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UNITED STATES DEPARTMENT OF LABOR
BULLETIN OF THE WOMEN'S BUREAU, No. 95

BOOKKEEPERS, STENOGRAPHERS
AND OFFICE CLERKS IN OHIO
1914 TO 1929

Pamphlet

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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.

UNITED STATES DEPARTMENT OF LABOR

W. N. DOAK, Secretary

WOMEN'S BUREAU

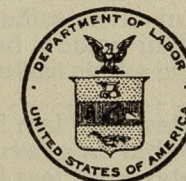
MARY ANDERSON, Director

BULLETIN OF THE WOMEN'S BUREAU, NO. 95

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1914 TO 1929

BY

AMY G. MAHER



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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, February 26, 1932.

SIR: I have the honor to submit herewith a report on the earnings and trends of employment of office workers in the State of Ohio over a period of 16 years, based on the returns made by employers to the Division of Labor Statistics and written by Amy G. Maher, director of the Information Bureau on Women's Work.

Clerical employment is absorbing an increasingly large number of women workers. In 1929 almost three-tenths of all women employed in Ohio were in this group.

Respectfully submitted.

MARY ANDERSON, *Director.*

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

BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN OHIO, 1914 TO 1929

INTRODUCTION

In Ohio, the division of labor statistics has collected from employers in the State their weekly wage rates, pay-roll totals, and employment figures for the years 1914 to 1929, inclusive. In 1924 the scope of the law was enlarged to require reports from all establishments employing three or more workers, whereas the requirement in 1921 to 1923 had been for those employing five or more and from 1914 to 1920 the law included all persons known to be employers. The wage rate is reported for the week of greatest employment during the year, and includes bonuses and commissions and an allowance for board or room, or both, if these are furnished the worker as part of his wages. The employment figures reported are those for the 15th of the month or the nearest representative date.

This report is the fourth in a series prepared from the figures described by the Information Bureau on Women's Work (Toledo), which has as its special interest the conditions under which women work. It has published previously three reports of industrial groups, selecting them according to their importance as woman-employing industries in Ohio. The first is entitled "Wage Rates, Earnings, and Fluctuation of Employment: Ohio, 1914-1926 (inclusive)"; the second, "Ohio Wage Earners in the Manufacture of Textiles and Textile Products: 1914-1927"; and the third, "Ohio Wage Earners in the Manufacture of Rubber Products: 1914-1928." The present study is concerned with the group designated bookkeepers, stenographers, and office clerks by the Ohio Division of Labor Statistics. It covers practically all clerical workers¹ as far as employment is concerned and clerical workers 18 years of age or over where wage rates are concerned. These women form a very important part of the gainfully employed women in Ohio; in 1929, almost three-tenths (28.1 per cent) of all women employed were in the clerical group.

From the figures collected it has been possible to compute medians of weekly rates, both money and real rates, and employment fluctuation over the 16-year period, except for 1922. For this year, the only figures available are for bookkeepers, stenographers, and office clerks in offices.² Average year's earnings could not be computed for this same period of years, as in 1914 only an industry's total pay roll was given, and in 1915 to 1917 the employment figures and pay-roll totals were not always for the same establishments. For these reasons, year's earnings have been computed only as beginning with 1918. Since the pay-roll totals as compiled by the division of labor statistics

¹ Excludes interstate transportation and governmental activities, not reported to the State; also mines and quarries, employing in 1929 only 133 women in any type of employment.

² See Table 18. From 1914 to 1924, offices were classed as "trade," but in 1925 they were transferred to "service."

are not given by sex, it has been possible only to compute average year's earnings for the total group of workers, not for men and women separately.

Changes from 1914 to 1929.

In the statement following, the increases during the period studied are shown for a number of important figures.

	1914	1929	Per cent increase
Total number of employees.....	641,737	1,278,993	99.3
Number of clerical workers (bookkeepers, stenographers, and office clerks).....	58,889	168,127	185.5
Proportion of women among all clerical workers..... per cent.....	40.5	50.5	24.7
Median of weekly money rates of clerical workers:			
Men.....	\$17.47	\$38.57	120.8
Women.....	\$10.52	\$22.40	112.9
Median of year's earnings, all clerical workers.....	¹ \$1,086	\$1,677	54.4
Cost-of-living index.....	100.0	166.4	66.4

¹ 1918; earlier figures not obtainable.

PROPORTION OF MEN AND WOMEN IN CLERICAL GROUP

The average number of men and women employed in 1929³ in all lines of employment in Ohio was 1,278,993. Of these, about four-fifths (80.1 per cent) were wage earners, about one-sixteenth (6.8 per cent) were salespeople not traveling, and the remainder, more than one-eighth (13.1 per cent) were bookkeepers, stenographers, and office clerks. (See Table 1.)

The proportions of men and women employed in these groups varied greatly. Almost seven-eighths of the males (86.2 per cent) as compared with about three-fifths of the females (60.4 per cent) were wage earners. Slightly more than one-twentieth of the males (5.3 per cent), as contrasted with almost one-eighth of the females (11.5 per cent), were salespeople. Only about 2 in 23 (8.5 per cent) of the gainfully employed men, as compared with almost 2 in 7 (28.1 per cent) of the gainfully employed women, were engaged in clerical occupations, although the numbers of men and women thus engaged were very similar, 83,257 and 84,870, respectively, a total of 168,127 employed in 42,216 establishments.

To supplement the information on the men and women employed as clerical workers in 1929, an analysis has been made of the number and proportion of men and women thus employed in the period beginning with 1914. (See Tables 2 to 5.) During the first three years covered in this study, 1914 to 1916, the proportions of men and women in clerical occupations in all industries varied little; about three-fifths were men and about two-fifths women. (Table 2.) As would be expected, in the years 1917 to 1919, during and immediately following the participation of the United States in the World War, the proportion women formed of the clerical group increased from 41.6 per cent in 1916 to 49.3 per cent in 1919. From then on, the proportions varied only slightly. In 1929 women formed a little more than one-half (50.5 per cent) of all persons employed in clerical occupations.

³ Arithmetic average of the 12 months.

Three employment groups—manufacturing, offices, and stores—employ the great majority, though by no means all, of the clerical workers. (Compare Tables 3 to 5 with Table 2.)

In manufacturing pursuits, the same increase was noted as for the all-industries group in the proportion of women employed preceding and during the war and in the slight variation from 1919 on. Prior to 1918, less than 40 per cent of the total group were women; in 1918, 43.2 per cent were women. The proportion varied less than 1 per cent from 1919 to 1929. As in all industries, the proportion women formed of the clerks in the manufacturing group was greatest in 1929. The figure was 43.9 per cent in manufacturing. (Table 3.)

In offices, the proportion of women employed advanced much more markedly during the war period than was the case in the two groups already discussed. In 1917 women formed 45 per cent of the total group, while in 1919 they were 56.8 per cent, the highest reported. From that year on the variation was not so great as this; the maximum difference was 2.4 points. In 1929 the proportion of women was slightly less than in 1919, the figure being 54.9 per cent. (Table 4.)

During the period from 1914 to 1920, the proportion women formed of the clerical workers in retail and wholesale stores increased from 52.4 per cent to 69 per cent. There was a drop of 2.6 points from 1920 to 1921, but from then on the proportion of women varied only slightly. In 1929, 68.8 per cent of the total group were women. (Table 5.)

RATES OF PAY

When an analysis is undertaken of the wage rates paid employees for the work pursued, it must be borne in mind that the rate is for full-time work. In some cases the money earnings that the worker receives will be greater than the wage rate, due to overtime, and in other cases less, due to short time, from either industrial or personal causes. It is the money earnings actually received that determine for the most part the standard of living of the worker and of those dependent on him.

MEDIANS OF MONEY RATES

As mentioned previously, medians of weekly money rates have been computed for this study. The median of a given group means that one-half of the group fall above and one-half below that point, and applied to money rates it means that one-half of the group are paid at a higher rate and one-half at a lower rate than the specified median. Medians of the weekly money rates were computed for all groups included in the study for the years 1914 to 1929, with the exception of the year 1922. From these, the indexes of the weekly rates have been computed on 1914 as a base. (See Tables 6 to 9 and Chart 1.)

The median of the weekly wage rates for men employed in all industries increased from \$17.47 in 1914 to \$38.57 in 1929, an increase of 120.8 per cent and a rise unbroken during all the years reported except the extremely depressed year of 1921. For women the increase was not so great, being from \$10.52 to \$22.40, or 112.9 per cent, and again unbroken except in 1921. In manufacturing, the increase was considerably greater for men than for women, from \$17.82 to \$40.88, or 129.4 per cent, while that for women was from \$10.83 to \$22.28, or

105.7 per cent. The actual increase in the medians of the wage rates of men in offices was from \$19.33 to \$43.12, or 123.1 per cent, while that for women was considerably less, from \$12.40 to \$23.46, or 89.2 per cent. The per cent increases for the men and women employed in stores were more nearly alike, 123.5 per cent for men and 121.1 per cent for women. The actual increases were from \$15.70 to \$35.09 for men and from \$9.54 to \$21.09 for women.

Ratio of women's wage rate to that of men.

The ratio of the women's median weekly money rates in clerical work to that of men has been computed for the four industrial subdivisions for the years 1914 to 1929, with the exception of 1922. (See Table 10.) It is interesting to note that in every year since 1916 the women's rate compares least unfavorably with the men's for clerical workers in stores. This more nearly comparable position of women is not to be explained by high wage rates for women in stores, but by the depressed rates for men in that employment.

MEDIANS OF THE REAL RATES

The figures discussed previously show the increases in the medians of the money rates computed over a period of years, but they do not take into account the real purchasing power of the dollar. It is this that is of utmost concern to the worker. To change these figures on money rates to the actual purchasing value, use has been made of the index figures showing changes in the cost of living in the United States as worked out by the United States Bureau of Labor Statistics.⁴ These index figures as computed are based on the average for 1913. Since the figures on rates available in this study began with the year 1914, the index figures have been computed also with December, 1914, as a base. The index numbers on the two bases, December of each year being used because no other figure is available for the years 1914 to 1917, are as follows:

Index numbers showing changes in cost of living in the United States, December, 1914, to December, 1929

Date	Average for 1913= 100 ¹	December 1914=100	Date	Average for 1913= 100 ¹	December 1914=100
Average, 1913.....	100.0	97.1	December:		
December:			1921.....	174.3	169.2
1914.....	103.0	100.0	1922.....	169.5	164.6
1915.....	105.1	102.0	1923.....	173.2	168.2
1916.....	118.3	114.9	1924.....	172.5	167.5
1917.....	142.4	138.3	1925.....	177.9	172.7
1918.....	174.4	169.3	1926.....	175.6	170.5
1919.....	199.3	193.5	1927.....	172.0	167.0
1920.....	200.4	194.6	1928.....	171.3	166.3
			1929.....	171.4	166.4

U. S. Bureau of Labor Statistics. Monthly Labor Review, vol. 30, No. 2, February, 1930, p. 241.

By use of these index numbers, the median money rates have been transformed into median real rates by dividing the money rate for each year by the index number of the cost of living for that year (see text preceding index numbers) and multiplying by 100. In inter-

⁴ U. S. Bureau of Labor Statistics. Monthly Labor Review, vol. 30, No. 2, February, 1930, p. 241.

preting these real rates deflated from money rates, it must be remembered that the results show only the relation of the succeeding years to conditions as they were in 1914. The latter was selected, first, because 1914 was the first year for which the Ohio Division of Labor Statistics had compiled statistics comparable with those of later years, and secondly, because the cost-of-living index figures from the Federal Bureau of Labor Statistics were available for December of 1914 to December of 1929, inclusive. From these median real rates, the relation between the actual goods or services that the worker could buy in any specified year as compared with those he could have bought in 1914 is apparent. These comparisons are of great value when it is remembered that a 16-year over-all period is covered by this study.

All industries.

Although the median of the money rates from 1914 to 1929 for men in all industries increased one and one-fifth times (120.8 per cent), when the money rates are deflated to real rates the increase in actual value is seen to be slightly less than one-third (32.7 per cent). During the years 1916 to 1919 the median of the real rates was less than the figure for 1914. The low mark was reached in 1917, when the median was 91.4 per cent of the 1914 figure. (See Table 6 and Chart 1.)

The increase in the median of money rates for women in all industries for the period 1914 to 1929 was one and one-eighth times (112.9 per cent) and for the increase in median real rates less than three-tenths (27.9 per cent). The median of the real rates for women was less than the figure for 1914 for a period of years even greater than that in the case of the men—from 1915 to 1920. The lowest index figure was 87.1, for 1918.

Manufactures.

In manufacturing, the increase in the median of money rates for men from 1914 to 1929 was practically one and three-tenths (129.4 per cent), while that in the median of real rates was less than two-fifths (37.9 per cent). As in all industries, 1916 to 1919 was marked by a drop in the median real rates for men below the 1914 level. The lowest median real rates in manufacturing were those in 1917.

For women in manufacturing the increase in median real rates was less than one-fourth (23.6 per cent), compared with about one and one-twentieth (105.7 per cent) in the money rate. The period over which the real rates were less than those in 1914 was the same as in all industries, and the lowest point was in 1918. (See Table 7 and Chart 1.)

Offices.

The increase in the median of money rates of men employed in offices over this period of years was almost one and one-fourth times (123.1 per cent), compared with slightly more than one-third (34 per cent) in the case of the real rates. Median real rates in offices were less than in 1914 in the years 1916 to 1920, a year longer than in all industries and in manufacturing. The lowest level was reached in 1916, when the median of the real rates was slightly more than seven-eighths of the figure for 1914.

The increase from 1914 to 1929 in median real rates for women was about one-eighth (13.7 per cent), compared with about nine-tenths (89.2 per cent) in the case of money rates. As was noted for men,

the real rates for women were less than in 1914 for a year longer than in all industries and manufacturing, such conditions lasting from 1915 to 1921. In 1918 the women's real rate fell practically 25 per cent below the 1914 rate. (See Table 8 and Chart 1.)

Stores, retail and wholesale.

As would be expected from the very close proportionate increase from 1914 to 1929 in the median money rates for men and women employed in stores, the increases in real rates were about the same for the two sexes, for men slightly more and for women slightly less than one-third. Real rates were less than in 1914, for both men and women, in the years 1916 to 1919, but maximum decrease for both men and women over this period was less than 10 per cent. (See Table 9 and Chart 1.)

YEAR'S EARNINGS

As before stated, it was not possible to compute year's earnings of clerical workers previous to 1918; nor was it possible to compute those of women at any time, since the pay-roll totals are not given by sex. Average year's earnings, both money and real, have been computed for all clerical workers, as have the percentage deviations in real earnings from the figure for 1918. (See Tables 11 to 14 and Chart 2.)

In 1929 the year's money earnings of clerical workers had a higher average in offices, \$2,013, than in manufacturing, \$1,792, or in stores, \$1,310. The average for all industries was \$1,677. From these figures, average weekly earnings have been computed by the simple process of dividing by 52, the results being \$38.70 for offices, \$34.45 for manufacturing, \$25.20 for stores, and \$32.25 for all industries.

As compared with these averages for clerical workers, money earnings of all wage earners in Ohio averaged \$1,457 for the year and \$28 per week, and for all salespeople not traveling \$1,374 for the year and \$26.40 per week.⁵ The gain over 1918 in real earnings was 33.7 per cent for the wage earners and 56.3 per cent for the salespeople.

All industries.

Real earnings for the year were computed from the money earnings by the use of the index figures quoted before, using December, 1914, as a base. During the over-all period of 12 years, the average of real earnings of the clerical employees in all industries increased nearly three-fifths (57.3 per cent) over the average for 1918. (See Table 11 and Chart 2.) This was only slightly higher than the gain for salespeople, 56.3 per cent, but it was considerably greater than that for those classed as wage earners, 33.7 per cent. From 1918 to 1924 the index increased from 100 to 144.8, during the next year it fell to 139.6, but it rose again during the next four years and reached 157.3 in 1929.

Manufactures.

The increase during the period 1918 to 1929 in a year's real earnings of clerical workers was only slightly less in manufacturing than in all industries, or 56.5 per cent. The increase over this period was practically continuous, although the rate varied. (See Table 12 and Chart 2.)

⁵ See Average Annual Earnings in Ohio, 1915-1929 inclusive. Information Bureau on Women's Work, Toledo, 1930. p. 2.

Offices.

Clerical workers in offices had the greatest increase, average real earnings for 1929 being 80.6 per cent above those for 1918. The increases were not continuous. In 1919 there was a drop below 1918, with increases until 1924, when the index was 143.4. In 1925 there was another slight drop, but from that time on the increase was continuous, the greatest in one year being that from 1928 to 1929, 156.1 to 180.6. (See Table 13 and Chart 2.)

Stores.

For clerical workers in stores, the increase over the 12-year period was very similar to those in manufacturing and in all industries, or 54 per cent. The increase was great from 1918 to 1921, or 45.4 per cent. (See Table 14 and Chart 2.)

Eight industrial counties—year's earnings, 1929.

A year's average in money earnings and in real earnings was computed for the counties in which are located the eight largest cities in the State.⁶ Real earnings had the lowest average among the clerical workers in the counties in which Columbus and Cincinnati are located and the highest in the counties in which are Cleveland and Akron. (See Table 15.)

EMPLOYMENT FLUCTUATION

From the employment figures reported for the 15th of each month (or nearest representative day), 1914 to 1929, the average numbers of total employees and of men and women have been computed. The year 1914 has been taken as the base for the indexes of employment. (See Tables 16 to 19 and Charts 3 to 6.)

As noted previously, in 1929 an average of 168,127 clerical workers, employed in 42,216 establishments, was reported for the State. In the three subdivisions tabulated, manufactures, offices, and stores, as well as in all industries, the percentage gain in number employed generally is greater for women than for men. In the 16-year over-all period, the increase in the average number of men clerical workers in all industries was 137.5 per cent, and for women it was 256 per cent. (See Table 16 and Chart 3.) As will be seen from the table and chart, the trend of employment of men in all industries was upward from 1914 through 1920; in 1921, the depression year, it dropped, but started rising again in 1923, continuing this rise until late in 1929, after which a slight decline was noted. The same is true of women, the decrease being marked in 1921.

In manufacturing lines, the percentage increase over the 16-year period was greater for women than for men—160.4 per cent as compared to 99.9. For both men and women the gains continued from 1914 through 1920, as in the case of those employed in all industries, dropping in 1921, due to the depression and, on the part of women, to the fact that after the close of the war more men were seeking employment. The increase began again in 1923 (1922 figures are not available) and continued practically without a break until the close of the period. (See Table 17 and Chart 4.)

⁶ U. S. Bureau of the Census. Fifteenth Census: 1930, vol. 1, Population. pp. 835 and 486-860.

One of the outstanding facts in the study is the very great increase in the employment of clerical workers in offices. (See Table 18 and Chart 5.) In the 16 years the average number of women employed increased to eight times the 1914 figure, and that of men to almost four times such figure. In the same time the number of all employed persons in the State did not quite double; for men the increase was about nine-tenths (89.6 per cent) and for women it was about one and two-fifths (138.9 per cent). Furthermore, from 1914 to 1930 the population of the State increased less than one-third (32.2 per cent).⁷

The increase for men in offices was considerable from 1914 through to 1917, but there was a tremendous drop in 1918, when the figure was 37.4 per cent below that of 1917. From 1918 to 1923, employment increased and decreased irregularly, but from 1923 on the gains were continuous through 1929.

For women as for men, the average number employed increased from 1914 through 1917. In 1918 a very slight drop occurred, but by 1920 there was an increase of 90 per cent over the 1918 figure. In 1921 there was a decline, not made up until 1924, but from 1924 through 1929 there was an unbroken increase, until in 1929 there were practically eight times as many women in offices as there were in 1914.

The average number of men in clerical positions in stores decreased greatly from 1914 to 1915 (see Table 19 and Chart 6) and remained below the 1914 figure until 1920. An almost continuous increase was noted from 1920 through 1929, but the gain over 1914 was only 28.1 per cent.

Among the women clerical workers in stores, the increase in number was continuous from 1914 through 1920, in which period it more than doubled. In 1921 there was a decline, but this was followed by an unbroken gain, the average for 1929 being more than two and one-half times the 1914 figure.

The increases from 1914 to 1929 in numbers of clerical workers were as follows: In manufacturing establishments, 21,417 women and 22,204 men; in offices, 9,841 women and 6,838 men; and in stores, 9,582 women and 1,565 men. In all industries, which includes other groups than these, the increase was 61,032 women and 48,207 men.

⁷ Computation based on figures from Fifteenth Census of United States, 1930, vol. 1, Population, p. 835, and Census of Manufactures, 1914, vol. 1, p. 1147. Population: 1914 (estimated)—5,026,898; 1930—6,646,697.

APPENDIX

TABLES AND CHARTS

APPENDIX—TABLES AND CHARTS

TABLE 1.—Distribution of employed persons according to whether wage earners, salespeople (not traveling), or bookkeepers, stenographers, and office clerks, 1914 and 1929, by sex

Sex and year	Average number ¹	Per cent who were—		
		Wage earners	Sales people (not traveling)	Bookkeepers, stenographers, and office clerks
Total:				
1914.....	641,737	86.2	4.6	9.2
1929.....	1,278,993	80.1	6.8	13.1
Male:				
1914.....	515,256	90.4	2.8	6.8
1929.....	976,787	86.2	5.3	8.5
Female:				
1914.....	126,481	69.2	11.9	18.8
1929.....	302,206	60.4	11.5	28.1

¹ Arithmetic average of the 12 monthly figures reported, these being the numbers employed on the 15th of the month or the nearest representative day.

TABLE 2.—Proportion of men and women in total group of bookkeepers, stenographers, and office clerks in all industries, 1914 to 1929

Year	Total	Male		Female	
		Number	Per cent of total	Number	Per cent of total
1914.....	58,889	35,050	59.5	23,838	40.5
1915.....	66,574	39,052	58.7	27,523	41.3
1916.....	79,360	46,352	58.4	33,008	41.6
1917.....	91,247	51,559	56.5	39,688	43.5
1918.....	104,264	53,996	51.8	50,269	48.2
1919.....	116,185	58,848	50.7	57,337	49.3
1920.....	130,857	66,545	50.9	64,312	49.1
1921.....	110,481	55,803	50.5	54,678	49.5
1922 ¹					
1923.....	126,470	63,997	50.6	62,472	49.4
1924.....	133,235	67,456	50.6	65,779	49.4
1925.....	138,800	69,855	50.3	68,945	49.7
1926.....	146,255	73,247	50.1	73,008	49.9
1927.....	150,848	75,006	49.7	75,842	50.3
1928.....	154,287	77,341	50.1	76,946	49.9
1929.....	168,127	83,257	49.5	84,870	50.5

¹ Figures not obtainable.

TABLE 3.—Proportion of men and women in total group of bookkeepers, stenographers, and office clerks in manufacturing, 1914 to 1929

Year	Total	Male		Female	
		Number	Per cent of total	Number	Per cent of total
1914	35,576	22,224	62.5	13,352	37.5
1915	41,512	26,150	63.0	15,362	37.0
1916	49,079	30,959	63.1	18,120	36.9
1917	55,741	34,306	61.5	21,436	38.5
1918	62,155	35,315	56.8	26,839	43.2
1919	68,249	38,489	56.4	29,760	43.6
1920	73,035	41,863	57.3	31,172	42.7
1921	57,965	32,713	56.4	25,252	43.6
1922 ¹					
1923	65,538	37,379	57.0	28,159	43.0
1924	65,963	37,743	57.2	28,220	42.8
1925	68,387	38,851	56.8	29,536	43.2
1926	71,195	40,223	56.5	30,973	43.5
1927	71,769	40,423	56.3	31,346	43.7
1928	72,041	41,090	57.0	30,951	43.0
1929	79,197	44,428	56.1	34,769	43.9

¹ Figures not obtainable.

TABLE 4.—Proportion of men and women in total group of bookkeepers, stenographers, and office clerks in offices, 1914 to 1929

Year	Total	Male		Female	
		Number	Per cent of total	Number	Per cent of total
1914	3,816	2,405	63.0	1,411	37.0
1915	4,151	2,452	59.1	1,698	40.9
1916	5,389	3,123	58.0	2,266	42.0
1917	7,537	4,143	55.0	3,394	45.0
1918	5,856	2,595	44.3	3,261	55.7
1919	8,430	3,643	43.2	4,787	56.8
1920	11,001	4,809	43.7	6,193	56.3
1921	9,230	4,109	44.5	5,121	55.5
1922	9,361	4,079	43.6	5,282	56.4
1923	10,989	4,879	44.4	6,110	55.6
1924	12,691	5,665	44.6	7,025	55.4
1925	13,718	6,259	45.6	7,459	54.4
1926	14,316	6,451	45.1	7,865	54.9
1927	16,075	7,136	44.4	8,939	55.6
1928	18,207	8,299	45.6	9,908	54.4
1929	20,495	9,243	45.1	11,252	54.9

TABLE 5.—Proportion of men and women in total group of bookkeepers, stenographers, and office clerks in stores, retail and wholesale, 1914 to 1929

Year	Total	Male		Female	
		Number	Per cent of total	Number	Per cent of total
1914	11,688	5,562	47.6	6,126	52.4
1915	10,871	4,470	41.1	6,400	58.9
1916	12,681	5,007	39.5	7,673	60.5
1917	14,052	5,204	37.0	8,848	63.0
1918	14,754	4,751	32.2	10,003	67.8
1919	16,576	5,212	31.4	11,364	68.6
1920	18,161	5,626	31.0	12,535	69.0
1921	16,992	5,703	33.6	11,289	66.4
1922 ¹					
1923	19,006	6,148	32.3	12,859	67.7
1924	19,453	6,370	32.7	13,083	67.3
1925	20,221	6,426	31.8	13,795	68.2
1926	20,906	6,841	32.7	14,065	67.3
1927	21,462	6,791	31.6	14,671	68.4
1928	21,689	6,828	31.5	14,861	68.5
1929	22,835	7,127	31.2	15,708	68.8

¹ Figures not obtainable.

TABLE 6.—Money wage rates and real wage rates of bookkeepers, stenographers, and office clerks in all industries, 1914 to 1929, by sex

Year	Weekly money rates				Real rates ¹			
	Male		Female		Male		Female	
	Median of actual rates	Relatives (1914=100)	Median of actual rates	Relatives (1914=100)	Median	Relatives (1914=100)	Median	Relatives (1914=100)
1914	\$17.47	100.0	\$10.52	100.0	\$17.47	100.0	\$10.52	100.0
1915	17.88	102.3	10.63	101.0	17.53	100.3	10.42	99.0
1916	19.13	109.5	11.24	106.8	16.65	95.3	9.78	93.0
1917	22.09	126.4	12.77	121.4	15.97	91.4	9.23	87.7
1918	27.38	156.7	15.50	147.3	16.17	92.6	9.16	87.1
1919	31.16	178.4	17.97	170.8	16.10	92.2	9.29	88.3
1920	35.32	202.2	20.10	191.1	18.15	103.9	10.33	98.2
1921	34.97	200.2	20.06	190.7	20.67	118.3	11.86	112.7
1922 ²								
1923	35.39	202.6	21.02	199.8	21.04	120.4	12.50	118.8
1924	36.67	209.9	21.48	204.2	21.89	125.3	12.82	121.9
1925	37.12	212.5	21.78	207.0	21.49	123.0	12.61	119.9
1926	37.63	215.4	22.09	210.0	22.07	126.3	12.96	123.2
1927	38.20	218.7	22.28	211.8	22.87	130.9	13.34	126.8
1928	38.47	220.2	22.35	212.5	23.13	132.4	13.44	127.8
1929	38.57	220.8	22.40	212.9	23.18	132.7	13.46	127.9

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)

² Figures not obtainable.

CHART 1.—INCREASE IN REAL WEEKLY-WAGE RATES OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS, 1914 TO 1929, BY SEX AND EMPLOYMENT GROUP. (See Tables 6 to 9)

[Figure for 1914 equals base, 100]

U. S. Department of Labor
Women's Bureau

Source: Ohio Department of Industrial Relations
Division of Labor Statistics

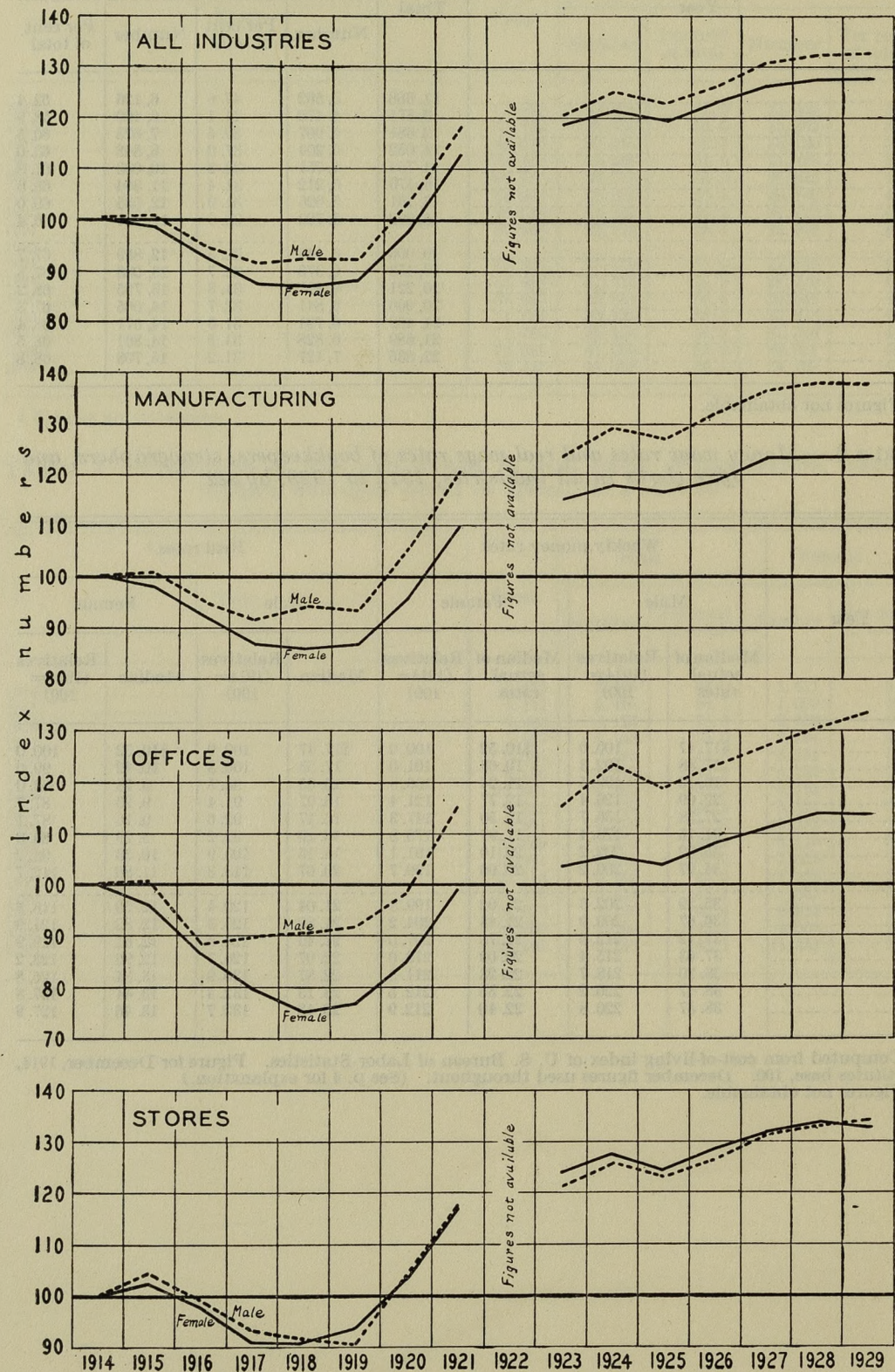


TABLE 7.—Money wage rates and real wage rates of bookkeepers, stenographers, and office clerks in manufacturing, 1914 to 1929, by sex

Year	Weekly money rates				Real rates ¹			
	Male		Female		Male		Female	
	Median of actual rates	Relatives (1914=100)	Median of actual rates	Relatives (1914=100)	Median	Relatives (1914=100)	Median	Relatives (1914=100)
1914	\$17.82	100.0	\$10.83	100.0	\$17.82	100.0	\$10.83	100.0
1915	18.26	102.5	10.84	100.1	17.90	100.4	10.63	98.2
1916	19.54	109.7	11.48	106.0	17.01	95.5	9.99	92.2
1917	22.55	126.5	12.98	119.9	16.31	91.5	9.39	86.7
1918	28.43	159.5	15.78	145.7	16.79	94.2	9.32	86.1
1919	32.19	180.6	18.20	168.1	16.64	93.4	9.41	86.9
1920	36.61	205.4	20.27	187.2	18.81	105.6	10.42	96.2
1921	36.37	204.1	20.16	186.1	21.50	120.7	11.91	110.0
1922 ²								
1923	37.08	208.1	20.99	193.8	22.05	123.7	12.48	115.2
1924	38.61	216.7	21.37	197.3	23.05	129.3	12.76	117.8
1925	39.17	219.8	21.79	201.2	22.68	127.3	12.62	116.5
1926	40.14	225.3	21.94	202.6	23.54	132.1	12.87	118.8
1927	40.75	228.7	22.28	205.7	24.40	136.9	13.34	123.2
1928	40.99	230.9	22.22	205.2	24.65	138.3	13.36	123.4
1929	40.88	229.4	22.28	205.7	24.57	137.9	13.39	123.6

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)

² Figures not obtainable.

TABLE 8.—Money wage rates and real wage rates of bookkeepers, stenographers, and office clerks in offices, 1914 to 1929, by sex

Year	Weekly money rates				Real rates ¹			
	Male		Female		Male		Female	
	Median of actual rates	Relatives (1914=100)	Median of actual rates	Relatives (1914=100)	Median	Relatives (1914=100)	Median	Relatives (1914=100)
1914	\$19.33	100.0	\$12.40	100.0	\$19.33	100.0	\$12.40	100.0
1915	19.77	102.3	12.15	98.0	19.38	100.3	11.91	96.0
1916	19.66	101.7	12.31	99.3	17.11	88.5	10.71	86.4
1917	24.03	124.3	13.71	110.6	17.38	89.9	9.91	79.9
1918	29.55	152.9	15.79	127.3	17.45	90.3	9.33	75.2
1919	34.31	177.5	18.48	149.0	17.73	91.7	9.55	77.0
1920	37.13	192.1	20.53	165.6	19.08	98.7	10.55	85.1
1921	37.76	195.3	20.79	167.7	22.32	115.5	12.29	99.1
1922 ²								
1923	37.53	194.2	21.64	174.5	22.31	115.4	12.87	103.8
1924	40.05	207.2	21.98	177.3	23.91	123.7	13.12	105.8
1925	39.78	205.8	22.26	179.5	23.03	119.1	12.89	104.0
1926	40.66	210.3	22.84	184.2	23.85	123.4	13.40	108.1
1927	41.06	212.4	22.93	184.9	24.59	127.2	13.73	110.7
1928	41.88	216.7	23.46	189.2	25.18	130.3	14.11	113.8
1929	43.12	223.1	23.46	189.2	25.91	134.0	14.10	113.7

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)

² Figures not obtainable.

TABLE 9.—Money wage rates and real wage rates of bookkeepers, stenographers, and office clerks in stores, retail and wholesale, 1914 to 1929, by sex

Year	Weekly money rates				Real rates ¹			
	Male		Female		Male		Female	
	Median of actual rates	Relatives (1914=100)	Median of actual rates	Relatives (1914=100)	Median	Relatives (1914=100)	Median	Relatives (1914=100)
1914	\$15.70	100.0	\$9.54	100.0	\$15.70	100.0	\$9.54	100.0
1915	16.76	106.8	10.01	104.9	16.43	104.6	9.81	102.8
1916	17.89	113.9	10.73	112.5	15.57	99.2	9.34	97.9
1917	20.27	129.1	11.97	125.5	14.66	93.4	8.66	90.8
1918	24.42	155.5	14.61	153.1	14.42	91.8	8.63	90.5
1919	27.44	174.8	17.34	181.8	14.18	90.3	8.96	93.9
1920	31.67	201.7	19.18	201.0	16.27	103.6	9.86	103.4
1921	31.24	199.0	18.97	198.8	18.46	117.6	11.21	117.5
1922 ²								
1923	31.98	203.7	19.92	208.8	19.01	121.1	11.84	124.1
1924	33.11	210.9	20.40	213.8	19.77	125.9	12.18	127.7
1925	33.35	212.4	20.45	214.4	19.31	123.0	11.84	124.1
1926	33.88	215.8	20.92	219.3	19.87	126.6	12.27	128.6
1927	34.40	219.1	20.97	219.8	20.60	131.2	12.56	131.7
1928	34.72	221.1	21.15	221.7	20.88	133.0	12.72	133.3
1929	35.09	223.5	21.09	221.1	21.09	134.3	12.67	132.8

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)
² Figures not obtainable.

TABLE 10.—Ratio of women's wage rate to that of men,¹ bookkeepers, stenographers, and office clerks in the various employment groups, 1914 to 1929

Year	All industries	Manufacturing	Offices	Stores, retail and wholesale
1915	59.5	59.4	61.5	59.7
1916	58.8	58.8	62.6	60.0
1917	57.8	57.6	57.1	59.1
1918	56.6	55.5	53.4	59.8
1919	57.7	56.5	53.9	63.2
1920	56.9	55.4	55.3	60.6
1921	57.4	55.4	55.1	60.7
1922 ²				
1923	59.4	56.6	57.7	62.3
1924	58.6	55.3	54.9	61.6
1925	58.7	55.6	56.0	61.3
1926	58.7	54.7	56.2	61.7
1927	58.3	54.7	55.8	61.0
1928	58.1	54.2	56.0	60.9
1929	58.1	54.5	54.4	60.1

¹ Based on medians of weekly money rates. ² Figures not obtainable.

TABLE 11.—Year's earnings of bookkeepers, stenographers, and office clerks in all industries, 1918 to 1929

Year	Total wage payments by employers	Average number of employees	Average amount per employee		
			Money earnings	Real earnings ¹	
				Actual	Relative (1918=100)
1918	\$113,268,144	104,264	\$1,086	\$641	100.0
1919	152,690,186	116,185	1,314	679	105.9
1920	195,573,486	130,857	1,495	768	119.8
1921	163,589,396	110,481	1,481	875	136.5
1922 ²					
1923	188,694,543	126,470	1,492	887	138.4
1924	207,015,167	133,235	1,554	928	144.8
1925	214,608,478	138,800	1,546	895	139.6
1926	230,689,854	146,255	1,577	925	144.3
1927	244,426,090	150,848	1,620	970	151.3
1928	252,050,747	154,287	1,634	983	153.4
1929	282,017,895	168,127	1,677	1,008	157.3

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)
² Figures not obtainable.

TABLE 12.—Year's earnings of bookkeepers, stenographers, and office clerks in manufacturing, 1918 to 1929

Year	Total wage payments by employers	Average number of employees	Average amount per employee		
			Money earnings	Real earnings ¹	
				Actual	Relative (1918=100)
1918	\$72,401,476	62,155	\$1,165	\$688	100.0
1919	99,616,384	68,249	1,460	755	109.7
1920	118,045,344	73,035	1,616	830	120.6
1921	89,700,261	57,965	1,547	914	132.8
1922 ²					
1923	105,092,484	65,538	1,604	954	138.7
1924	108,441,736	65,963	1,644	981	142.6
1925	116,531,491	68,387	1,704	987	143.5
1926	121,169,678	71,195	1,702	998	145.1
1927	127,339,270	71,769	1,774	1,062	154.4
1928	126,630,061	72,041	1,758	1,057	153.6
1929	141,959,719	79,197	1,792	1,077	156.5

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)
² Figures not obtainable.

TABLE 13.—Year's earnings of bookkeepers, stenographers, and office clerks in offices, 1918 to 1929

Year	Total wage payments by employers	Average number of employees	Average amount per employee		
			Money earnings	Real earnings ¹	
				Actual	Relative (1918=100)
1918	\$6,644,321	5,856	\$1,135	\$670	100.0
1919	10,449,361	8,430	1,240	641	95.7
1920	16,031,468	11,001	1,457	749	111.8
1921	13,944,327	9,230	1,511	893	133.3
1922 ²					
1923	16,705,632	10,989	1,520	904	134.9
1924	20,420,468	12,691	1,609	961	143.4
1925	21,987,567	13,718	1,603	928	138.5
1926	23,338,357	14,316	1,630	956	142.7
1927	26,848,769	16,075	1,670	1,000	149.3
1928	31,654,279	18,207	1,739	1,046	156.1
1929	41,246,320	20,495	2,013	1,210	180.6

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)
² Figures not obtainable.

TABLE 14.—Year's earnings of bookkeepers, stenographers, and office clerks in stores, retail and wholesale, 1918 to 1929

Year	Total wage payments by employers	Average number of employees	Average amount per employee		
			Money earnings	Real earnings ¹	
				Actual	Relative (1918=100)
1918	\$12,767,466	14,754	\$865	\$511	100.0
1919	16,790,590	16,576	1,013	524	102.5
1920	22,754,143	18,161	1,253	644	126.0
1921	21,379,923	16,992	1,258	743	145.4
1922 ²					
1923	23,712,779	19,006	1,248	742	145.2
1924	25,021,238	19,453	1,286	768	150.3
1925	25,604,866	20,221	1,266	733	143.4
1926	27,867,178	20,906	1,333	782	153.0
1927	28,490,223	21,462	1,327	795	155.6
1928	28,233,953	21,689	1,302	783	153.2
1929	29,911,611	22,835	1,310	787	154.0

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics. Figure for December, 1914, constitutes base, 100. December figures used throughout. (See p. 4 for explanation.)
² Figures not obtainable.

CHART 2.—INCREASE IN YEAR'S REAL EARNINGS OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS, 1918 TO 1929, BY EMPLOYMENT GROUP. (See Tables 11 to 14)

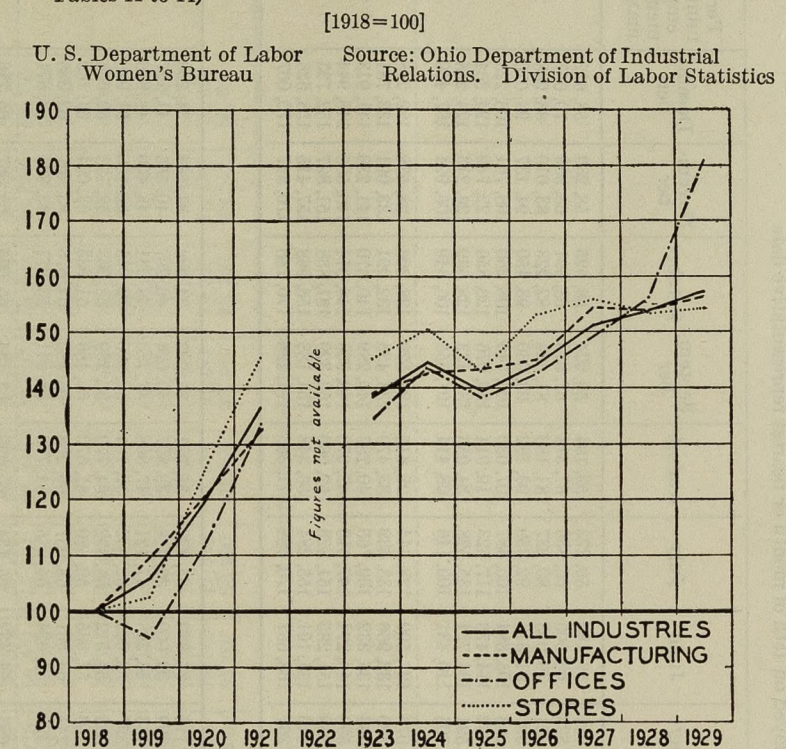


TABLE 15.—Year's earnings of bookkeepers, stenographers, and office clerks in all industries in eight counties, 1929

County	Total wage payments by employers	Average number of employees	Average amount per employee	
			Money earnings	Real earnings ¹
Cuyahoga (Cleveland)	\$89,737,510	47,831	\$1,876	\$1,127
Franklin (Columbus)	16,969,739	11,082	1,531	920
Hamilton (Cincinnati)	43,662,238	28,131	1,552	933
Lucas (Toledo)	19,349,341	11,857	1,632	981
Mahoning (Youngstown)	10,580,247	5,910	1,790	1,076
Montgomery (Dayton)	16,495,990	9,868	1,672	1,005
Stark (Canton)	9,281,217	5,753	1,613	969
Summit (Akron)	22,713,566	12,179	1,865	1,121

¹ Computed from cost-of-living index of U. S. Bureau of Labor Statistics.

CHART 3.—TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN ALL INDUSTRIES, 1914 TO 1929, BY SEX

(See Table 16)

U. S. Department of Labor
Women's Bureau

Source: Ohio Department of Industrial Relations
Division of Labor Statistics

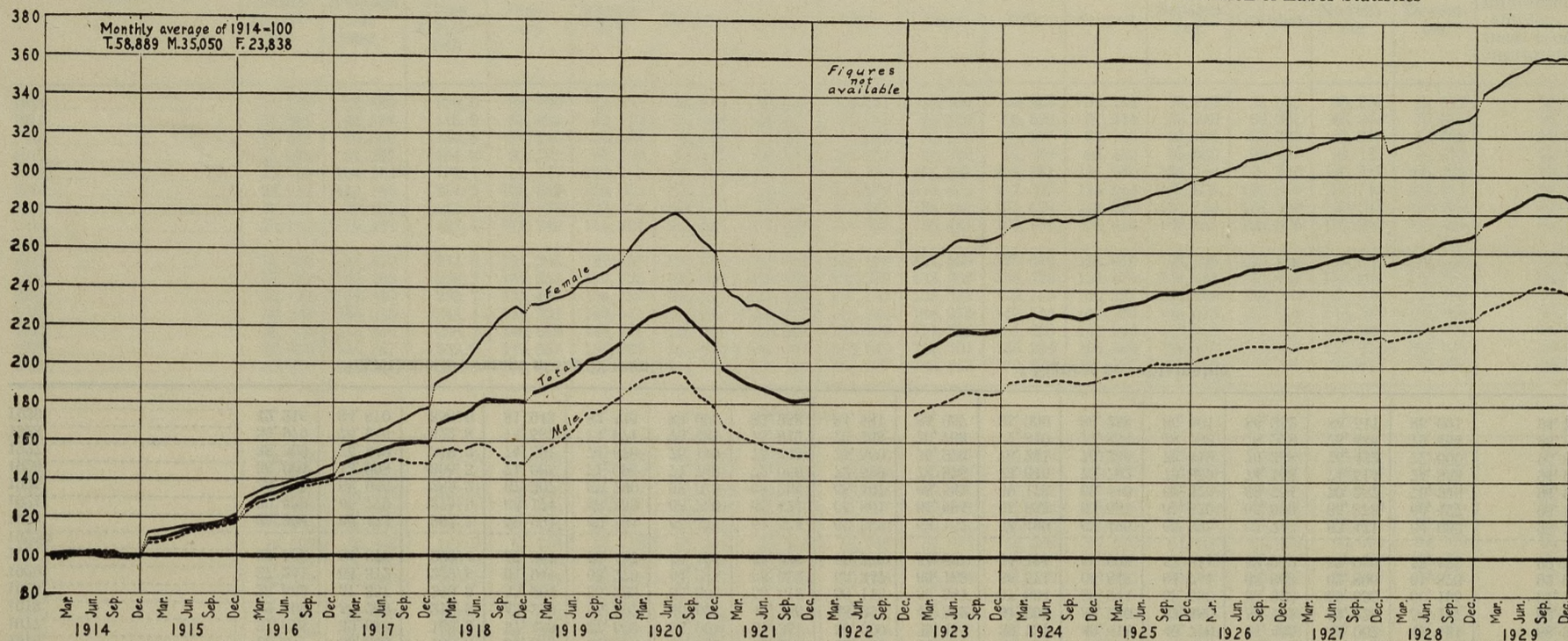


CHART 4.—TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN MANUFACTURING, 1914 TO 1929, BY SEX

(See Table 17)

U. S. Department of Labor
Women's Bureau

Source: Ohio Department of Industrial Relations
Division of Labor Statistics

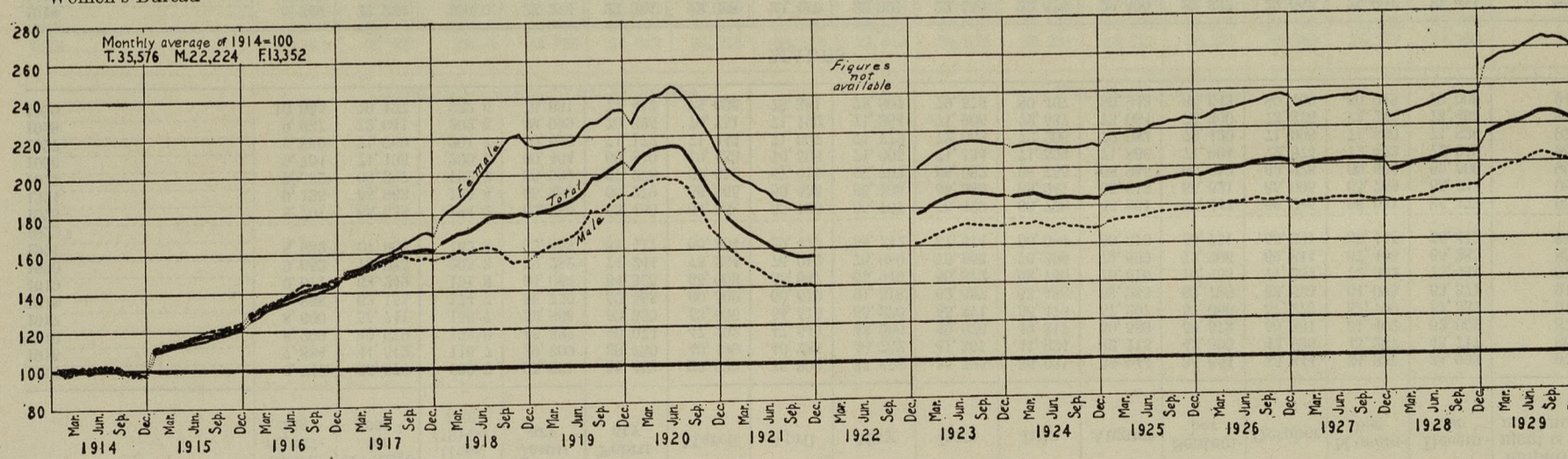


CHART 5.—TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN OFFICES, 1914 TO 1929, BY SEX
(See Table 18)

U. S. Department of Labor
Women's Bureau

[Scale reduced because of extreme fluctuation]

Source: Ohio Department of Industrial Relations
Division of Labor Statistics

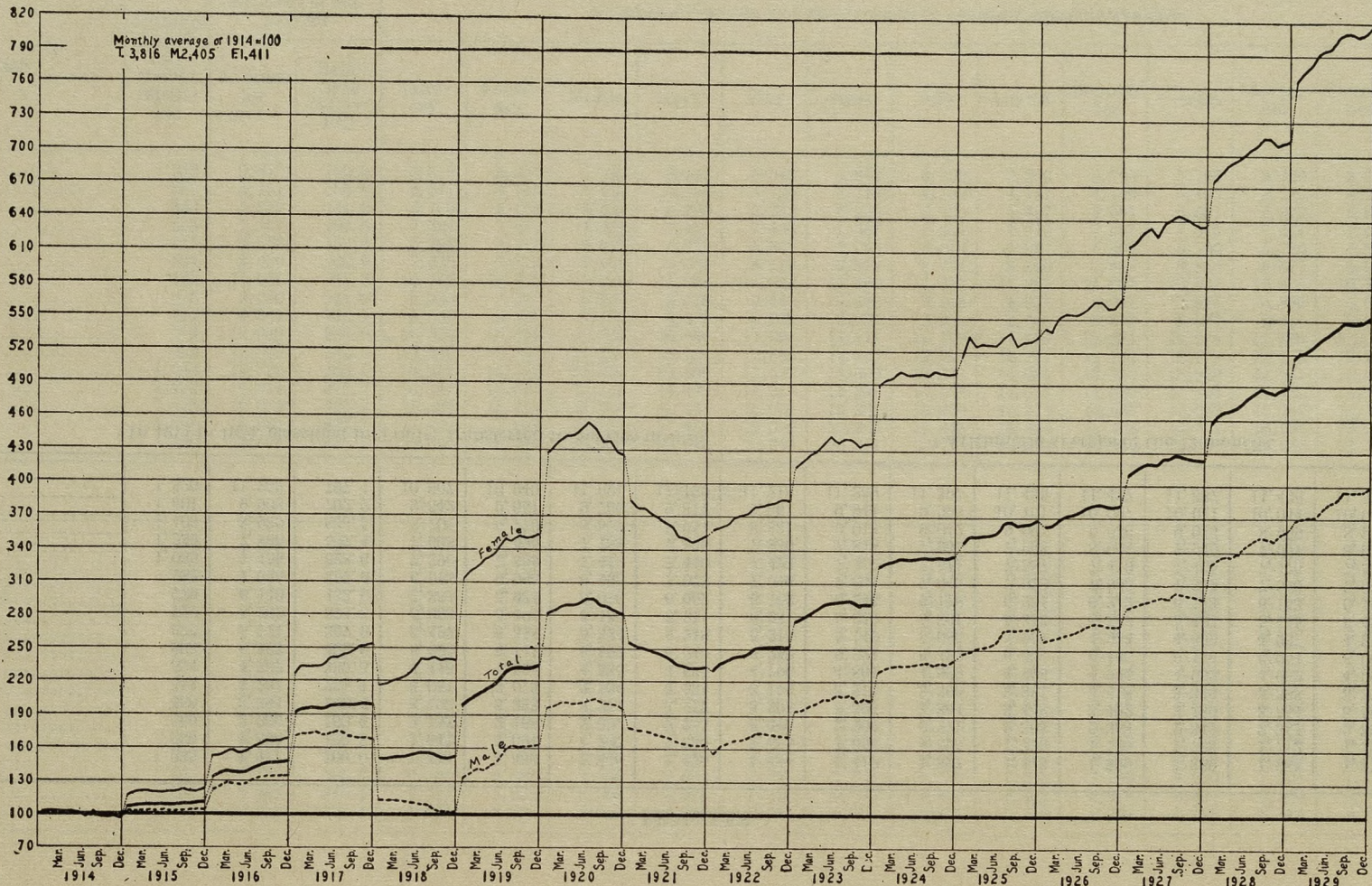
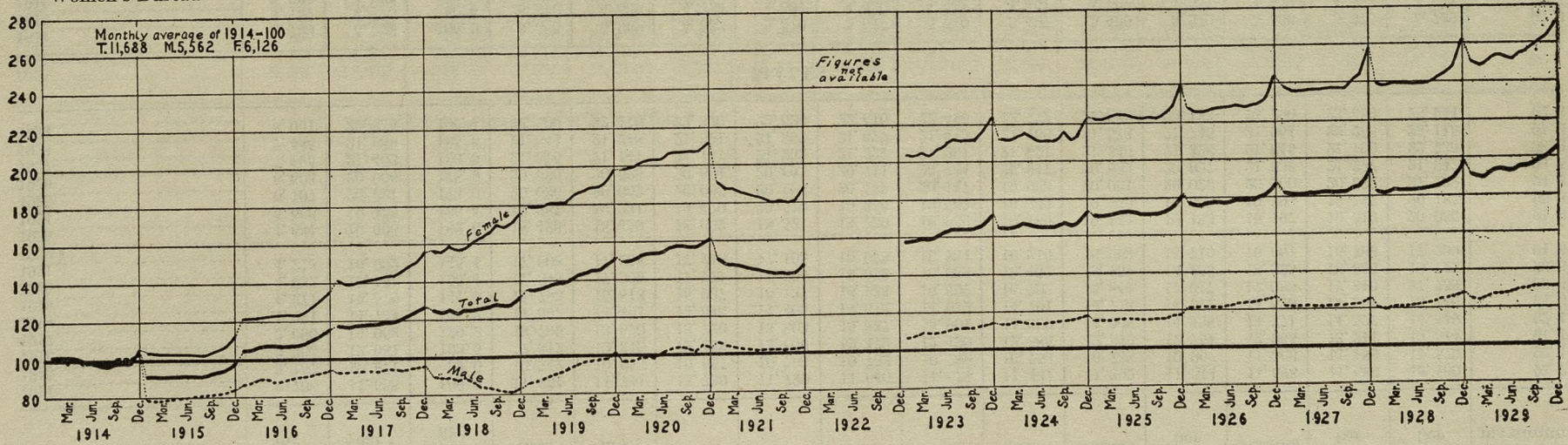


CHART 6.—TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN STORES, 1914 TO 1929, BY SEX (See Table 19)

U. S. Department of Labor
Women's Bureau

Source: Ohio Department of Industrial Relations
Division of Labor Statistics



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