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



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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

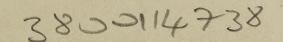
## BOOKKEEPERS, STENOGRAPHERS AND OFFICE CLERKS IN OHIO 1914 TO 1929

BY AMY G. MAHER



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## BOORLARERS, STRADGRAPHER AND SPRICE CLERES IN OHIO

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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 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. direc-tor 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

Respectfully submitted.

MARY ANDERSON, Director.

V

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 workers <sup>1</sup> 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.<sup>2</sup> 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

<sup>&</sup>lt;sup>1</sup> 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. <sup>2</sup> 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.

INTRODUCTION	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	40.5	50. 5	24. 7
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

<sup>1</sup> 1918; earlier figures not obtainable.

#### PROPORTION OF MEN AND WOMEN IN CLERICAL GROUP

The average number of men and women employed in 1929<sup>3</sup> in all lines of employment in Ohio was 1,278,993. Of these, about fourfifths (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 onehalf (50.5 per cent) of all persons employed in clerical occupations.

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<sup>3</sup> 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.)

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

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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.<sup>4</sup> 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 <sup>1</sup>	December 1914=100	Date	A verage for 1913= [100 <sup>1</sup>	December 1914=100
Average, 1913 December: 1914 1916 1916 1917 1918 1919. 1920	100. 0 $103. 0$ $105. 1$ $118. 3$ $142. 4$ $174. 4$ $199. 3$ $200. 4$	97. 1 100. 0 102. 0 114. 9 138. 3 169. 3 193. 5 194. 6	December: 1921 1922 1923 1924 1925 1926 1926 1927 1928 1929	$174.3 \\ 169.5 \\ 173.2 \\ 172.5 \\ 177.9 \\ 175.6 \\ 172.0 \\ 171.3 \\ 171.4$	169. 2 164. 6 168. 2 167. 5 172. 7 170. 5 167. 0 166. 3 166. 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-

<sup>4</sup> 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 threetenths (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.<sup>5</sup> 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.)

<sup>5</sup>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.<sup>6</sup> 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.)

<sup>&</sup>lt;sup>6</sup> 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).<sup>7</sup>

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.

APPENDIX

TABLES AND CHARTS

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 onehalf 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.

<sup>7</sup> 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

**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

		Р	Per cent who were-			
Sex and year	Average number <sup>1</sup>	Wage earners	Sales people (not traveling)	Book- keepers, stenog- raphers, and office clerks		
Total: 1914 1929	641,737 1,278,993	86. 2 80. 1	4.6 6.8	9. 2 13. 1		
Male: 1914 1929	- 515, 256 976, 787	90. 4 86. 2	2.8 5.3	6. 8 8. 1		
Female: 1914 1929	- 126, 481 - 302, 206	69. 2 60. 4	11.9 11.5	18.8 28.1		

<sup>1</sup> 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, stenog-<br/>raphers, and office clerks in all industries, 1914 to 1929

		Male		Female	
Year	Total	Number	Per cent of total	Number	Per cent of total
1914         1915         1916         1917         1918         1919         1920         1921         1922         1923         1924         1925         1926         1927	$\begin{array}{c} 58,889\\ 66,574\\ 79,360\\ 91,247\\ 104,264\\ 116,185\\ 130,857\\ 110,481\\ \hline 126,470\\ 133,235\\ 138,800\\ 146,255\\ 150,848\\ \end{array}$	35, 050 39, 052 46, 352 51, 559 53, 996 58, 848 66, 545 55, 803 	59. 5 58. 7 58. 4 56. 5 51. 8 50. 7 50. 9 50. 5 50. 6 50. 6 50. 6 50. 3 50. 1 49. 7	23, 838 27, 523 33, 008 39, 688 50, 269 57, 337 64, 312 54, 678 	$\begin{array}{c} 40.5\\ 41.3\\ 41.6\\ 43.5\\ 48.2\\ 49.3\\ 49.1\\ 49.5\\ \hline \\ 49.4\\ 49.4\\ 49.7\\ 49.9\\ 50.3\\ 50.3\\ \hline \end{array}$
1928 1929	154, 287 168, 127	77, 341 83, 257	50. 1 49. 5	76, 946 84, 870	49. 9 50. 5

<sup>1</sup> Figures not obtainable.

106894°—32—3

TABLE 3.—Proportion of men and women in total group of bookkeepers, stenog-<br/>raphers, and office clerks in manufacturing, 1914 to 1929

	177 S. 199	Ma	le	Female	
Year	Total	Number	Per cent of total	Number	Per cent of total
1914       1915       1916       1917       1918       1919       1920       1921	35, 576 41, 512 49, 079 55, 741 62, 155 68, 249 73, 035 57, 965	$\begin{array}{c} 22, 224\\ 26, 150\\ 30, 959\\ 34, 306\\ 35, 315\\ 38, 489\\ 41, 863\\ 32, 713\\ \end{array}$	$\begin{array}{c} 62.\ 5\\ 63.\ 0\\ 63.\ 1\\ 61.\ 5\\ 56.\ 8\\ 56.\ 4\\ 57.\ 3\\ 56.\ 4\end{array}$	13, 352 15, 362 18, 120 21, 436 26, 839 29, 760 31, 172 25, 252	37. 5 37. 0 36. 9 38. 5 43. 2 43. 6 42. 7 43. 6
1922 1 1923	65, 538 65, 963 68, 387 71, 195 71, 769 72, 041 79, 197	$\begin{array}{c} 37,379\\ 37,743\\ 38,851\\ 40,223\\ 40,423\\ 41,090\\ 44,428 \end{array}$	57.0 57.2 56.8 56.5 56.3 57.0 56.1	28, 159 28, 220 29, 536 30, 973 31, 346 30, 951 34, 769	43. 0 42. 8 43. 2 43. 5 43. 7 43. 0 43. 9

<sup>1</sup> Figures not obtainable.

TABLE 4.—Proportion of men and women in total group of bookkeepers, stenog-<br/>raphers, and office clerks in offices; 1914 to 1929

	have been been been been been been been be		Ma	le	Female	
	Year	Total	Number	Per cent of total	Number	Per cent of total
1914		3, 816	2,405	63.0	1, 411	37.0
			2,452	59.1	1,698	40. 9
		F 000	3, 123	58.0	2,266	42. 0
		H FOR	4, 143	55.0	3, 394	45. (
			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.
1921			4, 109	44.5	5, 121	55.
		9, 361	4,079	43.6	5, 282	56. 4
			4,879	44.4	6, 110	55.6
			5,665	44.6	7,025	55.4
			6, 259	45.6	7,459	54.4
			6,451	45.1	7,865	54. 9
			7,136	44.4	8,939	55. 6
		00 105	8,299	45.6	9,908	54.4
1929		20, 495	9, 243	45.1	11, 252	54. 9
	AND THE PERSON SERVICE ME	200	Michael States	Religion and the	Bard and a start of	

TABLE 5.—Proportion of men and women in total group of bookkeepers, stenog-<br/>raphers, and office clerks in stores, retail and wholesale, 1914 to 1929

APPENDIX-TABLES AND CHARTS

	Year	Martin A	Male		Female	
		Total	Number	Per cent of total	Number	Per cent of total
914		11,688	5, 562	47.6	6, 126	52.4
			4, 470	41.1	6,400	58.9
			5,007	39.5	7,673	60. 5
			5, 204	37.0	8,848	63.0
		10	4,751	32.2	10,003	67.8
			5, 212	31. 4 31. 0	11, 364	68. 6 69. 0
		10 000	5, 626 5, 703	31.0	12,535 11,289	66.4
			0, 105	33. 0	11, 209	00. 9
923		19,006	6, 148	32.3	12,859	67.7
			6, 370	32.7	13, 083	67.3
		100 001	6, 426	31.8	13, 795	68.2
The second s		00 000	6,841	32.7	14,065	67.3
			6, 791	31.6	14,671	68.4
		21, 689	6,828	31.5	14,861	68. 6
929		22, 835	7, 127	31.2	15,708	68.8

<sup>1</sup> Figures not obtainable.

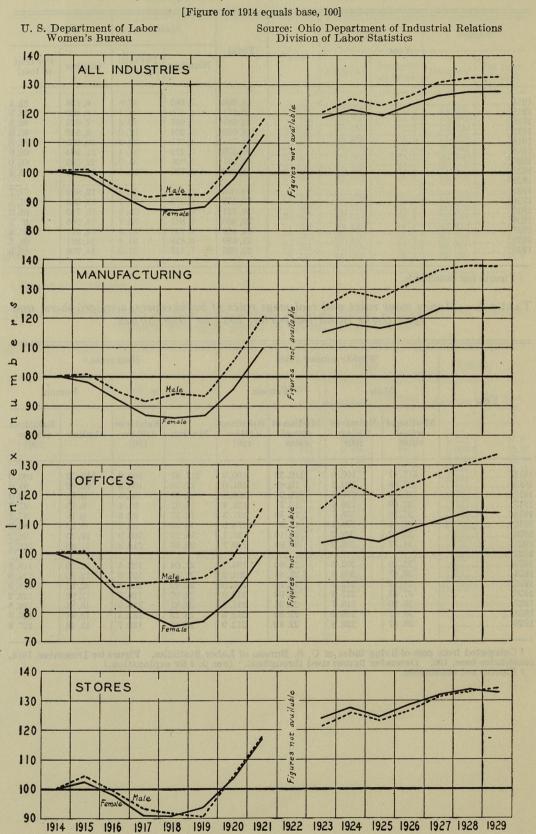
.

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

			Contraction of the								
		Weekly m	oney rates	Real rates <sup>1</sup>							
Year	M	ale	Fen	nale	M	ale	Female				
	Median of actual rates	Relatives (1914= 100)	Median of actual rates	Relatives (1914= 100)	Median	Relatives (1914= 100)	Median	Relatives (1914= 100)			
1914 1915 1916 1917	19.13 22.09 126.4		\$10. 52 10. 63 11. 24 12. 77 15. 50	$ \begin{array}{c} 100. \ 0 \\ 101. \ 0 \\ 106. \ 8 \\ 121. \ 4 \\ 147. \ 3 \end{array} $	\$17.47 17.53 16.65 15.97 16.17	$   \begin{array}{r}     100. \ 0 \\     100. \ 3 \\     95. \ 3 \\     91. \ 4 \\     92. \ 6   \end{array} $		100. ( 99. ( 93. ( 87. ' 87. '			
1918 1919 1920 1921 1922 <sup>2</sup>	31. 16 35. 32 34. 97	- 27. 38 156. 7 - 31. 16 178. 4 - 35. 32 202. 2		170. 8 191. 1 190. 7	$     \begin{array}{r}       16.10 \\       18.15 \\       20.67 \\     \end{array} $	92. 2 103. 9 118. 3	9. 29 10. 33 11. 86	88. 98. 112.			
1923 1924 1925 1926 1927	36.67         209.9           37.12         212.5           37.63         215.4           38.20         218.7		21. 02 21. 48 21. 78 22. 09 22. 28	199.8 204.2 207.0 210.0 211.8	21. 04 21. 89 21. 49 22. 07 22. 87	120.4         12.50           125.3         12.82           123.0         12.61           126.3         12.96           130.9         13.34		118. 121. 119. 123. 126.			
1928 1929		220. 2 220. 8	22.35 22.40	212. 5 212. 9	23. 13 23. 18	132.4 132.7	13. 44 13. 46	127. 127.			

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

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



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#### APPENDIX-TABLES AND CHARTS

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

		Weekly m	oney rates	malan Kono	Real rates <sup>1</sup>						
Year	M	ale	Fen	nale	M	ale	Fen	nale			
dietine distance dietine (1934– 1990	Median of actual rates	Relatives (1914= 100)	Median of actual rates	Relatives (1914= 100)	Median	Relatives (1914= 100)	Median	Relatives (1914= 100)			
914         915         916         917         918         919         920         921         922 2         923         924         925         926         927         928	$\begin{array}{c} \$17.\ 82\\ 18.\ 26\\ 19.\ 54\\ 22.\ 55\\ 28.\ 43\\ 32.\ 19\\ 36.\ 61\\ 36.\ 37\\ \hline 37.\ 08\\ 38.\ 61\\ 39.\ 17\\ 40.\ 14\\ 40.\ 75\\ 40.\ 99\\ \end{array}$	100. 0 102. 5 109. 7 126. 5 159. 5 180. 6 205. 4 204. 1 	$\begin{array}{c} \$10. 83\\ 10. 84\\ 11. 48\\ 12. 98\\ 15. 78\\ 18. 20\\ 20. 27\\ 20. 16\\ \hline \\ 20. 99\\ 21. 37\\ 21. 79\\ 21. 94\\ 22. 28\\ 22. 22\\ \end{array}$	100. 0 100. 1 106. 0 119. 9 145. 7 168. 1 187. 2 186. 1 	\$17.82 17.90 17.01 16.31 16.79 16.64 18.81 21.50 	100. 0 100. 4 95. 5 91. 5 94. 2 93. 4 105. 6 120. 7 123. 7 129. 3 127. 3 132. 1 136. 9 138. 3 138. 3 138. 3 138. 3 139. 100. 100. 100. 100. 100. 100. 100. 10	\$10.83 10.63 9.99 9.32 9.41 10.42 11.91 	100.0 98.2 92.2 86.7 86.1 86.9 96.2 110.0 115.5 117.8 116.8 118.8 123.5 123.5			

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

ers

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

annotis san ilaine a saith	Significante	Weekly mo	oney rates			Real r	Real rates <sup>1</sup>			
Year	M	ale	Fem	ale	M	ale	Female			
	Median of actual rates	Relatives (1914= 100)	Median of actual rates	Relatives (1914= 100)	Median	Relatives (1914= 100)	Median	Relatives (1914= 100)		
1914 1915 1916 1917 1918 1918 1919 1920 1920 1921 1920	\$19. 33 19. 77 19. 66 24. 03 29. 55 34. 31 37. 13 37. 76	$100.\ 0\\102.\ 3\\101.\ 7\\124.\ 3\\152.\ 9\\177.\ 5\\192.\ 1\\195.\ 3$	\$12. 40 12. 15 12. 31 13. 71 15. 79 18. 48 20. 53 20. 79	$\begin{array}{c} 100.\ 0\\ 98.\ 0\\ 99.\ 3\\ 110.\ 6\\ 127.\ 3\\ 149.\ 0\\ 165.\ 6\\ 167.\ 7\end{array}$	\$19.33 19.38 17.11 17.38 17.45 17.73 19.08 22.32	$100. 0 \\ 100. 3 \\ 88. 5 \\ 89. 9 \\ 90. 3 \\ 91. 7 \\ 98. 7 \\ 115. 5$	\$12. 40 11. 91 10. 71 9. 91 9. 33 9. 55 10. 55 12. 29	$100. 0 \\96. 0 \\86. 4 \\79. 9 \\75. 2 \\77. 0 \\85. 1 \\99. 1$		
1922 <sup>2</sup> 1923 1924 1925 1926 1927 1927 1928 1929	$\begin{array}{c} 37.53\\ 40.05\\ 39.78\\ 40.66\\ 41.06\\ 41.88\\ 43.12\\ \end{array}$	194. 2 207. 2 205. 8 210. 3 212. 4 216. 7 223. 1	$\begin{array}{c} 21.\ 64\\ 21.\ 98\\ 22.\ 26\\ 22.\ 84\\ 22.\ 93\\ 23.\ 46\\ 23.\ 46\end{array}$	$\begin{array}{c} 174.5\\ 177.3\\ 179.5\\ 184.2\\ 184.9\\ 189.2\\ 189.2 \end{array}$	$\begin{array}{c} 22.\ 31\\ 23.\ 91\\ 23.\ 03\\ 23.\ 85\\ 24.\ 59\\ 25.\ 18\\ 25.\ 91\\ \end{array}$	$\begin{array}{c} 115.\ 4\\ 123.\ 7\\ 119.\ 1\\ 123.\ 4\\ 127.\ 2\\ 130.\ 3\\ 134.\ 0 \end{array}$	$\begin{array}{c} 12.87\\ 13.12\\ 12.89\\ 13.40\\ 13.73\\ 14.11\\ 14.10\\ \end{array}$	$\begin{array}{c} 103.8\\ 105.8\\ 104.0\\ 108.1\\ 110.7\\ 113.8\\ 113.7\end{array}$		

<sup>1</sup> 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.) <sup>2</sup> 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

	en togat	Weekly m	oney rates	ingant + come	el mart	Real	rates 1	North L
Year	М	ale	Fen	nale	M	ale	Fen	nale
mathater Man Asu	Median of actual rates	Relatives (1914= 100)	Median of actual rates	Relatives (1914= 100)	Median	Relatives (1914= 100)	Median	Relatives (1914= 100)
1914 1915 1916 1917 1918 1919 1920 1920		100. 0 106. 8 113. 9 129. 1 155. 5 174. 8 201. 7 199. 0	\$9.54 10.01 10.73 11.97 14.61 17.34 19.18 18.97	100. 0 104. 9 112. 5 125. 5 153. 1 181. 8 201. 0 198. 8	\$15.70 16.43 15.57 14.66 14.42 14.18 16.27 18.46	100. 0 104. 6 99. 2 93. 4 91. 8 90. 3 103. 6 117. 6	\$9.54 9.81 9.34 8.66 8.63 8.96 9.86 11.21	100. 0 102. 8 97. 9 90. 8 90. 5 93. 9 103. 4 117. 5
1922 <sup>2</sup> 1923 1924 1925 1926 1926 1927 1928 1928	33.88	$\begin{array}{r} 203.\ 7\\ 210.\ 9\\ 212.\ 4\\ 215.\ 8\\ 219.\ 1\\ 221.\ 1\\ 223.\ 5\end{array}$	$     \begin{array}{r}       19.92 \\       20.40 \\       20.45 \\       20.92 \\       20.97 \\       21.15 \\       21.09 \\     \end{array} $	208. 8 213. 8 214. 4 219. 3 219. 8 221. 7 221. 1	19. 01 19. 77 19. 31 19. 87 20. 60 20. 88 21. 09	$\begin{array}{c} 121.1\\ 125.9\\ 123.0\\ 126.6\\ 131.2\\ 133.0\\ 134.3 \end{array}$	$11.84 \\ 12.18 \\ 11.84 \\ 12.27 \\ 12.56 \\ 12.72 \\ 12.67$	124. 1 127. 7 124. 1 128. 6 131. 7 133. 3 132. 8

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

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

Year	All indus- tries	Manufac- turing	Offices	Stores, retail and wholesale
1914         1915         1916         1917         1918         1919         1920         1921	$\begin{array}{c} 60.\ 2\\ 59.\ 5\\ 58.\ 8\\ 57.\ 8\\ 56.\ 6\\ 57.\ 7\\ 56.\ 9\\ 57.\ 4\end{array}$	$\begin{array}{c} 60.8\\ 59.4\\ 58.8\\ 57.6\\ 55.5\\ 56.5\\ 56.5\\ 55.4\\ 55.4\end{array}$	$\begin{array}{c} 64.1\\ 61.5\\ 62.6\\ 57.1\\ 53.4\\ 53.9\\ 55.3\\ 55.1\end{array}$	$\begin{array}{c} 60.8\\ 59.7\\ 60.0\\ 59.1\\ 59.8\\ 63.2\\ 60.6\\ 60.7 \end{array}$
1922 *	$59.4 \\ 58.6 \\ 58.7 \\ 58.7 \\ 58.3 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ 58.1 \\ $	56.6 55.3 55.6 54.7 54.7 54.7 54.2 54.5	$57.7 \\ 54.9 \\ 56.0 \\ 56.2 \\ 55.8 \\ 56.0 \\ 54.4$	$\begin{array}{c} 62.3\\ 61.6\\ 61.3\\ 61.7\\ 61.0\\ 60.9\\ 60.1 \end{array}$

<sup>1</sup> Based on medians of weekly money rates.

<sup>2</sup> Figures not obtainable.

#### APPENDIX—TABLES AND CHARTS

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

	and Contract of the	e Roman	Average a	amount per	employee
Year	Total wage payments by employers	Average number of employees	Money	Real ea	rnings 1
anticitation anosti anticitation			earnings	Actual	Relative (1918=100)
1918 1919 1920 1921 1921	\$113, 268, 144 152, 690, 186 195, 573, 486 163, 589, 396	$104, 264 \\116, 185 \\130, 857 \\110, 481$	\$1, 086 1, 314 1, 495 1, 481	\$641 679 768 875	100. 0 105. 9 119. 8 136. 5
1923	207, 015, 167            214, 608, 478            230, 689, 854            244, 426, 090            252, 050, 747	$\begin{array}{r} 126,470\\ 133,235\\ 138,800\\ 146,255\\ 150,848\\ 154,287\\ 168,127\end{array}$	$1, 492 \\1, 554 \\1, 546 \\1, 577 \\1, 620 \\1, 634 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 677 \\1, 6$	887 928 895 925 970 983 1,008	138.4 144.8 139.6 144.3 151.3 153.4 157.3

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

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

					Average a	mount per	employee	
	Y	Zear	Total wage payments by employers	Average number of employees	Money	Real ea	Actual         (1918=100           \$688         100.           755         109.           830         120.           914         132.           954         138.           981         142.           987         143.           998         145.           1, 062         154.           1, 057         153.	
armahult galastati	18		employers	employees	earnings	Actual	Relative (1918=100)	
1919 1920 1921			 \$72, 401, 476 99, 616, 384 118, 045, 344 89, 700, 261	62, 155 68, 249 73, 035 57, 965	\$1, 165 1, 460 1, 616 1, 547	755 830	100. 0 109. 7 120. 6 132. 8	
1923 1924 1925 1925 1926 1927 1928			$\begin{array}{c} 105,092,484\\ 108,441,736\\ 116,531,491\\ 121,169,678\\ 127,339,270\\ 126,630,061\\ 141,959,719 \end{array}$	65, 538 65, 963 68, 387 71, 195 71, 769 72, 041 79, 197	$1, 604 \\ 1, 644 \\ 1, 704 \\ 1, 702 \\ 1, 774 \\ 1, 758 \\ 1, 792$	981 987 998 1, 062	$\begin{array}{r} 138.7\\142.6\\143.5\\145.1\\154.4\\154.4\\153.6\\156.5\end{array}$	

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

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

		March March 199						
in content we have an entropy of			Average a	Average amount per employ				
Year	Total wage payments by	Average number of		Real ea	rnings <sup>1</sup>			
procession of the second secon	employers	employees	earnings	Actual	Relative (1918=100)			
1918 1919 1920 1921	10, 051, 400	5, 856 8, 430 11, 001 9, 230	\$1, 135 1, 240 1, 457 1, 511	\$670 641 749 893	100. 0 95. 7 111. 8 133. 3			
922 <sup>2</sup> 923 924 925 926 927	$\begin{array}{c} 16,705,632\\ 20,420,468\\ 21,987,567\\ 23,338,357\\ 26,848,769\\ \end{array}$	$\begin{array}{c} 10,989\\ 12,691\\ 13,718\\ 14,316\\ 16,075\\ 18,207\end{array}$	$\begin{array}{c} 1,520\\ 1,609\\ 1,603\\ 1,630\\ 1,670\\ 1,739\end{array}$	904 961 928 956 1,000 1,046	134.9 143.4 138.8 142.7 149.3 156.1			
1928	31, 654, 279           41, 246, 320		2, 013	1,040	180.			

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

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

opendation and subseque particular			and the second	Average a	mount per	employee
Year	Sectors 27	Total wage payments by	Average number of	Money	Real ea	rnings <sup>1</sup>
	and deployed	employers	employees	earnings	Actual	Relative (1918=100) 100. 0 102. 5 126. 0 145. 4 
		\$12, 767, 466 16, 790, 590 22, 754, 143 21, 379, 923	14, 754 16, 576 18, 161 16, 992	\$865 1,013 1,253 1,258	\$511 524 644 743	102.5 126.0
1922 <sup>2</sup> 1923 1924 1925 1926 1927 1928 1928		23, 712, 779 25, 021, 238 25, 604, 866 27, 867, 178 28, 490, 223 28, 233, 953 29, 911, 611	$\begin{array}{c} 19,006\\ 19,453\\ 20,221\\ 20,906\\ 21,462\\ 21,689\\ 22,835\\ \end{array}$	$1, 248 \\ 1, 286 \\ 1, 266 \\ 1, 333 \\ 1, 333 \\ 1, 327 \\ 1, 302 \\ 1, 310$	742 768 733 782 795 783 783 787	150.3 143.4

<sup>1</sup> 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.) <sup>2</sup> Figures not obtainable.

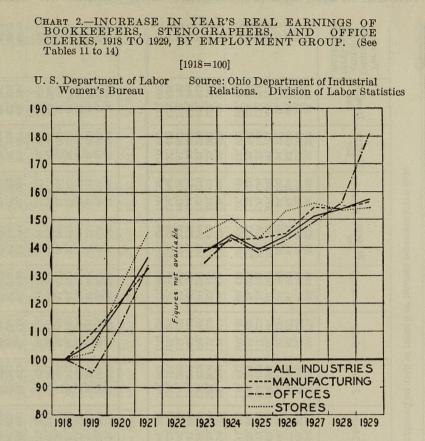


TABLE 15.—Year's earnings of bookkeepers, stenographers, and office clerks in allindustries in eight counties, 1929

County	Total wage	Average number of		amount ployee
TRACE AND TRACES	employers	employees	Money earnings	Real earn- ings <sup>1</sup>
Cuyahoga (Cleveland). Franklin (Columbus). Hamilton (Cincinnati). Lucas (Toledo). Mahoning (Youngstown). Montgomery (Dayton). Stark (Canton). Summit (Akron).	\$89, 737, 510 16, 969, 739 43, 662, 238 19, 349, 341 10, 580, 247 16, 495, 990 9, 281, 217 22, 713, 566	$\begin{array}{r} 47,831\\ 11,082\\ 28,131\\ 11,857\\ 5,910\\ 9,868\\ 5,753\\ 12,179\end{array}$	\$1, 876 1, 531 1, 552 1, 632 1, 790 1, 672 1, 613 1, 865	

<sup>1</sup> Computed from cost-of-living index of U. S. Bureau of Labor Statistics.

	Number	Numbe ploy	r of em- yees				Number	employed	l on 15th (	of month	or nearest	t represen	tative dat	te	2	
Year	of estab- lish- ments report- ing	A verage for year <sup>1</sup>	Rela- tives (1914= 100)	Janu- ary	Febru- ary	March	April	May	June	July	August	Septem- ber	October	Novem- ber	Decem- ber	Per cent minimum employ- ment is of maximum
914 915 916 917 918 919 920 921 922 <sup>2</sup>	21.624	58, 889 66, 574 79, 360 91, 247 104, 264 116, 185 130, 857 110, 481	$\begin{array}{c} 100.\ 0\\ 113.\ 0\\ 134.\ 8\\ 154.\ 9\\ 177.\ 1\\ 197.\ 3\\ 222.\ 2\\ 187.\ 6\end{array}$	58, 799 63, 926 74, 114 87, 121 99, 427 108, 982 127, 527 116, 749	58, 601 63, 973 75, 002 87, 753 100, 119 109, 652 129, 878 114, 827	58, 835 64, 608 76, 666 88, 497 101, 477 110, 757 131, 663 113, 728	59, 208 64, 917 77, 267 89, 440 101, 797 112, 013 133, 173 111, 968	59, 011 65, 523 77, 921 90, 397 103, 295 112, 862 133, 591 111, 706	59, 182 66, 506 79, 083 91, 513 105, 384 114, 476 134, 724 110, 431	59, 273 66, 836 80, 237 92, 339 106, 687 117, 523 135, 528 109, 146	59, 184 67, 314 81, 180 93, 182 107, 030 119, 914 134, 056 108, 414	59, 024 67, 913 81, 624 93, 060 106, 749 120, 076 131, 133 107, 555	$\begin{array}{c} 58,695\\ 68,361\\ 82,223\\ 93,450\\ 106,260\\ 120,856\\ 128,539\\ 106,849\\ \end{array}$	$\begin{array}{c} 58,239\\ 68,959\\ 83,016\\ 94,137\\ 106,761\\ 122,749\\ 126,213\\ 106,994 \end{array}$	58, 612 70, 057 83; 988 94, 070 106, 223 124, 364 124, 258 107, 409	98. 3 91. 2 88. 2 92. 5 92. 9 87. 6 91. 7 91. 5
1923 1924 1925 1926 1927 1928 1928	$\begin{array}{c} 25,904\\ 30,439\\ 33,443\\ 36,004\\ 38,509\\ 39,979\\ 42,216\end{array}$	$\begin{array}{c} 126,470\\ 133,235\\ 138,800\\ 146,255\\ 150,848\\ 154,287\\ 168,127\\ \end{array}$	$\begin{array}{c} 214.8\\ 226.2\\ 235.7\\ 248.4\\ 256.2\\ 262.0\\ 285.5 \end{array}$	$\begin{array}{c} 121,208\\ 132,263\\ 135,487\\ 142,501\\ 148,058\\ 149,557\\ 162,332 \end{array}$	$\begin{array}{c} 122,166\\ 132,726\\ 136,197\\ 142,911\\ 148,545\\ 150,289\\ 163,553\\ \end{array}$	$\begin{array}{c} 123,829\\ 133,194\\ 136,712\\ 144,033\\ 149,241\\ 151,266\\ 164,791\\ \end{array}$	$\begin{array}{c} 124,678\\ 133,934\\ 137,220\\ 144,677\\ 150,007\\ 152,161\\ 166,209\\ \end{array}$	$\begin{array}{c} 126,076\\ 133,320\\ 137,593\\ 145,599\\ 150,339\\ 152,640\\ 167,267\\ \end{array}$	$\begin{array}{c} 127, 599\\ 132, 966\\ 138, 332\\ 146, 274\\ 151, 285\\ 154, 101\\ 168, 657\\ \end{array}$	128, 644 133, 639 139, 765 147, 515 151, 823 155, 284 _170, 388	128, 815 133, 479 140, 287 147, 970 152, 060 156, 348 171, 385	128, 529 133, 435 140, 289 148, 038 152, 329 156, 788 171, 296	128, 306 132, 991 140, 570 148, 014 151, 858 156, 968 170, 786	128, 538 133, 091 141, 239 148, 586 151, 897 157, 415 170, 847	$\begin{array}{c} 129,248\\ 133,781\\ 141,913\\ 148,944\\ 152,733\\ 158,626\\ 170,007\\ \end{array}$	93.8 98.8 95.5 95.7 96.9 94.3 94.3 94.7
							MALE	s								
1914 1915 1916 1917 1918 1919 1920 1921	$\begin{array}{c} 14,149\\ 17,981\\ 20,017\\ 21,624\\ 22,709\\ 23,652\\ 27,241\\ 23,562\end{array}$	$\begin{array}{c} 35,050\\ 39,052\\ 46,352\\ 51,559\\ 53,996\\ 58,848\\ 66,545\\ 55,803\end{array}$	$\begin{array}{c} 100.\ 0\\ 111.\ 4\\ 132.\ 2\\ 147.\ 1\\ 154.\ 1\\ 167.\ 9\\ 189.\ 9\\ 159.\ 2\end{array}$	34, 864 37, 284 43, 096 49, 668 54, 128 53, 778 65, 586 59, 388	34, 663 37, 274 43, 667 50, 151 54, 227 54, 419 66, 605 58, 340	34, 750 37, 644 44, 714 50, 589 54, 850 55, 255 67, 448 57, 621	$\begin{array}{c} 35,200\\ 37,852\\ 44,989\\ 51,089\\ 54,512\\ 56,001\\ 68,081\\ 56,732\end{array}$	$\begin{array}{c} 35,116\\ 38,299\\ \textbf{45},463\\ 51,397\\ 55,032\\ 56,746\\ 68,244\\ 56,328\\ \end{array}$	$\begin{array}{c} 35,340\\ 39,009\\ 46,298\\ 52,062\\ 55,512\\ 57,935\\ 68,561\\ 55,624\end{array}$	35, 499 39, 418 47, 121 52, 602 55, 392 59, 689 68, 957 54, 965	$\begin{array}{c} 35,521\\ 39,807\\ 47,808\\ 52,764\\ 54,770\\ 61,670\\ 68,208\\ 54,722\\ \end{array}$	35, 293 40, 024 47, 786 52, 290 53, 269 61, 486 66, 382 54, 241	$\begin{array}{r} 34,984\\ 40,297\\ 48,031\\ 52,015\\ 52,068\\ 61,933\\ 64,676\\ 53,877\end{array}$	34, 581 40, 585 48, 400 52, 130 52, 133 63, 094 63, 407 53, 925	34, 790 41, 127 48, 856 51, 949 52, 056 64, 169 62, 385 53, 871	97. 4 90. 6 88. 2 94. 1 93. 8 83. 8 90. 5 90. 7
1922 ²         1923         1924         1925         1926         1927         1928         1929	$\begin{array}{c} 25,904\\ 30,439\\ 33,443\\ 36,004\\ 38,509\\ 39,979\\ 42,216\end{array}$	$\begin{array}{c} 63, 997\\ 67, 456\\ 69, 855\\ 73, 247\\ 75, 006\\ 77, 341\\ 83, 257 \end{array}$	182. 6192. 5199. 3209. 0214. 0220. 7237. 5	$\begin{array}{c} 61,217\\ 67,089\\ 68,180\\ 71,496\\ 73,477\\ 74,990\\ 80,389 \end{array}$	$\begin{array}{c} 61,785\\ 67,367\\ 68,407\\ 71,815\\ 73,869\\ 75,318\\ 81,017\\ \end{array}$	$\begin{array}{c} 62,712\\ 67,464\\ 68,699\\ 72,284\\ 74,122\\ 75,885\\ 81,701\\ \end{array}$	63, 104 67, 810 68, 965 72, 627 74, 542 76, 219 82, 251	63, 693 67, 459 69, 192 73, 060 74, 779 76, 472 , 82, 786	$\begin{array}{c} 64,432\\ 67,282\\ 69,770\\ 73,399\\ 75,309\\ 77,338\\ 83,600 \end{array}$	$\begin{array}{c} 65,154\\ 67,784\\ 70,589\\ 73,869\\ 75,582\\ 77,944\\ 84,488\end{array}$	$\begin{array}{c} 65,390\\ 67,798\\ 70,877\\ 74,208\\ 75,824\\ 78,494\\ 85,127\\ \end{array}$	$\begin{array}{c} 65,134\\ 67,556\\ 70,813\\ 74,179\\ 75,910\\ 78,606\\ 84,935 \end{array}$	$\begin{array}{c} 65,065\\ 67,292\\ 70,816\\ 73,861\\ 75,470\\ 78,690\\ 84,534 \end{array}$	$\begin{array}{c} 65,067\\ 67,218\\ 70,982\\ 74,072\\ 75,465\\ 78,979\\ 84,336\\ \end{array}$	$\begin{array}{c} 65,216\\ 67,354\\ 70,967\\ 74,091\\ 75,724\\ 79,162\\ 83,916\\ \end{array}$	93, 6 98, 9 96, 1 96, 3 96, 8 94, 7 94, 4

## TABLE 16.—Bookkeepers, stenographers, and office clerks in all industries, 1914 to 1929, by sexALL EMPLOYEES

1914	$21, 624 \\ 22, 709 \\ 23, 652 \\ 27, 241$	$\begin{array}{c} 23,838\\ 27,523\\ 33,008\\ 39,688\\ 50,269\\ 57,337\\ 64,312\\ 54,678\end{array}$	$100. 0 \\ 115. 5 \\ 138. 5 \\ 166. 5 \\ 210. 9 \\ 240. 5 \\ 269. 8 \\ 229. 4$	23, 935 26, 642 31, 018 37, 453 45, 299 55, 204 61, 941 57, 361	$\begin{array}{c} 23,938\\ 26,699\\ 31,335\\ 37,602\\ 45,892\\ 55,233\\ 63,273\\ 56,487\end{array}$	24, 085 26, 964 31, 952 37, 908 46, 627 55, 502 64, 215 56, 107	$\begin{array}{c} 24,008\\ 27,065\\ 32,278\\ 38,351\\ 47,285\\ 56,012\\ 65,092\\ 55,236\end{array}$	23, 895 27, 224 32, 458 39, 000 48, 227 56, 116 65, 347 55, 378	23, 842 27, 497 32, 785 39, 451 49, 872 56, 541 66, 163 54, 807	$\begin{array}{c} 23,774\\ 27,418\\ 33,116\\ 39,737\\ 51,295\\ 57,834\\ 66,571\\ 54,181 \end{array}$	23, 663 27, 507 33, 372 40, 418 52, 260 58, 244 65, 848 53, 692	23, 731 27, 889 33, 838 40, 770 53, 480 58, 590 64, 751 53, 314	$\begin{array}{c} 23,711\\ 28,064\\ 34,192\\ 41,435\\ 54,192\\ 58,923\\ 63,863\\ 52,972 \end{array}$	$\begin{array}{c} 23,658\\ 28,374\\ 34,616\\ 42,007\\ 54,628\\ 59,655\\ 62,806\\ 53,069\end{array}$	$\begin{array}{c} 23,822\\ 28,930\\ 35,132\\ 42,121\\ 54,167\\ 60,195\\ 61,873\\ 53,538\end{array}$	98. 2 92. 1 88. 3 88. 9 82. 9 91. 7 92. 9 92. 3
1922         1923         1924         1925         1926         1927         1928         1929	25, 904 30, 439 33, 443 36, 004 38, 509 39, 979	$\begin{array}{c} 62,472\\ 65,779\\ 68,946\\ 73,008\\ 75,842\\ 76,946\\ 84,870\\ \end{array}$	$\begin{array}{c} 262.\ 1\\ 275.\ 9\\ 289.\ 2\\ 306.\ 3\\ 318.\ 2\\ 322.\ 8\\ 356.\ 0 \end{array}$	59, 991 65, 174 67, 307 71, 005 74, 581 74, 567 81, 943	60, 381 65, 359 67, 790 71, 096 74, 676 74, 971 82, 536	$\begin{array}{c} 61,117\\ 65,730\\ 68,013\\ 71,749\\ 75,119\\ 75,381\\ 83,090 \end{array}$	$\begin{array}{c} 61,574\\ 66,124\\ 68,255\\ 72,050\\ 75,465\\ 75,942\\ 83,958\end{array}$	$\begin{array}{c} 62, 383\\ 65, 861\\ 68, 401\\ 72, 539\\ 75, 560\\ 76, 168\\ 84, 481\\ \end{array}$	$\begin{array}{c} 63,167\\ 65,684\\ 68,562\\ 72,875\\ 75,976\\ 76,763\\ 85,057\end{array}$	$\begin{array}{c} 63, 490\\ 65, 855\\ 69, 176\\ 73, 646\\ 76, 241\\ 77, 340\\ 85, 900 \end{array}$	$\begin{array}{c} 63,425\\65,681\\69,410\\73,762\\76,236\\77,854\\86,258\end{array}$	$\begin{array}{c} 63, 395\\ 65, 879\\ 69, 476\\ 73, 859\\ 76, 419\\ 78, 182\\ 86, 361 \end{array}$	63, 241 65, 699 69, 754 74, 153 76, 388 78, 278 86, 252	63, 471 65, 873 70, 257 74, 514 76, 432 78, 436 86, 511	64, 032 66, 427 70, 946 74, 853 77, 009 79, 464 86, 091	$\begin{array}{c} 93.\ 7\\ 98.\ 1\\ 94.\ 9\\ 94.\ 9\\ 96.\ 8\\ 93.\ 8\\ 94.\ 7\end{array}$

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FEMALES

<sup>1</sup> Arithmetic average of the 12 months.

<sup>2</sup> Figures not obtainable.

APPENDIX-TABLES AND CHARTS

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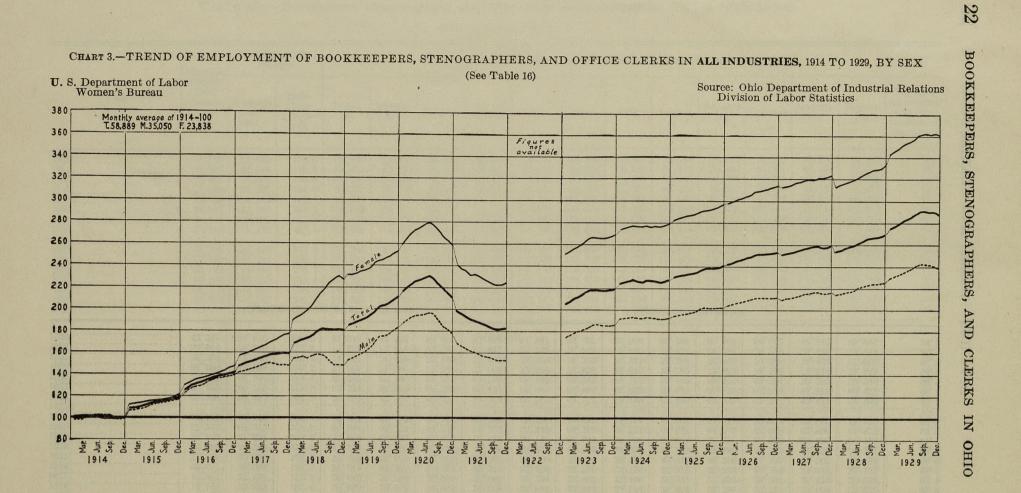
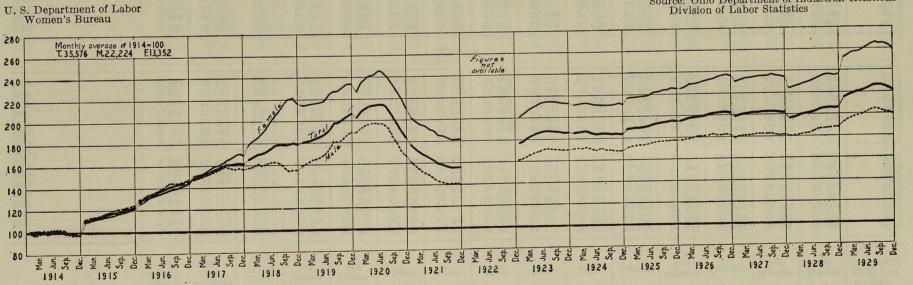


CHART 4.—TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN MANUFACTURING, 1914 TO 1929, BY SEX
(See Table 17)
J. S. Department of Labor
U. S. Department of Labor
Division of Labor



APPENDIX-TABLES AND CHARTS

### TABLE 17.—Bookkeepers, stenographers, and office clerks in all manufacturing, 1914 to 1929, by sex

ALL EMPLOYEES

Year	Number of estab-		Number of em- ployees		Number employed on 15th of month or nearest representative date											Per cent
	lish- ments . report- ing	Average for year <sup>1</sup>	Rela- tives (1914= 100)	Janu- ary	Febru- ary	March	April	May	June	July	August	Septem- ber	October	N ovem- ber	Decem- ber	minimum employ- ment is of maximum
914	- 7, 884 - 8, 299 - 8, 600 - 8, 858 - 9, 011 - 9, 652 - 8, 632	$\begin{array}{c} 35,576\\ 41,512\\ 49,079\\ 55,741\\ 62,155\\ 68,249\\ 73,035\\ 57,965\end{array}$	$\begin{array}{c} 100.\ 0\\ 116.\ 7\\ 138.\ 0\\ 156.\ 7\\ 174.\ 7\\ 191.\ 8\\ 205.\ 3\\ 162.\ 9\end{array}$	35, 661 39, 309 45, 322 52, 865 58, 750 64, 064 72, 282 62, 858	$\begin{array}{r} 35, 453\\ 39, 730\\ 46, 074\\ 53, 359\\ 59, 485\\ 64, 355\\ 74, 244\\ 61, 417\end{array}$	$\begin{array}{r} 35, 633\\ 40, 199\\ 47, 292\\ 53, 936\\ 60, 500\\ 65, 003\\ 75, 234\\ 60, 504\end{array}$	35, 809 40, 288 47, 649 54, 519 60, 612 65, 647 76, 012 59, 477	35, 658 40, 732 48, 266 55, 270 61, 518 65, 949 76, 080 58, 782	35, 795 41, 307 49, 076 55, 871 62, 637 66, 872 76, 563 57, 674	$\begin{array}{c} 36,031\\ 41,824\\ 49,817\\ 56,479\\ 63,488\\ 68,740\\ 76,396\\ 56,584 \end{array}$	$\begin{array}{r} 35, 944\\ 42, 215\\ 50, 589\\ 57, 207\\ 63, 983\\ 70, 616\\ 74, 699\\ 56, 310\\ \end{array}$	35, 654 42, 595 50, 573 57, 086 63, 795 70, 453 72, 306 55, 731	$\begin{array}{r} 35, 344\\ 42, 936\\ 50, 881\\ 57, 273\\ 63, 623\\ 71, 254\\ 69, 814\\ 55, 381\end{array}$	$\begin{array}{r} 34, 937\\ 43, 297\\ 51, 402\\ 57, 700\\ 64, 093\\ 72, 592\\ 67, 405\\ 55, 445\end{array}$	34, 993 43, 717 52, 002 57, 332 63, 371 73, 444 65, 385 55, 417	97. 0 89. 9 87. 2 91. 6 91. 7 87. 2 85. 4 88. 1
923 924 925 926 927 927 928 928 929	- 8, 701 - 9, 125 - 9, 502 - 9, 704 - 9, 880	$\begin{array}{c} 65,538\\ 65,963\\ 68,387\\ 71,195\\ 71,769\\ 72,041\\ 79,197 \end{array}$	$\begin{array}{c} 184.\ 2\\ 185.\ 4\\ 192.\ 2\\ 200.\ 1\\ 201.\ 7\\ 202.\ 5\\ 222.\ 6\end{array}$	$\begin{array}{c} 62,685\\ 65,984\\ 66,909\\ 69,464\\ 70,673\\ 69,999\\ 76,631\end{array}$	$\begin{array}{c} 63,486\\ 66,279\\ 67,275\\ 69,840\\ 71,172\\ 70,325\\ 77,417\end{array}$	$\begin{array}{c} 64,558\\ 66,365\\ 67,610\\ 70,433\\ 71,443\\ 70,751\\ 78,036\\ \end{array}$	65, 190 66, 653 67, 614 70, 598 71, 697 71, 192 78, 381	$\begin{array}{c} 65,767\\ 66,105\\ 67,793\\ 71,005\\ 71,772\\ 71,284\\ 78,807 \end{array}$	66, 429 65, 585 68, 082 71, 134 72, 062 71, 906 79, 578	66, 770 65, 941 68, 755 71, 594 72, 208 72, 537 80, 467	$\begin{array}{c} 66,661\\ 65,813\\ 68,945\\ 71,866\\ 72,083\\ 73,084\\ 80,943\\ \end{array}$	66, 443 65, 621 69, 219 71, 904 72, 420 73, 300 80, 643	$\begin{array}{c} 66, 245\\ 65, 695\\ 69, 278\\ 72, 074\\ 71, 998\\ 73, 376\\ 80, 400\\ \end{array}$	66, 041 65, 769 69, 666 72, 423 71, 860 73, 241 80, 048	66, 177 65, 743 69, 500 72, 010 71, 836 73, 495 79, 008	93, 9 98, 4 96, 0 95, 9 97, 6 95, 2 94, 7
Total Intern							MALE	S				the second				San and
914 915 916 917 918 919 919 920 921 922 <sup>2</sup>	- 7, 884 - 8, 299 - 8, 600 - 8, 858 - 9, 011 - 9, 652 - 8, 632	22, 224 26, 150 30, 959 34, 306 35, 315 38, 489 41, 863 32, 713	$100, 0 \\ 117, 7 \\ 139, 3 \\ 154, 4 \\ 158, 9 \\ 173, 2 \\ 188, 4 \\ 147, 2$	22, 213 24, 703 28, 492 32, 819 34, 991 35, 395 41, 980 35, 899	22, 024 24, 949 29, 007 33, 188 35, 200 35, 759 42, 840 34, 986	22, 088 25, 186 29, 756 33, 558 35, 847 36, 257 43, 380 34, 386	22, 417 25, 253 29, 948 33, 899 35, 478 36, 707 43, 765 33, 553	$\begin{array}{c} 22,321\\ 25,557\\ 30,448\\ 34,123\\ 35,801\\ 37,003\\ 43,816\\ 33,200\\ \end{array}$	$\begin{array}{c} 22,439\\ 26,036\\ 31,017\\ 34,616\\ 36,154\\ 37,588\\ 43,823\\ 32,418\\ \end{array}$	22, 616 26, 467 31, 595 35, 010 36, 161 38, 747 43, 767 31, 780	22, 590 26, 717 32, 131 35, 203 35, 964 40, 303 42, 806 31, 592	22, 337 26, 892 31, 945 34, 897 35, 054 40, 034 41, 188 31, 300	22, 067 27, 114 32, 054 34, 749 34, 227 40, 464 39, 616 31, 129	$\begin{array}{c} 21,691\\ 27,302\\ 32,360\\ 34,820\\ 34,469\\ 41,414\\ 38,149\\ 31,196\end{array}$	21, 881 27, 630 32, 752 34, 785 34, 438 42, 194 37, 230 31, 121	95. 9 89. 4 87. 0 93. 2 94. 7 83. 9 85. 0 86. 7
923 924 925 926 927 927 928 929	- 8, 701 - 9, 125 - 9, 502 - 9, 704 - 9, 880 - 9, 937	37, 379 37, 743 38, 851 40, 223 40, 423 41, 090 44, 428	$\begin{array}{c} 168.\ 2\\ 169.\ 8\\ 174.\ 8\\ 181.\ 0\\ 181.\ 9\\ 184.\ 9\\ 199.\ 9\\ \end{array}$	35, 775 37, 855 38, 028 39, 349 39, 825 40, 003 42, 911	$\begin{array}{c} 36, 197\\ 37, 992\\ 38, 237\\ 39, 553\\ 40, 099\\ 40, 131\\ 43, 405 \end{array}$	36, 846 37, 983 38, 446 39, 806 40, 194 40, 430 43, 760	$\begin{array}{c} 37, 188\\ 38, 247\\ 38, 483\\ 39, 997\\ 40, 406\\ 40, 623\\ 44, 004\\ \end{array}$	$\begin{array}{c} 37,457\\ 37,882\\ 38,599\\ 40,235\\ 40,466\\ 40,663\\ 44,194\\ \end{array}$	$\begin{array}{c} 37,842\\ 37,507\\ 38,805\\ 40,221\\ 40,676\\ 40,989\\ 44,703\\ \end{array}$	$\begin{array}{c} 38,085\\ 37,802\\ 39,061\\ 40,495\\ 40,678\\ 41,365\\ 45,234\\ \end{array}$	38, 042 37, 683 39, 210 40, 660 40, 661 41, 690 45, 422	$\begin{array}{c} 37,874\\ 37,607\\ 39,222\\ 40,619\\ 40,714\\ 41,750\\ 45,266\end{array}$	37, 797 37, 452 39, 327 40, 490 40, 461 41, 781 45, 011	$\begin{array}{c} 37,685\\ 37,429\\ 39,446\\ 40,673\\ 40,403\\ 41,776\\ 44,811 \end{array}$	$\begin{array}{r} 37,755\\ 37,478\\ 39,345\\ 40,574\\ 40,492\\ 41,873\\ 44,413\end{array}$	93. 9 97. 9 96. 4 96. 7 97. 8 95. 5 94. 5

1914	6, 749 7, 884 8, 299 8, 600 8, 858 9, 011 9, 652 8, 652	13, 352 15, 362 18, 120 21, 436 26, 839 29, 760 31, 172	$100. 0 \\ 115. 1 \\ 135. 7 \\ 160. 5 \\ 201. 0 \\ 222. 9 \\ 233. 5 \\ 180. 1$	$13, 448 \\ 14, 606 \\ 16, 830 \\ 20, 046 \\ 23, 759 \\ 28, 669 \\ 30, 302 \\ 26, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 10, 050 \\ 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264	13, 356 15, 271 18, 059 21, 255 26, 483 29, 284 32, 740	13, 415 15, 357 18, 222 21, 469 27, 327 29, 993 32, 629 24, 804	13, 354 15, 498 18, 458 22, 004 28, 019 30, 313 31, 893 31, 893	13, 317 15, 703 18, 628 22, 189 28, 741 30, 419 31, 118	13, 277 15, 822 18, 827 22, 524 29, 396 30, 790 30, 198	13, 246 15, 995 19, 042 22, 880 29, 624 31, 178 29, 256	$13, 112 \\ 16, 087 \\ 19, 250 \\ 22, 547 \\ 28, 933 \\ 31, 250 \\ 28, 155 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 296 \\ 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1921         1922 2         1923         1924         1925         1926         1927         1928         1929	8, 701 9, 125 9, 502 9, 704	25, 252 28, 159 28, 220 29, 536 30, 973 31, 346 30, 951 34, 769	189. 1 210. 9 211. 4 221. 2 232. 0 234. 8 231. 8 260. 4	26, 959 26, 910 28, 129 28, 881 30, 115 30, 848 29, 996 33, 720	26, 431 27, 289 28, 287 29, 038 30, 287 31, 073 30, 194 34, 012	26, 118 27, 712 28, 382 29, 164 30, 627 31, 249 30, 321 34, 276	25, 924 28, 002 28, 406 29, 131 30, 601 31, 291 30, 569 34, 377	25, 582 28, 310 28, 223 29, 194 30, 770 31, 306 30, 621 34, 613	25, 256 28, 587 28, 078 29, 277 30, 913 31, 386 30, 917 34, 875	24, 804 28, 685 28, 139 29, 694 31, 099 31, 530 31, 172 35, 233	24, 718 28, 619 28, 130 29, 735 31, 206 31, 422 31, 394 35, 521	24, 431 28, 569 28, 088 29, 997 31, 285 31, 706 31, 550 35, 377	24, 252 28, 448 28, 169 29, 951 31, 584 31, 537 31, 595 35, 389	24, 249 28, 356 28, 340 30, 220 31, 750 31, 457 31, 465 35, 237	$\begin{array}{c} 24, 296 \\ \hline 28, 422 \\ 28, 265 \\ 30, 155 \\ 31, 436 \\ 31, 344 \\ 31, 622 \\ 34, 595 \end{array}$	89. 9 93. 8 98. 8 95. 6 94. 9 97. 3 94. 9 94. 9

FEMALES

<sup>1</sup> Arithmetic average of the 12 months.

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<sup>2</sup> Figures not obtainable.

APPENDIX-TABLES AND CHARTS

25

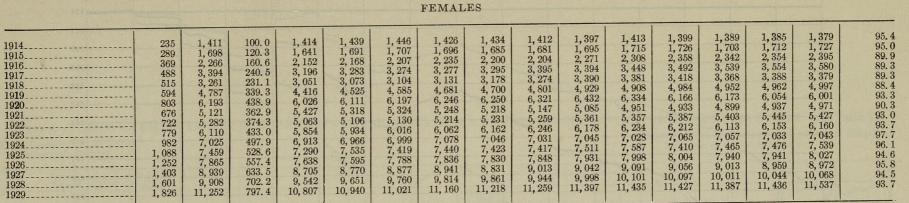
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#### TABLE 18.—Bookkeepers, stenographers, and office clerks in offices,<sup>1</sup> 1914 to 1929, by sex

ALL EMPLOYEES

	Number of estab-		Number of em- ployees		Number employed on 15th of month or nearest representative date											
Year	lish- ments report- ing	A verage for year <sup>2</sup>	Rela- tives (1914= 100)	Janu- ary	Febru- ary	March	April	May	June	July	August	Septem- ber	October	Novem- ber	Decem- ber	Per cent minimum employ- ment is of maximum 97.0
1914         1915         1916         1917         1918         1919         1920         1921         1922         1924         1925         1926         1927         1928         1929	$\begin{array}{c} 289\\ 369\\ 488\\ 515\\ 594\\ 803\\ 676\\ 722\\ 779\\ 982\\ 1,088\\ 1,252\end{array}$	$\begin{array}{c} 3,816\\ 4,151\\ 5,389\\ 7,537\\ 5,856\\ 8,430\\ 11,001\\ 9,230\\ 9,361\\ 10,989\\ 12,691\\ 13,718\\ 14,316\\ 16,075\\ 18,207\\ 20,495\\ \end{array}$	$\begin{array}{c} 100.\ 0\\ 108.\ 8\\ 141.\ 2\\ 197.\ 5\\ 153.\ 5\\ 220.\ 9\\ 288.\ 3\\ 241.\ 9\\ 245.\ 3\\ 288.\ 0\\ 332.\ 6\\ 359.\ 5\\ 375.\ 2\\ 421.\ 3\\ 477.\ 1\\ 537.\ 1\end{array}$	$\begin{array}{c} 3,819\\ 4,071\\ 5,103\\ 7,324\\ 5,768\\ 7,630\\ 10,749\\ 9,736\\ 8,806\\ \bullet 10,520\\ 12,440\\ 13,252\\ 13,847\\ 15,639\\ 17,469\\ 19,662\\ \end{array}$	$\begin{array}{c} 3,85\mathring{4}\\ 4,100\\ 5,194\\ 7,450\\ 5,771\\ 7,822\\ 10,855\\ 9,586\\ 9,041\\ 10,621\\ 12,562\\ 13,529\\ 13,860\\ 15,753\\ 17,683\\ 19,844\\ \end{array}$	$\begin{array}{c} 3,880\\ 4,138\\ 5,310\\ 7,456\\ 5,809\\ 7,995\\ 11,015\\ 9,570\\ 9,109\\ 10,788\\ 12,637\\ 13,459\\ 14,105\\ 15,943\\ 17,855\\ 19,930\\ \end{array}$	$\begin{array}{c} 3,845\\ 4,139\\ 5,290\\ 7,481\\ 5,834\\ 8,061\\ 11,075\\ 9,476\\ 9,279\\ 10,888\\ 12,728\\ 13,508\\ 14,189\\ 16,031\\ 17,882\\ 20,096 \end{array}$	$\begin{array}{c} 3,845\\ 4,124\\ 5,242\\ 7,433\\ 5,858\\ 8,179\\ 11,062\\ 9,400\\ 9,299\\ 11,096\\ 12,695\\ 13,527\\ 14,213\\ 15,956\\ 18,029\\ 20,349\\ \end{array}$	$\begin{array}{c} 3,819\\ 4,145\\ 5,266\\ 7,587\\ 5,928\\ 8,379\\ 11,144\\ 9,320\\ 9,373\\ 11,177\\ 12,695\\ 13,600\\ 14,296\\ 16,201\\ 18,263\\ 20,511\\ \end{array}$	$\begin{array}{c} 3,790\\ 4,122\\ 5,428\\ 7,614\\ 6,016\\ 8,754\\ 11,323\\ 9,169\\ 9,553\\ 11,180\\ 12,755\\ 13,943\\ 14,502\\ 16,200\\ 18,443\\ 20,718\\ \end{array}$	$\begin{array}{c} 3,809\\ 4,157\\ 5,497\\ 7,619\\ 5,987\\ 8,820\\ 11,263\\ 8,971\\ 9,556\\ 11,219\\ 12,747\\ 14,033\\ 14,598\\ 16,374\\ 18,594\\ 20,951\\ \end{array}$	$\begin{array}{c} 3,790\\ 4,189\\ 5,581\\ 7,587\\ 5,903\\ 8,868\\ 11,007\\ 8,917\\ 9,572\\ 11,231\\ 12,736\\ 13,860\\ 14,629\\ 16,285\\ 18,568\\ 20,921\\ \end{array}$	$\begin{array}{c} 3,790\\ 4,190\\ 5,561\\ 7,615\\ 5,790\\ 8,850\\ 10,984\\ 8,834\\ 9,567\\ 10,975\\ 12,771\\ 13,920\\ 14,495\\ 16,232\\ 18,422\\ 20,893\\ \end{array}$	$\begin{array}{c} 3,790\\ 4,213\\ 5,577\\ 7,644\\ 5,796\\ 8,875\\ 10,833\\ 8,855\\ 9,601\\ 11,105\\ 12,733\\ 13,931\\ 14,480\\ 16,160\\ 18,594\\ 20,950\\ \end{array}$	$\begin{array}{c} 3,763\\ 4,219\\ 5,619\\ 7,634\\ 5,810\\ 8,925\\ 10,708\\ 8,927\\ 9,580\\ 11,069\\ 12,789\\ 14,055\\ 14,574\\ 16,125\\ 18,681\\ 21,109\\ \end{array}$	97. 0 96. 5 90. 8 95. 8 95. 8 95. 9 95. 8 95. 5 94. 6 90. 7 91. 7 93. 7 97. 3 94. 3 94. 7 95. 5 93. 1
1000 Constanting of the second		1 AT M					MALH	ES								Ē
1914         1915         1916         1917         1918         1919         1920         1921         1922         1923         1924         1925         1926         1927         1928         1929	803 676 722 770	$\begin{array}{c} 2,405\\ 2,452\\ 3,123\\ 4,143\\ 2,595\\ 3,643\\ 4,809\\ 4,109\\ 4,079\\ 4,879\\ 5,665\\ 6,259\\ 6,451\\ 7,136\\ 8,299\\ 9,243\\ \end{array}$	$\begin{array}{c} 100, 0\\ 102, 0\\ 129, 9\\ 172, 3\\ 107, 9\\ 151, 5\\ 200, 0\\ 170, 9\\ 169, 6\\ 202, 9\\ 235, 6\\ 260, 2\\ 296, 7\\ 345, 1\\ 384, 3\\ \end{array}$	$\begin{array}{c} 2,405\\ 2,430\\ 2,951\\ 4,128\\ 2,717\\ 3,214\\ 4,723\\ 4,309\\ 3,743\\ 4,666\\ 5,527\\ 5,962\\ 6,934\\ 7,927\\ 8,855\end{array}$	$\begin{array}{c} 2,415\\ 2,409\\ 3,026\\ 4,167\\ 2,698\\ 3,297\\ 4,744\\ 4,268\\ 3,935\\ 4,687\\ 5,596\\ 5,994\\ 6,265\\ 6,983\\ 8,032\\ 8,904 \end{array}$	$\begin{array}{c} 2, 434\\ 2, 431\\ 3, 103\\ 4, 182\\ 2, 705\\ 3, 410\\ 4, 818\\ 4, 246\\ 3, 979\\ 4, 772\\ 5, 638\\ 6, 040\\ 6, 317\\ 7, 066\\ 8, 095\\ 8, 909 \end{array}$	$\begin{array}{c} 2,419\\ 2,443\\ 3,055\\ 4,204\\ 2,703\\ 3,380\\ 4,829\\ 4,228\\ 4,065\\ 4,826\\ 5,650\\ 6,068\\ 6,353\\ 7,090\\ 8,068\\ 8,936\end{array}$	$\begin{array}{c} 2, 411\\ 2, 439\\ 3, 042\\ 4, 138\\ 2, 680\\ 3, 479\\ 4, 812\\ 4, 182\\ 4, 068\\ 4, 934\\ 5, 649\\ 6, 104\\ 6, 383\\ 7, 125\\ 8, 168\\ 9, 131\\ \end{array}$	$\begin{array}{c} 2,407\\ 2,464\\ 3,062\\ 4,192\\ 2,654\\ 3,578\\ 4,823\\ 4,173\\ 4,114\\ 4,931\\ 5,664\\ 6,183\\ 6,448\\ 7,188\\ 8,319\\ 9,252\\ \end{array}$	$\begin{array}{c} 2,393\\ 2,427\\ 3,157\\ 4,220\\ 2,626\\ 3,825\\ 4,891\\ 4,084\\ 4,192\\ 5,002\\ 5,710\\ 6,432\\ 6,571\\ 7,158\\ 8,445\\ 9,321 \end{array}$	$\begin{array}{c} 2, 396\\ 2, 442\\ 3, 189\\ 4, 171\\ 2, 606\\ 3, 912\\ 4, 929\\ 4, 020\\ 4, 199\\ 4, 985\\ 5, 719\\ 6, 446\\ 6, 600\\ 7, 283\\ 8, 493\\ 9, 516\end{array}$	$\begin{array}{c} 2, 391\\ 2, 463\\ 3, 223\\ 4, 095\\ 2, 485\\ 3, 884\\ 4, 841\\ 3, 984\\ 4, 841\\ 3, 984\\ 4, 185\\ 5, 019\\ 5, 671\\ 6, 450\\ 6, 625\\ 7, 229\\ 8, 471\\ 9, 494 \end{array}$	$\begin{array}{c} 2, 401\\ 2, 487\\ 3, 219\\ 4, 076\\ 2, 422\\ 3, 898\\ 4, 811\\ 3, 935\\ 4, 164\\ 4, 862\\ 5, 714\\ 6, 455\\ 6, 555\\ 7, 219\\ 8, 411\\ 9, 506 \end{array}$	$\begin{array}{c} 2,405\\ 2,501\\ 3,223\\ 4,090\\ 2,408\\ 3,913\\ 4,779\\ 3,918\\ 4,156\\ 4,952\\ 5,700\\ 6,455\\ 6,539\\ 7,201\\ 8,550\\ 9,514 \end{array}$	$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	97. 9 96. 3 91. 5 96. 1 88. 6 81. 8 95. 5 90. 9 89. 1 93. 0 96. 2 91. 5 93. 7 95. 2 92. 0 92. 5



<sup>1</sup> In 1914 to 1924, classified in Trade; transferred to Service in 1925.

<sup>2</sup> Arithmetic average of the 12 months.

APPENDIX-TABLES AND CHARTS

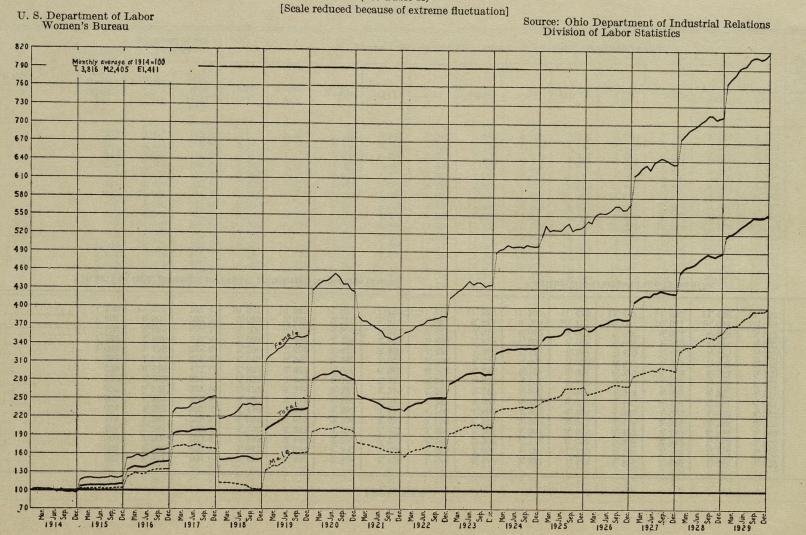


CHART 5.—TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN OFFICES, 1914 TO 1929, BY SEX (See Table 18)

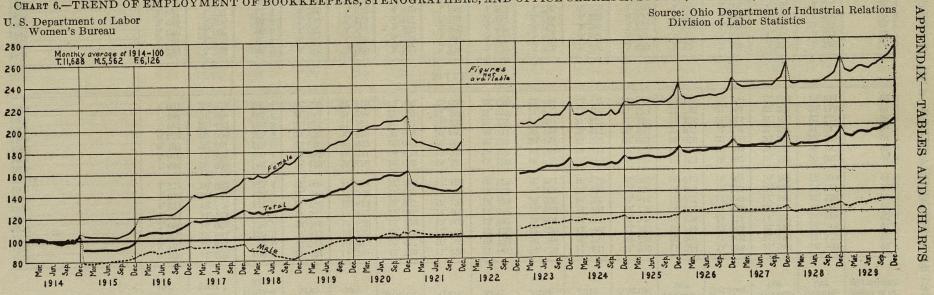


CHART 6.-TREND OF EMPLOYMENT OF BOOKKEEPERS, STENOGRAPHERS, AND OFFICE CLERKS IN STORES, 1914 TO 1929, BY SEX (See Table 19)

BOOKKEEPERS, STENOGRAPHERS,

AND CLERKS

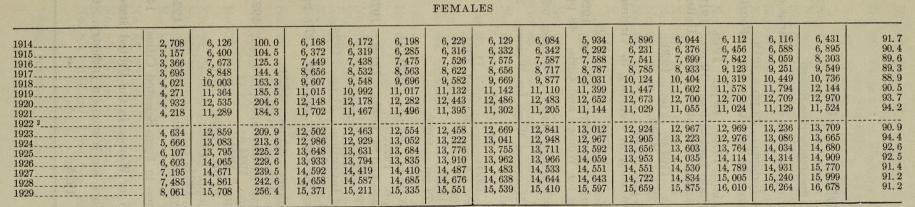
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### TABLE 19.-Bookkeepers, stenographers, and office clerks in stores, retail and wholesale, 1914 to 1929, by sex

ALL EMPLOYEES

Year	Number of estab-	Numbe ploy	er of em-	Number employed on 15th of month or nearest representative date												
	lish- ments report- ing	Average for year <sup>1</sup>	Rela- tives (1914= 100)	Janu- ary	Febru- ary	March	April	May	June	July	August	Septem- ber	October	Novem- ber	Decem- ber	Per cent minimum employ- ment is of maximum
14 15 16 17 18 18 20 21 22 2 22 2 23 23	4, 932 4, 218	11, 688 10, 871 12, 681 14, 052 14, 754 16, 576 18, 161 16, 992	100. 0 93. 0 108. 5 120. 2 126. 2 141. 8 155. 4 145. 4	$11,754 \\10,742 \\12,312 \\13,795 \\14,597 \\15,793 \\17,543 \\17,608 \\10,490$	11, 741 10, 655 12, 315 13, 670 14, 494 15, 818 17, 569 17, 258	11, 730 10, 657 12, 468 13, 720 14, 645 15, 937 17, 771 17, 248	11, 799 10, 703 12, 506 13, 803 14, 468 16, 137 17, 994 17, 105	$11, 646 \\ 10, 752 \\ 12, 472 \\ 13, 837 \\ 14, 612 \\ 16, 233 \\ 18, 032 \\ 16, 978$	$11, 624 \\ 10, 780 \\ 12, 490 \\ 13, 901 \\ 14, 672 \\ 16, 302 \\ 18, 088 \\ 16, 864 \\$	11, 431 10, 753 12, 585 14, 009 14, 701 16, 702 18, 403 16, 810	$11, 392 \\10, 738 \\12, 579 \\14, 008 \\14, 773 \\16, 844 \\18, 459 \\16, 663$	11, 614 10, 907 12, 751 14, 138 14, 972 17, 017 18, 455 16, 710	11, 678 11, 006 12, 965 14, 371 14, 828 17, 039 18, 323 16, 661	$11, 689 \\11, 183 \\13, 214 \\14, 527 \\14, 951 \\17, 340 \\18, 556 \\16, 789$	12, 160 11, 573 13, 514 14, 849 15, 340 17, 753 18, 742 17, 209	93. 7 92. 1 91. 1 92. 1 94. 3 89. 0 93. 6 94. 6
24 25 26 27 28 29	5,666	19,006 19,453 20,221 20,906 21,462 21,689 22,835	162. 6166. 4173. 0178. 9183. 6185. 6195. 4	18, 428 19, 287 20, 036 20, 680 21, 315 21, 344 22, 300	18, 459 19, 231 20, 002 20, 526 21, 141 21, 248 22, 110	18, 662 19, 420 20, 065 20, 604 21, 151 21, 391 22, 320	18, 521 19, 579 20, 198 20, 661 21, 252 21, 397 22, 626	$18,759 \\19,356 \\20,177 \\20,711 \\21,227 \\21,377 \\22,616$	$18,959 \\19,263 \\20,147 \\20,744 \\21,291 \\21,415 \\22,496$	19, 189 19, 305 19, 983 20, 917 21, 321 21, 456 22, 772	19, 143 19, 275 20, 061 20, 832 21, 346 21, 573 22, 888	$19, 183 \\ 19, 603 \\ 20, 029 \\ 20, 937 \\ 21, 328 \\ 21, 745 \\ 23, 133 \\ \\$	$19, 197 \\19, 393 \\20, 200 \\21, 036 \\21, 645 \\21, 954 \\23, 290$	$19,519 \\19,537 \\20,532 \\21,277 \\21,790 \\22,255 \\23,530$	20, 056 20, 187 21, 222 21, 947 22, 735 23, 115 23, 944	91. 9 95. 3 94. 2 93. 5 93. 0 91. 9 92. 3
			-				MALE	5	•						1	~1
914 915 916 917 918 919 920 921 922_2 923 923	2,708 3,157 3,366 3,695 4,021 4,271 4,932 4,218	5,5624,4705,0075,2044,7515,2125,6265,703	$100.0 \\ 80.4 \\ 90.0 \\ 93.6 \\ 85.4 \\ 93.7 \\ 101.2 \\ 102.5$	5,5864,3704,8635,1394,9904,7785,3955,906	$5,569\\4,336\\4,877\\5,138\\4,946\\4,826\\5,391\\5,791$	5,5324,3724,9935,1574,9494,9205,4895,752	5,5704,3874,9805,1814,8865,0055,5515,710	5,5174,4204,8975,1814,9435,0915,5465,676	$\begin{array}{c} 5,540\\ 4,438\\ 4,903\\ 5,184\\ 4,795\\ 5,192\\ 5,605\\ 5,659\end{array}$	$5, 497 \\ 4, 461 \\ 4, 997 \\ 5, 222 \\ 4, 670 \\ 5, 303 \\ 5, 751 \\ 5, 666$	$5, 496 \\ 4, 507 \\ 5, 038 \\ 5, 223 \\ 4, 649 \\ 5, 397 \\ 5, 786 \\ 5, 634$	$5,570 \\ 4,531 \\ 5,052 \\ 5,205 \\ 4,568 \\ 5,415 \\ 5,755 \\ 5,655 \\ 5,655 \\ \end{cases}$	5,566 4,550 5,123 5,248 4,509 5,461 5,623 5,637	5,573 4,595 5,155 5,276 4,502 5,546 5,847 5,660	$5,729\\4,678\\5,211\\5,300\\4,604\\5,609\\5,772\\5,685$	95, 9 92, 7 93, 3 96, 9 90, 2 85, 2 92, 2 95, 4
23 24 25 26 27 28 29	$\begin{array}{c} 4, 634 \\ 5, 666 \\ 6, 107 \\ 6, 603 \\ 7, 195 \\ 7, 485 \\ 8, 061 \end{array}$	$\begin{array}{c} 6, 148 \\ 6, 370 \\ 6, 427 \\ 6, 841 \\ 6, 791 \\ 6, 828 \\ 7, 127 \end{array}$	$110.5 \\ 114.5 \\ 115.6 \\ 123.0 \\ 122.1 \\ 122.8 \\ 128.1$	$\begin{array}{c} 5, 926\\ 6, 301\\ 6, 388\\ 6, 747\\ 6, 723\\ 6, 686\\ 6, 929 \end{array}$	$\begin{array}{c} 5,996\\ 6,302\\ 6,371\\ 6,732\\ 6,722\\ 6,661\\ 6,899 \end{array}$	$\begin{array}{c} 6,108\\ 6,368\\ 6,381\\ 6,769\\ 6,741\\ 6,706\\ 6,985 \end{array}$	$\begin{array}{c} 6,063\\ 6,357\\ 6,422\\ 6,751\\ 6,765\\ 6,721\\ 7,075\\ \end{array}$	$\begin{array}{c} 6,090\\ 6,315\\ 6,422\\ 6,749\\ 6,744\\ 6,739\\ 7,077\end{array}$	6, 118 6, 315 6, 436 6, 778 6, 758 6, 771 7, 086	$\begin{array}{c} 6,177\\ 6,338\\ 6,391\\ 6,858\\ 6,770\\ 6,813\\ 7,175\\ \end{array}$	$\begin{array}{c} 6,219\\ 6,370\\ 6,405\\ 6,879\\ 6,795\\ 6,851\\ 7,229 \end{array}$	$\begin{array}{c} 6, 216\\ 6, 380\\ 6, 426\\ 6, 902\\ 6, 798\\ 6, 911\\ 7, 258\end{array}$	$\begin{array}{c} 6,228\\ 6,417\\ 6,436\\ 6,922\\ 6,856\\ 6,949\\ 7,280\end{array}$	$\begin{array}{c} 6,283\\ 6,451\\ 6,498\\ 6,963\\ 6,859\\ 7,015\\ 7,266\end{array}$	$\begin{array}{c} 6, 347\\ 6, 522\\ 6, 542\\ 7, 038\\ 6, 965\\ 7, 116\\ 7, 266\end{array}$	93. 4 96. 6 97. 4 95. 7 96. 5 93. 6 94. 8



<sup>1</sup> Arithmetic average of the 12 months.

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<sup>2</sup> Figures not obtainable.

APPENDIX—TABLES AND CHARTS

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#### PUBLICATIONS OF THE WOMEN'S BUREAU

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PUBLICATIONS OF THE WOMEN'S BUREAU

[Any of these bulletins still available will be sent free of charge upon request]

- \*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. 1919.
- No. 3. Standards for the Employment of Women in Industry. 8 pp. Fourth ed., 1928
- 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

- No. 6. The Employment of Women in Hazardous Industries in the United States. 8 pp. 1921.
  No. 7. Night-Work Laws in the United States. (1919) 4 pp. 1920.
  \*No. 8. Women in the Government Service. 37 pp. 1920.
  \*No. 9. Home Work in Bridgeport, Conn. 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. 1921.
- \*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. 1921
- \*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. (See Bulletin 63.)

- No. 16. (See Bulletin 65.)
  No. 17. Women's Wages in Kansas. 104 pp. 1921.
  No. 18. Health Problems of Women in Industry. 6 pp. Revised, 1931.
  No. 19. Iowa Women in Industry. 73 pp. 1922.
  \*No. 20. Negro Women in Industry. 65 pp. 1922.
  No. 21. Women in Rhode Island Industries. 73 pp. 1922.
  \*No. 20. Wergen in Constitution 200 pp. 1022.

- \*No. 22. Women in Georgia Industries. 89 pp. 1922.
  \*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 Industries. 50 pp. 1522. No. 25. Women in the Candy Industry in Chicago and St. Louis. 72 pp. 1923. No. 26. Women in Arkansas Industries. 86 pp. 1923. No. 27. The Occupational Progress of Women. 37 pp. 1922.

- No. 28. Women's Contributions in the Field of Invention. 51 pp. 1922. No. 29. Women in Kentucky Industries. 114 pp. 1923. No. 30. The Share of Wage-Earning Women in Family Support. 170 pp. 1923.
- What Industry Means to Women Workers. 10 pp. 1923. No. 31.
- No. 31. What Industry Means to Women Workers. 10 pp. 1923.
  No. 32. Women in South Carolina Industries. 128 pp. 1923.
  No. 33. Proceedings of the Women's Industrial Conference. 190 pp. 1923.
  No. 34. Women in Alabama Industries. 86 pp. 1924.
  No. 35. Women in Missouri Industries. 127 pp. 1924.
  No. 36. Radio Talks on Women in Industry. 34 pp. 1924.
  No. 37. Women in New Jersey Industries. 99 pp. 1924.
  No. 38. Married Women in Industry. 8 pp. 1924.
  No. 39. Domestic Workers and Their Employment Relations. 87 pp. 1924.

- No. 40. (See Bulletin 63.) No. 41. Family Status of Breadwinning Women in Four Selected Cities. 145
- No. 42. List of References on Minimum Wage for Women in the United States and Canada. 42 pp. 1925.
  No. 43. Standard and Scheduled Hours of Work for Women in Industry. 68
- pp. 1925. No. 44. Women in Ohio Industries. 137 pp. 1925.

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- No. 45. Home Environment and Employment Opportunities of Women in
- Coal-Mine Workers' Families. 61 pp. 1925.
  No. 46. Facts about Working Women—A Graphic Presentation Based on Census Statistics. 64 pp. 1925.
  No. 47. Women in the Fruit-Growing and Canning Industries in the State of Working Women 1000.

- Women in the Fruit-Growing and Canning Industries in the State of Washington. 223 pp. 1926.
  \*No. 48. Women in Oklahoma Industries. 118 pp. 1926.
  No. 49. Women Workers and Family Support. 10 pp. 1925.
  No. 50. Effects of Applied Research upon the Employment Opportunities of American Women. 54 pp. 1926.
  No. 51. Women in Ulinois Industries. 108 pp. 1926.

- No. 51. Women in Illinois Industries. 108 pp. 1926. No. 52. Lost Time and Labor Turnover in Cotton Mills. 203 pp. 1926. No. 53. The Status of Women in the Government Service in 1925. 103 pp. 1926.

- No. 54. Changing Jobs. 12 pp. 1926. No. 55. Women in Mississippi Industries. 89 pp. 1926. No. 56. Women in Tennessee Industries. 120 pp. 1927.
- No. 57. Women Workers and Industrial Poisons. 5 pp. 1926.

- No. 58. Women in Delaware Industrial Toisons. 5 pp. 1920. No. 58. Women in Delaware Industries. 156 pp. 1927. No. 59. Short Talks About Working Women. 24 pp. 1927. No. 60. Industrial Accidents to Women in New Jersey, Ohio, and Wisconsin. No. 61. The Development of Minimum-Wage Laws in the United States, 1912
- to 1927. 635 pp. 1928. No. 62. Women's Employment in Vegetable Canneries in Delaware. 47 pp.
- 1927.
- No. 63. (See Bulletin 98.)
- No. 64. The Employment of Women at Night. 86 pp. 1928.
- \*No. 65. The Effects of Labor Legislation on the Employment Opportunities of Women. 498 pp. 1928. No. 66–I. History of Labor Legislation for Women in Three States. 136 pp.
- 1932

- No. 66–II. Chronological Development of Labor Legislation for Women in the United States. Revised, December, 1931. 176 pp. 1932.
  No. 67. Women Workers in Flint, Mich. 80 pp. 1929.
  No. 68. Summary: The Effects of Labor Legislation on the Employment Opportunities of Women. (Reprint of Chapter II of bulletin 65.) 22 pp. 1928.
- No. 69. Causes of Absence for Men and for Women in Four Cotton Mills. 24 pp. 1929.
- No. 70. Negro Women in Industry in 15 States. 74 pp. 1929.
- No. 71. Selected References on the Health of Women in Industry. 8 pp. 1929. No. 72. Conditions of Work in Spin Rooms. 41 pp. 1929. No. 73. Variations in Employment Trends of Women and Men. 143 pp. 1930.

- No. 74. The Immigrant Woman and Her Job. 179 pp. 1930. No. 75. What the Wage-Earning Woman Contributes to Family Support. 21 pp. 1929.
- No. 76. Women in 5-and-10-cent Stores and Limited-Price Chain Department Stores. 58 pp. 1930. No. 77. A Study of Two Groups of Denver Married Women Applying for Jobs.
- 11 pp. 1929.
- No. 78. A Survey of Laundries and Their Women Workers in 23 Cities. 166 pp. 1930. No. 79. Industrial Home Work. 20 pp. 1930. No. 80. Women in Florida Industries. 115 pp. 1930.

- No. 81. Industrial Accidents to Men and Women. 48 pp. 1930. No. 82. The Employment of Women in the Pineapple Canneries of Hawaii. 30 pp. 1930. No. 83. Fluctuation of Employment in the Radio Industry. 66 pp. 1931. No. 84. Fact Finding with the Women's Bureau. 37 pp. 1931.

- No. 85. Wages of Women in 13 States. 213 pp. 1931. No. 86. Activities of the Women's Bureau of the United States. 15 pp. 1931. No. 87. Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. 28 pp. 1931.

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- No. 88. The Employment of Women in Slaughtering and Meat Packing. 211

- No. 88. The Employment of Women in Staughtering and Meat Facking. 211 pp. 1932.
  No. 89. The Industrial Experience of Women Workers at the Summer Schools, 1928 to 1930. 62 pp. 1931.
  No. 90. Oregon Legislation for Women in Industry. 40 pp. 1931.
  No. 91. Women in Industry. A Series of Papers to Aid Study Groups. 79 pp. 1931.
  No. 92. Wage-Earning Women and the Industrial Conditions of 1930. A Survey of South Bond. 24 pp. 1022

- No. 92. Wage-Earning Women and the Industrial Conditions of 1930. A Survey of South Bend. 84 pp. 1932.
  No. 93. Household Employment in Philadelphia. 88 pp. 1932.
  No. 94. State Requirements for Industrial Lighting. A Handbook for the Protection of Women Workers, Showing Lighting Standards and Practices. (In press.)
  No. 95. Bookkeepers, Stenographers, and Office Clerks in Ohio, 1914 to 1929. 34 pp. 1932.
  No. 96. Women Office Workers in Philadelphia. 17 pp. 1932.
  No. 97. The Employment of Women in the Sewing Trades of Connecticut— Preliminary Report. 13 pp. 1932.
  No. 98. Labor Laws for Women in the States and Territories. (Revision of Bulletin 63.) (In press.)
  Pamphlet—Women's Place in Industry in 10 Southern States. 14 pp. 1931. Annual Reports of the Director, 1919\*, 1920\*, 1921\*, 1922, 1923, 1924\*, 1925, 1926, 1927\*, 1928\*, 1929\*, 1930\*, 1931.

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