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U. S. DEPARTMENT OF LABOR
JAMES J. DAVIS, SECRETARY
WOMEN'S BUREAU
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, NO. 26

WOMEN IN ARKANSAS INDUSTRIES

A Study of Hours, Wages, and
Working Conditions



PAMPHLET

WASHINGTON
GOVERNMENT PRINTING OFFICE
1923

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[PUBLIC—No. 259—66TH CONGRESS.]
[H. R. 13229.]

An Act To establish in the Department of Labor a bureau to be known as the Women's Bureau.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That there shall be established in the Department of Labor a bureau to be known as the Women's Bureau.

SEC. 2. That the said bureau shall be in charge of a director, a woman, to be appointed by the President, by and with the advice and consent of the Senate, who shall receive an annual compensation of \$5,000. It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment. The said bureau shall have authority to investigate and report to the said department upon all matters pertaining to the welfare of women in industry. The director of said bureau may from time to time publish the results of these investigations in such a manner and to such extent as the Secretary of Labor may prescribe.

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

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

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

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

Approved, June 5, 1920.

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LETTER OF TRANSMITTAL.

U. S. DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, August 17, 1922.

SIR: I am submitting a report on an investigation of hours, wages, and working conditions of women in industry in the State of Arkansas. A request for such a survey was made by the commissioner of labor and statistics of that State, because, while Arkansas is not large industrially, it is constantly growing in importance in this field, and it was the desire of the commissioner that this investigation should give data on the working conditions of the women now employed.

This survey was made by Miss Caroline Manning and Mrs. Ethel L. Best during February and March, 1922. Valuable assistance was given by the commissioner of labor. The report was written by Mrs. Best, and a manuscript copy submitted to the commission on labor and statistics.

Very respectfully,

MARY ANDERSON,
Director.

HON. JAMES J. DAVIS,
Secretary of Labor.

PART I.

INTRODUCTION.

This study of the hours, wages, and working conditions of women in Arkansas was made at the request of the commissioner of labor and statistics of that State, who realized that the well-being of working women is of vital importance to the public welfare and that information regarding the conditions under which the women of Arkansas work should be collected and made available. In fact, the duties of the commissioner of labor and statistics, according to the law, require that such statistics be collected and published, but an insufficient force in his bureau renders such a task impossible. Therefore, the assistance of the Women's Bureau of the United States Department of Labor was requested.

The survey extended over a period of two months, beginning February 1, and ending March 31, 1922. Establishments were visited in 14 cities and towns¹ of the State, and facts were obtained regarding hours, wages, and working conditions of women employed in manufacturing establishments, stores, laundries, hotels, and restaurants, and telephone exchanges. Data on hours and wages for telephone operators were kindly furnished by one telephone company for the exchanges operating in the towns included in this study. Similar information was obtained from two other telephone companies operating in the State.

During the course of the survey the agents of the bureau kept in close touch with the State bureau of labor and statistics and also received help from members of the State Federation of Women's Clubs, the Women's Christian Temperance Union, and the Young Women's Christian Association. Thanks are due also to the managers of the establishments visited for their courtesy and helpfulness in supplying the desired information.

According to the most recent census figures, the State of Arkansas has a total population of 1,752,204, and of this number 36.2 per cent are engaged in gainful occupations.² Exclusive of children under 10 years of age, who are not possible workers, nearly one-half (48.7 per cent) of the remaining population are gainfully employed.

¹ Benton, Blytheville, Camden, Crosette, Eldorado, Fort Smith, Helena, Hot Springs, Jonesboro, Little Rock, Monticello, Paragould, Pine Bluff, and Texarkana.

² U. S. Bureau of the Census. Preliminary occupation statistics—Arkansas; 1920. News release, August 26, 1921.

By far the largest number of women workers were engaged in agriculture as farmers on general farms and as farm laborers, either working out or on home farms.³ The second largest number were employed in domestic and personal service as servants, waitresses, and laundresses. These two groups contain 74.2 per cent, practically three-fourths, of the women workers of the State. In contrast to the large number of workers on farms and in domestic and personal service is the small number of those engaged in manufacturing and in stores. In 1919 there were 3,123 manufacturing establishments in the State, and 1,791 of these (57.3 per cent) employ only from one to five people.⁴ This large proportion of small establishments would seem to indicate a young and growing industrial life. In Massachusetts, where manufacturing has been established for more than a century, there is a much smaller per cent (40.4) of establishments with from one to five employees and a large per cent—15.3 compared to 5.8 in Arkansas—with more than 50 employees. Reports of the Bureau of the Census show that women employed in manufacturing industries in Arkansas have increased between 1910 and 1920 from 1,029 to 2,844, or 176.4 per cent, while in stores the number of saleswomen has increased 75.6 per cent.⁵ These figures plainly show that women are entering industry in rapidly increasing numbers and that problems connected with their employment are assuming increased importance in the life of the State. As they are employed more and more in industry the prosperity of Arkansas will depend to an increasing extent on the working and living conditions provided for them; and for that reason the information given in the following pages has a very real bearing on the industrial as well as the social welfare of the community.

SCOPE AND METHOD OF INVESTIGATION.

This survey was made in February and March, 1922, a period of considerable economic depression throughout the State which was due both to the general business depression existing everywhere at that time and to certain local conditions. Industry in the State as a whole suffered considerably from the combination of general and local causes. A survey made at such a time would, therefore, show the effect of depressed conditions in fewer workers employed, shorter hours worked, and, in some instances, lower wages paid.

In the study just completed the investigators secured definite figures as to numbers of employees, hours, wages, and working con-

³ U. S. Bureau of the Census. Principal occupations in Arkansas; 1920. News release, December 29, 1921.

⁴ U. S. Bureau of the Census. Census of manufactures; 1919, Arkansas, pp. 10, 18.

⁵ U. S. Bureau of the Census. Principal occupations in Arkansas; 1920. News release, December 29, 1921.

ditions through interviews with employers, managers, and foremen, from inspection of plants, and from examination of pay rolls. Data were taken personally from pay rolls by the investigators except in the case of one telephone company. A special form was used for recording the weekly earnings, rates, and hours of each woman for a one-week period between the middle of January and the middle of March, 1922. With this information were combined the facts obtained from cards filled out by the employees, giving age, nativity, experience in the trade, and conjugal and living conditions. Individual yearly earnings for a representative number of women, usually 10 per cent in each establishment, were recorded on 52-week schedules. Furthermore, the human side of the situation, the necessary supplement to the data described, was disclosed by home visits to a number of the women in each industry. Information was obtained about their educational and industrial history as well as their home responsibilities.

The industries included in the investigation, the number of establishments, and the number of women, white and negro, are shown in the accompanying table. The group designated "miscellaneous" in this table comprises several important industries not usually placed in a miscellaneous group but treated so here because of the small number of establishments visited and the inadvisability of separate tabulations.⁶

TABLE 1.—Number of establishments inspected and number of white and negro women employed, by industry.

Industry.	Establishments.	White women.	Negro women.
Manufacturing:			
Candy.....	5	73	2
Drugs.....	4	13	
Garments.....	3	252	
Mattresses, tents, and awnings.....	5	66	
Wood products.....	15	144	66
Miscellaneous manufacturing.....	14	130	3
Printing and publishing.....	8	83	
General mercantile.....	32	811	13
5-and-10-cent stores.....	11	161	2
Laundries.....	23	230	180
Telephones.....	15	444	
Hotels and restaurants.....	54	229	217
Total.....	189	2,636	481

In the 189 establishments for which information was secured, there were employed at the time of the survey 2,636 white women and 481 negro women, a total of 3,117. The fact that Arkansas is not primarily an industrial State, but ranks thirty-sixth among the States

⁶ This group consists of cotton-compress and coffee establishments and of industries manufacturing the following products: Biscuits, tin cans, glass, scissors, mop heads, cotton yarn, paper boxes, cigars, cotton duck, coffins, metal beds.

in the value of manufactured products,⁷ is emphasized by the figures in this table. Only 761 white women were employed in manufacturing establishments, and these women were scattered through 54 plants. Negro women were employed in manufacturing to an even less extent than were white women, only 71 of 481 negro women being found in manufacturing establishments. This small number of both white and negro women engaged in manufacture was without doubt partly due to depressed economic conditions, for several establishments reported fewer employees than formerly and in some instances plants were temporarily closed.

Stores, including both general mercantile and 5-and-10-cent stores, employed the largest number of white women of any group, and their employees comprised more than one-third (36.9 per cent) of the entire number of white women included in the survey. Telephone exchanges, with 444 women, ranked second in importance so far as numbers are concerned. Of those engaged in manufacturing, the largest number of white women were employed in garment making and the largest number of negro women in wood products manufacturing.

Negro women were found in greatest numbers in restaurant and hotel service and in laundries, both industries akin to domestic service and requiring but little additional training.

In laundries, white and negro women were generally employed in the same establishments but usually on different work, the white women being chiefly markers, checkers, mangle operators, starchers, and menders, and the negro women hand ironers and steam-press operators.

In hotels and restaurants white women were more frequently found as waitresses and negro women as chambermaids and kitchen help, but this grouping was not invariable and in some establishments work was apportioned regardless of color, white and negro women working together as chambermaids or as kitchen help.

CONCLUSIONS.

The character of a State largely determines its business interests. In a thickly settled community where land is scarce and high the manufactures are the principal support of the population. In a State that is barren and rocky, situated on the sea coast, fishing and commerce will offer the chief opportunities of support to the people. A State like Arkansas, however, where the climate is mild and the land fertile and not yet thickly populated, offers the greatest opportunities in agriculture. It is therefore to be expected that the greatest number of workers should be found in agricultural pursuits, and

⁷ Monthly Labor Review, v. 14, No. 3, March, 1922, p. 75.

that the industries should be those which minister to the needs of a farming people, such as stores, telephones, hotels, restaurants, and laundries, and a group of growing manufactures. The largest industries of the State are lumber and timber-working establishments, cotton-seed oil, and flour and grist mills, all dependent on the product of the land and employing but few women.

Owing to these conditions the problems which come with the employment in industrial pursuits of large numbers of women are still in their infancy. The laws safeguarding the health and safety of women workers are comprehensive and satisfactory. The law limiting the weekly hours to 54 and the daily hours to 9 is generally observed. It must be remembered, however, that at the time these figures were taken there was no pressure of business and therefore no incentive toward working hours in excess of the legal limitation. In spite of this general depression, scheduled weekly hours in a few stores, manufacturing establishments, and hotels and restaurants were longer than the 54 hours permitted by law.

Conditions as to cleanliness, sanitation, and seating accommodations frequently were unsatisfactory. Both hours and working conditions show the need of an adequate inspecting force, which under the guidance and supervision of the commissioner will permit of frequent and careful inspections. Bricks can not be made without straw, and to expect careful collecting of facts and enforcement of the laws without providing the means by which these things shall be accomplished is not only unreasonable but impossible. The will of the people of Arkansas is shown by their laws; that these laws, to be thoroughly effective, must have sufficient supervision and enforcement, is shown by the figures presented in this report.

The following summary gives the outstanding facts of the survey.

Extent of survey.

Number of cities and towns included, 14. Number of establishments for which information was secured, 189. Number of women and girls employed in these establishments, 3,117.

Hours.

Hour data for 115 plants⁸ showed:

Weekly.—A schedule of 48 hours or less for 11.6 per cent of the women. A schedule of more than 54 hours for 5.6 per cent of the women. Hours less than scheduled worked by 29.1 per cent of the women.

Daily.—A schedule of less than 9 hours for 48.6 per cent of the women. A schedule of more than 9 hours for 4.5 per cent of the women.

⁸ Telephones, hotels and restaurants are not included in this number.

Scheduled Saturday hours of less than 6 in 37.7 per cent of the manufacturing establishments. Scheduled Saturday hours the same as daily hours or longer in all stores.

The shortest lunch period was 25 minutes; the longest was 1 hour. Eighty-nine establishments, employing 74 per cent of the women, had a 1-hour lunch period; 13 establishments, employing 5.8 per cent of the women, had 25 or 30 minutes for lunch.

Scheduled hours of all telephone operators (excluding those who were on night shifts) were 8 or 9.

In hotels and restaurants scheduled weekly hours were more than 54 for 28.4 per cent of the women, and scheduled daily hours were more than 9 for 10.9 per cent of the women.

Wages.

Wage data for 120 plants showed:

Weekly.—Median earnings for white women were \$11.60, for negro women \$8.85.

Highest earnings for white women were in the printing and publishing industry, with a median of \$15.65.

Highest earnings for negro women were in laundries, with a median of \$9.35.

Lowest earnings for negro women were in wood products manufacturing, with a median of \$4.80.

Yearly.—Median earnings for white women were \$698 and for negro women \$450.

Earnings in 15 telephone exchanges.—Median earnings for a half-month period for telephone operators were \$28.05.

Earnings in 54 hotels and restaurants.—Median weekly earnings for white women were \$9.65 and for negro women \$7.85.

Workroom conditions.

General workroom conditions in 120 plants were reported as follows:

Cleaning arrangements unsatisfactory in 26 plants.

Heating unsatisfactory in some respect in 19 plants.

Ventilation not sufficient in 34 plants.

Natural lighting decidedly inadequate in 17 plants.

Artificial lighting unsatisfactory in 26 plants.

Seats not provided in 13 establishments; seats either insufficient in number or makeshifts in 27 establishments.

Fire hazards, such as doors opening in and obstructed passageways, were frequently found, and 26 buildings had insufficient stairways or exits; 11 establishments were decidedly inadequate in equipment for fire prevention.

Occupational hazards, often only slight, were reported in 32 establishments, and occupational strain was reported in 52 establishments.

Sanitation.—Common drinking cups were found in 63 establishments.

Washing facilities were lacking in 6 establishments and unsatisfactory (without individual towels, soap, or hot water) in 115 establishments.

Toilets were insufficient in number (more than 15 women to 1 seat) in 80 establishments, and unsatisfactory as to cleanliness in 49 establishments. Men and women used the same accommodations in 21 establishments.

Service facilities.—Of 120 plants reported, there were no cloak-rooms in 50 establishments, no restroom facilities in 108 establishments, no lunchroom in 108 establishments, no first-aid equipment in 63 establishments, no centralized agency for employment in 22 establishments.

The workers.

The number of foreign born was 18 in a total of 2,634 women.

The age of the largest number of white women was 20 to 25 years, and of the largest number of negro women 30 to 40 years.

Over one-half (54.5 per cent) of the white women but less than one-third (30.4 per cent) of the negro women were under 25 years of age.

Women who were or had been married comprised 50.2 per cent of the 2,518 women reporting.

The women who lived at home comprised 83 per cent of the total number reporting on living conditions.

One-half of the 58 women reporting on schooling had finished grammar school. One-half had left school between the ages of 14 and 16 years.

PART II.

HOURS.

In a study of the hours of labor in different establishments certain facts are of special significance: The maximum hours of labor as fixed by the laws of the State, the scheduled hours of the firms investigated, and the hours actually worked by the employees in these establishments during a definite payroll period. The Arkansas State law sets a maximum of 54 hours a week and 9 hours a day for women "employed in any manufacturing, mechanical, or mercantile establishment, laundry, or by an express or transportation company, in this State."⁹ All but five States in the Union have enacted legislation limiting in one or more industries the number of daily and weekly hours which women may work. Exclusive of Arkansas, 13 States have a 54-hour weekly limitation and 12 States a 9-hour day. Changes in legislation during the past ten years show the increasing demand for a shorter day. Ten years ago only one State had an 8-hour law for women, while now 8 States, the District of Columbia, and Porto Rico have such a limitation.

The Arkansas law, although declaring for a straight 9-hour day, permits the industrial commission to grant exemption "to any industry engaged in handling products, such as canning factories and candy factories," where the enforcement of the law would work "irreparable harm."¹⁰ It is, however, specified that time and a half shall be paid for hours worked in excess of a 9 a day and that the number of days on which overtime is worked shall not exceed 90 in any one year. An exception to the law is found in the case of cotton factories which are especially exempted from inclusion in any limitation of hours.¹¹ The heat, noise, lint, and constant standing render work in textiles especially fatiguing and there would seem to be no reason why this group of workers should be exempt from the protection of the hour law.

The hour legislation of Arkansas was enacted in 1915 and has therefore been in force for seven years. The personnel of the bureau of labor and statistics has been too small to allow of frequent inspections, which accounts for the fact that occasionally plants were

⁹ Annotated digest of the labor laws of the State of Arkansas . . . 1919, p. 34. Issued by the Arkansas Bureau of Labor and Statistics.

¹⁰ Op. cit., p. 35.

¹¹ Op. cit., p. 36.

found whose daily or weekly hours were in excess of those permitted by law.

In the following discussion it must be remembered that the hours given are those scheduled in the plant and not necessarily the hours actually worked by each woman. The scheduled hours represent the normal hours of the establishments and do not take into account overtime or time worked less than the normal schedule. They give a correct picture of the plans of the industry or establishment reporting and they show the prevailing standards for periods of normal operation. Because of the irregularities and special problems connected with hours of work in telephone exchanges, restaurants, and hotels, hours in such establishments are discussed separately in this report.

WEEKLY HOURS.

Four factors govern to a great extent the number of hours established by the management as scheduled or normal hours: First, the legal limitation in the State; second, the practice in the industry; third, the custom in the city or town where the establishment is located; and fourth, the personal standard of the employer.

The scheduled weekly hours in Arkansas shown in the following table illustrate the fact that legislation often lags behind the standard set by mutual agreement or individual action of the employers.

TABLE 2.—Scheduled weekly hours, by industry.

Industry.	Number reported. ¹		Number of establishments and number of women whose weekly hours were—							
			48 hours and under.		Over 48 and under 54 hours.		54 hours.		Over 54 hours.	
	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.
Manufacturing:										
Candy.....	5	75			2	19	3	56		
Drugs.....	4	13			4	13				
Garments.....	3	25 ²	1	101	2	151				
Mattresses, tents, and awnings.....	5	66	1	25	2	12	2	29		
Wood products.....	14	202	1	3	2	13	9	173	2	13
Miscellaneous manufac-turing.....	14	133	4	10	6	39	2	27	2	57
Printing and publishing.....	8	83	8	83						
General mercantile.....	32	824			11	625	13	183	9	16
5-and-10-cent stores.....	11	163			2	11	9	152		
Laundries.....	19	363	2	30	1	11	15	286	2	36
Total.....	² 115	2,174	17	252	32	894	53	906	15	122
Per cent distribution.....	² 100.0	100.0	14.8	11.6	28.7	41.1	46.1	41.7	13.0	5.6

¹ Excludes five establishments with hours irregular or unobtainable.

² Details add to more than total because two establishments, not employing all their women the same hours, appear in more than one group.

According to Table 2, over one-half (52.7 per cent) of the women and 42.6 per cent of the establishments were scheduled for shorter weekly hours than the 54-hour limit fixed by law. However, the largest group of workers (41.7 per cent of the total number) and the largest group of the plants (46.1 per cent) were in the 54-hour division. Fifteen plants, employing 122 women, had weekly hours in excess of the legal maximum, but two of these were cotton mills exempt in the law from any restriction on working hours. The largest group of establishments with scheduled hours of more than 54 a week was composed of stores. This group, however, can hardly be considered significant, as it is obvious that they were all small establishments, the total number of women employed in the nine stores being only 16—not quite two women to a store. It is important to note that no 5-and-10-cent stores were in this longest-hour group and that no store of any sort had hours as short as 48. The printing and publishing industry is conspicuous as being the only one with no example of scheduled hours in excess of 48 a week. Garment and drug manufacturers had the next shortest schedules, with none so long as 54 hours.

Time lost and overtime.

The actual number of hours worked does not always correspond with the scheduled hours. There are avoidable and unavoidable causes both within the plant and resting with the worker which either decrease or increase the hours of the individual. The total number of women for whom were reported the actual number of hours worked in a given week and those who worked less than their regular or scheduled hours are shown in Table 3.

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TABLE 3.—Hours worked less than scheduled, by scheduled weekly hours.

Scheduled weekly hours.	Number of women reported.		Number of women working less than scheduled hours.		Number of women working less than scheduled hours to the extent of—										
					Under 1 hour.	1 and under 2 hours.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 10 hours.	10 and under 15 hours.	15 and under 20 hours.	20 and under 25 hours.	25 and under 30 hours.	30 hours and over.
	White.	Negro.	White.	Negro.											
44 and under 45.....	169		42		1	2	1	1	7	14	1	6	7		2
45 and under 46.....		1		1						1					
46 and under 47.....	1														
47 and under 48.....	2		1												1
48 and under 49.....	138	2	28		5	1	1		2	8	1	3	5	1	1
49 and under 50.....	14		3						2	1					
50 and under 51.....	27		15						3	10	1			1	
51 and under 52.....	356	9	58	1			2		4	22		8	1	11	11
52 and under 53.....	204	4	63				2	3	21	6	13	1	8	9	9
53 and under 54.....	7		1						1						
54 and under 55.....	484	69	134	50		2	9	2	13	94	13	14	13	7	17
55 and under 56.....	2														
56 and under 57.....	4														
57 and under 58.....	3														
58 and under 59.....															
59 and under 60.....	17	12	15	12				2		8	9	1	3	1	3
60 and over.....	49		34		4	1	2	1		10	3	2		2	9
Total.....	1,477	97	394	64	10	6	15	8	34	190	34	47	30	31	53
White women.....					10	6	15	5	32	157	25	39	28	30	47
Negro women.....								3	2	33	9	8	2	1	6

In this table two things are conspicuous: The considerable number of women who worked less than their scheduled time (29.1 per cent) and the many women among those who worked less than scheduled hours who lost from 5 hours to 30 or more during the week (84.1 per cent). As a rule the women who lost time did not lose a couple of hours a week, but from half a day to three or more days, an amount of time that would very seriously affect their weekly wage. In one establishment girls were asked to take one day a week "vacation," while in another plant there had not been a full week worked for four months. It is impossible to determine how much of the lost time was due to business depression and how much to other causes, but a comparison of the 84.1 per cent losing 5 hours or more with the corresponding figure for Rhode Island, 52.1 per cent obtained in 1920, a period prosperous over the entire country, would indicate that the figure for Arkansas is too large to be due to purely local or personal reasons. The candy industry had the greatest number of women who lost time, 52 of the 60 women, all but two of them losing 5 hours and over.

Very few women were found during the period taken who had worked more than their scheduled hours. Only 26 women of the 1,574 worked overtime, and 13 of these worked less than two hours beyond their schedule in the week recorded. The greatest amount of overtime was worked by two women employed in printing establishments, who worked from 5 to 10 hours extra. Thirteen of the 26 women who worked overtime were in garment manufacturing, but none of these worked as much as five hours in excess of their weekly schedule.

The fact that business conditions were depressed doubtless lessened the number of women who normally would have worked overtime. Frequently, when the management was asked about overtime work, the reply would be "none in the past year," and in several laundries where formerly extra hours were worked the women in the past year or two had adhered to the regular schedule.

DAILY HOURS.

Daily scheduled hours are fully as important as weekly hours, if not more so. The weekly hours may adhere strictly to a 54-hour schedule and yet, if the daily limitation is not observed, a woman may work such exhausting hours on one day that even short hours on the following will not give sufficient opportunity for her to recover. In one establishment where this occurred a girl complained of the fact and said, "It doesn't seem right to work too much for two days and then no work the next; it would be so much easier divided."

- The daily limitation of hours in Arkansas is nine. The following table shows that nearly one-half of the women (48.6 per cent) had scheduled hours less than these, but that the largest group of women, 1,019, and the greatest number of plants, 73, had a nine-hour day, the legal limitation.

TABLE 4.—Scheduled daily hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose daily hours were—							
			8 hours.		Over 8 and under 9 hours.		9 hours.		Over 9 hours.	
	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.	Estab-lish-ments.	Wo-men.
Manufacturing:										
Candy.....	5	75			1	3	3	56	1	16
Drugs.....	4	13					4	13		
Garments.....	3	252	1	101	2	151				
Mattresses, tents, and awnings.....	5	66			2	36	3	30		
Wood products.....	14	202	1	3	1	11	10	175	2	13
Miscellaneous manufac-turing.....	14	133	4	10	2	8	5	51	13	64
Printing and publishing.....	8	83	7	82	1	1				
General mercantile.....	32	824	1	1	10	624	20	194	1	5
5-and-10-cent stores.....	11	163			1	9	10	154		
Laundries.....	19	363	1	17			18	346		
Total.....	² 115	2,174	15	214	20	843	73	1,019	17	98
Per cent distribution.....	100.0	100.0	13.0	9.8	17.4	38.8	63.5	46.9	6.1	4.5

¹ One establishment employs 15 women between 10 and 11 hours, and one employs 42 women 11 hours.

² Excludes 5 establishments with hours irregular or unobtainable.

It is surprising to find any scheduled hours of more than the legal length, and yet seven firms, two of them cotton mills and therefore exempt, had regular hours of more than 9 a day. One of the textile establishments, employing 15 women, had hours between 10 and 11, and one employing 42 women had an 11-hour schedule. Besides the textile manufacturing establishments, one store and four factories had scheduled hours longer than the legal maximum. The inadequacy of a State law which fails to protect one group of its women and does not provide for frequent inspection to protect the others, is illustrated by those 98 women working long hours. The garment and printing trades were the only ones that had all establishments with daily scheduled hours under 9 and, with the exception of one plant employing 1 woman, all printing plants had an 8-hour day.

Saturday hours.

As a rule Saturday hours are not the same as those worked Monday to Friday. Manufacturing establishments generally have a shorter day and mercantile establishments a longer one on Saturday.

TABLE 5.—Scheduled Saturday hours, by industry.

Industry.	Number reported.		Number of establishments and number of women whose Saturday hours were—																	
			Under 4 hours.		4 and under 5 hours.		5 and under 6 hours.		6 and under 7 hours.		7 and under 8 hours.		8 and under 9 hours.		9 and under 10 hours.		10 and under 11 hours.		11 hours and over.	
	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.	Establishments.	Women.
Manufacturing:																				
Candy.....	5	75					1	16			1	3			3	56				
Drugs.....	4	13			2	7	2	6												
Garments.....	3	252			3	252														
Mattresses, tents, and awnings.....	5	66			2	26						1	11	2	29					
Wood products.....	14	202			2	13				1	3			11	186					
Miscellaneous manufacturing.....	14	133			3	10	4	64	2	16	1	3	3	13	2	27				
Printing and publishing.....	8	83			1	1							7	82						
General mercantile.....	32	824											3	39	22	770	4	9	4	6
5-and-10-cent stores.....	11	163											1	2	10	161				
Laundries.....	19	350					1	17			1	11			17	322				
Total.....	¹ 115	² 2,161			13	309	8	103	2	16	4	20	15	147	67	1,551	4	9	4	6
Per cent distribution of women.....		100.0				14.3		4.8		0.7		0.9		6.8		71.8		0.4		0.3

¹ Excludes 5 establishments with hours irregular or unobtainable. Details add to more than total because 2 establishments, not employing all their women the same hours appear in more than one group.

² Excludes 13 women not working on Saturday in a laundry whose other women worked 9 hours.

Of the manufacturing establishments included in this survey over one-third (37.7 per cent) reported a short day—that is, one of less than 6 hours—on Saturday. The opposite condition was reported in stores and laundries, where all of the stores and all but two laundries had 8 hours or more on Saturday. Most stores were open throughout the evening on Saturday, and in order not to exceed the 9-hour limitation the women worked in shifts of 9 hours each. In 5-and-10-cent stores the shift arrangement was planned most carefully and no establishment was found where girls worked more than 9 hours. Most of the stores in the general mercantile group used this same method, but nine stores were reported as having a day longer than 9 hours and four as employing six girls 11 hours and over.

Lunch period.

The scheduled daily hours, as given in the foregoing pages, are exclusive of the lunch period, which, according to the Arkansas law, must be not less than 45 minutes.

TABLE 6.—Length of lunch period, by industry.

Industry.	Number reported.		Number of establishments and number of women with lunch period as specified.							
	Estab-lish-ments.	Wom-en.	25 or 30 minutes.		40 or 45 minutes.		50 minutes.		1 hour.	
			Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.	Estab-lish-ments.	Wom-en.
Manufacturing:										
Candy.....	5	75	1	16					4	59
Drugs.....	4	13	2	7					2	6
Garments.....	3	252			3	252				
Mattresses, tents, and awnings.....	5	66			1	11			4	55
Wood products.....	14	202	5	25	3	73	1	1	5	103
Miscellaneous manufacturing.....	14	133	2	21	3	62			9	50
Printing and publishing.....	8	83							8	83
General mercantile.....	32	824							32	824
5-and-10-cent stores.....	11	163							11	163
Laundries.....	18	351	3	56	1	38			14	257
Total.....	114	2,162	13	125	11	436	1	1	89	1,600
Per cent distribution of women.....		100.0		5.8		20.2	(²)	(²)		74.0

¹ Excludes 5 establishments with hours irregular or unobtainable and 1 with lunch period not reported.

² Less than 0.05 per cent.

The largest number of establishments, including nearly three-quarters (74 per cent) of the women, had a lunch period of an hour's duration. All of the stores and printing establishments gave an hour for lunch, as did some plants in every industry but garment manufacturing. Of the 13 establishments where the lunch period was either 25 or 30 minutes, five were plants engaged in the manufacture of wood products and three were laundries, both industries where the conditions surrounding the worker are fatiguing and where, therefore, a longer period would be beneficial. The other

five establishments reporting a shorter lunch period than that specified in the law were scattered through three industrial groups, candy, drugs, and miscellaneous manufacturing. In these industries the shorter lunch period may sometimes be desirable, but no exception is made for them in the law.

Hours in telephone exchanges.

There are three telephone companies included in this survey in Arkansas, one of which is large and covers most of the towns and cities in the State. The two smaller companies each operate in only one town. For the purposes of this survey, hours, wages, and the general conditions prevailing in the exchanges were recorded, the last named from direct observation, and hours and wages from figures furnished by the companies. Conditions of work were good, pleasant rest rooms containing couches and chairs, racks for coats and hats, and washing facilities with hot water, soap, and individual towels were usually supplied. In the majority of exchanges the lighting was good, but occasionally the natural or artificial light was reflected from the black surface of the switchboard, causing considerable strain on the eyes. The seats were usually chairs with round seats and curved backs, and in most instances the girl's feet rested on a bar under the switchboard or upon the rungs of the chairs.

The largest company, employing 396 women, had a 6-day week and an 8-hour day for most of its employees, although in some of its smaller exchanges the 9-hour day prevailed. One 15-minute relief was included in each work period, but the lunch period, usually of 1 hour, was not included. Sometimes these daily hours were in a straight shift, with a break only for lunch, and sometimes in two shifts with several hours between. The hours of the night operators varied with different exchanges from 9 to 10, the 9-hour shift having a 1-hour lunch period and the 10-hour shift having an allowance of 2 hours for lunch.

Hours in the two smaller¹² companies were longer. One had a 9-hour day and a 6-day week for day and night operators, while the other had a 9-hour day and a 59-hour week, alternating with a 9-hour day and a 60-hour week. The night operator worked on a 13-hour schedule 7 nights a week. Her work was, of course, not continuous. She was busy from 7 to 9 p. m., then had a few calls between 10 and 11 and between 6 and 8 in the morning; from 12 to 5 she slept, "fairly well." This schedule permits of only about 6 hours' sleep, and with no night off makes a total time on duty of 91 hours a week—a bad arrangement from the viewpoint of the work, the workers, and the public. The need for a careful adjustment of hours for

¹² One company employed 45 women and the other 3.

telephone operators has been pointed out in a number of investigations, typical of which is a report on the telephone industry¹³ published by the Industrial Commission of New York in 1920, in which it was recommended that the number of days be limited to 6 a week, and that a 7-hour shift be installed for the day and night operators. This was recommended for the State as a whole and not merely for the congested centers such as New York City. The testimony of 26 physicians in Canada appearing before a royal commission in a hearing at Toronto was unanimous that the telephone industry subjected the operators to great nervous strain and that short hours with continuous work probably results in less harm than longer hours where the operator is "expecting and awaiting calls."¹⁴

The effect of nervous strain in an industry is probably shown to some extent by the amount of time lost, and although there was no record in Arkansas of actual hours lost by telephone operators, but only of days, in a half-month period 42.6 per cent of the girls lost from 1 to 10 days. The greatest number lost only one day, but over one-third (39 per cent) of those losing time lost from 2 to 6 days out of a period of 13 working days. Few women had a record of working more than their regular number of days. Only 29 women, 6.6 per cent of the total number, are reported as having worked 14 days in a half-month period of 13 working days.

TABLE 7.—Days worked in the telephone industry—half-monthly period.

Extent of undertime and overtime.	Number of women.		
	Total.	13-day schedule.	14-day schedule.
Total working undertime	189	187	2
1 day	102	100	2
2 days	36	36	
3 days	17	17	
4 days	11	11	
5 days	9	9	
6 days	2	2	
7 days	2	2	
8 days	5	5	
9 days	3	3	
10 days	2	2	
Working scheduled days	226	223	3
Working overtime (1 day)	29	29	
Grand total	444	439	5

Hours in hotels and restaurants.

The present survey included the hours and wages of women in hotels and restaurants, but the conditions surrounding their work, such as cleanliness, the provision of uniforms, rest, and sanitary

¹³ New York State Department of Labor. Bureau of Women in Industry. The telephone industry. Special Bul. 100, 1920, p. 5.

¹⁴ Canada-Toronto Telephone Commission. Report of the Royal Commission on a dispute affecting hours of employment between the Bell Telephone Co. Ltd., and operators at Toronto, Ontario. Ottawa, 1907, p. 65.

facilities, although important, could not be properly recorded in the short time available for a study of the entire State, which included so many other groups of women. Workers in hotels and restaurants have in the past been so closely associated in the public mind with domestic service as to have inherited the lack of standardization distinctive of that type of occupation. "The attention of the hotel management, so far, has been directed toward standards of service to the public. It has only begun to think of standardization of conditions of employment for workers" is the opinion of the Consumers' League of New York State, which has recently made an investigation of conditions in hotels.¹⁵ The State of Arkansas, through its minimum wage and maximum hour commission, has endeavored to regulate hours in hotels and restaurants for women by an order issued May 20, 1919, whereby "no female shall be employed or be permitted to work in any hotel or restaurant in the State more than 9 hours in any one day, or more than 54 hours in any one week, or more than six days in any one week."¹⁶ The allowance of one day of rest in seven was found by the managements difficult to arrange, especially in small establishments, but that such a regulation is practicable is shown by the fact that such a provision is required in seven States and the District of Columbia.¹⁷ Indeed, in a number of hotels in Arkansas, the 9-hour day and six-day week was being observed successfully, one hotel keeper having remarked to an investigator that although the six-day week has added somewhat to his expenses for labor, he felt more than compensated in the spirit of appreciation shown by his employees.

TABLE 8.—Days worked in hotels and restaurants, by occupation.

Occupation.	Number of women who worked during the week—	
	Six days.	Seven days.
Housekeeper	1	
Linen girl	9	5
Maid	1	2
Cleaner		8
Waitress	55	24
Counter girl	14	6
Pantry girl	13	16
Cook		15
Kitchen help	15	19
Office help	23	15
Telephone operator	12	6
Elevator operator		5
Chambermaid	33	118
Total	176	239

¹⁵ Consumers' League of New York. Behind the scenes in a hotel. New York, 1922, p. 5.

¹⁶ Annotated digest of labor laws of the State of Arkansas. 1919, p. 36. Issued by the Arkansas Bureau of Labor and Statistics.

¹⁷ Colorado, California, Delaware, North Dakota, Pennsylvania, Washington, Arkansas, and District of Columbia.

In Arkansas less than one-half (42.4 per cent) of the women employed in hotels and restaurants had a 6-day week. A majority (67.2 per cent) of the office girls, waitresses, and counter girls had a 6-day week, but among chambermaids, cleaners, cooks, pantry girls and kitchen help, and elevator girls the 7-day week predominated. All of the cooks and most of the kitchen help had the long week, and of the chambermaids, who constituted the largest single group investigated, over three-quarters (78.1 per cent) worked 7 days a week. Frequently the work on Sunday was so arranged that the maid would be free to leave at one or two o'clock in the afternoon, but no day during the week was entirely free. The remark of one of the women who said, "It would be so nice to stay home a day, and rest and get caught up," showed that the need for a day off was realized.

Table 9 shows that the total number of hours worked varied from less than 44 worked by 37 women to 75 hours and over worked by 11.

TABLE 9.—Weekly hours in hotels and restaurants, by occupation.

Occupation.	Number of women reported.	Number of women whose weekly hours were—											
		Under 44 hours.	44 hours.	Over 44 and under 48 hours.	48 hours.	Over 48 and under 54 hours.	54 hours.	Over 54 and under 60 hours.	60 hours.	Over 60 and under 65 hours.	65 and under 70 hours.	70 and under 75 hours.	75 hours and over.
Housekeeper.....	1			1									
Linen girl.....	14	7		1	1	4				1			
Maid.....	3						1			1		1	
Cleaner.....	8	8											
Waitress.....	76			5	4	10	47	7		2	1		
Counter girl.....	20			4	5	2	9						
Pantry girl.....	24				2	3	4	5		6		1	13
Cook.....	14	2					1			1	1	4	15
Kitchen help.....	34				2		10	2		13	1	4	2
Office help.....	37	3		6	13	5	4	2	1	3			
Telephone operator.....	18			4	5	9							
Elevator.....	5					5							
Chambermaid.....	119	17		11	9	13	30	22		9	7		1
Total.....	373	37		32	41	51	106	38	1	36	10	10	11

¹ One works 84 hours.

Seven women with the excessively long hours of 75 or more worked in the kitchen, three in the pantry, and only one was a chambermaid. The largest group who reported weekly hours, 106 women, worked 54 hours a week, the legal limitation. While about the same number were reported in the groups that worked more than 54 hours, 161 women were in the groups who worked less than 54. Among the pantry girls, cooks, and kitchen help more than one-half (56.9 per cent) had hours of over 60 a week. Weekly hours may be worked in a great number of ways, such as a straight 8-hour day with time allowed for lunch, or a two-shift day of 9 or 10 hours with a break of a

couple of hours, or, as frequently was found in the hours of telephone or elevator operators, with alternating long and short days. The important fact in every case is that the actual hours of work shall not be overlong, that regular meal periods shall be given, and that the over-all or total time from beginning to ending work shall not extend over too great a period.

Table 10 shows that the scheduled daily hours in hotels and restaurants ranged from 5 to 12 and over. These hours were in some cases exclusive of a regular meal period, and in others, where no regular time off was given, they included of necessity any time spent by the workers at meals.

TABLE 10.—Scheduled daily hours in hotels and restaurants, by occupation.

[See supplementary statement which follows for irregular Sunday hours.]

Occupation.	Number of women reported.		Number of women whose daily hours were—																			
			5 and under 6 hours.		6 and under 7 hours.		7 and under 8 hours.		8 hours.		Over 8 and under 9 hours.		9 hours.		Over 9 and under 10 hours.		10 hours.		Over 10 and under 12 hours.		12 hours and over.	
	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.	6-day week.	7-day week.
Housekeeper.....	1								1													
Linen girl.....	4	3				1	1		2	1	1											
Maid.....	1	2								1									1			
Cleaner.....		8		7		1																
Waitress.....	53	18					5	6	4	6	1	1	43	3		1						1
Counter girl.....	14	6						6	4		1		9									
Pantry girl.....	7	16						1	2	5	2		3	6					1		1	2
Cook.....		13				2								1					6			4
Kitchen help.....	15	18						3	1			1	9	6		1		15	5	1		1
Office help.....	15	7	1			1	1	1	7	1			6	4								
Telephone operator.....	5								5													
Chambermaid.....	35	118		2	1	13	7	² 16	20	48	1	20	4	10		³ 7						2
Total.....	148	209	1	9	1	18	14	² 33	46	62	6	22	75	31		³ 9		13	5	2		10

¹ One woman has every other Sunday off.² Every seventh day 16 workers have a 9½-hour shift.³ One 13-hour day a week for each of 7 workers.

Sunday hours of hotel and restaurant employees having shorter hours on that day.

SEVEN-DAY WEEK.

Week-day hours.	Number of women whose Sunday hours were—						
	3½ hours.	4 hours.	5 hours.	6 hours.	6½ hours.	8 hours.	9½ hours.
5 and under 6.....		1					
6 and under 7.....	1	4	2				
7 and under 8.....	16						
8.....		2	10	32			
9.....				4		2	
Over 9 and under 10.....				1			
10.....							1
12 and over.....					6	1	
Total.....	17	7	12	37	6	3	1

SIX-DAY WEEK.

Week-day hours.	Number of women whose Sunday hours were.	
	5 hours.	5½ hours.
8 hours.....	4	8

¹ Five hours on Saturday for 6 women.
² One 11-hour day each week for 3 women.
³ Seven hours on Saturday.

The greatest number of women (59.9 per cent) had hours of either eight or nine. Slightly over 10 per cent (10.9) reported a day of more than nine hours. In this group of 39 women who worked a long day all but five had a seven-day week. The nine-hour day was found most frequently among the 71 waitresses, of whom 46 had such a schedule while only 2 had scheduled hours of more than nine. In the housekeeping department, that is, among housekeepers, linen-room girls, maids, cleaners, and chambermaids, hours were shorter than for either waitresses or kitchen help. The most usual day was of eight hours duration and among the chambermaids, who comprised by far the largest group, 84.8 per cent had hours of less than nine a day. Cooks and kitchen help showed long scheduled hours, one-half working more than nine hours a day. Most telephone operators and all elevator girls worked an alternate long and short day. In most cases the long day consisted of nine hours and the short one of six to seven, but in nine instances the long day was 10 hours, alternating with one of from five to six hours. Four girls had a maximum day of 12 hours, alternating with one of from two to three hours.

The hardship of a long day may be increased or lessened by the length of the work period and the way it is divided. If a day of 10 hours is broken by a lunch period of an hour, or if a day of 11

or 12 hours has two such rest or meal periods, the strain is considerably lessened. When the day has no such regular breaks and odd times must be taken to eat or rest, the fatigue is much greater. It has been stated that "rest periods, whether several five-minute periods, or one half-hour period, should be regularized and enforced in order to be effective in preventing fatigue."¹⁸ Table 11 shows that such regular periods, either for rest or for eating, were provided for only 229 women, comprising one-half (51.6 per cent) of the women employed in the hotels and restaurants reported in this survey. Where time off was allowed between shifts it was in many cases so long as to make the work day extend over an excessively long period.

TABLE 11.—*Time off duty for meals or rest in hotels and restaurants, by number of over-all hours.*

Overall hours (6-day week).	Number of women having time off duty.	Number of women having a period off duty of—					
		1 hour.	2 and under 3 hours.	3 and under 4 hours.	4 and under 5 hours.	5 and under 6 hours.	6 hours and over.
7 and under 8 hours.....	11	11					
8 and under 9 hours.....	7	6	1				
9 and under 10 hours.....	42	40	2				
10 and under 11 hours.....	17	9	4	1	3		
11 and under 12 hours.....	16	4	1	10		1	
12 and under 13 hours.....	48		2	28	15	3	
13 and under 14 hours.....	43			7	25	5	6
14 and under 15 hours.....	22			2	4	11	5
15 and under 16 hours.....	14						14
16 and over.....	11				4		7
Total.....	^a 229	70	10	48	51	20	32

^a Details add to more than total number reporting because two women with irregular over-all hours are included in more than one classification.

Almost two-thirds of the women in hotels and restaurants had over-all hours of 12 or more for their day or alternate day schedules, and 11 women reported 16 hours between the beginning and end of work. A 16-hour over-all means going to work at 6 a. m. and not finishing until 10 p. m., allowing insufficient time for a good night's rest.¹⁹ The amount of time between shifts varied from 1 hour to 7 hours allowed for rest and meal time. The most common break was 1 hour for lunch, nearly a third of the women (30.6 per cent) who reported time off having this allowance on each day or alternating days according to their schedule. Women with excessively long over-all hours of 12 or more reported from 2 to 7 hours off, the time off depending to a great extent on the length of the over-all. Only four workers, 8.3 per cent of the total, who had over-all hours

¹⁸ Frankel, L. K. and Fleicher, Alexander. *The Human Factor in Industry*. New York, 1920, p. 130.

¹⁹ In three establishments in Arkansas lodging was furnished at the place of work.

of from 12 to 13 had more than 4 hours off, while all of the women with over-all hours of 15 and over had more than 4 hours off. These long rest times were frequently broken into two periods, and unless the worker's home was near her place of work it was not always possible to utilize such time to advantage, especially when the free periods were not the same each day but only on alternating days.

The situation is summed up in a paragraph from the study of the telephone industry already quoted which was made by the Consumers' League of New York:

Broken shifts distributed over a long period of time with scheduled hours of work changing from day to day are a great hardship to the woman worker. Aside from the fact that two hours in the middle of the afternoon are useless to a woman if she must dress and take a car to go home and take a car to return and dress again on reaching the hotel, broken shifts mean that meals and sleep must be snatched at irregular intervals. Such a hit-or-miss existence, with no regular hours for work, rest, and recreation, does not make for the physical well-being of the worker.²⁰

²⁰ Consumers' League of New York. *Behind the scenes in a hotel*. New York, 1922, p. 27.

PART III.

WAGES.

The fact that to a great extent human labor is still regarded as a commodity to be bought for the lowest possible price makes necessary some means of safeguarding the health and efficiency of the woman worker against too low a wage. In many States this is done by establishing a minimum-wage rate, below which women may not be hired for work in industry. This wage is theoretically based on the cost of living of a single woman, fixed by a wage board or commission after a budget of a woman's expenditure, made by a study or merely by estimate, has been compiled. Unfortunately this minimum rate is often so low that when the cost of living increases it becomes totally inadequate. The Minimum Wage and Maximum Hour Commission of Arkansas established in 1915 a minimum rate which provided that "All female workers who have had six months' practicable experience in any line of industry or labor shall be paid not less than \$1.25 per day. The minimum wage for inexperienced female workers who have not had six months' experience in any line of industry or labor shall be paid not less than \$1 per day."²¹

Whether a woman could live on that amount in 1915 is uncertain, but with the great increase since that time in the cost of almost every article of food or clothing and of lodging, a minimum fixed before such increase would obviously be inadequate. The United States Bureau of Labor Statistics estimates that the cost of food alone²² has increased 41 per cent in the United States since 1915, while the general cost of living,²³ including such items as food, clothing, housing, fuel and light, furniture and furnishings, and rent, increased 69.2 per cent from December, 1915, to December, 1921. The only increase of the minimum-wage rate during this period in Arkansas occurred in mercantile establishments in Fort Smith, where, on request, a hearing of the industrial wage commission was held in 1920 and a rate of \$13.25 a week was established for workers with six months' experience. This higher minimum was based on an investi-

²¹ Annotated digest of the labor laws of the State of Arkansas, 1919, p. 35. Issued by the Arkansas Bureau of Labor and Statistics.

²² Monthly Labor Review, vol. 14, no. 4, April, 1922, p. 40.

²³ Monthly Labor Review, vol. 14, no. 2, February, 1922, p. 64.

gation into the living conditions of employees in Fort Smith, and the following budget of the necessities of life was compiled:

<i>Items.</i>	<i>Cost per week.</i>
Board and room.....	\$8.00
Clothing	3.00
Laundry .....	.45
Street-car fare.....	.72
Church.....	.10
Recreation .....	.30
Insurance .....	.15
Savings .....	.20
Incidentals.....	.33
Total.....	13.25

The budget here given would not seem to be extravagant in any item, and the question arises as to the budget for the girl who must live on \$7.50 a week. If the general minimum for the State of Arkansas is compared with recently established minimum rates in other States throughout the country, the difference is as startling as that between the two minimums in Arkansas—\$7.50 and \$13.25.²⁴ Recent studies of the cost of living by various wage boards in Massachusetts²⁵ have resulted in orders by the minimum wage board providing for an increase of the minimum wage rates in five industries. These increased rates varied from \$13.50 to \$14. In California the industrial commission has fixed a minimum of \$16 a week for manufacturing, canning, and classified industries, and for mercantile industries, laundries, restaurants, and hotels.²⁶ The Kansas Court of Industrial Relations has issued an order increasing the minimum wage rate 17.6 per cent in manufacturing, mercantile, and laundry establishments, and making \$11 the minimum for experienced workers in these industries. The present minimum of \$7.50 a week for Arkansas is, therefore, very low compared to the minimum prevailing in other States.

Week's earnings.

Actual earnings, however, do not remain at the rate set for the minimum in an industry, as is shown by the fact that in Arkansas the median earnings of white women in all industries were \$11.60. The earnings included in this median represent the amount actually received by 1,793 women in the week for which records were secured, details of which are given in Table 12.

²⁴ Since the preparation of this report the industrial wage commission has revised the rate of \$13.25. In December, 1922, it was changed to \$11.00 for experienced workers and \$10.00 for inexperienced workers, and Little Rock has been included with Fort Smith in this ruling.

²⁵ Massachusetts, Department of Labor and Industries. Division of Minimum Wage. May, 1922.

²⁶ In April, 1922, a reduction to \$15 was made for women employed in the needle trades and certain other manufacturing industries. This order was held up by an injunction and the Industrial Welfare Commission in December, 1922, sustained the \$16 ruling.

TABLE 12.—Week's earnings, by industry.

Week's earnings.	Number of women earning each specified amount in—																					
	All industries. ¹		The manufacture of—												Printing and publishing.		General mercantile.		5-and-10-cent stores.		Laundries.	
			Candy.		Drugs.		Garments.		Mattresses, tents, and awnings.		Wood products.		Miscellaneous manufacturing.									
White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Under \$1.....	3	2								1	2	2										
\$1 and under \$2.....	15	6					4			3	6	5				2					1	
\$2 and under \$3.....	18	9		2			2		1	4	7	3				6					1	
\$3 and under \$4.....	19	9	1				2			2	9	6				6			1		1	
\$4 and under \$5.....	30	12	4				6		2	6	11	7				3			2		1	
\$5 and under \$6.....	49	23	1				19		1	3	18	3				6	2		6		3	
\$6 and under \$7.....	111	14	16		2		31		3	24	5	5		1		16	1	5		10	8	
\$7 and under \$8.....	104	46	8		3		15		7	13	4	9				29	5	18		2	37	
\$8 and under \$9.....	142	31	8		1		22		5	29	2	12		1		21	1	19		24	28	
\$9 and under \$10.....	163	83	8				23		9	11	1	21	1			32	1	34		25	80	
\$10 and under \$11.....	188	45	7				16		10	18		14	1	2		28	3	15	1	78	40	
\$11 and under \$12.....	88	8	6				11		4	7		7		2		36	1	5		10	7	
\$12 and under \$13.....	130	2	3		1		7		5	15		10		11		61	1	5		12	1	
\$13 and under \$14.....	116	1	1				24		3	5		10		3		52	1	16		2		
\$14 and under \$15.....	81		2		2		18		2			6		3		34		4		10		
\$15 and under \$16.....	137	3	1				12		2	2		5		7		95		4	1	9	2	
\$16 and under \$17.....	59		1				13					2		10		29				3		
\$17 and under \$18.....	71		1		1		20					1		8		39				1		
\$18 and under \$19.....	57	2					11		1	1	1	1		4		38		1			1	
\$19 and under \$20.....	22						11		2							9						
\$20 and under \$21.....	74						6		2					1		61		1		3		
\$21 and under \$22.....	12						4		1							7						
\$22 and under \$23.....	16						2									14						
\$23 and under \$24.....	15						5									10						
\$24 and under \$25.....	4						2									2						
\$25 and under \$30.....	37						5									31				1		
\$30 and under \$35.....	18						2							1		14				1		
\$35 and under \$40.....	10						1									9						
\$40 and over.....	4													1		3						
Total.....	1,793	296	68	2	11		294		60	144	66	129	2	55		693	16	137	2	202	208	
Median earnings.....	\$11.60	\$8.85	\$8.50	(?)	(?)		\$11.65		\$10.20	\$8.55	\$4.80	\$9.60	(?)	\$15.65		\$15.15	\$8.00	\$9.50	(?)	\$10.35	\$9.35	

¹ Exclusive of telephones, reported on a half-monthly basis, and hotels and restaurants, omitted because of the custom of giving meals.

² Not computed, owing to small number involved.

The figures given in this table relate to the earnings of all of the women included in the investigation, irrespective of the number of hours they worked during the week for which figures were secured. Some of these women worked the entire week, others only a part of it. Whatever the hours worked, however, the amounts earned represented the actual amounts the women in question had to spend during the week. If these figures are compared with those from three other States where similar surveys were made by the Women's Bureau during the past year (1921), we find that Arkansas ranks second in wages earned by its white women workers.

	Median earnings.
Georgia ²⁷	12. 20
Arkansas	11. 60
Kentucky (preliminary figures)	11. 05
South Carolina (preliminary figures)	9. 55

The earnings of the white women in Arkansas varied from less than \$1 to \$40 and over, but the great mass of women, 58.1 per cent, were in the groups earning from \$6 to \$14. In several of the industries this massing of the women does not occur around the same wage groups. In wood products and candy manufacture more than one-half of the white women, 59 per cent and 55.9 per cent, respectively, had earnings under \$9, while in printing and general mercantile establishments more than one-half, 63.6 per cent and 57 per cent, respectively, earned \$14 and over. Few women were found in any industry who earned \$20 and over, but of those the majority were in two industries, general mercantile and garment manufacturing, where 23.2 and 9.2 per cent, respectively, of the women employees earned \$20 or more.

The following summary gives the median earnings of the white women, one-half receiving more and one-half less than these amounts in the industries specified:

	Number of white women.	Median earnings.
Candy	68	\$8. 50
Garments	294	11. 65
Mattresses, tents, and awnings	60	10. 20
Printing and publishing	55	15. 65
Food products	144	8. 55
Miscellaneous	129	9. 60
General mercantile	693	15. 15
5-and-10-cent stores	137	9. 50
Laundries	202	10. 35
All industries	1, 793	11. 60

Earnings of negro women.

The earnings of negro women were considerably less than those of white women. They were employed in laundries, in only three man-

²⁷ U. S. Dept. of Labor, Women's Bureau, Women in Georgia Industries, Bul. 22, 1922.

ufacturing groups,²⁸ and in stores; in the last named only as cleaners or maids where, of course, their work was not comparable with that done by white women. The greatest number of negro women, 70.3 per cent, worked in laundries, where their median earnings were \$9.35. In this industry their work was much the same as that of white women, varying only in that it was a little heavier and did not include supervisory activities. The checking and marking were usually, but not invariably, done by white workers, as was the mangle work, while the operating of presses and the hand ironing were done by negro women. Median earnings were only \$1 more for white than for negro workers in laundries. The only other industry in Arkansas employing negro women to any extent was wood-products manufacturing. Here the work was heavy and the worker frequently exposed to the weather, yet earnings were astonishingly low. The median for the industry was \$4.80, and only one woman earned more than \$10.

Earnings in Fort Smith.

The higher minimum rate prevailing in mercantile establishments in Fort Smith rendered it desirable to tabulate separately figures for Fort Smith and the rest of the State. This separation makes it possible to note the immediate effect of the minimum wage on earnings in stores, and also the indirect effect on other groups of white workers. The details from which the following medians are taken will be found in Tables I and II in the appendix.

Median earnings.

	All industries.	All manufacturing.	General mercantile.	5-and-10-cent stores.	Laundries.
Fort Smith	\$12. 35	\$10. 10	\$15. 95	\$13. 30	\$10. 05
State, exclusive of Fort Smith	11. 10	10. 10	14. 95	9. 20*	10. 30

The foregoing figures show clearly that the higher minimum wage rate for general mercantile and 5-and-10-cent stores in Fort Smith raised the earnings in these industries, but did not affect, even indirectly, the earnings of women in manufacturing and laundry establishments.

Earnings and hours.

Earnings vary not only with the kind of work done, whether in candy or garment factory, laundry, or store, but also with the number of days or hours worked. In some establishments a record is kept of the number of days and in others of the number of hours worked, which makes possible a correlation between earnings and time worked. This is an important correlation, as it indicates very clearly what returns an industry offers for a full week's work, and

²⁸ Wood products, candy, and miscellaneous manufacturing.

also affords a basis for judgment as to the effect of increased hours on earnings. In this investigation, according to Tables III and IV in the appendix, the number of days worked was reported for 268 white women and the median earnings for this entire group were \$10.15. A large number of these women (187) worked practically a full week of 5½ or more days and their earnings were much greater than those who worked 5 days or less—the median for these full-time workers being \$10.50, compared to \$6.95 for those who had not worked the full week. More than five times as many white women had records of hours worked as there were women for whom days worked were reported, and the median for the hour group, \$12.45, was \$2.30 higher than that in the other tabulation. Practically the same proportion of women worked 48 hours and over where hours were recorded as worked 5½ days and more when days only were reported. The earnings of the approximately full-time workers showed a median of \$13.55 which was \$1.10 higher than that reported for all workers in the group whose hours were reported. It is obvious that full-time workers earn more than part-time workers but the difference is not so great as would be expected. This is probably due to the small number of women, 6.5 per cent of the total, who worked a decidedly short week of less than 30 hours. More than one-half, 54.9 per cent of the women, worked a week of from 51 to 55 hours, and only a small number (2.9 per cent) worked 55 hours or more. These workers in the long hours group had a median of \$12.85, but little higher than for the entire group regardless of hours, and lower than for women working 48 to 54 hours, who show median earnings of \$14.75.

Days worked were reported for a larger number of negro women than were hours worked, and the median for this larger group was \$9.25. This median was only \$0.90 less than for white women in a similar group and was \$0.40 higher than the median for all negro wage earners. This was probably due to the large proportion (75.5 per cent) of the negro women who worked a full week of 5½ or more days. This large number of full-time workers would naturally raise the total and that such is the case is shown by the median of \$9.45 for women who worked 5½ days and over, which median is only \$0.20 higher than that for the entire group.

In establishments where the number of hours worked was recorded a smaller proportion of negro women (50.9 per cent) worked the approximately full number of hours, 48 hours a week or over. Nevertheless, earnings were considerably higher for this full-time group than for the entire number of negro women with hours reported. The median for the women working 48 hours and over was \$7.25, an amount \$1.45 higher than the median of \$5.80 for all negro women.

Only 2 women worked 54 hours and over and the massing of women who worked from 51 to 54 hours was not so great as in the case of the white women.

Earnings and experience.

The value of experience to a worker varies with the industry and occupation in which she is engaged, but that there is a distinct money value placed on experience in all industries is shown in Arkansas by the fact that the minimum wage and maximum hour commission has fixed a lower rate for the worker during her first six months in a trade. This arrangement is common in all States where minimum wage rates are prescribed. To what degree earnings increase after six months' experience depends to a great extent on the amount of skill required in the work and the value placed by the employer on a stable and contented labor force.

In Table V in the appendix the earnings of white and negro women are recorded in relation to the length of service which they reported in a single industry. Comparatively few white women, only 7.4 per cent of the total, remained in the same industry for 15 or more years, while almost twice that number (13.9 per cent) had worked less than 6 months in the same industry, and one-half had worked less than 3 years. The earnings for workers with less than 6 months' experience were naturally the lowest. For white women the median earnings for this group were \$8.10. Earnings increased until, after 15 or more years of service, the median was \$17.20, a gain of 112.3 per cent. As shown in the following summary the gain was greater in the early than in the late years of service.

	Under 6 months.	6 months and under 1 year.	1 and under 3 years.	3 and under 5 years.	5 and 10 years.	10 and under 15 years.	15 years and over.
Actual medians.....	\$8.10	\$9.30	\$11.00	\$13.15	\$14.80	\$16.25	\$17.20
Increases in medians		1.20	1.70	2.15	1.65	1.45	.95

In the five-year periods from 5 to 10 years and 10 to 15 years, the increase per year was only an average of \$0.33 and \$0.29, compared to \$1.20 in the first year. The following summary, taken from more detailed figures than are presented in this report, shows the lowest and highest median with the per cent increase and the length of experience required to reach the maximum earnings, in manufacturing establishments, stores, and laundries.

	Median earnings of beginners.	Highest median earnings reached.	Per cent increase.	Length of experience required to reach maximum.
All manufacturing.....	\$7.55	\$13.75	82.1	5 to 10 years.
General mercantile.....	9.65	20.40	111.4	15 to 20 years.
5-and-10-cent stores.....	8.50	10.30	21.2	2 to 3 years.
Laundries.....	9.00	11.65	29.4	10 to 15 years.

Earnings for women with less than 6 months' experience were lower in manufacturing establishments than in general mercantile, 5-and-10-cent stores, or laundries. Highest earnings for experienced workers were in general mercantile and the lowest in 5-and-10-cent stores.

The median earnings for negro women in the beginners' group were \$7.50, only \$0.60 less than for white workers. The increase, however, for length of service was much lower than for white workers. After 10 years in the same industry the negro women reached their highest earnings, which showed a median of \$10.15. The following summary shows that during the first five years earnings were variable and apparently were not affected by the length of service.

	Under 6 months.	6 months and under 1 year.	1 and under 3 years.	3 and under 5 years.	5 and under 10 years.	10 and under 15 years.
Actual medians.....	\$7.50	\$9.20	\$8.40	\$7.95	\$9.40	\$10.15
Variations in median.....		+1.70	-.80	-.45	+1.45	+.75

The proportion of negro women who had been less than three years in an industry is 44 per cent, somewhat lower than that for white women, whose proportion is 50.6 per cent. A little over a tenth (11.5 per cent) remained for 10 years or longer in the same trade and only 4.7 per cent remained 15 years and over.

Very few negro women were employed in stores and only 10 of these reported their length of service, too few to be of any significance for the industry as a whole. The greatest number of negro women were employed in laundries, and about one-fourth as many were in manufacturing establishments. Ten women in laundries reported earning of from \$8 to \$10 with less than six month's experience. These initial earnings compared very closely with those of white women who had a median of \$9 for this same beginners' group. Highest earnings for negro women in laundries were reached after 10 years' service. The earnings of the 15 women in this group showed a median of \$10.05, which is \$1.60 less than that for white women with the same length of experience. In manufacturing establishments earnings of negro women were uniformly low. The median for workers regardless of time worked was only \$5.40, and very little increase in earnings resulted from experience. Women who worked less than three years had earnings with a median of \$4.65, while those who remained from three to ten years in the same industry showed earnings whose median was \$5.25—an increase of only \$0.60. Only one woman, with an experience record of from five to ten years, earned more than \$9.

Rates and methods of payment.

There are two general bases of payment of wages. One is for the time worked and the other for the amount of work done. Occasionally these two are combined or an addition to them is made in the shape of a bonus or (in stores) a commission, but the two general divisions remain the same—"time" or "piece" payments. In Arkansas, payment for time worked was the more usual system. The following summary from Table VI in the appendix shows the number of women receiving pay under each method and their median earnings:

	Time work.		Piece work.	
	White.	Negro.	White.	Negro.
Number of women.....	1,348	269	431	23
Median.....	\$12.10	\$9.10	\$10.40	\$3.95

It is clear from these figures that over three times as many white women were paid by time rates as by piece rates and that their earnings, as shown by the medians, were almost one-fifth higher. The large number of women on time rates was due to the fact that all workers in stores and laundries were on these rates and that these workers constituted 57.5 per cent of all the white women for whom rates were reported. The median for pieceworkers compared to the median for time-workers was lower than would probably have been the case in a more normal year. The depression of all industry was greater in manufacturing where piecework occurred than in stores and laundries, and the lost time and irregularity due to this condition was reflected in the low earnings of the women who were on a piece rate.

A large proportion of negro women, 90.9 per cent, were on time-work, and the small number employed on piece rates, 7.8 per cent, were all in one industry, wood-products manufacturing, where earnings were very low, the median rate for the negro women on piece-work being only \$3.95.

It is difficult to estimate the possible earnings of pieceworkers, as so much depends on the quality of the material, the organization of the plant, and the speed of the worker. For time-workers, however, their weekly rate, or their hourly rate multiplied by their scheduled hours, gives a basis for their possible and expected earnings. Following this method Table 13 shows the weekly rate of 1,350 white and 246 negro workers and their weekly schedule of hours. This table should not be confused with the preceding tables and discussions of actual earnings.

TABLE 13.—Weekly rates, by scheduled weekly hours.

Weekly rate.	Number of women reported.		Number of women receiving each specified rate whose scheduled weekly hours were—											
			Under 48.		48 and under 50.		50 and under 52.		52 and under 54.		54 and under 55.		55 and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$4.....														
\$4 and under \$5.....														
\$5 and under \$6.....	2	13										1	2	12
\$6 and under \$7.....	18	17	1		2		2	1	4		9	16		
\$7 and under \$8.....	80	35	2	15	4		10	4	16	9	47	7	1	
\$8 and under \$9.....	94	14	3	1	4		15		10	1	51	11	11	1
\$9 and under \$10.....	169	66	2		2	1	14	1	17		122	55	12	9
\$10 and under \$11.....	126	37	6		2	1	16	2	10	1	81	31	11	2
\$11 and under \$12.....	73	44		19	8		11		12	1	38	23	4	1
\$12 and under \$13.....	141	14			13	6	38		25	1	62	7	3	
\$13 and under \$14.....	92	1			9		48	1	8		25		2	
\$14 and under \$15.....	49		1		2		18		8		17		3	
\$15 and under \$16.....	144	3			13		60		18		52	3	1	
\$16 and under \$17.....	54		5		10		19		9		10		1	
\$17 and under \$18.....	56		1		7		18		11		17		2	
\$18 and under \$19.....	63	2	2		8		23		8		20	2	2	
\$19 and under \$20.....	10						4		3		3			
\$20 and under \$21.....	70				3		28		17		21		1	
\$21 and under \$22.....	8						5		1		2			
\$22 and under \$23.....	16						11		3		2			
\$23 and under \$24.....	8						2		1		5			
\$24 and under \$25.....	2								1		1			
\$25 and under \$30.....	40						23		10		7			
\$30 and under \$35.....	17						8		6		3			
\$35 and under \$40.....	12				1		8		3					
\$40 and over.....	6				1		1		4					
Total.....	1,350	246	23	35	89	8	382	9	205	13	595	156	56	25
Median rate.....	\$12.80	\$9.65	\$10.60	\$11.10	\$14.25	(1)	\$15.30	(1)	\$14.05	(1)	\$10.85	\$9.80	\$10.20	\$8.50

1 Not computed, owing to small number involved.

According to this table the median rate for the entire group of white women was \$12.80, considerably above the minimum wage fixed by the State. The relation—or, rather, lack of it—which long or short hours bear to wages is clearly shown in this table. A group of workers whose scheduled hours were from 50 to 52 a week had higher rates than those whose schedules were from 54 to 55 hours. The highest figures were reported for women whose schedules were from 50 to 52 hours. Women whose scheduled hours were long, 55 hours and over, had lower rates of pay than any of the groups with less than 55 hours. For two white women and 12 negro women whose scheduled hours were from 59 to 60 the week's rate was from \$5 to \$6. The negro women had a median rate for the entire number of women reported of \$9.65, and with them as with the white women rates did not increase with the length of the scheduled week. The highest median for negro women, \$11.10, was for the group whose scheduled hours were less than 48 and the lowest median, \$8.50, for those whose hours were 55 and over.

The fact that a higher minimum wage rate was in force in mercantile and 5-and-10-cent stores in Fort Smith than in the rest of the State renders their comparative rates interesting. The following summary taken from more detailed figures than are given in this report shows the median rates for white women in the two localities:

Median rates.

	All in- dustries.	All manufac- turing.	General mer- cantile.	5-and-10- cent stores.	Laun- dries.
Fort Smith.....	\$13.10	\$10.45	\$16.05	\$13.40	\$10.70
State exclusive of Fort Smith.....	12.65	10.90	15.35	9.50	9.85

The most pronounced effect of the higher minimum rate was shown in 5-and-10-cent stores, where the median was found to be \$3.90 higher in Fort Smith than throughout the State. The median for "all manufacturing" was lower in Fort Smith than in the rest of the State, but for general mercantile establishments and laundries it was higher. It is impossible, however, to discover whether the higher rate in laundries was due to the competition with the higher pay in 5-and-10-cent stores and mercantile establishments, to the organization of the laundry workers in Fort Smith, or to other causes.

According to Table VIII in the appendix, rates of pay for white and negro women were slightly higher than their earnings. Weekly rates of white women had a median of \$12.75, and the largest group of women were employed at rates of \$9 and under \$10. The women in the high-wage groups had earnings and rates more nearly iden-

tical than those in the low-wage groups. Among all white women the result of time lost—whether from conditions in the establishment or personal reasons—was that less than \$11 were the earnings of about 600 women, whereas only about 500 women had such an amount for their rate. Practically equal proportions had rates and earnings of \$20 and over. Table IX in the appendix shows that the highest rates of pay were in the printing and general mercantile industries, and the lowest in wood-products manufacturing, candy establishments, and 5-and-10-cent stores.

Negro women showed rates higher than their earnings, but the difference was less than that for white workers. Contrary to the condition found among white women, the greatest difference between earnings and rates for negro women came in the higher paid groups, 64 women having rates of \$11 and over, while only 15 women actually received \$11 and over. For all negro women the median rate was \$9.65; their highest median, \$9.95, was in laundries, and the lowest, \$6.25, in wood-products manufacturing.

Year's earnings.

It has been seen in the section on "week's earnings" that hours and even days were lost by many of the workers during the one week for which information was secured. In order, therefore, to obtain the annual earnings of any group of women it would be obviously inaccurate merely to multiply their week's earnings by 52 and declare that to be the amount they earned for the year. Instead, to secure an estimate of the year's earnings, a representative group of the women who reported week's earnings—a little more than a tenth (11.9 per cent) of the white women and 6.8 per cent of the negro women—was selected, and their earnings were recorded for each week in the year preceding the week for which current earnings were taken. The earnings of these were, without doubt, above the average, for although care was taken to select women from different occupational groups, yet the older women and those with steady records were selected in order to show not only the actual earnings for some but also the possible earnings for all steady workers within each industry.

TABLE 14.—Year's earnings of women for whom 52-week pay-roll records were secured, by industry.

Year's earnings.	All industries. ¹		Number of women receiving each specified amount in—																		
			The manufacture of—												Printing and publishing.		General mercantile.		5 and 10 cent stores.		Laundries.
	White.	Negro.	Candy.	Drugs.	Garments.	Mattresses, tents, and awnings.	Wood products.	Miscellaneous manufacturing.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Under \$400.....	13	7		3			1	7	5									1		1	2
\$400 and under \$450.....	15	3	3				1	6										3		1	3
\$450 and under \$500.....	24	4					2	3					1		1			6		8	4
\$500 and under \$550.....	11	6	3				1											2		3	6
\$550 and under \$600.....	19					2		1				2		2		7		1		6	
\$600 and under \$650.....	13															6		2		2	
\$650 and under \$700.....	12		1			1									8			2			
\$700 and under \$750.....	18					4	1	1			2		2		8						
\$750 and under \$800.....	21		1			4					3		1		7			2		2	
\$800 and under \$850.....	8					3							1		3						
\$850 and under \$900.....	19			1		7	1						1		7						
\$900 and under \$1,000.....	10					2									10					1	
\$1,000 and under \$1,100.....	14					3									5					1	
\$1,100 and under \$1,200.....	5																				
\$1,200 and over.....	11					1									10						
Total.....	213	20	8	4		27	7	18	5	12		9		85		19		24	15		
Median earnings.....	\$698	\$450	(2)	(2)		\$842	(2)	\$417	(2)	(2)		(2)		\$808		\$496		\$533	\$481		

¹ Exclusive of telephones and hotels and restaurants.

² Not computed, owing to small number involved.

The year's earnings for white women ranged from \$200 to \$2,000, but in these extreme groups there were few women—only 13 earning less than \$400 and 11 earning \$1,200 and over. Between the \$400 and \$1,200 limits the women were quite regularly distributed, with no very large groupings. The median for all women was \$698, one-half earning more than this amount and one-half less.

If the Fort Smith minimum mercantile wage of \$13.25 for one week is multiplied by 52, the result is a yearly budget of \$689. This is very nearly the same as the median earnings of \$698 for all women, and brings out the fact that nearly one-half of the white women earned less than the minimum based on the Fort Smith budget.

Year's earnings in the different industries showed that the workers in garment manufacturing had the highest earnings, with a median of \$842, and women in general mercantile establishments were second, with a median of \$808. Lowest year's earnings were in the wood-working industry, where all but two women earned less than \$500 and one-half earned less than \$417. Low earnings were also reported in 5-and-10-cent stores and laundries. The former had a median of \$496 and the latter \$533.

The earnings of negro women were about one-third (35.5 per cent) below those of white women, with a median of \$450 for all industries. The largest group of negro women were in laundries, where earnings were slightly higher than those for all industries and where the earnings of negro and white women were more nearly alike than in any other industry.

In the records of even the steadiest workers a considerable amount of lost time is found. In the yearly period taken only a full week's absence was noted, so that occasional days lost, although affecting the earnings, can not be considered in connection with year's earnings. On the whole, however, the figures in Table 15 show that the earnings given represent a fairly complete year of work.

TABLE 15.—Year's earnings, by weeks worked.

Year's earnings.	Number of women reported.		Number of women earning each specified amount who worked—										
			30 and under 48 weeks.		48 and under 50 weeks.		50 and under 52 weeks.		52 weeks.		48 weeks and over.		
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Under \$200.....		2		2									
\$200 and under \$250..	2	2	2	2									
\$250 and under \$300..	1	1	1	1									
\$300 and under \$350..	3	1	1	1	1				1			2	
\$350 and under \$400..	7	2	4	2			2		1			3	
\$400 and under \$450..	15	3	7	1	4		2	1	2	1		8	2
\$450 and under \$500..	24	4	4	1	5		8	1	7	2		20	3
\$500 and under \$550..	11	6	1		3	1	5	1	2	4		10	6
\$550 and under \$600..	19		3		5		7		4			16	
\$600 and under \$650..	13				2		1		10			13	

TABLE 15.—Year's earnings, by weeks worked—Continued.

Year's earnings.	Number of women reported.		Number of women earning each specified amount who worked—									
			30 and under 48 weeks.		48 and under 50 weeks.		50 and under 52 weeks.		52 weeks.		48 weeks and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
\$650 and under \$700..	12		2				6		4		10	
\$700 and under \$750..	18		3		3		6		6		15	
\$750 and under \$800..	20		2		3		2		13		18	
\$800 and under \$850..	8					5		3		8		
\$850 and under \$900..	19		1		2		5		11		18	
\$900 and under \$1,000.	10		1		3		2		4		9	
\$1,000 and under \$1,100.			1		2		3		5		10	
\$1,100 and under \$1,200.	4						1		3		4	
\$1,200 and under \$1,400.	6				3		1		2		6	
\$1,400 and under \$1,600.	3				1		1		1		3	
Total.....	206	20	33	9	37	1	57	3	79	7	173	11
Median earnings.....	\$683	\$450	\$469	(1)	\$613	(1)	\$679	(1)	\$760	(1)	\$715	(1)

¹ Not computed, owing to small number involved.

Over one-third of the white and more than one-half of the negro women worked 52 weeks during the year, and the earnings for this group naturally were higher than for all women, regardless of weeks lost. White women earned a median of \$760 for the full year, and the seven negro women had a median of approximately \$504. When the women who worked from 48 to 52 weeks were included with the full-time workers, earnings were practically the same, the median for white workers being \$715.

Earnings of telephone operators.

The earnings of telephone operators included in this survey are for a half month's period. The scheduled number of days for this period is 13, except in the case of 5 girls who had a schedule of 14 days.

For the 444 operators in telephone exchanges for whom information was secured, earnings and days on which work was done are shown in the following summary of Table X in the appendix:

Number of women.	Time worked.	Median earnings.
14.....	On less than 8 days.....	\$11.65
176.....	On 8 and less than 13 days.....	25.60
254.....	On 13 and 14 days.....	29.95

From this summary it is apparent that more than one-half of the women worked a full half month and that 3.2 per cent worked less than 8 days of their time. Median earnings for the full-time

workers were \$29.95, which median was \$1.90 higher than that for all the women, regardless of time worked. In a continuous industry, such as the telephone, there is considerable overtime as well as undertime. This was clearly shown by the number of girls in the 14-day group. Only 5 girls had regular scheduled days of 14 in this period, and yet 30 operators were found working on 14 days. The majority of operators who worked on Sundays, in the evening, or at night, as well as those working overtime, received extra compensation. Table XI in the appendix shows that 120 operators, a little over one-fourth of the total number, received this extra pay, the greatest number of them, 33, having had their earnings increased by from \$2 to \$3; but 29 received a surplus of from \$3 to \$4 and 19 from \$4 to \$5.

The effect of both lost time and extra compensation was shown by the facts that fewer women had rates of less than \$20 than actually earned less than \$20, and more women earned \$30 and over than had rates of \$30 and over.

The following summary of Table XII in the appendix shows the distribution of women by their rates and earnings:

	Women.
Rates less than \$20.....	10
Earnings less than \$20.....	43
Rates \$20 and less than \$30.....	283
Earnings \$20 and less than \$30.....	235
Rates \$30 and over.....	151
Earnings \$30 and over.....	166

It is interesting to note in the following statement that in Fort Smith, where there was a higher minimum wage for women in mercantile establishments than elsewhere in the State, no telephone operator had a rate of less than \$23, while throughout the State 95 operators were reported with rates under \$23. The median rate for telephone operators in Fort Smith was \$30.05, a figure \$3 higher than that for operators in the rest of the State.

Half-monthly rate.	Number of women reporting.	Number of women in—	
		Fort Smith.	Other places.
Under \$15.....			
\$15 and under \$16.....	3		3
\$16 and under \$17.....			
\$17 and under \$18.....	2		2
\$18 and under \$19.....	1		1
\$19 and under \$20.....	4		4
\$20 and under \$21.....	10		10
\$21 and under \$22.....	39		39
\$22 and under \$23.....	36		36
\$23 and under \$24.....	33	3	30
\$24 and under \$25.....	25	2	23
\$25 and under \$26.....	8		8
\$26 and under \$27.....	37	8	29
\$27 and under \$28.....	28	10	18
\$28 and under \$29.....	40	5	35

Half-monthly rate.	Number of women reporting.	Number of women in—	
		Fort Smith.	Other places.
\$29 and under \$30.....	27	8	19
\$30 and under \$31.....	37	8	29
\$31 and under \$32.....	22	6	16
\$32 and under \$33.....	23	2	21
\$33 and under \$34.....	13	7	6
\$34 and under \$35.....	9	3	6
\$35 and under \$36.....	8	2	6
\$36 and under \$37.....	4		4
\$37 and under \$38.....	3	1	2
\$38 and under \$39.....			
\$39 and under \$40.....	7	1	6
\$40 and under \$45.....	13	4	9
\$45 and over.....	12	3	9
Total.....	444	73	371
Median rate.....	\$27.85	\$30.05	\$27.05

In accordance with the practice in the telephone industry of periodic increases in rates by length of service, earnings for telephone workers show a marked relation to the experience of the worker. The details of this relationship are given in Table XIII in the appendix, which shows that there was, with one exception, a steady rise in earnings with each additional 6 months or year of experience up to the group of workers who had been in the industry from 5 to 10 years.²⁹ The increase for the first two years was not great, and there was a slight decline in the median of the group of workers with from 1 to 2 years' experience; but for the operators who stayed in the trade 2 years and over the median steadily rose until at 5 and under 10 years it was 65.3 per cent higher than for beginners. The proportion of workers, however, who remained in the industry a sufficient length of time to benefit by this increase was only 11.4 per cent of the total number of women. The largest group of operators had been in the industry from 1 to 2 years, and over three-quarters (77.9 per cent) had had less than 4 years' experience in the telephone industry. In the hearings before the Toronto commission³⁰ it was reported that "after these girls have gone on for four or five years and served the company, they get married or for other purpose leave." Apparently in Canada in 1907, as in Arkansas in 1922, four or five years marked the end of service for many telephone operators.

Earnings in hotels and restaurants.

The earnings reported in this survey are the sums paid during a given week in the winter of 1922 by the management to employees.

²⁹ Groups above 10 years were too small to be significant.

³⁰ Canada-Toronto Telephone Commission. Report of the Royal Commission on a dispute respecting hours of employment between the Bell Telephone Company of Canada, Limited, and Operators at Toronto, Ont. Ottawa, 1907, p. 65.

In hotels and restaurants this does not represent the entire sum received by some employees, as it was impossible to ascertain the additional amounts received in tips or to estimate accurately the value of the meals which were sometimes furnished. This would affect chiefly waitresses and, to a much less degree, chambermaids and elevator girls. The following Table 16 shows that the median earnings for all white women for whom records were secured in hotels and restaurants were \$9.65, and nearly one-half (48.4 per cent) earned between \$7 and \$11.

Year	Number of women	Median earnings
1922	114	\$9.65
1923	100	\$9.65

(In accordance with the practice in the telephone industry of periods increases in rates by length of service earnings for telephone workers show a marked relation to the experience of the worker. The details of this relationship are given in Table XIII in the appendix, which shows that there was with one exception a steady rise in earnings with each additional 6 months or year of experience up to the group of workers who had been in the industry from 5 to 10 years. The increase for the first two years was not great and there was a slight decline in the median of the group of workers with from 1 to 2 years experience; but for the operators who stayed in the trade 2 years and over the median steadily rose until at 5 and under 10 years it was 63.8 per cent higher than for beginners. The proportionate increase, however, who remained in the industry a sufficient length of time to benefit by this increase was only 11.4 per cent of the total number of women. The largest group of operators had been in the industry from 1 to 2 years and over three-quarters (75 per cent) had had less than 1 year's experience in the telephone industry. In the hearings before the Tarzanto Commission it was reported that after these girls have gone on for four or five years and served the company, they get married or for other purposes leave. Apparently in Canada in 1907, as in Arkansas in 1922, four or five years marked the end of service for many telephone operators.

Earnings in hotels and restaurants.

The earnings reported in this survey are the sums paid during a given week in the winter of 1922 by the management to employees.

* Groups above 10 years were too small to be tabulated.
 † Canadian Telephone Commission, Report of the Royal Commission on a Dispute Respecting Hours of Employment between the Bell Telephone Company of Canada, Limited, and Operators at Toronto, Ont., Ottawa, 1907, p. 67.

This table shows that, of all women hotel employees studied here, office workers had the highest earnings, with a median of \$11.80, and telephone operators were second with a median of \$11.25. Waitresses were paid less than counter girls and even a little less than pantry girls, probably because of the tips which they were likely to receive. The kitchen help were better paid than the chambermaids, but that the lower pay was not entirely based on expected tips is shown by the fact that cleaners and parlor maids who received no tips were paid less than helpers in the kitchen or than chambermaids. The amount of lost time and the degree to which it modified earnings is difficult to determine, as in several instances the entire week's wages were paid when only part of the week was worked. This point is illustrated in Table XIV by the fact that median earnings for women who worked 54 hours were only \$8.70, compared with \$10 for the entire group. For the women who worked more than 54 hours the median was \$10.65. The median for workers whose time worked was reported in days but not hours, was \$8.40 (Table XV, appendix). When a full week of six or seven days was worked the median was considerably higher, \$12.10, but here again it is dangerous to draw too definite deductions as to the effect of lost time. Among the women who worked but one day, three were reported as receiving from \$6 to \$8, which amounts were probably their full week's wage. In some establishments one, two, or three meals were given in addition to the regular weekly wage, and in other establishments rooms as well as meals were furnished. It would be natural to suppose that when meals were not furnished wages would be considerably higher than when food was supplied. Table XVI gives the figures on this subject. From this table it appears that where three meals a day were furnished weekly earnings were only \$2.55 less than when no meals or room were given, and that where a room and three meals were supplied wages were but \$1.40 below those where nothing was supplied. It is apparent that although a somewhat higher rate was paid where meals were not furnished nor rooms supplied, the equivalent of meals or room was not given when these features were not included.

Earnings increased with the experience of the worker in hotels and restaurants, as in all other industries, and culminated after 5 years' experience in an increase of 43.8 per cent over the beginning wage (Table XVII, appendix). After this period earnings declined from the maximum of \$11.50 to \$10.50. This may have been due to the fact that younger women are preferred both for waitresses and chambermaids, and that additional experience does not compensate for the loss of youth. The Consumers' League Report already quoted sums up the importance to the hotel worker of experience in these words: "It is her appearance which counts, not her experience.

If the candidate is young and nice looking, undeformed, and there is a job open, she will get it. If she is older and getting fat, all the experience in the world will do her no good." This statement does not, of course, refer to kitchen help and those who have no contact with the public.

The weekly earnings of all negro women in restaurants and hotels showed a median of \$7.85, almost \$2 less than that for white workers. For negro women employed in this industry who worked 6 days or more a week median earnings of \$8.25 are shown. This seems to indicate either that very little time was lost or, as in the case of some white workers, that payment was not made invariably according to the amount of time worked. Negroes were employed in every occupation except as office girls and telephone operators, housekeepers, and counter girls in cafeterias. Of all the negro women included, cooks earned the highest wages and pantry girls the next highest, one-half of the cooks earning more than \$11 and 7 of the 18 pantry girls earning \$9 or over. The kitchen help had the lowest earnings, with a little more than one-half of the workers earning less than \$7.

In addition to the regular wages meals were furnished for some of the negro women. Ninety-three women, or 44.1 per cent of the total number, had one or more meals supplied by the hotel or restaurant. The allowance made for these was slight. Where no meals were furnished wages were but \$0.80 a week higher than when three meals were provided, certainly a small amount with which to purchase 18 or 21 meals.

The value of experience would seem to be less to a negro worker than to a white one, and the length of time required to arrive at her maximum rate was also longer. The increase from her initial to her highest earnings was only 20.8 per cent, compared to an increase of 39.3 per cent for the white worker, and while the maximum was reached for the white worker in 5 years it was necessary for the negro woman to work 10 years before her maximum was reached.

PART IV.

WORKING CONDITIONS.³¹

In order to realize the importance of working conditions it is necessary to consider the many details such as heating, lighting, seating, ventilation, and sanitation which constitute "working conditions" and their vital effect on the lives of the workers and the well being of the community. The facts included in this report under the heading in question may be divided into five groups. First, conditions which comprise general workroom equipment, such as cleaning, heating, ventilation, lighting, and seating; second, conditions showing obvious hazard or strain; third, sanitary facilities, such as drinking, washing, and toilet provisions; fourth, service facilities, such as lunch, cloak, and rest rooms and first-aid equipment; fifth, employment methods.

The provision made along these lines for the efficiency and comfort of the employees varies tremendously with the industry and establishment. For instance, it is obvious that cleanliness of the workroom is more difficult to maintain in a candy factory than in a garment factory and that lighting is a more important factor in the latter than in the former. The problem of the employer of three women differs from that of the employer of 300 when it comes to fire-hazard and service facilities. But whatever the industry in which they work the workers themselves, without doubt, show the result of good working conditions, both in their ability and in their health. In a recent book by two students of industry the statement is made that "conditions of work which include poor lighting or ventilation, noise or floor vibrations, overcrowding or insanitary conditions, hasten fatigue and may cause it even when hours are short and work light and varied."³² That results from such conditions do not stop with the worker but affect her family and community life is clear. It is also a well-known fact that poor working conditions are often directly responsible for poor output. An excellent example of this is found in a recent study of output in silk weaving during the winter months, in which it was found that production falls under artificial illumination, even if electric light of sufficient intensity is

³¹ Restaurants, hotels, and telephones are not included in the section on "Working Conditions."

³² Frankel, L. K., and Fleisher, Alexander. *The Human factor in industry*, New York, 1920, p. 113.

provided. The report of this study states that "the magnitude of this fall is of the order of 10 per cent of the daylight value of the rate of output."³³ Very little of the work performed by women in Arkansas was of equal fineness with silk weaving, but the same principle which affected output on fine work with sufficient artificial light would probably operate on coarser work with insufficient or badly placed light.

The long, hot summers in Arkansas render the subject of ventilation especially important. The effect of temperature and ventilation upon output is well recognized by scientific experts, although the conditions indicate that employers have not yet realized the relation between them. In an English study made of this subject³⁴ it was found that "in the two unventilated factories the average output was, respectively, 11 and 18 per cent less in the hottest weeks of the year (when the mean temperature was 65° F. or more) than in the coldest weeks (when it was 40° or less). It is probable that thoroughly efficient ventilation may increase the average output of an unventilated factory by 12 per cent. * * * In a factory where a good ventilation was affected by means of large vertical fans or paddles the mean output in the summer months (May and September) was only 2.9 per cent less than in the winter months (December and March) * * * whilst in two other factories which had no artificial ventilation at all, it was 6.8 and 9.2 per cent less." It would seem, therefore, if only from the point of view of efficiency, that good ventilating equipment, especially in a warm climate, would soon pay for itself by increased output and by less fatigued and therefore steadier workers.

GENERAL WORKROOM CONDITIONS.

Cleaning.

The first and most obvious condition which qualifies the standard of an establishment is the cleanliness of its workrooms and equipment. Naturally the very same standard can not apply to every industry, as the requirements of manufacturing different products must result in making conditions in one type of establishment totally impractical for another type. Taking into consideration the needs of the industry, it was found in this survey that the workrooms of 94 of the 120 plants had clean floors, walls, windows, work tables, and other equipment. In 78 per cent of the plants the responsibility for cleaning was definitely placed upon some special person—a janitor or cleaner hired for the job—but in others it was done very casually, sometimes by the girl employees "when they had time" or by a

³³ Industrial Fatigue Research Board. A study of output in silk weaving during the winter months. Report Great Britain Industrial Fatigue Research Board, no. 9.

³⁴ Ibid. The influence of hours of work and of ventilation on output in tinplate manufacture, no. 1, 1919, p. 29.

boy "supposed to clean" once a week. A large number of plants were swept daily and a few were scrubbed regularly, but in plants where no person was responsible and no time scheduled for the cleaning it was in almost all cases unsatisfactory. The special importance of having systematic and thorough cleaning, especially in food establishments, is apparent, and yet but one of the five candy plants visited was swept and scrubbed regularly.

Heating.

The problem of heating the various plants is in many ways a far simpler one in Arkansas than in States where the winters are longer and more severe. In the larger establishments in cities the heat occasionally was supplied by steam pipes or radiators, but a more common method was to use gas stoves or, in laundries, the heat from the equipment in the industry. The heating appeared adequate in 101 plants and in 9 more it was partially satisfactory; that is, some part of the building was sufficiently heated, but in other parts the provision was plainly inadequate. Fourteen plants either had no equipment or the entire arrangement was unsatisfactory. In one such establishment, where no heat was provided, the women spread newspapers on the floor to keep their feet warm; in another, workers took turns going over to the stove to get warm. The difficulty of heating such establishments as woodworking plants, which have many openings and are loosely boarded, is plain, but the discomfort and risk to persons working in a cold room all day are equally apparent.

Ventilation.

In States like Arkansas where the hot weather extends over at least half the year the question of the proper ventilation of workrooms is an important one. This is realized by the management in many plants and every effort made to install cooling devices. Electric fans and exhausts in the wall and ceiling are the most frequent methods used. In a plant which was only one story high the roof was painted white, which, the manager explained, lowered the temperature in the workroom to a considerable extent. The survey was made during the cooler months, so only those establishments where ventilating facilities were obviously inadequate were noted in this study. In 14 plants ventilation was thoroughly unsatisfactory and in 20 the provision for fresh air was so inadequate that hot weather would result in excessive discomfort to the workers. The other plants either were provided with windows in sufficient numbers or had electric fans or exhausts to give proper circulation of air. The ventilation of laundries is an especially difficult problem in hot weather, owing to the heat and steam incident to the industry. In some laundries every effort had been made to minimize

the discomfort by the installation of hoods over mangles, exhausts over washing machines, and circular fans in walls, but in others where such care had not been taken the heat in summer was reported to be "fierce." One woman said "the heat is awful, worse than any sweatshop, we're just dripping wet all day long,"

Lighting.

Lighting, in order to be satisfactory, should be sufficient in quantity and well arranged so that the worker is not exposed to glare or to bright lights with surrounding dark shadows. Judged by these standards the natural lighting was satisfactory in 81 plants, partly satisfactory in 22, and decidedly unsatisfactory in 17. In several plants the work could not have been performed even in the middle of the day without artificial light, and in one establishment located in a basement, there was no daylight and all work had to be done by electric light. Good artificial lights were provided in 71 plants, while in 7 the artificial light was satisfactory in some rooms and poor in others. In 26 plants the artificial lighting was unsatisfactory. The fact, however, that much of the industrial work of Arkansas is not close work, makes the problem of artificial lighting less important than when the work is of a more exacting nature.

Seating.

The problem of seating is not simply that all women should sit at their work but rather that provision shall be made that those whose work necessitates standing may sit occasionally for a few minutes' rest, and that wherever possible women may either sit or stand while at work. It is generally accepted that continuous sitting and continuous standing both are harmful, and there are comparatively few processes where either is really necessary. That women realize this double need is shown by contrasting points of view of two girls. One of them was leaving her work and going to another plant, because "the girls get to sit down there," and the other stood at her work of inspecting because she "always had found it hard to sit." The Arkansas law ³⁵ closely follows this standard when it provides that "In every manufacturing, mechanical, mercantile, or other establishments in this State, wherein girls or women are employed, there shall be provided, and conveniently located, seats sufficient to comfortably seat such girls or women, and during such time as such girls or women are not necessarily required by their duties to be upon their feet, shall be allowed to occupy the seats provided." Of 62 plants, where the work was done standing, 13 provided no seats for their employees, who were obliged to use tables, boxes, baskets, piles of lumber, or bales of cotton whenever opportunity offered to

³⁵ Annotated digest of the labor laws of the State of Arkansas, 1919, p. 37. Issued by the Bureau of Labor and Statistics of Arkansas.

sit, even when eating their lunches. Several stores were in this group, and their employees were seen sitting on the counter or balancing on the edge of the shelf behind it.

Of 57 plants, where women sat while they worked, 37 supplied chairs, 21 stools or benches, and 6 boxes. Frequently in the same establishment some girls had chairs and some stools or boxes. It is important that seats should have backs and should be adjusted to a proper height, and that such a condition as the following, described in one report, should not occur: "Girls sat on stools so high that their knees would not go under the table—had to sit sideways." Such a cramped position as this, held for 8 or 9 hours, can not fail to result in fatigue to the worker, and therefore in lessened capacity for work.

HAZARD AND STRAIN.

It is very difficult to determine what conditions constitute a hazard or a strain, and expert opinions are needed in any adequate report on these questions. In this survey all that has been attempted is to report obvious fire risks and conspicuous occupational hazards. Strain was reported only where conditions of work plainly appeared detrimental to the health of the women workers.

Fire hazard.—Over one-third of the buildings included in this survey were only one story high and therefore the chief fire risks were from narrow and obstructed passageways and entrance doors opening in instead of out. Other risks reported in buildings of two or more stories in height were an inadequate number of stairways or less than two exits from each floor above the second. Such conditions were found in 26 buildings. In 11 instances the stairways were narrow, while in 2 they were winding and in 7 they had no handrail. In one establishment the stairs were dark at the turn and the inspector was warned to be careful as a girl had stumbled and fallen there recently. The only other exit from this floor was a perpendicular ladder fire escape. In still another plant there was no handrail and the lower treads of the stairs were broken.

The problem of fire prevention had received more attention than that of fire exits. Automatic sprinklers were provided in 79 plants, fire buckets in 16, and only 11 establishments were reported as having decidedly inadequate equipment of this type.

Occupational hazards or strains.—In 32 establishments occupational hazards of some kind were reported. Frequently the risk was of burns (six of the 32 establishments were laundries) or of running slivers into the fingers. This latter accident is not serious if the injury is properly treated, but often there is no first-aid equipment in readiness and more than one worker reported having had an infected finger. Very much the same danger occurs in operating a power machine, where the needle occasionally pierces

the finger. Two of three sisters working in the same plant had pierced their fingers during the week preceding the survey and seemed to consider it a not unusual occurrence.

Strains incident to the job were reported greatest in laundries and woodworking establishments. Of the 52 establishments where some strain was reported, 16 were laundries and 12 were woodworking establishments. Laundry machinery, if properly adjusted, should not be difficult to operate, but too often there is found a condition of which the following description is typical: "One press very hard to clamp—necessary to jump on treadle." This report is probably of a badly adjusted press and the harm resulting from jumping on the treadle many times a day could easily be obviated if proper care were taken. In woodworking and some of the "miscellaneous" industries heavy lifting was sometimes required. In one plant women were reported lifting, every 2 to 10 minutes, weights of from 45 to 60 pounds. In another plant constant lifting and pulling of heavy materials had resulted, according to a physician, in very definite physical harm to the woman who was employed on this work. It should be emphasized that although hazards and strains are not always avoidable in industrial occupations, their risks and dangers can be reduced by the installation of guards on machines, by proper adjustment of weights to the strength of the workers, and by first-aid facilities.

SANITATION.

The equipment of each establishment with proper drinking, washing, and toilet facilities is important from two points of view: That of the workers who spend more than half their waking hours in the building, and that of the management whose production is liable to suffer if the health of the worker is not considered. It is clear from the results of this survey that a proper equipment of drinking, washing, and toilet facilities has not been considered by the majority of employers in the State.

Drinking facilities.—The most desirable provision for drinking water is cooled water with individual glasses or paper cups or sanitary bubblers. The danger to the health of the workers through use of a common drinking cup is illustrated by an order of the State board of health which provides that "factories, stores and all other places where people eat and drink, congregate or patronize, shall not provide any drinking cup, glass or vessel for common use."³⁶ Nevertheless, the common cup or glass was found in 63 establishments, showing plainly the need for better education of both employer and employee as to the risk of the common drinking cup. Eight

³⁶ Arkansas State Board of Health. Revised bulletin of the rules and regulations, January, 1918, p. 35.

plants of the 120 had bubblers, 4 of which were of an insanitary type—that is, the unconsumed water fell back on the fresh supply. The remaining plants had faucets and tanks, with the exception of two where the workers used the hydrant in an outside shed, and three where only the primitive pail and common dipper were provided.

Washing facilities.—The rules of the Arkansas State Board of Health declare that in manufacturing establishments and "all stores, shops or places catering to the public"³⁷ there shall be provided "a sink or lavatory with an abundance of towels, water and soap," and in another section³⁸ that a "common towel, or towel to be used in common, is forbidden." The standards of the Women's Bureau recommend not only the above provisions but also that hot water and individual towels shall be supplied.³⁹ Nevertheless, the reports for many establishments read "no hot water, soap, nor towels," while one merely says "Water O. K. in engine room." In six plants there were no washing facilities furnished. When one superintendent was asked where the workers washed he replied laconically, "They wash at home." Many plants, especially stores, supplied fairly good equipment in this regard. Soap was furnished in 54 plants and hot water in 11 (9 of these last were laundries). Only 5 establishments supplied individual towels, 44 supplied common towels. Usually common towels were furnished each day, but in some cases the number was inadequate, as in the establishment where two towels a day were provided for 79 women. In many instances, of course, the worker furnished her own towel rather than conform to such standards.

Toilet facilities.—Toilet facilities should be sufficient in number, clean, accessible, and well screened and ventilated. This standard is supported by the State law which declares⁴⁰ that "there shall be provided in every factory, manufacturing establishment, workshop, or other place where six or more women are employed, separate toilet and wash rooms for men and women." This law is supplemented by rules and regulations of the State Board of Health,⁴¹ which declares that "there shall be provided sufficient and suitable privy accommodations, having regard to the number of people employed or in attendance." In order to estimate the number needed in an establishment the standard of one seat to every 15 women employed has been used in this report. According to this standard

³⁷ Arkansas State Board of Health. Op. cit., p. 36.

³⁸ Arkansas State Board of Health. Op. cit., p. 35.

³⁹ U. S. Dept. of Labor, Women's Bureau. Standards for the employment of women in industry. Bul. 3, ed. 3, 1921, p. 5.

⁴⁰ Annotated digest of the labor laws of the State of Arkansas, 1919, p. 37. Issued by the Arkansas Bureau of Labor and Statistics.

⁴¹ Arkansas State Board of Health. Op. cit., p. 30.

there was an insufficient number of seats in 80 establishments. Three of these plants had no toilet accommodations, the others all had more than 15 workers to a seat, the number of women sometimes running as high as 40 or 50. In some stores where the public used the same toilet this inadequacy was especially felt. On one door the girls had put a placard reading "Closed; out of order," and in addition took the precaution to keep the door locked in order to keep out the public. In 21 establishments men and women used the same toilet, and in 17 the toilet seats were not inclosed so as to insure privacy. The ventilation was poor in 32 plants; frequently the only air came over the partition or through the doorway from the workroom. In one case a brick had been knocked out of the inclosing wall of the toilet "for ventilation." The most unsatisfactory condition was that of cleaning. Toilets in 49 establishments showed the result of neglect and bad cleaning arrangements. In one plant the door was off the hinges, the plumbing was out of order, and the floor was water-soaked. In many establishments cleaning was not supervised and no one was responsible for conditions. One manager did not know just when cleaning was done; he thought "men probably" did it. Another manager, equally vague, said that the women workers were supposed to clean, and when asked how often the cleaning was done, replied, "Oh, as happens." This method naturally is spasmodic. One girl apologized for the condition in her plant where the workers were supposed to clean by saying, "We've been too busy to clean lately." The need in every plant was summed up unconsciously by one manager when he said, "Never knew girls to keep the toilet clean; seems to need a woman just to do such work." The general findings on this subject show clearly the importance of additional education as to standards and the enforcement of the present law by means of a sufficient force of inspectors.

SERVICE FACILITIES.

In every establishment where women are employed there should be provided a room or rooms where wraps may be hung and lunches eaten, and where, in case of illness, the patient may lie down.

The necessity of a cloak room where girls can leave their wraps and their street clothes is especially important where the work is heavy or heating, as in woodworking or laundries. That this necessity is realized in laundries is shown by the fact that 18 of the 23 laundries supplied cloak rooms. The woodworking establishments were not so well equipped, as but 6 of 15 plants had made special provision for wraps. Among all the establishments visited during this survey, cloak rooms were provided in 70 plants. Many of these cloakrooms were makeshift, such as spaces partially curtained off from the workroom, or closets without light or ventilation.

The refreshment, physical and mental, of eating the noon meal away from one's work has not been sufficiently considered in Arkansas establishments, and although without doubt many women were able to go home to their lunch, for most of them who must remain the only choice offered was the workroom or the street. Only 12 establishments provided lunch rooms, and these frequently were equipped with chairs and tables in a combination cloak, lunch, and rest room. This provision of one room for several facilities was found in a number of 5-and-10-cent stores, where frequently a hot plate or gas flame and cups and saucers were furnished for the use of the employee. It is desirable that these accommodations should be in separate rooms, but in small establishments this is obviously impossible. The absence of any provision for resting frequently means the loss of an entire day for a girl who is compelled to go home for a slight indisposition when a short rest is all that is necessary. The provision of either a separate rest room or a couch in a lunch and cloak room was found in 12 establishments, all but 1 of which were stores.

First-aid equipment.

Most of the accidents reported in this study were of a minor character, such as needles or slivers in fingers, or burns on hands and arms. These injuries are slight, but without immediate attention they may become serious. First-aid equipment was provided for such cases as these in 57 plants, and in 42 of these establishments some special person was in charge and administered it. Only one firm maintained a hospital with a trained woman in charge.

Employment management.

It is perhaps a truism to state that the quality of the work in a plant depends to a very large extent on the efficiency and stability of the working force. This efficiency and stability can be attained in some degree by careful hiring and fitting the girl to the job. In order to do this most successfully a single agent, such as an employment manager, a superintendent, or a foreman, should control the hiring, transferring, and discharging. This is the custom in most small plants where one foreman or superintendent is in charge, and as the majority of establishments in Arkansas were of this character it is not surprising that 98 had this centralized system. The more haphazard method of hiring and discharging by several foremen was found principally in the woodworking and printing industries. The former is a loosely organized industry with little centralization and the latter is very highly organized, frequently with each foreman estimating and being responsible for a special job, and with very complete authority in his own department.

PART V.

THE WORKERS.

When the wages, hours, and working conditions of women are under consideration questions naturally arise concerning the central figure which all these things affect—the woman herself. Is she native-born or foreign, young or old, married or single? Does she live at home and have home duties and responsibilities, or does she board and have only her own livelihood to consider? During this survey an effort was made to throw light on these facts by means of questionnaires which the worker was asked to fill out, and also by home visits where detailed information could be obtained about home responsibilities and previous education and training. All or part of 2,634 questionnaires were filled out and 95 personal interviews were obtained.

Nativity.

According to Table XVIII in the appendix, among the 2,634 women reporting country of birth the number born outside of the United States was remarkably small, only 0.7 per cent being foreign born. This is in marked contrast to certain coast States, such as Rhode Island, where in a survey recently made by the Women's Bureau, 21.2 per cent of the women reported were born in foreign countries.

Age.

Records of age were filled out by 2,523 women, whose ages varied from 16 to over 60 years. From these records, as shown in Table XIX in the appendix, it would seem that the white women engaged in industry in Arkansas were younger than the negro women, for over one-half of the white women (54.5 per cent) and less than a third of the negro (30.4 per cent) were under 25 years of age. The largest number of white women was the 20 to 25 year age group, while that of negro women was the 30 to 40 year group. The greatest proportion of white women under 20 years of age in any one industry (49.0 per cent) were working in candy and the largest proportion of women 40 years of age and over (24.9 per cent) were in hotels and restaurants. Negro women also showed their greatest proportion of women 40 years of age and over (25.1 per cent) to be in hotels and restaurants, but, unlike the white women, the largest

proportion of young negro women (10.4 per cent) were found in laundries.

Of the women reporting, no white or negro woman 50 years of age and over worked in candy or drug manufacture, printing, or 5 and 10 cent stores.

Conjugal condition and family responsibilities.

The census figures⁴² of 1920 show that of the total number of women 15 years of age and over who were gainfully employed in the United States 23 per cent were married. The per cent of all women who were married in the west South Central States, in which Arkansas is included, was higher than for the United States as a whole. When this special group of 2,518 working women is considered, the figures in Table XX in the appendix show the proportion of married women to be 25.3 per cent. This group, if compared with figures collected in a similar survey of Rhode Island, appears to be large, the Rhode Island group showing 14.8 per cent married. However, when compared with the survey of Georgia industries the figures are found to be nearly the same. Although 25.3 per cent of the Arkansas women were married an almost equally large number, 24.9 per cent, were widowed, separated, or divorced. For this large number of women left without a husband and usually with children, the problem of making both ends meet was especially hard. One woman had supported herself and two children ever since her husband died—four and one-half years ago. "In the morning," she explained, "I get up and get breakfast and prepare their lunches and start to work, and then there is nothing to do when I get home at night but get supper and put the house in order." A particularly hard case was that of a woman with four children from 9 to 15 years old and a bed-ridden grandmother. She earned but \$10.50 a week, but the grandmother owned the house, so they "got along."

The difficulty of meeting expenses even when the work is steady was shown by the record of a woman who had missed only seven days in five years and yet could not make expenses for her family of three—her child, her mother, and herself. In a survey⁴³ made by the Women's Bureau on family responsibilities and wage-earning women, it was found that practically 100 per cent of husbands and wives, mothers and fathers, contributed all of their earnings to meet the expenses of the family, and in other groups where wage and relationship to the family were similar the women contributed a larger proportion of their earnings than did the men. Of course, the women, as a rule, had less to contribute. In the present study, of the women living at home and trying, presumably, to bear their

⁴² U. S. Bureau of the Census. Census, 1920 Abstract.

⁴³ Not yet published.

share of the family expenses, nearly one-half of the white women (46.6 per cent) and nearly three-fourths of the negro women (72.2 per cent) earned in a single week less than \$11.00.⁴⁴ (See Table XXII, Appendix.) A widow who was supporting two children, 13 and 15 years old, said that their food alone cost \$9 a week and that after her rent was paid there was "just nothing left." In order to "help out," one woman had a boarder and a roomer, but she found it difficult "to work out and keep up the house."

The proportion of women living at home was 83 per cent.⁴⁵ Among the women who were living independently—that is, boarding with people to whom they were not related or renting rooms from them—nearly three-quarters of the white women and all but three of the negro women were earning less than \$11 a week.⁴⁶ Three sisters were visited whose combined earnings averaged \$22.20 a week. They were living in a rented room, all sleeping in one bed and buying their food at the delicatessen or grocery, because they could not afford to eat in restaurants, and in the one room there were not facilities for cooking. A large proportion (45.7 per cent of the girls living away from home were employed in telephone exchanges, restaurants, and hotels.

Education.

No attempt was made to secure information by means of questionnaires on the educational history of the various women. All facts on this subject were obtained by personal conversation with the worker, and therefore a much smaller number—95 visits were made—are contained in this group than in the groups of those who reported on nativity and age.

The three questions asked of the worker were: What grade were you in when you left school? How old were you? What was your reason for leaving? Such records of schooling were obtained from 58 women, and of those almost one-half (26) had finished grammar school,⁴⁷ while 7 had entered high school and 4 had graduated from high school. Ten girls left grammar school before they reached the sixth grade and three reported practically no schooling and could barely read and write, their reason for leaving being, in the majority of cases, "to go to work." Twenty-five of a total of 56 gave the need of going to work as the reason for leaving school, and 17 others said they left "to help at home." This reason often was accompanied by an explanation, such as that given by the girl who said, "Mother died when I was 13, so some one had to take care of the children. I was the oldest." One girl who left school in the fourth grade said her "folks didn't think school awful important," but that

⁴⁴ Does not include women employed in telephone exchanges and hotels and restaurants.

⁴⁵ Telephone exchanges and restaurants and hotels included.

⁴⁶ Telephone exchanges and restaurants and hotels not included.

⁴⁷ Parochial and country schools are included.

she wished now she had "finished." Nine girls said they left because they had "finished," three left to get married, and two to take business courses. Three-fourths of the girls, however, left school for economic reasons, either to go to work or because it was necessary to help at home. With so many leaving school in order "to go to work," it is not surprising that over one-half of the girls for whom ages were reported left school when they were between 14 and 16 years of age. Those leaving under 14 were mostly older women who went to work years ago, before the State or Federal child-labor laws were enacted.

APPENDIX.

TABLE I.—Week's earnings, by industrial group—Fort Smith.

Week's earnings.	Number of women earning each specified amount in—									
	All industries. ¹		Manufacturing industries.		General mercantile.		5-and-10-cent stores.		Laundries.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....										
\$1 and under \$2.....	4		4							
\$2 and under \$3.....	4		3		1					
\$3 and under \$4.....	3		3							
\$4 and under \$5.....	5		5							
\$5 and under \$6.....	9	1	7		1		1			1
\$6 and under \$7.....	36		36							
\$7 and under \$8.....	17	1	15			1	2			
\$8 and under \$9.....	35	1	33						2	1
\$9 and under \$10.....	35	4	30						5	4
\$10 and under \$11.....	50	9	28						22	9
\$11 and under \$12.....	29	1	13		8		5		3	1
\$12 and under \$13.....	30		23		5				2	
\$13 and under \$14.....	64		15		34		14		1	
\$14 and under \$15.....	14		9		2		1		2	
\$15 and under \$16.....	29	2	11		17				1	2
\$16 and under \$17.....	19		9		9				1	
\$17 and under \$18.....	21		10		11					
\$18 and under \$19.....	13		7		5		1			
\$19 and under \$20.....	7		6		1					
\$20 and under \$21.....	16		4		11				1	
\$21 and under \$22.....	5		1		4					
\$22 and under \$23.....	5		1		4					
\$23 and under \$24.....	3		1		2					
\$24 and under \$25.....	1				1					
\$25 and under \$30.....	15		3		12					
\$30 and under \$35.....	2				2					
\$35 and under \$40.....	4				4					
\$40 and over.....										
Total.....	475	19	277		134	1	24		40	18
Median earnings.....	\$12.35	\$10.30	\$10.10		\$15.95	(²)	\$13.30		\$10.05	\$10.35

¹ Exclusive of telephone exchanges and hotels and restaurants.
² Not computed, owing to small number involved.

TABLE II.—Week's earnings, by industrial group—State exclusive of Fort Smith.

Week's earnings.	Number of women earning each specified amount in—									
	All industries. ¹		Manufacturing industries.		General mercantile.		5-and-10-cent stores.		Laundries.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....	3	2	3	2						
\$1 and under \$2.....	11	6	8	6	2				1	
\$2 and under \$3.....	14	9	7	9	5		1		1	
\$3 and under \$4.....	16	9	8	9	6		1		1	
\$4 and under \$5.....	25	12	20	11	3		2			1
\$5 and under \$6.....	40	22	20	18	5	2	5		10	2
\$6 and under \$7.....	75	14	46	5	16	1	5		8	8
\$7 and under \$8.....	87	45	40	4	29	4	16		2	37

¹ Exclusive of telephone exchanges and hotels and restaurants.

TABLE II.—Week's earnings, by industrial group—State exclusive of Fort Smith—Continued.

Week's earning.	Number of women earning each specified amount in—									
	All industries.		Manufacturing industries.		General mercantile.		5-and-10-cent stores.		Laundries.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
\$8 and under \$9.....	107	30	45	2	21	1	19	.....	22	27
\$9 and under \$10....	128	79	42	2	32	1	34	.....	20	76
\$10 and under \$11...	138	36	39	1	28	3	15	1	56	31
\$11 and under \$12...	59	7	24	.....	28	1	.....	.....	7	6
\$12 and under \$13...	100	2	29	.....	56	1	5	.....	10	1
\$13 and under \$14...	52	1	31	.....	18	1	.....	.....	1	.....
\$14 and under \$15...	67	.....	24	.....	32	.....	3	.....	8	.....
\$15 and under \$16...	108	1	18	.....	78	.....	4	1	8	.....
\$16 and under \$17...	40	.....	18	.....	20	.....	.....	.....	2	.....
\$17 and under \$18...	50	.....	21	.....	28	.....	.....	.....	1	.....
\$18 and under \$19...	44	2	11	1	33	.....	.....	.....	.....	1
\$19 and under \$20...	15	.....	7	.....	8	.....	.....	.....	.....	.....
\$20 and under \$21...	58	.....	5	.....	50	.....	1	.....	2	.....
\$21 and under \$22...	7	.....	4	.....	3	.....	.....	.....	.....	.....
\$22 and under \$23...	11	.....	1	.....	10	.....	.....	.....	.....	.....
\$23 and under \$24...	12	.....	4	.....	8	.....	.....	.....	.....	.....
\$24 and under \$25...	3	.....	2	.....	1	.....	.....	.....	.....	.....
\$25 and under \$30...	22	.....	2	.....	19	.....	.....	.....	1	.....
\$30 and under \$35...	16	.....	3	.....	12	.....	.....	.....	1	.....
\$35 and under \$40...	6	.....	1	.....	5	.....	.....	.....	.....	.....
\$40 and over.....	4	.....	1	.....	3	.....	.....	.....	.....	.....
Total.....	1,318	277	484	70	559	15	113	2	162	190
Median earnings.....	\$11.10	\$8.65	\$10.10	\$4.80	\$14.95	\$8.50	\$9.20	(2)	\$10.30	\$9.25

² Not computed, owing to small number involved.

TABLE III.—*Week's earnings by hours worked.*

Week's earnings.	Number of women reported.		Number of women earning each specified amount who worked during this week—																		
			Under 30 hours.		30 and under 33 hours.		33 and under 36 hours.		36 and under 39 hours.		39 and under 42 hours.		42 and under 44 hours.		44 and under 45 hours.		45 and under 48 hours.		48 and under 49 hours.		
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Under \$1.....	3	2	3	2																	
\$1 and under \$2.....	11	6	9	5									1								
\$2 and under \$3.....	13	9	12	6			1					3									
\$3 and under \$4.....	17	9	14		1	1	1	1				2								5	
\$4 and under \$5.....	20	11	9	1	5		1		2	1		1		2		1	3	1		2	
\$5 and under \$6.....	40	22	16	2	2		2		4		2		2		11		6			6	
\$6 and under \$7.....	90	10	10		5	4	4		4		10		2		8		17	1	10		
\$7 and under \$8.....	93	10	6		4		2		1		4	1	4		6		13	1	4		
\$8 and under \$9.....	103	5	4				4		2	1	4		2		10		7	2	7		
\$9 and under \$10.....	125	9	4				3				4	1	4		14		7		4	1	
\$10 and under \$11.....	103	11	1		1		3		1		6		8		8		4	4	6	1	
\$11 and under \$12.....	65	2	2		1		2				1		4		3		5		5		
\$12 and under \$13.....	114	1	1				1				2		2		4		5		10		
\$13 and under \$14.....	107	1	1						3		2		3		8		5		9		
\$14 and under \$15.....	68		1								2		2		10		4		4		
\$15 and under \$16.....	124	1					1		1				1		4		2		12		
\$16 and under \$17.....	52		1				1				1		2		8		1		8		
\$17 and under \$18.....	68		1		1		1						1		10		3		10		
\$18 and under \$19.....	54	1					1								6			1	6		
\$19 and under \$20.....	21								1						3				6		
\$20 and under \$21.....	68						1						2		1		2		4		
\$21 and under \$22.....	10								1						1		2		1		
\$22 and under \$23.....	16														2				1		
\$23 and under \$24.....	15		1														1		1		
\$24 and under \$25.....	4								1								1				
\$25 and under \$30.....	36												1						4		
\$30 and under \$35.....	17																4				
\$35 and under \$40.....	10												1								
\$40 and over.....	4																				
Total.....	1,471	110	96	16	20	5	29	1	21	2	35	9	39	4	118	1	90	16	112	15	
Median earnings.....	\$12.45	\$5.80	\$5.05	\$2.15	\$6.40	(1)	\$8.90	(1)	\$7.50	(1)	\$8.40	(1)	\$10.95	(1)	\$11.65	(1)	\$9.30	\$7.00	\$14.25	\$5.10	

¹ Not computed, owing to small number involved.

TABLE III.—Week's earnings by hours worked—Continued.

Week's earnings.	Number of women earning each specified amount who worked during this week—																			
	49 and under 50 hours.		50 and under 51 hours.		51 and under 52 hours.		52 and under 53 hours.		53 and under 54 hours.		54 and under 55 hours.		55 and under 57 hours.		57 and under 60 hours.		60 hours. and over.		48 hours and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....																				
\$1 and under \$2.....					2															2
\$2 and under \$3.....																				
\$3 and under \$4.....					1															1
\$4 and under \$5.....		2																		2
\$5 and under \$6.....						2				1										1
\$6 and under \$7.....	9				1	1	4			6	4									30
\$7 and under \$8.....	7		1		7	3	13			18	5	1								53
\$8 and under \$9.....	4		1		8		9	1		38	1	2						1		70
\$9 and under \$10.....	7	2	2	1	9	1	10		4	49	3	2			2					89
\$10 and under \$11.....	3		2		6	2	5	1		40	3	1			5			3		71
\$11 and under \$12.....	6		1		6		11	1		16	1	1						1		47
\$12 and under \$13.....	3		2		25		16	1		42		1						2		101
\$13 and under \$14.....	2				41	1	7			20		1			1			4		85
\$14 and under \$15.....			2		16		10			11		1			2			3		49
\$15 and under \$16.....			2		49		12		1	37	1	1			1					115
\$16 and under \$17.....	1		1		16		4		2	5		2								39
\$17 and under \$18.....	1		1		16		7			15								1		51
\$18 and under \$19.....			1		16		7			14		2			1					47
\$19 and under \$20.....	1				5		2			3										17
\$20 and under \$21.....					25		16			16					1					62
\$21 and under \$22.....					4					2										6
\$22 and under \$23.....					10		2			2										15
\$23 and under \$24.....					4		1			5										11
\$24 and under \$25.....					1					1										2
\$25 and under \$30.....					19		5			6										34
\$30 and under \$35.....					7		5			1										13
\$35 and under \$40.....					6		3													9
\$40 and over.....					1		2													4
Total.....	44	4	16	1	301	10	151	4	9	1	347	19	15	2	13		15		1,023	56
Median earnings.....	\$9.30	(1)	\$12.50	(1)	\$15.60	(1)	\$14.05	(1)	(1)	(1)	\$12.15	\$7.90	\$12.50	(1)	(1)		\$13.15		\$13.55	\$7.25

¹ Not computed, owing to small number involved.

TABLE IV.—Week's earnings, by days worked.

Week's earnings.	Number of women reported.		Number of women earning each specified amount who worked during this week on—											
			Less than 4 days.		4 days.		4½ days.		5 days.		5½ days.		6 days and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....														
\$1 and under \$2.....	4		3		1									
\$2 and under \$3.....	4		4											
\$3 and under \$4.....	2		1									1		
\$4 and under \$5.....	7	1	4	1						3				
\$5 and under \$6.....	9	1	4		1			3			1			
\$6 and under \$7.....	19	4	1		4	2	5	1	7	1			2	16
\$7 and under \$8.....	11	35		1					3	4		3	14	4
\$8 and under \$9.....	34	20	2		3	2	1	8	8	1	4	4	16	5
\$9 and under \$10.....	33	48					1			12	9	4	23	32
\$10 and under \$11.....	71	27					1		10	1	2	1	58	25
\$11 and under \$12.....	18	6						1	2		4	4	12	1
\$12 and under \$13.....	13	1						1					12	1
\$13 and under \$14.....	7								1		2		4	
\$14 and under \$15.....	6								2		2		2	
\$15 and under \$16.....	13	2							1		4		8	2
\$16 and under \$17.....	5								1		2		2	
\$17 and under \$18.....	1										1			
\$18 and under \$19.....	2	2									2			2
\$19 and under \$20.....	1										1			
\$20 and under \$21.....	5								2		1		2	
\$21 and under \$22.....	1										1			
\$22 and under \$23.....														
\$23 and under \$24.....														
\$24 and under \$25.....														
\$25 and under \$30.....	1												1	
\$30 and under \$35.....	1												1	
\$35 and over.....														
Total.....	268	147	19	2	9	4	13	10	40	20	40	27	147	84
Median earnings.....	\$10.15	\$9.25	\$4.40	(1)	(1)	(1)	(1)	(1)	\$8.90	\$9.25	\$11.00	\$7.95	\$10.50	\$9.65

¹ Not computed, owing to small number involved.

TABLE V.—*Week's earnings, by time in the trade.*

Week's earnings.	Number of women reported.		Number of women earning each specified amount who had been in the trade—														
			Under 6 months.		6 months and under 1 year.		1 and under 3 years.		3 and under 5 years.		5 and under 10 years.		10 and under 15 years.		15 years and over.		
			White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....	2											1		1			
\$1 and under \$2.....	9	4	4		1		3	1		3						1	
\$2 and under \$3.....	9	5	6	1		2			1		1	1	1	1			
\$3 and under \$4.....	13	8	2	4	1		5	2		1	1	1	1			3	
\$4 and under \$5.....	20	8	9	1	4	1	4	2		1	1	1	3	1			
\$5 and under \$6.....	31	15	17	2	3		4	4	4	4	8	2	1	1			
\$6 and under \$7.....	85	7	34	3	20		14	2	8	1	6	1	3	3			
\$7 and under \$8.....	80	42	23	2	18	4	24	14	8	12	5	8	1	1	1	1	1
\$8 and under \$9.....	109	27	37	4	15	1	33	11	10	3	5	5	5	1	4	4	2
\$9 and under \$10.....	134	68	27	5	21	10	45	15	21	15	13	13	2	5	5	5	5
\$10 and under \$11.....	162	38	15	2	17	2	60	5	30	7	26	14	8	7	6	6	1
\$11 and under \$12.....	72	5	5		4		27	1	13		15	2	4		4	4	2
\$12 and under \$13.....	106	1	5		10		40		24		16		8	1	3		
\$13 and under \$14.....	96	1	1		6		38		28	1	14		6		3		
\$14 and under \$15.....	72		1		6		23		13		19		4		6		
\$15 and under \$16.....	101	3	2		5		19	1	31		29	1	6	1	9		
\$16 and under \$17.....	51		2		1		13		9		14		6		6		
\$17 and under \$18.....	55		2		1		8		15		15		6		8		
\$18 and under \$19.....	48	2	4				6	1	12		12	1	10		4		
\$19 and under \$20.....	19				3		4		4		5		1		2		
\$20 and under \$21.....	51		1				1		4		22		12		11		
\$21 and under \$22.....	11						2		3		1		3		2		
\$22 and under \$23.....	14						3				5		2		4		
\$23 and under \$24.....	11								3		1		3		4		
\$24 and under \$25.....	4						1		2						1		
\$25 and under \$30.....	28						4		1		8		7		8		
\$30 and under \$35.....	15				1		2		1		4		3		4		
\$35 and under \$40.....	6								1		1		1		3		
\$40 and over.....	4												1		3		
Total.....	1,418	234	197	24	137	20	383	59	247	53	242	51	107	16	105	11	
Median earnings.....	\$11.75	\$9.00	\$8.10	\$7.50	\$9.30	\$9.20	\$11.00	\$8.40	\$13.15	\$7.95	\$14.80	\$9.40	\$16.25	\$10.15	\$17.20	(¹)	
Per cent distribution.....	100.0	100.0	13.9	10.3	9.7	8.5	27.0	25.2	17.4	22.6	17.1	21.8	7.5	6.8	7.4	4.7	

¹ Not computed, owing to small number involved.

TABLE VI.—*Week's earnings of women on time work, on piece work, and on both time and piece work.*

Week's earnings.	Number of women reported.		Number of women earning each specified amount who were on—					
			Time work.		Piece work.		Both time and piece work.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....	3	2		2	3			
\$1 and under \$2.....	15	6	6	5	9	1		
\$2 and under \$3.....	18	9	12	5	6	4		
\$3 and under \$4.....	19	9	12	2	7	7		
\$4 and under \$5.....	30	12	13	7	17	5		
\$5 and under \$6.....	49	23	26	17	22	6	1	
\$6 and under \$7.....	111	14	69	14	38		4	
\$7 and under \$8.....	104	46	81	45	22		1	1
\$8 and under \$9.....	142	31	99	30	42		1	1
\$9 and under \$10.....	163	83	120	82	39		4	1
\$10 and under \$11.....	188	45	160	45	28			
\$11 and under \$12.....	88	8	65	8	23			
\$12 and under \$13.....	130	2	110	2	19		1	
\$13 and under \$14.....	116	1	78	1	36		2	
\$14 and under \$15.....	81		57		24			
\$15 and under \$16.....	137	3	124	3	13			
\$16 and under \$17.....	59		46		13			
\$17 and under \$18.....	71		49		22			
\$18 and under \$19.....	57	2	47	1	10			1
\$19 and under \$20.....	22		12		10			
\$20 and under \$21.....	74		67		7			
\$21 and under \$22.....	12		7		5			
\$22 and under \$23.....	16		14		2			
\$23 and under \$24.....	15		10		5			
\$24 and under \$25.....	4		2		2			
\$25 and under \$30.....	37		33		4			
\$30 and under \$35.....	18		16		2			
\$35 and under \$40.....	10		9		1			
\$40 and over.....	4		4					
Total.....	1,793	296	1,348	269	431	23	14	4
Median earnings.....	\$11.60	\$8.85	\$12.10	\$9.10	\$10.40	\$3.95	(1)	(1)

¹ Not computed, owing to small number involved.TABLE VII.—*Number of women on time work, on piece work, and on both time and piece work, by industry.*

Industry.	Number of women reported.		Number of women on—					
			Time work.		Piece work.		Both time and piece work.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Manufacturing:								
Candy.....	71	2	58	2	13			
Drugs.....	12		12					
Garments.....	295		11		283		1	
Mattresses, tents, and awnings.....	62		45		17			
Wood products.....	144	66	80	39	59	23	5	4
Miscellaneous manufacturing.....	130	2	63	2	59		8	
Printing and publishing.....	55		55					
General mercantile.....	698	16	698	16				
5-and-10-cent stores.....	138	2	138	2				
Laundries.....	203	209	203	209				
Total.....	1,808	297	1,363	270	431	23	14	4

TABLE VIII.—*Earnings and rates, all industries.*

Amount.	Number of women for whom amount specified was week's—			
	Earnings.		Rate.	
	White.	Negro.	White.	Negro.
Under \$1.....		1		
\$1 and under \$2.....	6	1		
\$2 and under \$3.....	12	2		
\$3 and under \$4.....	12	2		
\$4 and under \$5.....	13	7		
\$5 and under \$6.....	21	16	2	13
\$6 and under \$7.....	68	10	18	17
\$7 and under \$8.....	81	38	80	35
\$8 and under \$9.....	99	30	98	15
\$9 and under \$10.....	120	81	170	66
\$10 and under \$11.....	160	45	126	38
\$11 and under \$12.....	65	8	73	44
\$12 and under \$13.....	110	2	141	14
\$13 and under \$14.....	78	1	92	1
\$14 and under \$15.....	57		49	
\$15 and under \$16.....	124	3	142	3
\$16 and under \$17.....	47		51	
\$17 and under \$18.....	49		56	
\$18 and under \$19.....	46	1	62	2
\$19 and under \$20.....	12		10	
\$20 and under \$21.....	67		68	
\$21 and under \$22.....	7		7	
\$22 and under \$23.....	14		16	
\$23 and under \$24.....	10		8	
\$24 and under \$25.....	2		2	
\$25 and under \$30.....	32		38	
\$30 and under \$35.....	16		16	
\$35 and under \$40.....	9		12	
\$40 and over.....	4		4	
Total.....	1,341	248	1,341	248
Median.....	\$12.10	\$9.20	\$12.75	\$9.65

TABLE IX.—*Week's rates, by industry.*

Week's rate.	Number of women receiving each specified amount in—																					
	All industries. ¹		The manufacture of—											Printing and publishing.		General mercantile		5-and-10-cent stores.		Laundries.		
			Candy.		Drugs.		Garments.		Mattresses, tents, and awnings.		Wood products.		Miscellaneous manufacturing.									
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.		
Under \$3.....																						
\$3 and under \$4.....																						
\$4 and under \$5.....																						
\$5 and under \$6.....	2	13									12	2					1			1		
\$6 and under \$7.....	18	17		2	2					9	14					6	1			6		
\$7 and under \$8.....	80	35	14		3		1			7	2	4	6		20	6	17		10	25		
\$8 and under \$9.....	98	15	5		1					3			32	1	18	1	17		14	13		
\$9 and under \$10.....	170	66	11							5			6		27	1	45		64	64		
\$10 and under \$11.....	126	38	7							12			12	1	28	3	17	1	38	33		
\$11 and under \$12.....	73	44	5			1				1			4		32	1	5		19	43		
\$12 and under \$13.....	141	14	7		1					7			10		9		73	1	19	13		
\$13 and under \$14.....	92	1	2							3			2		5		56	1	2			
\$14 and under \$15.....	49		2		2		1						1		1		35		3			
\$15 and under \$16.....	142	3	1							1			2		10		108		13	2		
\$16 and under \$17.....	51		1		1		4			1			1		9		30		4			
\$17 and under \$18.....	56				1								1		8		43		3			
\$18 and under \$19.....	62	2					3			1			1		7		47		1	2		
\$19 and under \$20.....	10									1							9					
\$20 and under \$21.....	68									1					2		61		3			
\$21 and under \$22.....	7																7					
\$22 and under \$23.....	16																16					
\$23 and under \$24.....	8																8					
\$24 and under \$25.....	2																2					
\$25 and under \$30.....	38																37		1			
\$30 and under \$35.....	16																15		1			
\$35 and under \$40.....	12														1		11					
\$40 and over.....	4														1		3					
Total.....	1,341	248	55	2	11		10		43		80	31	62	2	55		692	16	137	2	196	195
Median earnings.....	\$12.75	\$9.65	\$9.75	(²)	(²)		(²)		\$10.55		\$8.90	\$6.25	\$10.25	(²)	\$16.05		\$15.45	\$8.00	\$9.75	(²)	\$10.25	\$9.95

¹ Exclusive of telephones and hotels and restaurants.

² Not computed, owing to small number involved.

TABLE X.—Earnings for half-months' period in the telephone industry, by days worked.

Half-month's earnings.	Number of women reported.	Number of women earning each specified amount who worked on—							
		3 and less than 8 days.	8 days.	9 days.	10 days.	11 days.	12 days.	13 days.	14 days.
\$5 and under \$6.....	1	1							
\$6 and under \$7.....	1	1							
\$7 and under \$8.....	1	1							
\$8 and under \$9.....									
\$9 and under \$10.....	1	1							
\$10 and under \$11.....	1	1							
\$11 and under \$12.....	3	3							
\$12 and under \$13.....	2	2							
\$13 and under \$14.....	1	1							
\$14 and under \$15.....	2	1	1						
\$15 and under \$16.....	5		4	1					
\$16 and under \$17.....	3		1		2				
\$17 and under \$18.....	8			2			1	5	
\$18 and under \$19.....	6	1	2	1			1	1	
\$19 and under \$20.....	8			3	1	3		1	
\$20 and under \$21.....	13			2	2	3		4	2
\$21 and under \$22.....	28	1	1	1			7	18	
\$22 and under \$23.....	24			1	4	4	7	8	
\$23 and under \$24.....	29					3	7	3	11
\$24 and under \$25.....	24				2	3	5	12	5
\$25 and under \$26.....	23				1	2	7	12	1
\$26 and under \$27.....	17					3	5	9	
\$27 and under \$28.....	19					2	8	7	1
\$28 and under \$29.....	33						15	18	
\$29 and under \$30.....	25					4	6	15	
\$30 and under \$31.....	22						5	15	2
\$31 and under \$32.....	24						8	11	4
\$32 and under \$33.....	22					1	3	12	1
\$33 and under \$34.....	19						6	10	3
\$34 and under \$35.....	13					1	2	9	1
\$35 and under \$36.....	11				1		2	7	1
\$36 and under \$37.....	11						1	9	
\$37 and under \$38.....	7							4	3
\$38 and under \$39.....									
\$39 and under \$40.....	6							4	2
\$40 and under \$41.....	7							6	1
\$41 and under \$42.....	4							2	
\$42 and under \$43.....	3							2	1
\$43 and under \$44.....	2							2	
\$44 and under \$45.....									
\$45 and under \$46.....	6						1	4	1
\$46 and under \$47.....									
\$47 and under \$48.....	4							3	1
\$48 and under \$49.....									
\$49 and under \$50.....	2							2	
\$50 and over.....	3							3	
Total.....	444	14	9	11	17	37	102	224	30
Median earnings.....	\$28.05	(1)	(1)	(1)	\$22.90	\$24.50	\$28.20	\$29.55	\$32.00

¹ Not computed, owing to small number involved.

TABLE XI.—Extent to which Sunday or night work affects earnings¹ in the telephone industry, 120 women receiving more than straight rate for 13 days' work (one company).

Straight half-month's earnings.	Number of women for whom extra payments increased earnings to the extent of—					
	\$1 and under \$2.	\$2 and under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.
\$21 and under \$22.....		1	7			
\$22 and under \$23.....	3	3	3			
\$23 and under \$24.....	1	1		3	1	
\$24 and under \$25.....	1	1	3		1	
\$25 and under \$26.....						
\$26 and under \$27.....	2	3	3	3	1	
\$27 and under \$28.....	7	2		2	1	
\$28 and under \$29.....	5	2	1	3		
\$29 and under \$30.....		3	1	3		
\$30 and under \$31.....	3	4	2	1		
\$31 and under \$32.....	3	2	1			1
\$32 and under \$33.....	1	3	3	2		
\$33 and under \$34.....	2		2			2
\$34 and under \$35.....	1	2				
\$35 and under \$36.....			1		2	
\$36 and under \$37.....		1				
\$37 and under \$38.....			1			
\$38 and under \$39.....						
\$39 and under \$40.....	1		1			
\$40 and under \$41.....		1				
\$41 and under \$42.....		2		2		
\$42 and under \$43.....						
\$43 and under \$44.....						
\$44 and under \$45.....		2				
\$45 and under \$46.....						
Total.....	30	33	29	19	6	3

¹ Girls receive extra pay for working on Sunday, in the evening, or at night, and are reimbursed for car fares to the extent of 14 cents where time off between tricks exceeds one hour.

TABLE XII.—Earnings and rates for half-month period in the telephone industry.

Half-month's earnings.	Number of women reported.	Number of women earning each specified amount whose rate was—										
		Under \$20.	\$20 and under \$21.	\$21 and under \$22.	\$22 and under \$23.	\$23 and under \$24.	\$24 and under \$25.	\$25 and under \$26.	\$26 and under \$27.	\$27 and under \$28.	\$28 and under \$29.	\$29 and under \$30.
Under \$20.....	43	10	1	4	7	3	3	1	4	1	4	1
\$20 and under \$21.....	13		4	3	1	1	2		1	1		
\$21 and under \$22.....	28		3	17	5							
\$22 and under \$23.....	24		1	1	13	3			2		1	1
\$23 and under \$24.....	29			6	2	9	3	2		4	2	1
\$24 and under \$25.....	24		1	6	4	3	4	1	1			2
\$25 and under \$26.....	23			1	4	6	5	4		1	1	
\$26 and under \$27.....	17					1			9	1	4	
\$27 and under \$28.....	19			1		3	1		3	3	4	2
\$28 and under \$29.....	33					3	4		6	9	5	2
\$29 and under \$30.....	25								3	3	9	5
\$30 and under \$31.....	22						1		4	3	3	5
\$31 and under \$32.....	24					1	2		1	3	2	6
\$32 and under \$33.....	22								1	1	2	
\$33 and under \$34.....	19								1		2	3
\$34 and under \$35.....	13								1			1
\$35 and under \$36.....	11											
\$36 and under \$37.....	11											
\$37 and under \$38.....	7											1
\$38 and under \$39.....												
\$39 and under \$40.....	6											
\$40 and under \$45.....	16											
\$45 and over.....	15											
Total.....	444	10	10	39	36	33	25	8	37	28	40	27
Median earnings.....	\$28.05	(1)	(1)	\$21.75	\$22.40	\$24.15	\$25.10	(1)	\$27.50	\$28.20	\$28.60	\$29.50

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Half-month's earnings.	Number of women earning each specified amount whose rate was—											
	\$30 and under \$31.	\$31 and under \$32.	\$32 and under \$33.	\$33 and under \$34.	\$34 and under \$35.	\$35 and under \$36.	\$36 and under \$37.	\$37 and under \$38.	\$38 and under \$39.	\$39 and under \$40.	\$40 and under \$45.	\$45 and over.
Under \$20.....		2	1	1								
\$20 and under \$21.....												
\$21 and under \$22.....										1		
\$22 and under \$23.....		1										
\$23 and under \$24.....												
\$24 and under \$25.....	1											
\$25 and under \$26.....	1											
\$26 and under \$27.....		2										
\$27 and under \$28.....		1	1									
\$28 and under \$29.....	4											
\$29 and under \$30.....	3			1								
\$30 and under \$31.....	12	1										
\$31 and under \$32.....	3	4	2									
\$32 and under \$33.....	7	3	4	2		2						
\$33 and under \$34.....	4	5	3	1						1		
\$34 and under \$35.....		2	3		4		1					
\$35 and under \$36.....	1		4	3		2				1	1	
\$36 and under \$37.....			2	1	4	1	2				1	
\$37 and under \$38.....		1	1	1	1			2				
\$38 and under \$39.....												
\$39 and under \$40.....	1			1		1	1			2		
\$40 and under \$45.....				2		2		1		3	8	
\$45 and over.....											3	12
Total.....	37	22	23	13	9	8	4	3		7	13	12
Median earnings.....	\$30.80	\$32.00	\$33.50	(1)	(1)	(1)	(1)	(1)		(1)	(1)	(1)

¹ Not computed, owing to small number involved.

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TABLE XIII.—Earnings for half-month period in the telephone industry, by time in the trade.

Half-month's earnings.	Number of women reported.	Number of women earning each specified amount who had been in the trade—									
		Under 6 months.	6 months and under 1 year.	1 and under 2 years.	2 and under 3 years.	3 and under 4 years.	4 and under 5 years.	5 and under 10 years.	10 and under 15 years.	15 and under 20 years.	20 years and over.
Under \$15.	12			5	2	3	1	1			
\$15 and under \$16.	5		2	3							
\$16 and under \$17.	3	2			1						
\$17 and under \$18.	7	3	1	3							
\$18 and under \$19.	6	2	1		2	1					
\$19 and under \$20.	8	1	1	5	1						
\$20 and under \$21.	13	1	3	6	2						
\$21 and under \$22.	27		5	15	2	2		2		1	
\$22 and under \$23.	24	2	4	9	5	3		1			
\$23 and under \$24.	28		2	15	6	4		1			
\$24 and under \$25.	24		7	9	5	2			1		
\$25 and under \$26.	23	1	2	11	7	2					
\$26 and under \$27.	17		1		5	8		1	2		
\$27 and under \$28.	19	1	3	3	3	5		3	1		
\$28 and under \$29.	33	3	5	12	6	4		1	2		
\$29 and under \$30.	25	1	5	8	4	3		2	1		1
\$30 and under \$31.	22		3		3	4		1	2		1
\$31 and under \$32.	24	1		8	6	4		2	3		
\$32 and under \$33.	22				7	6		4	5		
\$33 and under \$34.	19			1	5	8		2	3		
\$34 and under \$35.	13			2	3	3		2	3		
\$35 and under \$36.	11				2	2		2	5		
\$36 and under \$37.	11				1	3		3	4		
\$37 and under \$38.	6				2	1			3		
\$38 and under \$39.											
\$39 and under \$40.	6					1		1		3	
\$40 and under \$45.	16					5		3	7	1	
\$45 and over.	15					1		2	6	5	1
Total.	439	18	45	118	84	77	34	50	10	3	
Per cent distribution.	100.0	4.1	10.3	26.9	19.1	17.5	7.7	11.4	2.3	0.7	
Median earnings.	\$28.10	\$21.30	\$24.50	\$23.85	\$28.35	\$29.85	\$32.50	\$35.20	(1)	(1)	

¹ Not computed owing to small number involved.

TABLE XIV.—Week's earnings in hotels and restaurants, by hours worked.

Week's earnings.	Number of women reported.		Number of women earning each specified amount who worked—																	
			Under 30 hours.		30 and under 33 hours.		33 and under 36 hours.		36 and under 39 hours.		39 and under 42 hours.		42 and under 44 hours.		44 and under 45 hours.		45 and under 48 hours.		48 and under 49 hours.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.																				
\$1 and under \$2.																				
\$2 and under \$3.	1		1																	
\$3 and under \$4.	4		2										1							
\$4 and under \$5.	3	6	1														2			
\$5 and under \$6.	6	10		1					2								3		1	
\$6 and under \$7.	3	8					1					3					3			8
\$7 and under \$8.	22	51				3						1	4				2			
\$8 and under \$9.	19	24							1	1	1		5				2	2	1	1
\$9 and under \$10.	23	12								1	1		2				2			
\$10 and under \$11.	20	4			1					3			3				2		1	
\$11 and under \$12.	16	5												1			6		4	
\$12 and under \$13.	7	2																	2	
\$13 and under \$14.	4																		4	
\$14 and under \$15.	7	2											1						1	
\$15 and under \$16.	16	4								1									1	
\$16 and under \$17.	2	1																		
\$17 and under \$18.	3	1															2			
\$18 and under \$19.	1																			
\$19 and under \$20.	1																			
\$20 and under \$21.	1																			
\$21 and under \$22.	1																			
\$22 and under \$23.	1																			2
\$23 and over.	2																			
Total.	162	130	4	1			4	1	2	1	6	4	8	10			22	2	17	9
Median earnings.	\$10.00	\$7.80	(1)	(1)			(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)			\$9.50	(1)	\$12.75	(1)

¹ Not computed, owing to small number involved.

TABLE XIV.—Week's earnings in hotels and restaurants, by hours worked—Continued.

Week's earnings.	Number of women earning each specified amount who worked—																			
	49 and under 50 hours.		50 and under 51 hours.		51 and under 52 hours.		52 and under 53 hours.		53 and under 54 hours.		54 and under 55 hours.		55 and under 57 hours.		57 and under 60 hours.		60 hours.		Over 60 hours.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....																				
\$1 and under \$2.....																				
\$2 and under \$3.....																				
\$3 and under \$4.....																			1	1
\$4 and under \$5.....												2		3						
\$5 and under \$6.....											1		2							6
\$6 and under \$7.....											4		6	1						
\$7 and under \$8.....							3		1	10	23		1							11
\$8 and under \$9.....		5				1	2		3	14	1	1							2	6
\$9 and under \$10.....			2		1	2	3		4	7	2	2							1	2
\$10 and under \$11.....	1		1			3				1									4	4
\$11 and under \$12.....	1				1				1	2		2	1		1					1
\$12 and under \$13.....			1		1					3										1
\$13 and under \$14.....	1					1				2										
\$14 and under \$15.....	1																		1	2
\$15 and under \$16.....	1		1						5		2				1		1		5	2
\$16 and under \$17.....																				1
\$17 and under \$18.....	1																			1
\$18 and under \$19.....																			1	
\$19 and under \$20.....																			1	
\$20 and under \$21.....										1										
\$21 and under \$22.....																				
\$22 and under \$23.....																			1	
\$23 and over.....																				
Total.....	6	5	5		1	3	7	8	9	5	40	35	11	7	1	1	2		17	38
Median earnings.....	(1)	(1)	(1)		(1)	(1)	(1)	(1)	(1)	(1)	\$8.70	\$7.45	(1)	(1)	(1)	(1)	(1)		\$14.50	\$8.15

¹ Not computed, owing to small number involved.

WOMEN IN ARKANSAS INDUSTRIES.

TABLE XV.—Week's earnings in hotels and restaurants, by days worked.

Week's earnings.	Number of women reported.		Number of women earning each specified amount who worked on—											
			Less than 4 days.		4 days.		4½ days.		5 days.		5½ days.		6 days and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....	2		2											
\$1 and under \$2.....	3	1	3	1										
\$2 and under \$3.....		2		2										
\$3 and under \$4.....	1	2		1	1									1
\$4 and under \$5.....	3	11	2	4		1								4
\$5 and under \$6.....	9	11	2		2			4	1	1				9
\$6 and under \$7.....	3	7	1					2		1				6
\$7 and under \$8.....	3	8	2					1	2					5
\$8 and under \$9.....	11	37									5	1	6	36
\$9 and under \$10.....	3	3						1			2	1		2
\$10 and under \$11.....	5	4									1			4
\$11 and under \$12.....	1	1												1
\$12 and under \$13.....	5													5
\$13 and under \$14.....														
\$14 and under \$15.....	4													3
\$15 and under \$16.....														
\$16 and under \$17.....	1													1
\$17 and under \$18.....														
\$18 and under \$19.....	1													1
\$19 and under \$20.....														
\$20 and under \$21.....	1													
\$21 and under \$22.....														
\$22 and under \$23.....														1
\$23 and under \$24.....	1													
\$24 and under \$25.....														
\$25 and under \$30.....														
\$30 and under \$35.....														
\$35 and under \$40.....														
\$40 and over.....														
Total.....	57	87	12	8	3	2	8	5	2	1	9	3	23	68
Median earnings.....	\$8.40	\$8.05	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	\$12.10	\$8.25

¹ Not computed, owing to small number involved.

WOMEN IN ARKANSAS INDUSTRIES.

TABLE XVI.—Weekly wage rates in hotels and restaurants, by accommodation in the form of room and meals furnished by employer.

Weekly rate.	Number of women receiving meals or room.		Number of women receiving each specified rate who were also given—								Number of women receiving neither meals nor room.		
			1 meal.		2 meals.		3 meals.		3 meals and room.				
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	
Under \$3.50.....	1						1						
\$3.50 and under \$4.....	1								1				
\$4 and under \$5.....	3	10					3		7		1		1
\$5 and under \$6.....	6	18						5	18	1			
\$6 and under \$7.....	5	8					2	4	6	1			4
\$7 and under \$8.....	33	22		1			4	23	17	10			42
\$8 and under \$9.....	29	13					2	28	2	1		1	52
\$9 and under \$10.....	23	4				3	2	18	2	2		9	12
\$10 and under \$11.....	17	4	1			2	1	7	3	7		8	5
\$11 and under \$12.....	4	4				2		1	4	1		20	2
\$12 and under \$13.....	9	2				2		3	2	4		3	
\$13 and under \$14.....	6							6				2	
\$14 and under \$15.....	6	2						3	2	3		4	
\$15 and under \$16.....	13	4				1		11	4	1		1	
\$16 and under \$17.....	3	1						2	1	1		1	
\$17 and under \$18.....	1	1						1	1			2	
\$18 and under \$19.....	3							1		2			
\$19 and under \$20.....													
\$20 and under \$21.....	1							1				1	
\$21 and under \$22.....													
\$22 and under \$23.....													
\$23 and under \$24.....	1									1		2	
\$24 and under \$25.....													
\$25 and under \$30.....													
\$30 and under \$35.....													
\$35 and under \$40.....													
\$40 and over.....													
Total.....	165	93	1	1	10	14	115	78	39			54	118
Median rate.....	\$9.20	\$7.50	(³)	(³)	(³)	(³)	\$8.90	\$7.45	\$10.05			\$11.45	\$8.25

¹ This worker is given room and board for self and child.
² Includes one woman whose child gets some meals at the restaurant.
³ Not computed, owing to small number involved.

TABLE XVII.—Week's earnings in hotels and restaurants, by time in the trade.

Week's earnings.	Number of women reported.		Number of women earning each specified amount who had been in the trade—															
			Under 6 months.		6 months and under 1 year.		1 and under 3 years.		3 and under 5 years.		5 and under 10 years.		10 and under 15 years.		15 and under 20 years.		20 years and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Under \$1.....	1								1									
\$1 and under \$2.....	3							1		1								
\$2 and under \$3.....																		
\$3 and under \$4.....	4		1		2					1								
\$4 and under \$5.....	4	5	1				1	4	1		1							
\$5 and under \$6.....	12	5	3	2	1	1	3		4		2		3		1			
\$6 and under \$7.....	6	7	1	1			4	4	1		1					1		2
\$7 and under \$8.....	11	31	2	4	2	3	2	9	5	6	4	5	3	1		1		1
\$8 and under \$9.....	22	20	4		3		5	8	6	3	4	2	3		2			
\$9 and under \$10.....	20	9	2		2		6	3	6	2	3	3		1		1		
\$10 and under \$11.....	17	4	1				8	1	2	1	2		3		1		1	1
\$11 and under \$12.....	10	4			2		3		1	1	2	1		1				
\$12 and under \$13.....	11	1					4		4		2	1						
\$13 and under \$14.....	2				1						1							
\$14 and under \$15.....	7						1		2		2		1		1			
\$15 and under \$16.....	15	4	1		1		5		4		4	1						2
\$16 and under \$17.....	2	1									2						1	
\$17 and under \$18.....	2						1		1									
\$18 and under \$19.....																		
\$19 and under \$20.....	1				1													
\$20 and under \$21.....	1										1							
\$21 and under \$22.....																		
\$22 and under \$23.....	1								1									
\$23 and over.....	2						1				1							
Total.....	154	91	16	7	12	7	45	29	37	15	28	15	8	5	5	6	3	7
Median earnings.....	\$9.70	\$7.90	\$8.00	(¹)	(¹)	(¹)	\$10.05	\$7.70	\$9.40	\$7.90	\$11.50	\$8.25	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)

¹ Not computed, owing to small number involved.

TABLE XVIII.—*Nativity of the women employees who supplied personal information, by industry.*

Industry.	Number of women reporting.	Number of women who were—		
		American-born.		Foreign-born.
		White.	Negro.	
Manufacturing:				
Candy.....	52	47	2	3
Drugs.....	12	12		
Garments.....	226	221		5
Mattresses, tents, and awnings.....	40	40		
Wood products.....	178	112	66	
Miscellaneous manufacturing.....	117	115	2	
Printing and publishing.....	52	50		2
General mercantile.....	619	601	16	2
5-and-10-cent stores.....	113	111	2	
Laundries.....	389	180	209	
Telephones.....	439	439		
Hotels and restaurants.....	397	¹ 176	215	6
Total.....	2,634	¹ 2,104	512	18

¹ Includes 1 Indian.

TABLE XIX.—Age of the women employees who supplied personal information, by industry.

Industry.	Number of women reporting.		Number of women whose age was—																	
			Less than 16 years.		16 and under 18 years.		18 and under 20 years.		20 and under 25 years.		25 and under 30 years.		30 and under 40 years.		40 and under 50 years.		50 and under 60 years.		60 years and over.	
	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.	White.	Negro.
Manufacturing:																				
Candy.....	51	2			9		16		12	2	5		4		5					
Drugs.....	11				2		3		2		2		1		1					
Garments.....	223				29		37		47		36		41		25		7		1	
Mattresses, tents, and awnings.....	41				2		4		8		4		13		5		5			
Wood products.....	120	46			14	2	21	5	39	8	21	7	17	15	7	7	1	2		
Miscellaneous manufacturing.....	115	1			19		25		17		19		17		14	1	3		1	
Printing and publishing.....	55				3		17		17		7		9		2					
General mercantile.....	572	13			31	1	58	2	152	5	101		140	3	76	1	12		2	1
5-and-10-cent store.....	111	2			18		30		46		11		6	1						
Laundries.....	183	183			8	3	29	16	31	34	26	51	46	42	33	31	8	6	2	
Telephones.....	438				15		104		205		76		35		2		1			
Hotels and restaurants.....	189	167			5	3	17	10	58	35	32	29	30	48	34	30	11	11	2	1
Total.....	2,109	414			155	9	361	33	634	84	340	87	359	109	204	71	48	19	8	2
Per cent distribution.....	100.0	100.0			7.3	2.2	17.1	8.0	30.1	20.3	16.1	21.0	17.0	26.3	9.7	17.1	2.3	4.6	0.4	0.5

TABLE XX.—Conjugal condition of the women employees who supplied personal information, by industry.

Industry.	Number of women reporting.	Number of women who were—		
		Single.	Married.	Widowed, divorced, or separated.
Manufacturing:				
Candy.....	52	37	8	7
Drugs.....	11	8	2	1
Garments.....	225	115	67	43
Mattresses, tents, and awnings.....	40	9	14	17
Wood products.....	163	60	48	55
Miscellaneous manufacturing.....	117	57	37	23
Printing and publishing.....	52	34	8	10
General mercantile.....	593	300	169	124
5-and-10-cent stores.....	111	94	9	8
Laundries.....	366	92	122	152
Telephones.....	438	343	45	50
Hotels and restaurants.....	350	105	108	137
Total.....	2,518	1,254	637	627
Per cent distribution.....	100.0	49.8	25.3	24.9

TABLE XXI.—Living condition of the women employees who supplied personal information, by industry.

Industry.	Number of women reporting.	Number of women who were—	
		At home or with relatives.	Living independently.
Manufacturing:			
Candy.....	52	46	6
Drugs.....	12	11	1
Garments.....	227	190	37
Mattresses, tents, and awnings.....	41	36	5
Wood products.....	163	154	9
Miscellaneous manufacturing.....	117	108	9
Printing and publishing.....	55	43	12
General mercantile.....	612	521	91
5-and-10-cent stores.....	112	100	12
Laundries.....	366	312	54
Telephones.....	439	347	92
Hotels and restaurants.....	365	258	107
Total.....	2,561	2,126	435

TABLE XXII.—Living condition of the women employees who supplied personal information, by week's earnings.

Week's earnings.	Number of women reporting.	Number of women who were—	
		At home or with relatives.	Living independently.
Under \$1.....	2	2	0
\$1 and under \$2.....	13	12	1
\$2 and under \$3.....	15	12	3
\$3 and under \$4.....	22	21	1
\$4 and under \$5.....	29	27	2
\$5 and under \$6.....	49	48	1
\$6 and under \$7.....	95	85	10
\$7 and under \$8.....	128	118	10
\$8 and under \$9.....	144	130	14
\$9 and under \$10.....	215	186	29
\$10 and under \$11.....	202	167	35
\$11 and under \$12.....	83	73	10
\$12 and under \$13.....	116	100	16
\$13 and under \$14.....	103	94	9
\$14 and under \$15.....	75	62	13
\$15 and under \$16.....	112	97	15
\$16 and under \$17.....	55	50	5
\$17 and under \$18.....	62	53	9
\$18 and under \$19.....	57	48	9
\$19 and under \$20.....	20	15	5
\$20 and under \$21.....	57	48	9
\$21 and under \$22.....	12	11	1
\$22 and under \$23.....	15	12	3
\$23 and under \$24.....	12	10	2
\$24 and under \$25.....	4	2	2
\$25 and under \$30.....	33	26	7
\$30 and under \$35.....	15	8	7
\$35 and under \$40.....	7	2	5
\$40 and over.....	5	2	3
Total.....	1,757	1,521	236

¹ Exclusive of women in the telephone industry and in hotels and restaurants.

PUBLICATIONS OF THE WOMEN'S BUREAU.

BULLETINS.

- No. 1. Proposed Employment of Women During the War in the Industries of Niagara Falls, N. Y. 16 pp. 1918.
 - No. 2. Labor Laws for Women in Industry in Indiana. 29 pp. 1918.
 - No. 3. Standards for the Employment of Women in Industry. 7 pp. 1919.
 - No. 4. Wages of Candy Makers in Philadelphia in 1919. 46 pp. 1919.
 - No. 5. The Eight Hour Day in Federal and State Legislation. 19 pp. 1919.
 - No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1919.
 - No. 7. Night-Work Laws in the United States. 4 pp. 1919.
 - No. 8. Women in the Government Service. 37 pp. 1920.
 - No. 9. Home Work in Bridgeport, Connecticut. 35 pp. 1920.
 - No. 10. Hours and Conditions of Work for Women in Industry in Virginia. 32 pp. 1920.
 - No. 11. Women Street Car Conductors and Ticket Agents. 90 pp. 1920.
 - No. 12. The New Position of Women in American Industry. 158 pp. 1920.
 - No. 13. Industrial Opportunities and Training for Women and Girls. 48 pp. 1920.
 - No. 14. A Physiological Basis for the Shorter Working Day for Women. 20 pp. 1921.
 - No. 15. Some Effects of Legislation Limiting Hours of Work for Women. 26 pp. 1921.
 - No. 16. State Laws Affecting Working Women. 1920. 104 pp. 1921.
 - No. 17. Women's Wages in Kansas. 1920. 104 pp. 1921.
 - No. 18. Health Problems of Women in Industry. 11 pp. 1921.
 - No. 19. Iowa Women in Industry. 73 pp. 1921.
 - No. 20. Negro Women in Industry. 65 pp. 1921.
 - No. 21. Women in Rhode Island Industries. 73 pp. 1922.
 - No. 22. Women in Georgia Industries. 89 pp. 1921.
 - No. 23. The Family Status of Breadwinning Women. 43 pp. 1922.
 - No. 24. Women in Maryland Industries. 96 pp. 1922.
 - No. 25. Women in the Candy Industry. 72 pp. 1923.
 - No. 26. Women in Arkansas Industries. 85 pp. 1923.
 - No. 27. The Occupational Progress of Women. 37 pp. 1922.
 - No. 28. Women's Contribution in the Field of Invention. (In press.)
 - No. 29. Women in Kentucky Industries. (In press.)
 - No. 30. The Share of Wage-Earning Women in Family Support. (In press.)
- First Annual Report of the Director. (Out of print.)
Second Annual Report of the Director.
Third Annual Report of the Director.

CHARTS.¹

- I. Eight-hour and eight-and-a-half-hour laws for women workers.
- II. Nine-hour laws for women workers.
- III. Ten-hour laws for women workers.
- IV. Ten-and-a-quarter-hour, ten-and-a-half-hour, eleven-hour, and twelve-hour laws for women workers.
- V. Weekly hour laws for women workers.
- VI. Laws providing for a day of rest, one shorter work day, time for meals, and rest periods for women workers.
- VII. Night-work laws for women workers.
- VIII. Home-work laws for women.
- IX. Minimum wage legislation in the United States. 3 sections.
- X. Mothers' pension laws in the United States. 4 sections.

¹ Separate charts out of print. Revised and published in pamphlet form in Bulletin No. 16.

PAMPHLET