerks. Evidently they were not all making use of their special training.

Acting as waitresses, cooks and cleaning women, twenty-one, or 20.2 per cent, were in personal and domestic service. This is a high percentage, since all those who both boarded and roomed at their place of employ-

ment were not included in the interviews. Statements from waitresses would lead to the conclusion that the number of non-family women among them is relatively high. Because they receive their board as well as their money wages, this type of work makes a special appeal to the woman who is alone. There was only a small representation from the manufacturing industries. Whereas nearly 25 per cent of all Toledo's women workers are employed in her factories, there were only 10.5 per cent of these women so employed. The facilities for reaching the non-family factory worker were inadequate, and this percentage is no indication of the number of such women employed in Toledo's factories. Nevertheless, the testimony of the directors of the organized homes, that they have made efforts to reach factory women and have had little success, and of some employers that they have no non-family women, would lead to the conclusion that the percentage of factory workers who are living independently of any family group is not high.

Eleven, or 10.5 per cent, were professional women: teachers, librarians and social workers. This is about the same percentage as the professional workers have in the whole group of working women, but perhaps they have a higher percentage of non-family women than the other groups. In the first place, they have better facilities for knowing about positions in distant communities, and they earn more money, so that it is possible for them to live away from home.

Transportation and trade accounted for the other women: eight, or 7.7 per cent, in transportation, and four, or 3.8 per cent, in trade. The telephone and telegraph operators are not a high percentage of all the working women, so that 7.7 per cent for transportation

may be high, while the four, or 3.8 per cent, is undoubtedly very low for the workers in stores, and other sales people.

HUNTING THE JOB

Do these women have positions when they come to Toledo, do they go from building to building seeking work, do they scan the daily advertisements in the newspapers, or do they go to employment offices for an opportunity to work? Answers to the question of how their positions were secured were given for 125 different positions (Table XXIX). From these answers we find that a third of them simply "went in and asked". They made a direct application and were given a position. Concentration of business makes this method more and more a feasible one; the large organizations centralize opportunity to a degree. Even so, it is a very limited centralization, and the time lost to the worker in going from place to place and looking for work is one of the serious wastes of our social organization. The waste is there, even when we simply ignore the fear and dread from which large numbers of people suffer in applying for work. The daily lines of applicants outside the employment offices of our large concerns contain many people who watch the office doors with thumping heart beats, eager to know whether it will be their turn today. With the older and more experienced, it is dread of not being able to meet their obligations; with the young, there is the fear of not measuring up, in addition, frequently, to pressing financial need. One girl, in explaining why she had come to Toledo, said: "Girls is awful after jobs in Uniontown. In the morning I went to get the morning Herald early, but did not get anything, and when I came home, mother said I could walk next time, if I did not get a job." So when her mother gave her

money for shoes, she and a friend started for another city, where they hoped "the girls would not be so awful after jobs".

Even though these were non-family women, the next largest number, thirty-four, or 27.2 per cent, had the assistance of friends and relatives in finding work. Toledo is still closely related to the small towns in its immediate vicinity. A good percentage of the non-family women come from these small towns, and they have their friends from "home", who can always be counted on, as well as the friends that they have made since living in Toledo. The schools had secured twenty, or 16 per cent, of these positions; employment bureaus, eleven, or 8.8 per cent; advertisements had aided nine, or 7.2 per cent; and social agencies, three, or 2.4 per cent. Then there were a few cases where the individuals had been fortunate enough to be sought by the employer: this had happened in eight, or 6.4 per cent, of the cases.

LENGTH OF TIME IN FORMER POSITIONS

After finding work, how long does any particular position last, before it is necessary to repeat the "job hunting"? Some, of course, for many years, others for only a few days, even when it had been technically called a permanent position, or a steady job. The women reported on the length of time that they had held 194 former positions (Table XXX). There was a very great deal of shifting: ninety-six positions, or practically half (49.5 per cent), were held less than a year. Nearly a third (sixty-two, or 31.9 per cent) for less than six months; and a fifth (41, or 21.1 per cent), for less than three months. Almost two-thirds of the positions had lasted less than two years. Twenty-four positions, or 12.2 per cent of the total, were long-time positions of

five or more years; over a fourth, 28.8 per cent, for three years or more. From the point of view of middle age, this seems like most devastating turnover; but at eighteen, three years in one place seems like an eternity. Verily, the work of the fortune teller should be easy, for out of all the varied living and working experiences which seem to be the lot of many persons, it would be a stupid one indeed, who could not hit upon some one thing which would come true.

In and out of jobs are many of these women, just as are the women of the general working population, shifting because of layoffs, illness, dissatisfaction, better opportunity, discharge, invention: innumerable reasons, but all making for the kaleidoscopic nature of our age, for its uncertainty, its changing standards. Perhaps, in some directions, it works against standardization.

HOURS WORKED

Perhaps it works toward standardization in others: the woman who has known the satisfactions of a shorter working day will not as humbly work where the hours are long. Of the eighty-three women who reported for this study on the length of their day, nearly three-fourths, 73.5 per cent, worked only eight hours or less (Table XXXI). Seventy-four, or 89.1 per cent, worked less than a nine-hour day. By far the largest number, 53, worked a seven and a half, or an eight-hour day. Fifteen, or 18.1 per cent, worked less than eight hours. Two women reported a twelve-hour day, and one, an eleven-hour day. The Ohio law requires not more than a fifty-hour week and a nine-hour day, but this law does not apply to certain kinds of work, such as the work in offices and hotels.

The reports on weekly hours from 79 women told

practically the same story (Table XXXII): 75.9 per cent worked forty-eight hours or less; five per cent worked more than fifty-four hours: a long week, particularly if there is housekeeping to be done on top of it; one-quarter worked more than forty-eight hours; nearly half, 49.3 per cent, worked forty-four hours or less. This is a good showing compared with a few years ago, but the eight-hour day is far from universal, when a quarter of the group work longer.

HALF HOLIDAY

To the non-family woman the half holiday is most important. If she is keeping house, the things that need attention are innumerable; if she is boarding, there is washing or mending that must be done, to say nothing of her desire for some recreation. Then there is the necessary shopping. She cannot attend to it all during noon hours, and if her work happens to be in outlying districts, she has a particular problem on this score. What with the desire to play, to get out into the open, the necessity for washing, for mending, for shopping, the freedom of the half holiday is a very precious thing in the lives of these women. Of those who reported on this, three-quarters had a weekly half holiday (Table XXXIII). When we consider that we frequently think of the half holiday as universal, a quarter of these women who reported that they did not have any such respite is a fairly large number.

VACATIONS

Another custom which is growing in American business is the granting of a yearly vacation, on pay, to many workers. More and more office workers benefit from this custom. The proportion of factory workers and other

wage earners who benefit in this way is still small, though there is a growing tendency to consider the possibility of granting vacations to industrial workers. Frequently vacations are predicated on length of service and other factors, which means that the statements of the sixty-one women who answered this question are of significance only to these particular women (Table XXXIV). It is true, however, that other groups are subject to the same problem of very short service, which greatly limits the number of workers who are eligible for vacations with pay. Forty-five of these sixty-one women had vacations with pay. Sixteen said that they did not have any—again about a quarter, the same proportion that reported working long hours. Undoubtedly the proportion would have been much higher had there been more industrial workers.

EARNINGS

The close relationship between housing and earnings cannot be denied, the degree of comfort, the attractiveness of the surroundings, the kind of food, the preparation of the food, the problem of laundry, all vary with the income. There are other limitations, but income is the greatest. By and large, these particular non-family women were better paid than the women workers in general in Toledo or Lucas County (Table XXXV). This is true even though the organized homes will not accept girls if they earn more than a specified amount, because there is such a high proportion of office workers who earn more than factory or saleswomen. In spite of these slightly better earnings for some of the non-family women, the margin for most of them between what they earn and what it costs them to live is very small indeed or does not exist.

Only seventy-eight reported on the amount of their earnings, and even with so small a number, the earnings ranged from under \$10 a week to over \$50. Fifty-one per cent earned between \$12 and \$20 a week; 38.4 per cent, between \$12 and \$18. There were six, or 7.7 per cent, who earned less than \$12 a week; a quarter (26.9 per cent, or 21), earned less than \$15; and nearly half, 46.2 per cent, earned less than \$18; over half (58.9 per cent, or 46), less than \$20; and three-fourths, 75.6 per cent, earned less than \$25. If we compare these earnings with the general wage rates for Lucas County, as gathered by the Ohio Bureau of Labor Statistics, we find that 35.3 per cent earned less than \$15; 69.3 per cent earned less than \$20; and 86.3 per cent, less than \$25. Only 12.1 per cent of the office workers, however, earned less than \$15; only 43.7 per cent earned less than \$20; and 70.3 per cent earned less than \$25. A few office workers and the professional workers accounted for the better wages in this group.

SUMMARY

The outstanding characteristic of this group of non-family working women was movement and change. They shifted in their work; they shifted in their places of living. Three-fourths of the residences had been occupied for only a year or less. Most of them had found a place to live with the help of friends or relatives, and they usually moved because of dissatisfaction with some feature of their living arrangements. Rooms in private homes were the most usual form of residence, with the room in the rooming house in second place, and the housekeeping apartment in third.

Something over half of the women had single rooms, the others sharing a room with one or more persons. Most of them took partial care of their rooms—the making of the bed and the “straightening up” in the morning. The use of a bathroom was almost universal. Two women reported that they had no bathroom facilities. In nearly half the cases, the bathroom was used by seven or more persons. Most of the women lived where it was possible for them to do some laundry work. Three-quarters lived where there was some place for them to entertain other than their bedrooms. A quarter had no such provision.

Most of the women had breakfast and dinner at their place of residence, but of the women who did not live in organized homes, a third ate in restaurants, a third prepared their own meals, and a third boarded at their place of residence.

The women were all ages, but there were fewer young girls than in the general working population and more women between the ages of twenty and twenty-five. Most of them were single, and most of them American.

Over half had had a high school education, and over half some special training. For a good portion of the women there had been a lapse of time between the time they left school and the time of going to work for wages or salary. At sixteen years, a quarter had begun work; at eighteen years, something over half; and by the time they were twenty-one, nine-tenths of them were working.

About half of the non-family women had been away from home three years or less, and a somewhat smaller proportion had been in Toledo three years or less.

About a third had dependents.

Nearly half of the women were office workers, a fifth of them were engaged in domestic and personal service, a tenth were factory workers, a tenth, professional women, seven per cent worked for the telephone or telegraph companies, and about four per cent were saleswomen.

A third of the positions had been secured through direct application, friends and relatives assisted another third, schools had helped a sixth, and the remainder had made use of advertisements and social agencies.

These women had shifted at work as well as in their residences. Practically half of the positions on which reports were given had lasted less than a year; nearly a third, less than six months. Twenty-eight per cent of the positions had been held for three years or longer.

Three-quarters of those reporting worked only eight hours or less, while a fourth put in a longer day. Three-quarters had a half holiday each week, and three-quarters had a yearly vacation with pay.

A quarter of the women earned less than \$15 a week; about half, 46.4 per cent, less than \$18 a week; something over half, 58.9 per cent, less than \$20; and three-quarters of them, less than \$25 a week.

Table I—How Residence Was Found as Reported by 83 Women

Information Secured Through	Number	Per Cent
Friend	43	51.8
Personal knowledge	13	15.7
Relatives	10	12.0
Social agencies	9	10.8
Advertisement	4	4.8
Employers	2	2.4
Sign on the house.....	1	1.2
Directory	1	1.2
Total	83	99.9

Table II-a—Length of Time at Present Address as Reported by 112 Women

Length of Time	Number	Per Cent of Total
One week	7	6.2
Two weeks	4	3.6
Three weeks	3	2.7
Four weeks	2	1.8
One month	7	6.2
Two months	7	6.2
Three months	5	4.5
Four months	3	2.7
Five months	6	5.4
Six months	10	8.9
Seven months	2	1.8
Eight months	6	5.4
Nine months	7	6.2
Ten months	3	2.7
One year	12	10.7
One year and six months.....	8	7.1
Two years	5	4.5
Two and one-half years.....	2	1.8
Three years	4	3.6
Four years	6	5.3
Five years	3	2.7
Total	112	100.0

Table II-b—Cumulative Table

Length of Time	Number	Per Cent of Total
Under one month	16	14.3
Two months and under	30	26.8
Six months and under	54	48.2
One year and under	84	75.0
Two years and under	97	86.6
Three years and under	103	92.0
Four years and under	109	97.3
Five years and under	112	100.0

Table III-a—Length of Residence at 140 Previous Addresses as Reported by 77 Women

Length of Residence	Number	Per Cent
One week	3	2.1
Two weeks	6	4.3
Three weeks	3	2.1
One month	11	7.9
Two months	12	8.6
Three months	9	6.4
Four months	11	7.9
Five months	6	4.3
Six months	15	10.7
Seven months	3	2.1
Eight months	4	2.9
Nine months	3	2.1
Ten months	2	1.4
Eleven months	1	.7
One year	21	15.0
One year and six months	4	2.9
Two years	14	10.0
Three years	4	2.9
Four years	3	2.1
Five years	1	.7
Six years	1	.7
Eight years	1	.7
Thirteen years	1	.7
Several years	1	.7
Total	140	99.9

Table III-b—Cumulative Table. Length of Residence at 140 Previous Addresses

Length of Residence	Number	Per Cent
Under one month	12	8.6
Two months and under	35	25.0
Six months and under	76	54.2
One year and under	110	78.6
Two years and under	128	91.4
Three years and under	132	94.3
Four years and under	135	96.4
Five years and under	136	97.1
Over five years	3	2.1
Several years	1	.7

Table IV—Reasons for Leaving Previous Residences

Reasons connected with Living Conditions:	
Too expensive.	Wished to discontinue working for board.
Landlady moved.	Wanted to room alone.
To better condition.	Not feeling well because of eating in restaurants.
Temporary residence.	Too many roomers for one bath room.
Time up in organized home.	Landlady needed room.
No more room.	No room for sister.
Undesirable location.	Rules and hours.
Moved with landlady's family.	Crowded.
Dissatisfaction.	Obligated to secure other quarters.
Quarrels.	Wanted to be farther out.
Landlady's home broken up.	Man drank.
Lonesomeness.	Change of management.
Poor service.	
To keep house.	

Reasons connected with Employment:	
Change of position.	
Too far from work.	
Work.	

Personal reasons:	
Illness	
Left city.	
To attend school.	
Marriage.	
Death.	
Wanted child with her.	

Table V—Type of Present Residence as Reported by 126 Women

Type of Residence	Number Reporting	Per Cent
Organized home	72	57.1
Room in private home	33	26.2
Housekeeping apartment	12	9.5
Rooming house	7	5.6
Boarding house	1	.8
Institution	1	.8
Total	126	100.0

Table VI—Type of 157 Previous Residences

Type of Residence	Number Reporting	Per Cent
Private home	76	48.4
Rooming house	28	17.8
Housekeeping apartment	23	14.6
Organized home	16	10.2
Boarding house	10	6.4
Hotel	2	1.3
Institution	2	1.3
Total	157	100.0

Table VII-a—Kind of Room as Reported by 111 Women

Kind of Room	Number Reporting	Per Cent
Single rooms	56	50.5
Double rooms	55	49.5
Total	111	100.0

Table VII-b—Kind of Room Reported by 62 Women in Organized Homes

Kind of Room	Number Reporting	Per Cent
Single rooms	28	45.2
Double rooms	34	54.8
Total	62	100.0

Table VII-c—Kind of Room Reported by 49 Women Not in Organized Homes

Kind of Room	Number Reporting	Per Cent
Single rooms	28	57.1
Double rooms	21	42.9
Total	49	100.0

Table VII-d—Number of Other Persons Sharing Room

One person	24
Two persons	8
Three persons	2
Five persons	1

Table VII-e—Number of Persons Occupying Double Rooms

Two persons in room.....	24
Three persons in room.....	8
Four persons in room.....	2
Six persons in room.....	1

Table VIII—Care of Room as Reported by 108 Women

Room Cared for by	Number	Per Cent
Roomer	45	41.7
Roomer and maid	38	35.1
Maid	25	23.2
Total	108	100.0

Table IX—Use of Bath—115 Reporting

	Number	Per Cent
Reporting use of bath.....	113	98.3
Reporting no bath	2	1.7
Total	115	100.0

Table X-a—Number of Persons Using Bath as Reported by 82 Women

Number Using	Number Reporting	Per Cent
Two persons	10	12.2
Three persons	11	13.4
Four persons	7	8.5
Five persons	15	18.3
Six persons	6	7.3
Seven persons	5	6.1
Eight persons	16	19.5
Nine persons	2	2.4
Ten persons	8	9.8
Eleven persons	1	1.2
Eighteen persons	1	1.2
Total	82	99.9

Table X-b—Cumulative Table

Number Using	Number Reporting	Per Cent
Two or more persons	82	100.0
Three or more persons	72	87.7
Four or more persons	61	74.4
Five or more persons	54	65.9
Six or more persons	39	47.6
Seven or more persons	33	40.2
Eight or more persons	28	34.1
Nine or more persons	12	14.6
Ten or more persons	10	12.2
Eleven or more persons	2	2.4

Table X-c—Number of Persons Using Bath as Reported by 41 Women Not Living in Organized Homes

Number Using	Number Reporting	Per Cent
Two persons	10	24.4
Three persons	10	24.4
Four persons	5	12.2
Five persons	6	14.6
Six persons	4	9.8
Seven persons	1	2.4
Eight persons	2	4.9
Nine persons	1	2.4
Ten persons	2	4.9
Total	41	100.0

Table X-d—Cumulative Table—Number of Persons Using Bath as Reported by 41 Women Not Living in Organized Homes

Number Using	Number Reporting	Per Cent
Two or more persons	41	100.0
Three or more persons	31	75.6
Four or more persons	21	51.2
Five or more persons	16	39.0
Six or more persons	10	24.4
Seven or more persons	6	14.6
Eight or more persons	5	12.2
Nine or more persons	3	7.3
Ten persons	2	4.9

Table XI—Laundry Privileges as Reported by 41 Women Not Living in Organized Homes

	Number Reporting	Per Cent
Laundry privileges granted	29	70.7
No laundry privileges	12	29.3
Total	41	100.0

Table XII—Parlor Privileges as Reported by 43 Women Not Living in Organized Homes

	Number Reporting	Per Cent
Parlor privileges	34	79.1
No parlor privileges	9	20.9
Total	43	100.0

Table XIII-a—Where They Eat—As Reported by 64 Women in Organized Homes

	Number	Per Cent
Prepare own meals	1	1.6
Place of residence	52	81.2
Restaurants	9	14.1
Place of employment	2	3.1
Total	64	100.0

Table XIII-b—Where They Eat—As Reported by 45 Women Not Living in Organized Homes

	Number	Per Cent
Prepare own meals	14	31.1
Restaurants	15	33.3
Place of residence	14	31.1
Place of employment	2	4.4
Total	45	99.9

Table XIV-a—Amount Paid for Room and Board as Reported by 63 Women

Amount Paid	Number of Women Reporting	Per Cent of Total
\$4 but less than \$5	4	6.3
\$5 but less than \$6	12	19.1
\$6 but less than \$7	3	4.8
\$7 but less than \$8	15	23.8
\$8 but less than \$9	6	9.5
\$9 but less than \$10	2	3.2
\$10 but less than \$11	8	12.7
\$11 but less than \$12	2	3.2
\$12 but less than \$13	7	11.1
\$13 and over	4	6.3
Total	63	100.0

Table XIV-b—Cumulative Table—Amount Paid for Room and Board as Reported by 63 Women

Amount Paid	Number of Women Reporting	Per Cent of Total
Less than \$5	4	6.3
Less than \$6	16	25.4
Less than \$7	19	30.1
Less than \$8	34	53.9
Less than \$9	40	63.5
Less than \$10	42	66.6
Less than \$11	50	79.4
Less than \$12	52	82.5
Less than \$13	59	93.6
Less than \$14	62	98.4
Over \$14	1	1.6

Table XIV-c—Cumulative Table—Amount Paid for Board and Room as Reported by 63 Women

Amount Paid	Number of Women Reporting	Per Cent of Total
\$4 and more	63	100.0
\$5 and more	59	93.6
\$6 and more	47	74.6
\$7 and more	44	69.8
\$8 and more	29	46.0
\$9 and more	23	36.5
\$10 and more	21	33.3
\$11 and more	13	20.6
\$12 and more	11	17.5
\$13 and more	4	6.3
Over \$14	1	1.6

Table XV-a—Amount Paid Per Week for Room and Board as Reported by 37 Women Living in Organized Homes

Amount Paid Per Week	Number of Women Reporting	Per Cent of Total
\$4 but less than \$5	4	10.8
\$5 but less than \$6	11	29.7
\$6 but less than \$7	1	2.7
\$7 but less than \$8	12	32.4
\$8 but less than \$9	3	8.1
\$9 but less than \$10	1	2.7
\$10 but less than \$11	3	8.1
\$11 but less than \$12	1	2.7
\$12 but less than \$13	1	2.7
Total	37	99.9

Table XV-b—Cumulative Table—Amount Paid Per Week for Room and Board as Reported by 37 Women Living in Organized Homes

Amount Paid Per Week	Number of Women Reporting	Per Cent of Total
Less than \$5	4	10.8
Less than \$6	15	40.5
Less than \$7	16	43.2
Less than \$8	28	75.6
Less than \$9	31	83.7
Less than \$10	32	86.4
Less than \$11	35	94.6
Less than \$12	36	97.2
Less than \$13	37	100.0

Table XV-c—Cumulative Table—Amount Paid Per Week for Room and Board as Reported by 37 Women Living in Organized Homes

Amount Paid Per Week	Number of Women Reporting	Per Cent of Total
\$4 and more	37	100.0
\$5 and more	33	89.2
\$6 and more	22	59.5
\$7 and more	21	56.7
\$8 and more	9	24.3
\$9 and more	6	16.2
\$10 and more	5	13.5
\$11 and more	2	5.4
\$12	1	2.7

Table XVI-a—Amount Paid Per Week for Room and Board as Reported by 26 Non-Family Women Not Living in Organized Homes

Amount Paid Per Week	Number Reporting	Per Cent of Total
\$5 but less than \$6	1	3.8
\$6 but less than \$7	2	7.7
\$7 but less than \$8	3	11.5
\$8 but less than \$9	3	11.5
\$9 but less than \$10	1	3.8
\$10 but less than \$11	5	19.2
\$11 but less than \$12	1	3.8
\$12 but less than \$13	6	23.1
\$13 but less than \$14	3	11.5
\$17.50	1	3.8
Total	26	99.7

Table XVI-b—Cumulative Table—Amount Paid Per Week for Room and Board as Reported by 26 Non-Family Women Not Living in Organized Homes

Amount Paid Per Week	Number Reporting	Per Cent of Total
Less than \$6	1	3.8
Less than \$7	3	11.5
Less than \$8	6	23.1
Less than \$9	9	34.6
Less than \$10	10	38.5
Less than \$11	15	57.7
Less than \$12	16	61.5
Less than \$13	24	92.3
Less than \$14	25	96.2
\$17.50	1	3.8

Table XVI-c—Cumulative Table—Amount Paid Per Week for Room and Board as Reported by 26 Non-Family Women Not Living in Organized Homes

Amount Paid Per Week	Number Reporting	Per Cent of Total
\$5 and more	26	100.0
\$6 and more	25	96.2
\$7 and more	23	88.5
\$8 and more	20	76.9
\$9 and more	17	65.4
\$10 and more	16	61.5
\$11 and more	11	42.3
\$12 and more	10	38.5
\$13 and more	4	15.4
\$17.50	1	3.8

Table XVII—Chief Recreation

Indoor Activities:		Number Reporting
Kind of Recreation		
Dancing	.....	16
Movies	.....	16
Reading	.....	12
Music and concerts	.....	7
Theater	.....	5
Playing the piano	.....	5
Radio	.....	5
Cards	.....	3
Victrola	.....	2
Sewing	.....	2
Talking	.....	1
Checkers	.....	1
Social activities	.....	1
Gymnasium	.....	1
Lectures	.....	1
Dates	.....	1
Church duties	.....	1
Total	.....	80
Outdoor Activities:		Number Reporting
Kind of Recreation		
Walking	.....	10
Tennis	.....	8
Outdoor sports	.....	4
Swimming	.....	2
Skating	.....	2
Coasting	.....	2
Golf	.....	2
Ball	.....	1
Motoring	.....	1
Travel	.....	1
Total	.....	33

Table XVIII-a—Age Groups, as Reported by 114 Women

Age Group	Number	Per Cent
16 but under 18 years	5	4.4
18 but under 20 years	12	10.5
20 but under 21 years	17	14.9
21 but under 25 years	31	27.2
25 but under 30 years	14	12.3
30 but under 40 years	18	15.8
40 but under 50 years	11	9.6
50 but under 60 years	2	1.7
Over 60 years	4	3.5
Total reporting	114	99.9

Table XVIII-b—Cumulative Table

	Number	Per Cent
Under 18 years	5	4.4
Under 20 years	17	14.9
Under 21 years	34	29.8
Under 25 years	65	57.0
Under 30 years	79	69.2
Under 40 years	97	85.0
Under 50 years	108	94.7
Under 60 years	110	96.5
Over 60 years	4	3.5

Table XIX—Social Status, as Reported by 112 Women

	Number	Per Cent
Single	96	85.7
Married	3	2.6
Divorced	3	2.6
Widowed	8	7.1
Separated	2	1.7
Total reporting	112	99.7

Table XX-a—Nationality of 122 Women

	Number	Per Cent
Native born	116	95.1
Foreign born	6	4.9
Total	122	100.0

	Number	Per Cent
Native born white	109	89.3
Native born colored	7	5.7
Foreign born white	5	4.1
Foreign born colored	1	.8
Total	122	99.9

Table XX-b—Nationality of Parents of 118 Women

	Number	Per Cent
Native	94	79.6
Foreign born	20	16.9
Mixed parentage	4	3.4
Total	118	99.9

Table XX-c—Countries of Parents

Roumania	1
Poland	2
Ireland	3
Germany	10
Canada	3
Hungary	2
Switzerland	1
Belgium	1
Sweden	1
Total	24

Table XXI-a—Highest School Grade Attended as Reported by 107 Women

Grade	Number	Per Cent
None	1	.9
Fourth	3	2.8
Fifth	4	3.7
Sixth	5	4.7
Seventh	2	1.9
Eighth	21	19.6
First year high school	2	1.9
Second year high school	7	6.5
Third year high school	2	1.9
Fourth year high school	47	43.9
First year college	2	1.9
Second year college	3	2.8
Third year college	1	.9
Fourth year college	6	5.6
Normal school	1	.9
Total	107	99.9

Table XXI-b—Number and Per Cent of Women Leaving School Before the Grade Specified as Reported by 107 Women

Left Before	Number	Per Cent
Fourth grade	1	.9
Fifth grade	4	3.7
Sixth grade	8	7.4
Seventh grade	13	12.1
Eighth grade	15	14.0
First year high school	36	33.6
Second year high school	38	35.5
Third year high school	45	42.1
Fourth year high school	47	43.9
First year college	94	87.7
Second year college	96	89.7
Third year college	99	92.5
Fourth year college	100	93.3
Graduate college	6	5.6
Normal school	1	.9

Table XXII—Special Training as Reported by 70 Women*

Kind of Training	Number	Per Cent
Bookkeeping	6	8.5
Stenography and bookkeeping	43	61.4
Typing	1	1.4
Librarian	2	2.8
Deaconess	1	1.4
Nursing	3	4.2
Teaching	7	10.0
Social workers	3	4.2
Telephone operators	2	2.8
Telegraph operators	2	2.8
Photographer	1	1.4
Furrier	1	1.4
Printing	1	1.4
Sewing	4	5.7
Laundry	1	1.4

*A few had training in two lines.

Table XXIII-a—Age at Which They Began Work—As Reported by 102 Women

Age	Number	Per Cent
10 years	1	.9
12 years	1	.9
13 years	2	1.9
14 years	4	3.9
15 years	10	9.8
16 years	8	7.8
17 years	9	8.8
18 years	24	23.5
19 years	16	15.6
20 years	13	12.7
21 years	3	2.9
22 years	4	3.9
23 years	1	.9
24 years	1	.9
25 years	1	.9
26 years	2	1.9
27 years	1	.9
28 years	1	.9
Total reporting	102	99.0

Table XXIII-b—Cumulative Table—Age at Which They Began Work as Reported by 102 Women

Age	Number	Per Cent
Under 12 years	1	.9
Under 13 years	2	1.9
Under 14 years	4	3.9
Under 15 years	8	7.8
Under 16 years	18	17.6
Under 17 years	26	25.4
Under 18 years	35	34.3
Under 19 years	59	57.8
Under 20 years	75	73.5
Under 21 years	88	86.2
Under 22 years	91	89.2
Under 23 years	95	93.1
Under 24 years	96	94.1
Under 25 years	97	95.1
25 years or Over.....	5	4.9

Table XXIV-a—Age at Leaving School—104 Women Reporting

Age	Number	Per Cent
Twelve years	1	.9
Thirteen years	5	4.8
Fourteen years	12	11.4
Fifteen years	12	11.4
Sixteen years	14	13.5
Seventeen years	20	19.2
Eighteen years	23	22.1
Nineteen years	3	2.9
Twenty years	8	7.7
Twenty-one years	2	1.9
Twenty-two years	2	1.9
Twenty-three years	1	.9
Twenty-five years	1	.9
Total	104	99.5

Table XXIV-b—Cumulative Table—Age at Leaving School—104 Women Reporting

Age	Number	Per Cent
Under 13 years	1	.9
Under 14 years	6	5.8
Under 15 years	18	17.3
Under 16 years	30	28.8
Under 17 years	44	42.3
Under 18 years	64	61.5
Under 19 years	87	83.7
Under 20 years	90	86.5
Under 21 years	98	94.2
Under 22 years	100	96.2
22 years and Over	4	3.8

Table XXV-a—Length of Time Away from Home as Reported by 73 Women

	Number	Per Cent
Less than six months	4	5.5
Six months but less than one year.....	8	10.9
One year but less than two years.....	17	23.2
Two years but less than three years.....	11	15.0
Three years but less than five years.....	12	16.4
Five years but less than seven years.....	7	9.5
Seven years but less than ten years.....	5	6.8
Ten years but less than fifteen years.....	3	4.1
Fifteen yrs. but less than twenty-five yrs.	4	5.4
Over twenty-five years.....	2	2.7
Total	73	99.5

Table XXV-b—Cumulative Table

	Number	Per Cent
Less than six months	4	5.5
Less than one year	12	16.4
Less than two years	29	39.7
Less than three years	40	54.8
Less than four years	45	61.6
Less than five years	52	71.2
Less than seven years	59	80.8
Less than ten years	64	87.6
Less than fifteen years	67	91.7
Less than twenty-five years	71	97.2
Over twenty-five years	2	2.7

Table XXVI-a—Length of Time in Toledo as Reported by 112 Women

Length of Time	Number	Per Cent
Less than six months	10	8.9
Six months but less than one year.....	17	15.2
One year but less than two years	14	12.5
Two years but less than three years	13	11.6
Three years but less than five years.....	13	11.6
Five years but less than seven years	10	8.9
Seven years but less than ten years	6	5.4
Ten years but less than fifteen years	14	12.5
Fifteen yrs. but less than twenty-five yrs.	9	8.0
Twenty-five years and Over.....	6	5.4
Total	112	100.0

Table XXVI-b—Cumulative Table

Length of Time	Number	Per Cent
Less than six months	10	8.9
Less than one year	27	24.1
Less than two years	41	36.6
Less than three years	54	48.2
Less than five years	67	59.8
Less than seven years	77	68.8
Less than ten years	83	74.1
Less than fifteen years	97	86.6
Less than twenty-five years	106	94.6
Twenty-five years and Over.....	6	5.4

Table XXVII—Number and Per Cent of 95 Women Reporting on Dependents

	Number	Per Cent
No dependents	66	69.4
Dependents	29	30.5
Partial	6	6.3
Total	95	99.9

Table XXVIII—Kind of Work as Reported by 104 Women

Kind of Work	Number	Per Cent
Bookkeepers, stenographers and typists	34	32.6
Office clerks	15	14.4
Domestic and personal service	21	20.2
Manufacturing	11	10.5
Professional service	11	10.5
Transportation	8	7.7
Trade	4	3.8
Total	104	99.7

Table XXIX—How 125 Positions Were Secured

Method	Number	Per Cent
Through friends or relatives	34	27.2
Direct application	40	32.0
School	20	16.0
Newspaper ads	9	7.2
Employment bureau	11	8.8
Employers solicited	8	6.4
Social agencies	3	2.4
Total	125	100.0

Table XXX-a—Length of Time in Former Positions—194 Positions Reported by 98 Women

Length of Time	Number	Per Cent
One week or less	7	3.6
Two weeks but less than four weeks.....	11	5.7
One month but less than three months...	23	11.8
Three months but less than six months	21	10.8
Six months but less than one year.....	34	17.5
One year but less than two years	21	10.8
Two years but less than three years.....	21	10.8
Three years but less than five years.....	32	16.5
Five years but less than ten years.....	18	9.3
Ten years but less than fifteen years.....	4	2.1
Fifteen years and over	2	1.1
Total	194	100.0

Table XXX-b—Cumulative Table

Length of Time	Number	Per Cent
Less than one month	18	9.3
Less than two months	30	15.5
Less than three months	41	21.1
Less than four months	53	27.3
Less than five months	60	30.9
Less than six months	62	31.9
Less than one year	96	49.5
Less than two years	117	60.3
Less than three years	138	71.1
Less than five years	170	87.6
Less than six years	182	93.8
Less than ten years	188	96.9
Less than fifteen years	192	98.9
Fifteen years and over	2	1.1

Table XXXI-a—Hours Employed Daily as Reported by 83 Women

Hours Daily	Number	Per Cent
Less than seven hours	5	6.0
Seven hours but less than eight.....	15	18.1
Eight hours but less than nine	54	65.1
Nine hours but less than ten	6	7.2
Eleven hours but less than twelve	1	1.2
Twelve hours	2	2.4
Total	83	100.0

Table XXXI-b—Cumulative Table

Hours Worked Daily	Number	Per Cent
Less than seven hours	5	6.0
Less than eight hours	20	24.1
Less than nine hours	74	89.1
Less than ten hours	80	96.3
Less than twelve hours	81	97.5
Twelve hours	2	2.4

Table XXXII-a—Weekly Hours—79 Women Reporting

Weekly Hours	Number Reporting	Per Cent
Less than thirty hours	2	2.5
Thirty hours but less than forty	9	11.4
Forty but less than forty-four	10	12.7
Forty-four but less than forty-eight	26	32.9
Forty-eight but less than fifty	17	21.5
Fifty hours	5	6.3
Fifty-one but less than sixty	7	8.9
Sixty but less than seventy	2	2.5
Seventy-two hours	1	1.3
Total	79	100.0

Table XXXII-b—Cumulative Table

Weekly Hours	Number Reporting	Per Cent
Less than thirty hours	2	2.5
Less than forty hours	11	13.9
Less than forty-four hours	21	26.6
Less than forty-eight hours	47	59.5
Less than fifty hours	64	81.0
Less than sixty hours	76	96.2
Less than seventy hours	78	98.7
Over seventy hours	1	1.3

Table XXXIII—Saturday Half Holiday as Reported by 73 Women

	Number	Per Cent
Half holiday	51	69.8
Whole day	3	4.1
Every other Saturday half day off.....	1	1.4
No half holiday	18	24.7
Total	73	100.0

Table XXXIV—Vacation With Pay—Reports from 61 Women

	Number	Per Cent
Vacation with pay	45	73.8
No vacation with pay	16	26.2
Total	61	100.0

Table XXXV-a—Earnings as Reported by 78 Women

Earnings	Number Reporting	Per Cent
\$ 8 but under \$10	1	1.3
\$10 but under \$12	5	6.4
\$12 but under \$15	15	19.2
\$15 but under \$18	15	19.2
\$18 but under \$20	10	12.7
\$20 but under \$25	13	16.7
\$25 but under \$30	4	5.1
\$30 but under \$50	11	14.1
\$50 and Over	4	5.1
Total	78	99.8

Table XXXV-b—Cumulative Table

Earnings	Number Reporting	Per Cent
Under \$10	1	1.3
Under \$12	6	7.7
Under \$15	21	26.9
Under \$18	36	46.2
Under \$20	46	58.9
Under \$25	59	75.6
Under \$30	63	80.8
Under \$50	74	94.9
\$50 and Over	4	5.1

