

HD 4906(73)

HD 4/E 108



TREND OF WOMEN'S WAGES: OHIO, 1924

Under (1923)	.7 %	
\$5 (1924)	.8 %	
\$5 but Under (1923)	5.6 %	
\$10 (1924)	5.2 %	
\$10 but Under (1923)	9.95 %	
\$12 (1924)	9.2 %	
\$12 but Under (1923)	21.6 %	
\$15 (1924)	21.6 %	
\$15 but Under (1923)	30.5 %	
\$20 (1924)	30.7 %	
\$20 but Under (1923)	16.3 %	
\$25 (1924)	17.1 %	
\$25 And Over (1923)	14.1 %	
	15.4 %	

INFORMATION BUREAU ON WOMEN'S WORK

305 COMMERCE GUARDIAN BUILDING TOLEDO, OHIO



TREND OF WOMEN'S WAGES: OHIO, 1924

ACCESS TO STATISTICS

OHIO is the fourth state in the Union in population, the third in the number of wage earners employed in manufacturing, and the fourth in the value of products. In this very important industrial state, statistics on the rates of wages and fluctuation of employment are collected every year by the Division of Labor Statistics, but only once since 1915 have they been made available in printed form. Except in the year 1923, these figures were collected at great expense to the taxpayers of Ohio, and allowed to sleep as undisturbed as Rip Van Winkle, in filing cases in Columbus. We seem to think we can move forward more intelligently if we have no idea of the road we travel.

When the state resumed publication of these figures in 1923, we hoped a new day had dawned, and that, year by year, successive volumes would make it possible for Ohioans to have an accurate picture of their state, and trace changes and tendencies as time went on. But no appropriation was asked for printing the 1924 figures, and once again publication lapsed. It is therefore a cause of great rejoicing that we now have the promise of Governor Donahey and Mr. Witter, Chief of the Department of Industrial Relations, that funds to print these statistics will be included in the next budget of the department.

Through the kindness of Mr. Otto Brach, Chief of the Division of Labor Statistics, we have some of these figures for 1924 on typewritten sheets, and are able to study the rates of wages of women workers in Ohio for that year. It is important to remember that these are rates of wages for the week of greatest employment, and that although they include any bonus or commission, or allowance for room and board, they do not show unemployment, or short-time employment. They do not, therefore, give any indication of yearly wage or actual earnings.

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Wages - United States - Ohio.

Ref.

Woman - Employment -

United States - Ohio.

HD6053(73)

EMPLOYMENT IN U. S. A. IN 1924

The United States Department of Labor collects statistics for the country as a whole, which cover volume of employment and payroll in 9,000 manufacturing establishments and nearly three million workers in over 50 industries. If we let 100 stand for the average volume of employment in 1923, the average for 1924 dropped to 90.3. Again, if 100 is used to represent the average payroll for 1923, the drop to the payroll of 1924 is represented by 90.6, the best month being February (99.4) and the poorest being July, standing at 80.8. The cost of living in 32 cities studied by the Department of Labor was slightly lower in 1924 than in 1923. If we let 100 stand for the cost of living in 1913, the average for 1923 was 171.0, and for 1924 was 170.7; March, 1924, stood at 170.4; June, 169.1; September, 170.6; December, 172.5.

OHIO'S WORKERS

Against this background for the country as a whole, it is interesting to see what happened to Ohio's workers. In 1924, there were 10,249 more women reported than in 1923, an increase of 4.1 per cent, bringing the total up to 261,109. The women workers were the only group which showed an increase in 1924. The number of men showed a decrease of 4076. This was due to a fall in the number of men wage earners of 12,616. Men bookkeepers increased 3,178, and salesmen (not traveling) increased 5,362.

Prior to 1923 the Ohio Bureau of Labor Statistics was required to collect figures for firms employing five or more people. In 1923 the law was amended, changing the number to three or more. The amended law went into effect on January 1st, 1924. In the statistics for 1924 the number of firms reporting was 30,439; in 1923 the number of firms was 25,904. Without a special study of the bureau's records, no one can say how far this increase of 4,535 in the number of firms was due to the natural growth in population and industrial activity, and how far it was due to the inclusion of those

firms employing three or four workers. Nor can we know how large a proportion of employees in these added smaller establishments were women, to account for the increase in the number of women reported, in the face of a decrease in the number of men. Would the number of women, also, have shown a decrease, except for these added smaller plants?

The number of boys under 18 years of age decreased 4,441, to 13,233. This drop in the number is due largely to a fall of 4,010 in the number of wage earners. The number of girls under 18 dropped 1,099, to 8,270. As the Ohio law now requires that children between 16 and 18 who are not at work must be in school, we may hope that at least a large proportion of this decrease of 5,540 in the number of children employed means that these children were receiving more education, and a better equipment for life. The investment which the state was making in those 5,540 children will mean progress for Ohio, more surely than from most of the other ways in which Ohio's resources could be expended.

These three wage groups (men, and boys and girls under 18 years of age) account for a total decrease of 9,616 in the number employed. As the increase in the number of women reported was 10,249, the total number reported in 1924 shows the slight gain of only 633 over the total number in 1923.

There was a slight realignment of Ohio's workers in 1924; the proportion of men and women increased, and the proportion of children decreased, as shown by the following table:

	1923	1924
Men	77.6 %	78.1 %
Women	19.5 %	20.3 %
Boys under 18.....	1.37%	1.02%
Girls under 18.....	.73%	.64%
Total	99.2 %	100.06%

COMPARISON OF MEN'S AND WOMENS' RATES

It is interesting to compare women's wage rates with men's. The following tables show the number and per cent in the various wage rate groups:

Comparison of Total Group of Men With Total Group of Women

	Number		Per Cent of Total	
	Men	Women	Men	Women
Under \$5.....	3,670	2,142	.37	.8
\$5 but under \$10.....	6,415	13,562	.64	5.2
\$10 but under \$12.....	6,303	23,843	.63	9.2
\$12 but under \$15.....	16,541	56,693	1.6	21.6
\$15 but under \$20.....	77,446	80,155	7.7	30.7
\$20 but under \$25.....	186,036	44,456	18.5	17.1
\$25 and over.....	709,578	40,258	70.5	15.4
Total	1,005,989	261,109	99.94	100.0

Comparison of Wage Rates of Men and Women Wage Earners

	Number		Per Cent of Total	
	Men	Women	Men	Women
Under \$5.....	3,210	1,651	.4	1.0
\$5 but under \$10.....	5,511	11,077	.6	6.8
\$10 but under \$12.....	5,417	18,016	.6	11.0
\$12 but under \$15.....	14,344	42,551	1.6	26.0
\$15 but under \$20.....	70,199	51,203	7.8	31.3
\$20 but under \$25.....	174,497	23,848	19.4	14.5
\$25 and over.....	628,203	15,536	69.8	9.5
Total	901,381	163,882	100.2	100.1

Comparison of Wage Rates of Salesmen and Saleswomen

	Number		Per Cent of Total	
	Men	Women	Men	Women
Under \$5.....	125	313	.18	1.09
\$5 but under \$10.....	429	1,608	.62	5.6
\$10 but under \$12.....	562	3,523	.81	12.3
\$12 but under \$15.....	1,443	7,936	2.1	27.6
\$15 but under \$20.....	4,448	9,542	6.4	33.2
\$20 but under \$25.....	6,414	3,118	9.3	10.9
\$25 and over.....	55,513	2,848	80.5	9.9
Total	68,934	28,888	99.91	100.69

Comparison of Wage Rates of Men and Women Clerical Workers

	Number		Per Cent of Total	
	Men	Women	Men	Women
Under \$5.....	335	178	.94	.26
\$5 but under \$10.....	475	877	1.33	1.3
\$10 but under \$12.....	324	2,304	.91	3.4
\$12 but under \$15.....	754	6,206	2.1	9.1
\$15 but under \$20.....	2,799	19,410	7.85	28.4
\$20 but under \$25.....	5,125	17,490	14.4	25.6
\$25 and over.....	25,862	21,874	72.5	32.0
Total	35,674	68,339	100.03	100.06

It is in this last group that women's rates most nearly approach men's, although even here they fare far worse than the men do.

RATES PAID TO BOYS AND GIRLS

In the same way it is interesting to compare the wage rates of boys and girls under 18:

	Number		Per Cent of Total	
	Boys	Girls	Boys	Girls
Under \$5.....	1,225	144	11.0	2.5
\$5 but under \$10.....	2,215	969	19.9	16.8
\$10 but under \$12.....	1,351	1,652	12.2	28.6
\$12 but under \$15.....	2,612	1,843	23.6	31.9
\$15 but under \$20.....	2,390	946	21.6	16.4
\$20 but under \$25.....	683	178	6.8	3.1
\$25 and over.....	606	51	5.4	.9
Total	11,082	5,783	100.5	100.2

Dr. Helen T. Woolley, in her recently published study* of children at work and in school, found that the wages paid to girls are from the very start "materially less than those paid to boys of the same age and advancement. The number of industries open to them and the number of different kinds of work which they perform are enormously less than in the case of boys. * * * Girls are less welcome than boys in industry, partly because social custom demands that they be treated with greater consideration, partly because they are regarded as less permanent workers. * * * Doubtless the fact that girls are more carefully protected by the home and have had less experience in going about and in fighting for their rights than boys has something to do with the situation. Few of them have the courage to stand out for better wages or better working conditions."

WHOLE GROUP OF WOMEN WORKERS

The Division of Labor Statistics gathers figures on only three general groups of employed women: wage earners, saleswomen (not traveling), and a third group made up of clerical workers, including bookkeepers, stenographers, and

*"An Experimental Study of Children at Work and in School" by Helen Thompson Woolley, Ph.D. The Macmillan Company, 1926. PP. 730, 731.

office clerks. The large group of teachers, for example, is not included, nor professional women, nor those owning their own business. Those reported fall into the three groups above in the following proportion:

	Number	Per Cent of Total
Wage-earners	163,882	62.8
Saleswomen	28,888	11.0
Bookkeepers, Stenographers and Office Clerks.....	68,339	26.2
Total	261,109	100.0

Among Ohio's women workers as a whole, in 1924, there was an increase in the number and per cent in the three highest wage rate groups: \$15 to \$20; \$20 to \$25; \$25 and over. The percentage receiving a rate under \$15 was 36.8, as against 38.8 for 1923. We shall see later which group of women workers received most of this improvement in rates. The accompanying table shows the number and per cent in each wage rate group, and the increase and decrease from 1923. The chart shows how each typical group of 100 women workers was divided.

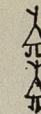
Rates of Wages of Women Workers in Ohio, 18 Years of Age and Over

	Number Reported		Per Cent of Total		Increase or Decrease	
	1923	1924	1923	1924	Number	Per Cent
Under \$5.....	1,986	2,142	.7	.8	+ 156	+ 7.9
\$5 but under \$10.....	14,174	13,562	5.6	5.2	- 612	- 4.3
\$10 but under \$12.....	25,007	23,843	9.95	9.2	- 1,164	- 4.6
\$12 but under \$15.....	56,701	56,693	22.6	21.6	- 8	.0
\$15 but under \$20.....	76,751	80,155	30.5	30.7	+ 3,404	+ 4.4
\$20 but under \$25.....	40,882	44,456	16.3	17.1	+ 3,574	+ 8.7
\$25 and over.....	35,359	40,258	14.1	15.4	+ 4,899	+13.9
TOTAL	250,860	261,109	99.7	100.0	+10,249	+ 4.1

Cumulative Table

	1923	1924	1923	1924	Number	Per Cent
Less than \$5.....	1,986	2,142	.7	.8	+ 156	+ 7.9
Less than \$10.....	16,160	15,704	6.4	6.0	- 456	- 2.8
Less than \$12.....	41,167	39,547	16.3	15.2	- 1,620	- 3.9
Less than \$15.....	97,868	96,240	38.8	36.8	- 1,628	- 1.7
Less than \$20.....	174,619	176,395	69.4	67.6	+ 1,776	+ 1.02
Less than \$25.....	215,501	220,851	85.5	84.5	+ 5,350	+ 2.5

Under (1923) .7 %



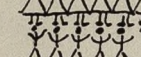
\$5 (1924) .8 %



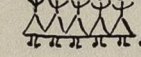
\$5 but (1923) 5.6 %



Under



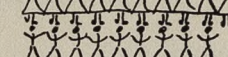
\$10 (1924) 5.2 %



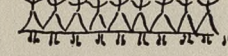
\$10 but (1923) 9.95 %



Under



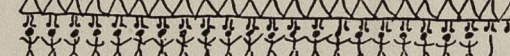
\$12 (1924) 9.2 %



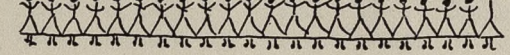
\$12 but (1923) 22.6 %



Under



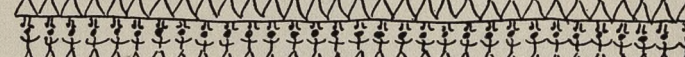
\$15 (1924) 21.6 %



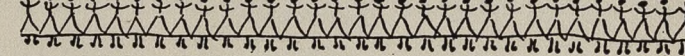
\$15 but (1923) 30.5 %



Under



\$20 (1924) 30.7 %



\$20 but (1923) 16.3 %



Under



\$25 (1924) 17.1 %



\$25 (1923) 14.1 %



And



Over (1924) 15.4 %

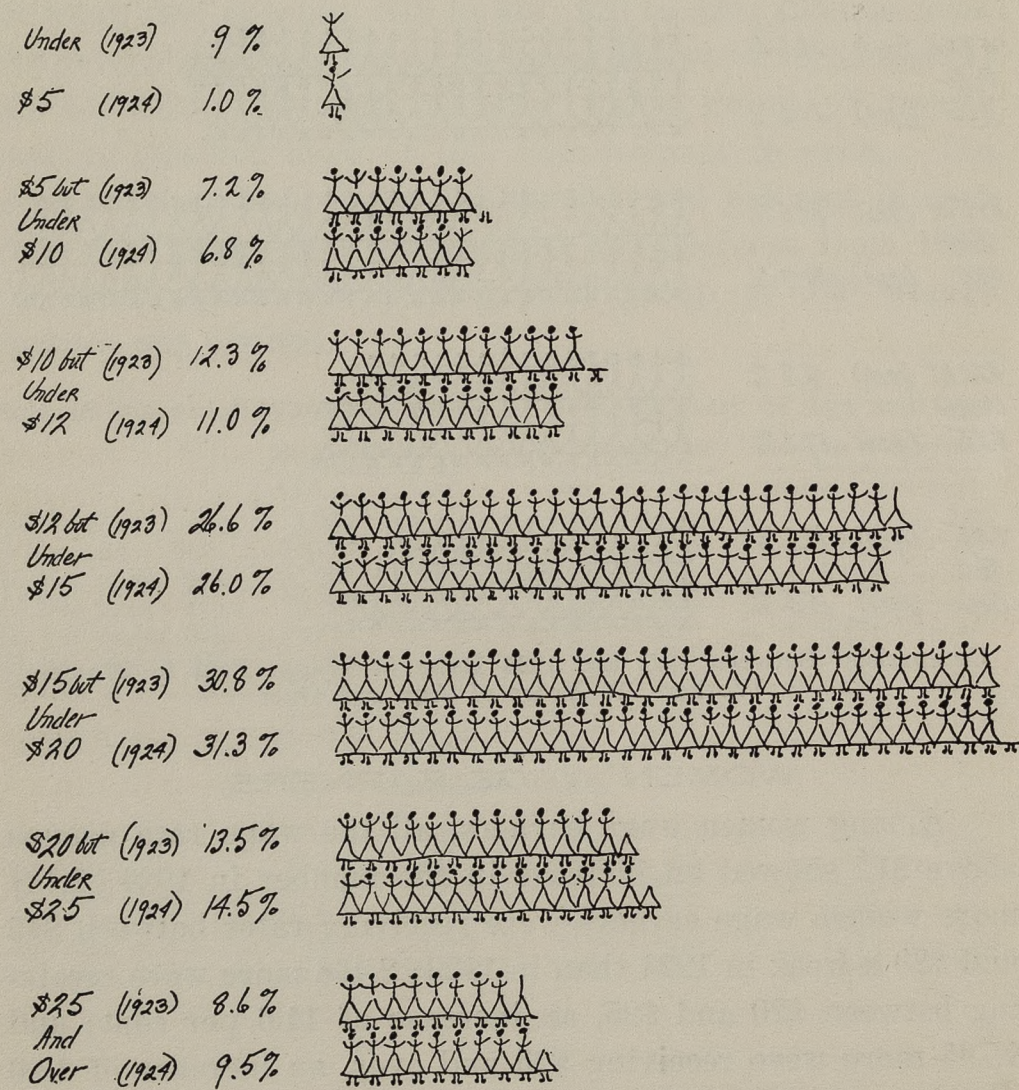


Comparison Between 1923 and 1924 Rates of Wages Paid to Women Workers, 18 Years of Age and Over

WOMEN WAGE EARNERS

Among women wage earners, all the wage rate groups above \$12 showed an increase in the number in 1924; 2,147 more women wage earners were receiving rates between \$15 and \$20 a week in 1924 than in 1923; 2,468 more were receiving between \$20 and \$25, an increase of 11.6 per cent; and 1,795 more were receiving \$25 and over, an increase of 13.0 per cent. In 1924, 62.8 per cent of Ohio's employed women, as reported, were wage earners, as against 63.4 per cent in 1923. It is interesting that whereas there was a decrease of 12,616

in the number of men wage earners reported in the state, and a decrease in the country as a whole, as we have seen above, women wage earners reported *increased*, in Ohio, 4,877, or 3.1 per cent, bringing the total up to 163,882. The accompanying table shows the number and per cent in each wage rate group, and the increase or decrease from 1923. The chart shows how each typical group of 100 women wage earners was divided.



Comparison of 1923 and 1924 Rates of Wages Paid to Ohio Women Wage Earners, 18 years of Age and Over

Rates of Wages of Ohio Women Wage Earners, 18 Years of Age and Over

	Number Reported		Per Cent of Total		Increase or Decrease	
	1923	1924	1923	1924	Number	Per Cent
Under \$5.....	1,507	1,651	.94	1.0	+ 144	+ 9.6
\$5 but under \$10.....	11,487	11,077	7.2	6.8	- 410	- 3.6
\$10 but under \$12.....	19,549	18,016	12.3	11.0	- 1,533	- 7.8
\$12 but under \$15.....	42,285	42,551	26.6	26.0	+ 266	+ .6
\$15 but under \$20.....	49,056	51,203	30.8	31.3	+ 2,147	+ 4.4
\$20 but under \$25.....	21,380	23,848	13.5	14.5	+ 2,468	+11.6
\$25 and over.....	13,741	15,536	8.6	9.5	+ 1,795	+13.0
TOTAL	159,005	163,882	99.9	100.1	+ 4,877	+ 3.1

Cumulative Table

Less than \$5.....	1,507	1,651	.9	1.0	+ 144	+ 9.6
Less than \$10.....	12,994	12,728	8.1	7.8	- 266	- 2.1
Less than \$12.....	32,543	30,744	20.4	18.8	- 1,799	- 5.5
Less than \$15.....	74,828	73,295	47.0	44.8	- 1,533	- 2.0
Less than \$20.....	123,884	124,498	77.8	76.1	+ 614	+ .5
Less than \$25.....	145,264	148,346	91.3	90.6	+ 3,082	+ 2.1

SALESWOMEN

The saleswomen also showed an improvement in the three highest wage rate groups. The largest increase was in the \$15 to \$20 group, which is the rate which just about one-third of the saleswomen receive. Because the social status of the saleswoman has supposedly been above that of the factory worker, she has been willing to take some of her wage out in status, instead of part of the tangible pay envelope. In 1924, 24 per cent of the women wage earners were paid a rate over \$20 a week, as against 20.8 per cent of the saleswomen. Dr. Woolley speaks* of the fact that girls are "unwilling to take positions which rank low socially. Office work, no matter how routine, or sales work, make the greatest appeal to these poorly trained beginners. Competition for this type of position is intense among them, and wages can be kept low. The department store and the office, like all other employers, pay only what they have to to get their help."

The accompanying table shows the number and per cent of saleswomen in each wage rate group, and the increase or decrease from 1923. The chart shows how each typical group of 100 saleswomen was divided.

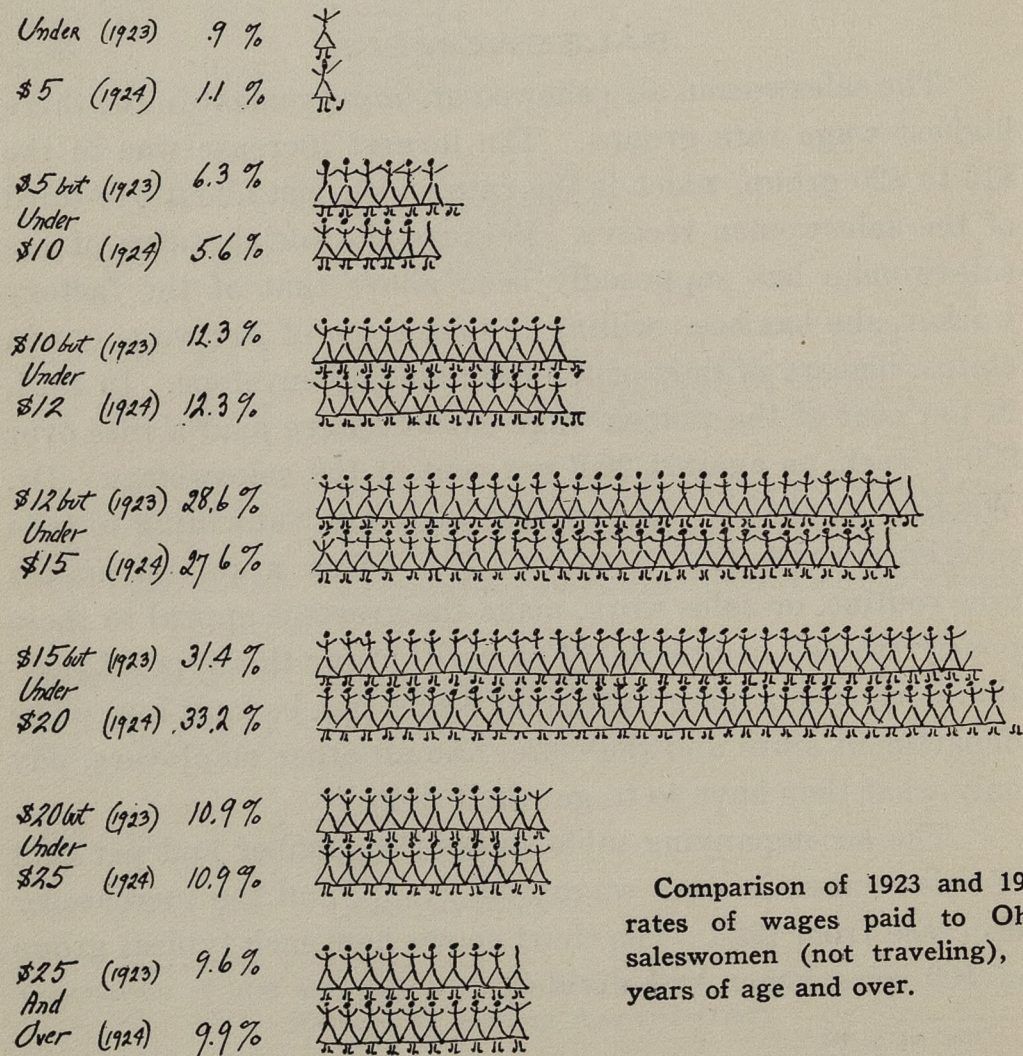
*Op. cit. p. 731.

Rates of Wages of Ohio Saleswomen (Not Traveling), 18 Years of Age and Over

	Number Reported		Per Cent of Total		Increase or Decrease	
	1923	1924	1923	1924	Number	Per Cent
Under \$5.....	256	313	.93	1.09	+ 57	+22.3
\$5 but under \$10.....	1,751	1,608	6.3	5.6	- 143	- 8.2
\$10 but under \$12.....	3,420	3,523	12.3	12.3	+ 103	+ 3.2
\$12 but under \$15.....	7,957	7,936	28.6	27.6	- 21	- .26
\$15 but under \$20.....	8,652	9,542	31.4	33.2	+ 890	+10.3
\$20 but under \$25.....	3,002	3,118	10.9	10.9	+ 116	+ 3.9
\$25 and over.....	2,664	2,848	9.57	9.9	+ 184	+ 6.9
TOTAL	27,702	28,888	100.0	100.69	+ 1,186	+ 4.3

Cumulative Table

Less than \$5.....	256	313	.93	1.09	+ 57	+22.3
Less than \$10.....	2,007	1,921	7.3	6.7	- 86	- 4.3
Less than \$12.....	5,427	5,444	19.5	19.0	+ 17	+ .3
Less than \$15.....	13,384	13,380	48.5	46.6	- 4	- .0
Less than \$20.....	22,036	22,922	80.0	79.8	+ 886	+ 4.0
Less than \$25.....	25,038	26,040	90.0	90.7	+ 1,002	+ 4.0



Comparison of 1923 and 1924 rates of wages paid to Ohio saleswomen (not traveling), 18 years of age and over.

BOOKKEEPERS, STENOGRAPHERS AND OFFICE CLERKS

It is readily seen from the following table that the clerical workers have the advantage, as a group, in rates of pay. These have made an additional investment in special training, which should bring an added return; it is a question, however, how long it will do so, when the large number of those prepared for this work catches up with the demand for the work, which has been so remarkable a phase of our increasing large-scale business. We have pointed out before* that the most noticeable recent phenomenon in the statistics of women workers is the increase of clerical workers, an increase, in Ohio, of 139.2 per cent from 1910 to 1920. In 1910 one woman worker in 10, in Ohio, was a clerical worker; in 1920 it was one in every five.

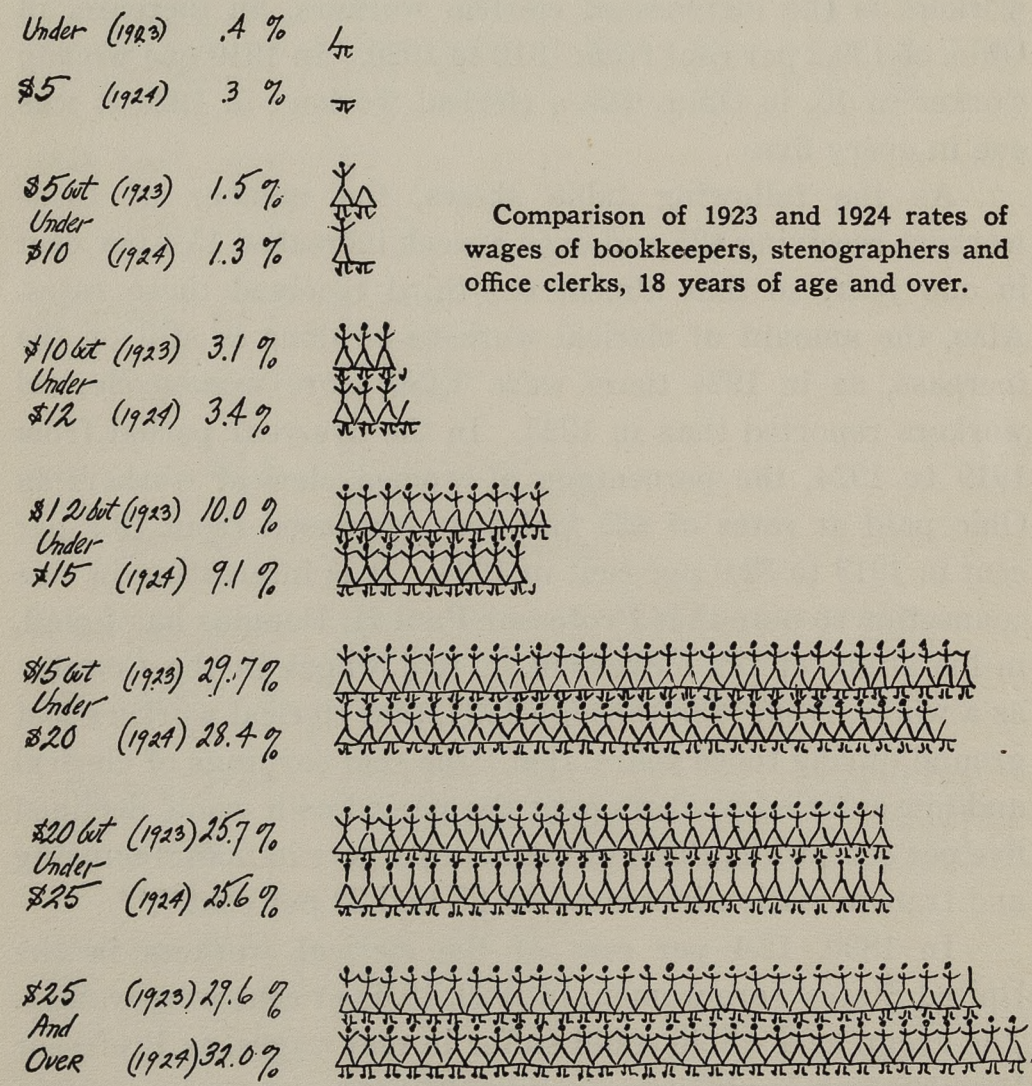
As the following table shows, the number of these workers receiving \$25 and over a week increased 15.4 per cent in one year, so that almost one-third received these rates. Also, the amount of clerical work to be done is still on the increase, as in 1924 there were 4,186 more women clerical workers reported than in 1923. In the five-year period from 1919 to 1924, the percentage of women clerical workers in Ohio paid at rates of \$25 and over increased from 13.7 per cent in 1919 to 32.0 per cent in 1924. It is interesting in this connection to note that Professor Paul H. Douglas has found, in his study of the movement of real wages in the Country as a whole, from 1889 through 1924, that clerical workers lost ground during those years, that "the real earnings of clerical and low salaried workers over the period as a whole declined five per cent, while those of manual workers in manufacturing and transportation increased by 28 and 22 per cent".**

In 1890, 12.4 per cent of the clerical workers in the United States were women; in 1920, 45.6 per cent were women. The group as a whole could suffer in real wages, as Professor Douglas found, while the women, as a separate group within

*"Ohio's Women Workers": Ohio Council on Women in Industry, January, 1924, page 12.
**"American Economic Review", March, 1926, page 46.

the whole clerical group, were having a counter-movement of a gain in wages. The loss found by Professor Douglas could be accounted for by a deflation of the men's wage, through the undercutting by the "women's rate", even while the "women's rate" itself was steadily rising.

The accompanying table shows the number and per cent in each wage rate group, and the increase or decrease from 1923. The chart shows how each typical group of 100 clerical workers was divided.



Comparison of 1923 and 1924 rates of wages of bookkeepers, stenographers and office clerks, 18 years of age and over.

Rates of Wages of Women Bookkeepers, Stenographers and Office Clerks, 18 Years of Age and Over

	Number Reported		Per Cent of Total		Increase or Decrease	
	1923	1924	1923	1924	Number	Per Cent
Under \$5.....	223	178	.4	.26	- 45	-20.0
\$5 but under \$10.....	936	877	1.5	1.3	- 59	- 6.3
\$10 but under \$12.....	2,038	2,304	3.1	3.4	+ 266	+13.1
\$12 but under \$15.....	6,459	6,206	10.0	9.1	- 253	- 3.9
\$15 but under \$20.....	19,043	19,410	29.7	28.4	+ 367	+ 1.9
\$20 but under \$25.....	16,500	17,490	25.7	25.6	+ 990	+ 6.0
\$25 and over.....	18,954	21,874	29.6	32.0	+ 2,920	+15.4
TOTAL	64,153	68,339	100.0	100.06	+ 4,186	+ 6.5

Cumulative Table

Less than \$5.....	223	178	.4	.26	- 45	-20.0
Less than \$10.....	1,159	1,055	1.9	1.5	- 104	- 9.0
Less than \$12.....	3,197	3,359	5.0	4.9	+ 162	+ 5.1
Less than \$15.....	9,656	9,565	15.0	14.0	- 91	- .9
Less than \$20.....	28,699	28,975	44.7	42.4	+ 276	+ .9
Less than \$25.....	45,199	46,465	70.5	68.0	+ 1,266	+ 2.8

COMPARISON OF WOMEN'S GROUPS

It is interesting to put these three groups, wage earners, saleswomen, and clerical workers, side by side, and see how they fared, as compared with each other. The largest percentage of increase was in the group receiving \$25 and over a week in the case of the wage earners (13.0 per cent increase) and the clerical workers (15.4 per cent increase); but in the case of the saleswomen, the largest increase was 10.3 per cent in the group receiving from \$15 to \$20 a week, (if we pass over the small number in the increase in the group receiving under \$5). The largest increase in the actual numbers was in the \$25 and over group of the clerical workers, amounting to 2,920; and the next largest was an increase of 2,468 in the \$20 to \$25 group of the wage earners. Both the clerical workers and the wage earners are increasing the proportion in the higher wage rate groups more rapidly than the saleswomen.

Percentage of Workers in Wage Rate Groups

	Wage-earners	Saleswomen	Clerical Workers
\$12 but under \$15.....	26.0	27.6	9.1
\$15 but under \$20.....	31.3	33.2	28.4
\$20 but under \$25.....	14.5	10.9	25.6
\$25 and over.....	9.5	9.9	32.0

Percentage of Increase or Decrease from 1923

	Wage-earners	Saleswomen	Clerical Workers
\$12 but under 15.....	+ .6	- .26	- 3.9
\$15 but under \$20.....	+ 4.4	+10.3	+ 1.9
\$20 but under \$25.....	+11.6	+ 3.9	+ 6.0
\$25 and over.....	+13.0	+ 6.9	+15.4