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UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU
Bulletin No. 177

Earnings and Hours in Hawaii
Woman-Employing
Industries

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Earnings and Hours in Hawaii
Woman-Employing
Industries

BY

ETHEL ERICKSON



BULLETIN OF THE WOMEN'S BUREAU
No. 177

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ILLUSTRATION

Canning pineapple slices.....	Frontispiece
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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,

Washington, April 24, 1940.

MADAM: I have the honor to transmit for publication a report on earnings and hours in the woman-employing industries of Hawaii in 1939.

The survey on which these findings are based was requested by certain organizations in the Islands especially interested in working women. On learning that the Bureau of Labor Statistics was planning another of its periodic surveys, these organizations asked that an investigator from the Women's Bureau gather the information for the industries in which women are most largely employed. This request was complied with.

Ethel Erickson, industrial supervisor, represented the Women's Bureau in the field survey and is the author of this report.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.



CANNING PINEAPPLE SLICES (SEE PAGE 5).

EARNINGS AND HOURS IN HAWAII WOMAN-EMPLOYING INDUSTRIES

INTRODUCTION AND SUMMARY

At the request of the Young Women's Christian Association of Honolulu and other organizations interested in the problems of wage-earning women, a representative of the Women's Bureau was sent to Hawaii to collect information for the woman-employing industries as a part of the general survey of the Territory's labor economy made by the United States Bureau of Labor Statistics in 1939.

The 1930 Census of Occupations reported 17,542 gainfully employed women in Hawaii. The largest group—more than one-third—were in domestic and personal service, which includes household employees, barber girls, beauty-shop operators, laundry workers, and employees in hotels, restaurants, and institutions whose work is of a domestic or personal-service nature. Not far from a third of the women were in the combined professional and clerical groups, and the remaining third included women in agriculture, manufacturing, and trade, and in dressmaking and tailoring not in factories.

The Women's Bureau report covers 195 establishments. In all but 10 of these men's earnings as well as women's are included. In order to get information on women office workers and women in the Honolulu motion-picture theaters, earnings were obtained from 10 firms, chiefly public utilities, for the women they employed at clerical occupations, telephone operating, and jobs such as ushering. Here the earnings of men employees were disregarded. The women in these 10 firms, with all the office workers and telephone operators in the factories and stores, have been tabulated as a separate office group.

The numbers of establishments and employees covered in the survey are shown by industry in table 1.

Three-fourths of the employees included in the study were in the pineapple canneries, surveyed during the busy season of 8 to 10 weeks. At other times the cannery employees are only a small part of the total. Two large canneries on Oahu and two small ones on Maui comprise the pineapple cannery group. The manufacture of men's and women's garments (largely sportswear) is considered an important industry in Hawaii, but the individual establishments are small. The two tuna canneries are tabulated as miscellaneous manufacturing. They employ considerable numbers of women, but intermittently, as the work is of an irregular nature.

There are only a few stores employing 50 or more employees on the islands, but there are innumerable small stores. All but four of the stores included in the survey are small. All the larger power laundries in the Territory are included in the laundry coverage. The

barber shops included are those in which Japanese women are working as operators, and at least one-half of the women employed in this occupation are covered in the study. Beauty shops were visited only in Honolulu, but the coverage is representative of more than half of the shops in which women were employed.

TABLE 1.—Number of establishments visited and number of women and men they employed, by industry

Industry	Number of establishments	Total number of employees	Employees in—					
			Occupations other than office and telephone			Office and telephone occupations		
			Total	Women	Men	Total	Women	Men
Total number	195	16,806	16,098	8,096	8,002	3,708	496	2,212
Percent distribution ¹			100.0	50.3	49.7	100.0	70.1	29.9
Manufacturing	23	13,704	13,539	6,744	6,795	165	39	126
Pineapple canning	4	12,650	12,506	5,945	6,561	144	30	114
Garments, men's and women's	13	277	272	243	29	5	3	2
Other manufacturing	4	777	761	556	205	16	6	10
Stores	41	969	872	490	382	97	38	59
Honolulu	28	815	729	424	305	86	34	52
General merchandise	23	713	646	403	243	67	28	39
Drug	5	102	83	21	62	19	6	13
Hilo and other places	13	154	143	66	77	11	4	7
Laundries	14	541	498	328	170	43	32	11
Power	5	505	463	312	151	42	31	11
Hand; pressing shops	9	36	35	16	19	1	1	—
Barber shops	25	68	68	68	—	—	—	—
Beauty shops	34	93	93	92	1	—	—	—
Hotels and restaurants	48	987	953	299	654	34	18	16
Hotels	4	486	453	48	405	33	18	15
Restaurants	44	501	500	251	249	1	—	1
Alcoholic	32	318	318	164	154	—	—	—
Nonalcoholic	12	183	182	87	95	1	—	1
Public utilities, motion pictures, etc.	10	441	75	75	(²)	366	366	(²)

¹ Total includes 2 markets, with 3 women office workers, not shown separately. It includes also 2 establishments each of which reports in 2 industries.

² Number of men in 10 firms not included.

³ These employees were in 56 firms.

⁴ 2 fish canneries, 2 mattress plants, 1 bakery, 1 can factory.

Restaurants and bars, like stores, are found in great numbers. Since there was considerable interest in the employment of women in places serving liquor, these have been tabulated separately in the restaurant compilations.

Hotels do not employ women so extensively as is customary on the mainland; instead of women chambermaids, men, in most cases Filipinos, are employed as houseboys and roomboys.

Women are employed to a limited extent on the plantations, but they are not considered an important part of the general economy, and women in agriculture are not covered in this report.

Household employment is one of the primary fields of work for women. Data on the wages of women household employees were obtained from the territorial employment service. Dressmaking offers gainful employment to many Japanese, and the system of apprenticeship gives rise to special problems.

Most of the workers for whom wage and hour data were obtained were employed in Honolulu, but also included were the employees of two pineapple canneries, one tuna cannery, one hotel, and several stores and restaurants on the islands of Hawaii, Kauai, and Maui.

Racial descent.

The racial descent of the workers covered is shown in the following summary.

Race	Employees with race reported					
	Total		Women		Men	
	Number	Percent	Number	Percent	Number	Percent
Total	16,549	100.0	8,471	100.0	8,078	100.0
Caucasian	2,594	15.7	1,402	16.6	1,192	14.8
Chinese	2,591	15.7	1,411	16.7	1,180	14.6
Filipino	1,703	10.3	171	2.0	1,532	19.0
Hawaiian	1,577	9.5	1,073	12.7	504	6.2
Japanese	6,870	41.5	3,701	43.7	3,169	39.2
Korean	463	2.8	276	3.3	187	2.3
Puerto Rican	43	.3	35	.4	8	.1
Other races	708	4.3	402	4.7	306	3.8

Earnings.

Earnings for a period in 1939—a week, a half month, or a month, depending on the practice of the firm—were obtained in all establishments where records were available. The year's earnings for all workers in 1938, by individual plant, were copied. In general, earnings were higher on the island of Oahu (Honolulu) than on the other islands.

Wherever possible, week's earnings were based on a pay roll in the spring or early summer of 1939. If this was not representative of operations, due to seasonality of the industry, the most recent representative week was chosen. Earnings are reported on a week's basis except for hotels, barber shops, office workers, and telephone operators, which usually were paid on a monthly basis and records neither of hours worked nor of earnings for a single week were available. Average week's earnings were not high. For women the earnings ranged from \$4.40 in miscellaneous manufacturing and \$8.70 in restaurants serving alcoholic drinks to \$16.15 in beauty shops. For men the range was from \$12.45 in nonalcoholic restaurants to \$21.65 in drug stores. All the women in garment and miscellaneous manufacturing, in stores on the islands of Hawaii and Kauai, in all laundries, and in restaurants had average week's earnings of under \$10. The beauty shops, with average week's earnings of \$16.15; the Honolulu stores, with earnings of \$14.55; and the pineapple canneries, with earnings of \$13.40, were the three industries ranking highest in earnings.

The Japanese girls in barber shops averaged \$35 a month, and the women in hotels \$23.75 for a half month, \$47.50 on a monthly basis. The month's earnings of office workers and telephone operators compared favorably with those of women in the larger cities of the mainland.

Because of the lack of time records in the barber shops, the beauty shops, and the hotels, hourly earnings for women could not be obtained. Average hourly earnings were low in the restaurants, the laundries, the stores in Hilo and other places, and the garment factories and miscellaneous manufacturing group. Excluding the women paid by the month, only two industries, the stores in Honolulu and the pineapple canneries, had average hourly earnings of more than 30 cents, the basic minimum at the present time as set for interstate industries by the Fair Labor Standards Act of 1938.

The summary table following gives the median week's and hourly earnings.

TABLE 2.—Average hourly earnings and average week's earnings of women and men, by industry

Industry	Hourly earnings				Week's earnings			
	Women		Men		Women		Men	
	Number reported	Median earnings (cents)	Number reported	Median earnings (cents)	Number reported	Median earnings	Number reported	Median earnings
Manufacturing:								
Pineapple canning.....	5,975	31.6	6,659	40.2	5,289	\$13.40	6,257	\$18.00
Garments.....	243	25.0	25	(¹)	243	9.65	29	(¹)
Other.....	552	20.0	202	43.0	556	4.40	205	18.20
Stores:								
Honolulu:								
General merchandise.....	403	33.1	243	40.3	403	14.55	243	20.20
Drug.....	21	(¹)	62	41.5	21	(¹)	62	21.65
Hilo and other places.....	65	16.6	76	29.0	66	9.35	77	16.30
Laundries:								
Power.....	311	20.4	93	31.8	312	9.60	151	19.75
Hand; pressing shops.....	16	(¹)	17	(¹)	16	(¹)	19	(¹)
Barber shops					50	² 35.00		
Beauty shops					64	16.15	1	(¹)
Hotels and restaurants:								
Hotels:					48	³ 23.75	405	³ 27.50
Restaurants:					251	9.15	249	12.80
Alcoholic.....	137	14.7	117	21.7	164	8.70	154	13.62
Nonalcoholic.....	87	19.5	94	24.6	87	9.25	95	12.45
Office ⁴					252	² 110.00		
Telephone ⁴	196	46.2			208	² 78.00		
Other ⁴	75	38.5			75	² 40.00		

¹ Not computed; base too small.

² Median of month's earnings.

³ Median of semimonthly earnings.

⁴ Tabulated only for women.

Hours worked.

In most industries hours were long. They were especially long in the restaurants and bar rooms, the many small stores, the Japanese barber shops, and the laundries. Most of these had scheduled hours of 48 or more and actual daily hours worked by most employees in these industries were over 8. The data on wages and hours show a need for a minimum-wage standard and a maximum-hour regulation for women in the Territory of Hawaii. In a few industries there were numerous examples of good conditions as to both hours and wages, but low standards were apparent in most of the smaller woman-employing establishments.

PINEAPPLE CANNERIES

Operations and occupations.

The pineapple industry ranks next to the sugar industry in the sales value of its products. The average pack in recent years has been 6 million cases. Three of the canneries in Honolulu (Oahu) pack about 80 percent of the output; the four other canneries, on Maui and Kauai, the remainder. On the plantations women help to prepare the slips, suckers, and crowns for planting, and during the harvesting some are engaged in cutting the crowns from the pines before the fruit is sent to the cannery, but the employment of women in the pineapple fields is relatively unimportant. In the canneries, however, women are almost as numerous as men, and the preparation of the fruit and the packing into cans are primarily women's work.

The numbers of men and women employed in the four canneries (two on Oahu and two on Maui) from which records were obtained are shown here by the general occupational classes used for the tabulation of the data.

Type of work	Total	Women	Men
All types.....	12,650	5,975	6,675
Cannery.....	8,861	5,318	3,543
Warehouse.....	2,404	451	1,953
Supervisory.....	264	149	115
Maintenance.....	556	27	529
Outside.....	421		421
Factory office.....	144	30	114

All occupations concerned with the handling, preparation, and processing of the fruit are included in cannery labor. Men usually are employed for the unloading of the fruit, the handling of empty cans, the operations connected with the ginaca machine, in the processing and cooking rooms, and as roustabouts in carrying, trucking, and generally helping to maintain a smooth and steady flow of work. The canning industry is highly mechanized and there is little heavy work. Most of the women's jobs are simple, and dexterity and speed rather than skill seem to be the prime requisites.

The cannery operations begin on the receiving platform, where the pineapples are dumped into bins and then fed to the ginaca machines. Pines are fed singly to these machines, which grip the fruit, force it against revolving knives that cut away the shell and eyes, hold it while a rapidly dashing plunger extracts the core, and then dispatch it to a conveyor as a symmetrical doughnut-like cylinder completely denuded of its field shape and color. Other mechanical devices strip and salvage all bits of fruit remaining in the shell for the crushed-pineapple, juice, and byproducts divisions.

Endless belts carry the pineapple cylinders past rows of women inspectors—white-capped, aproned, and rubber-gloved—who examine the fruit and cut out with sharp knives all particles of shell or foreign matter that the ginaca did not reach. In another department the crushed and broken bits salvaged from the shell are similarly inspected along belts. Automatic machines cut the cylinders into slices and

these move on to the packing or canning tables, where women select and pack the slices by hand into trays of "fancy," "standard," and other grades. The trimming and packing operations are the work of women, but from here on the processing is largely in the care of men.

The trays of cans pass under machines that automatically add the proper quota of syrup, through exhaust boxes that expel air bubbles, to covering and seaming machines that seal them, and then through the steam-pressure cooking equipment. After cooling they are ready to go to the warehouse. Most of the processing is carried on by automatic machines and the men who set up and serve these machines as mechanics are in the higher wage groups.

Cans are stacked in the warehouse and stored until shipment. In many cases labels and boxes are manufactured in the warehouse. Labeling is a machine operation and women are employed to a considerable extent tending the machines and packing the cans into the shipping cases or boxes. Women make up about one-fifth of the employees in the warehouse. Some of the warehouse jobs, such as printing, certain box-making operations, and care of the machines, are skilled, but much of the work is of an unskilled nature. The maintenance group includes the janitors, matrons, engineers, firemen, and general mechanics, responsible for the upkeep of the plant and its equipment. Only 27 women were reported in this group—too few for a separate job tabulation of wages, as was true also of the women who were factory office clerks. The factory clerical group includes such workers as pay-roll, shipping, and production clerks. The administrative and selling offices were not covered. Outside labor includes chiefly men working in the cannery yard, general employees on the receiving and loading platforms, truck drivers, and helpers.

A high standard of sanitation and good working conditions seemed to be generally accepted as a part of the pineapple-cannery morale. Service facilities in the way of toilets, locker rooms, rest rooms, and cafeterias are decidedly above the general industrial standards maintained by mainland plants.

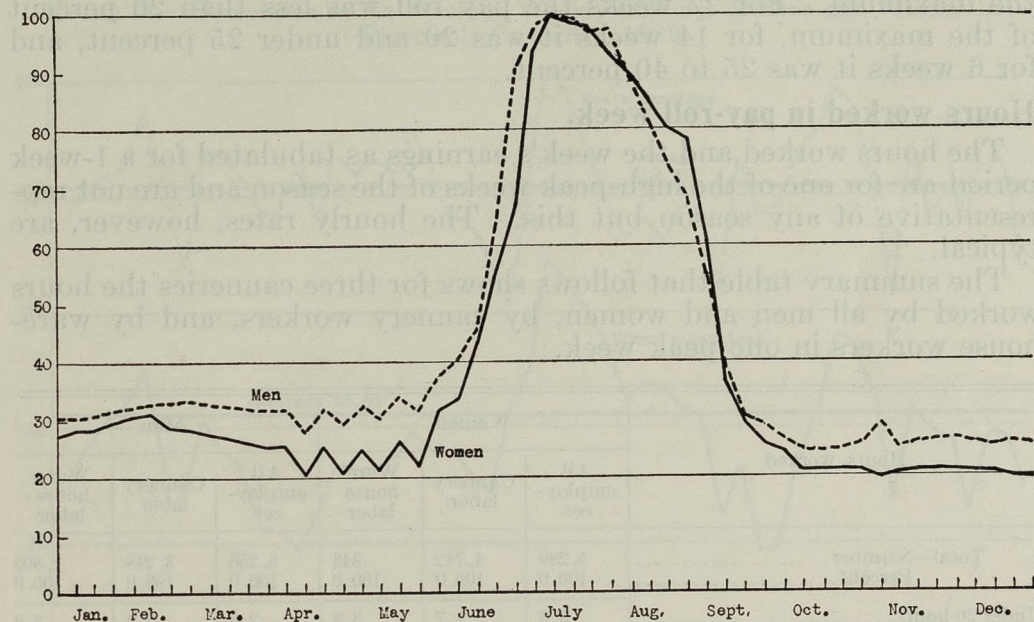
Seasonality.

In the course of supplying information for the pineapple canneries a statement was made that no matter when pineapples were planted they seemed to have a natural tendency to push their growth so as to be ready for the cannery as near the middle of July as possible. Employment figures week by week for the year 1938 were available for two large canneries and on these figures the three accompanying graphs are based.

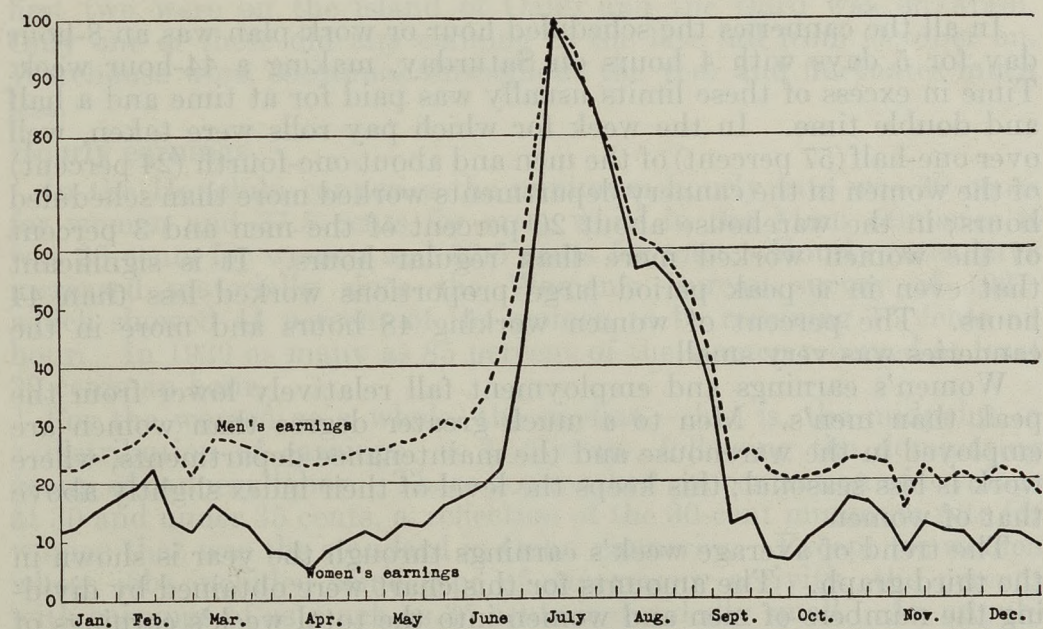
There is no period when some pines are not maturing, but for about 8 weeks in midsummer—the end of June to about the middle of August—the canneries are running at full speed, with two and three shifts a day and for much of the time 7 days a week. In these two plants there were more than 6,000 persons employed in 12 weeks, and more than 9,000 in 8 of these weeks. Taking the peak week, in which there were 11,613 employed, as 100 percent, an index of employment for the 52 weeks has been computed. In 37 of the 52 weeks the index of employment is 35 percent or less of the maximum. This is apparent from a glance at the plateau on either side of the peak of graph I.

Graph II gives a picture of the trend of total earnings. It is significant to note that the peak period of earnings rises more sharply

Graph I.—Employment Trends for Men and Women in Pineapple Canneries, 1938
(Maximum week=100)



Graph II.—Pay-Roll Trends for Men and Women in Pineapple Canneries, 1938
(Maximum week=100)



and falls more precipitously than employment. For only 1 week besides the peak were earnings as much as 90 percent of the maximum, for 1 week they were about 85 percent, for 2 weeks about 75 percent, and for 5 weeks from 50 to 60 percent of the maximum. Thus there were 42 weeks in which total earnings were less than 50 percent of the maximum. For 22 weeks the pay roll was less than 20 percent of the maximum, for 14 weeks it was 20 and under 25 percent, and for 6 weeks it was 25 to 40 percent.

Hours worked in pay-roll week.

The hours worked and the week's earnings as tabulated for a 1-week period are for one of the high-peak weeks of the season and are not representative of any season but this. The hourly rates, however, are typical.

The summary table that follows shows for three canneries the hours worked by all men and women, by cannery workers, and by warehouse workers in one peak week.

Hours worked	Women			Men		
	All employees	Cannery labor	Warehouse labor	All employees	Cannery labor	Warehouse labor
Total—Number	5,289	4,742	343	6,256	3,248	1,893
Percent	100.0	100.0	100.0	100.0	100.0	100.0
Under 20 hours	3.6	3.7	3.8	2.6	2.3	3.9
20, under 30 hours	4.7	4.9	4.4	4.4	3.5	7.4
30, under 40 hours	18.6	18.0	36.2	14.8	12.6	25.2
40, under 42 hours	7.3	4.4	47.8	13.3	8.1	27.1
42, under 44 hours	40.6	44.8	1.5	11.4	12.4	12.8
44, under 46 hours	5.2	3.8	4.1	11.5	11.1	11.1
46, under 48 hours	17.3	18.3	2.3	12.3	16.6	5.5
48, under 50 hours	1.5	1.5	-----	10.1	13.7	1.0
50 hours and over	1.3	.6	-----	19.6	19.8	6.1

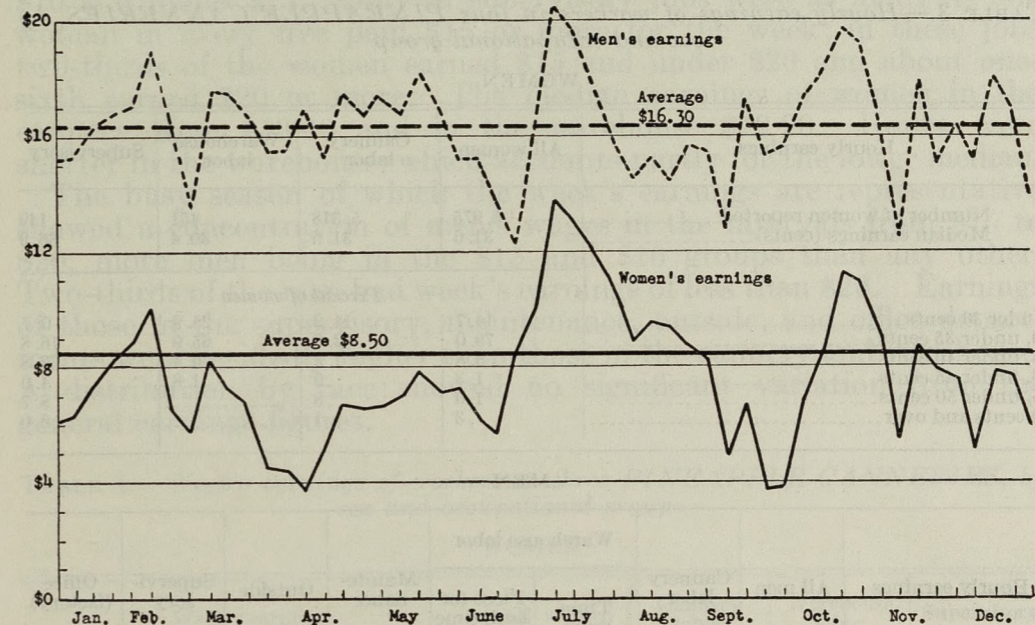
In all the canneries the scheduled hour or work plan was an 8-hour day for 5 days with 4 hours on Saturday, making a 44-hour week. Time in excess of these limits usually was paid for at time and a half and double time. In the week for which pay rolls were taken, well over one-half (57 percent) of the men and about one-fourth (24 percent) of the women in the cannery departments worked more than scheduled hours; in the warehouse about 20 percent of the men and 3 percent of the women worked more than regular hours. It is significant that even in a peak period large proportions worked less than 44 hours. The percent of women working 48 hours and more in the canneries was very small.

Women's earnings and employment fall relatively lower from the peak than men's. Men to a much greater degree than women are employed in the warehouse and the maintenance departments, where work is less seasonal; this keeps the level of their index slightly above that of women.

The trend of average week's earnings through the year is shown in the third graph. The amounts for this chart were obtained by dividing the numbers of men and women into the total week's earnings of each group. Average week's earnings for the year, represented by the lines drawn through the graph, were \$16.30 for men and \$8.50 for women. The peak week's earnings for men averaged \$20.50 and

those for women \$13.90. Women's average earnings were above \$10 in only 6 weeks of the year; in 7 weeks they were below \$5. Men's average earnings were above \$20 only in the peak week; they were below \$15 in 9 weeks. The decidedly lower wage structure for the women is strikingly apparent in this graph.

Graph III.—Fluctuation in the Average Weekly Earnings of Men and Women in Pineapple Canneries, 1938



Short hours for much of the year are at least a partial explanation of the low averages. In three of the canneries the days on which canning was done in 1938 were respectively 214, 122, and 69. The first two were on the island of Oahu and the third was on Maui. Only one of these did any canning in the late fall from October on. Warehouse work continues throughout the year and fluctuates much less.

Hourly earnings.

In the Honolulu canneries the minimum hourly rate was 30 cents for women and 37.5 cents for men, while in the Maui canneries it was 26 cents for women and 32.5 cents for men. Hourly rates have increased materially since the Women's Bureau survey of 1927, which showed 44 percent of the women to be receiving 15 cents an hour. In 1939 as many as 85 percent of the women received at least 30 cents an hour.

For the women as a whole, the median—that is, the midpoint in a distribution of earnings—is 31.6 cents, following the dominating group of cannery labor. There is a marked concentration of earnings at 30 and under 35 cents, a reflection of the 30-cent minimum rate for women that was the standard in Oahu canneries. Except for women whose jobs included some type of supervisory activity, the percent with earnings of as much as 35 cents is decidedly small. An unpublished tabulation of hourly earnings on a racial basis shows only a slight deviation from the pattern for the group as a whole, as the

median for each race falls in the 31-and-under-32-cent interval. Hourly earnings are only a measuring unit in considering the wages paid, and from the workers' standpoint weekly and yearly earnings (see later paragraphs) are much more indicative of what the job offers.

Table 3 gives the hourly earnings, in 5-cent intervals, of the men and the women in four canneries, by occupational group.

TABLE 3.—Hourly earnings of workers in four PINEAPPLE CANNERIES, by sex and occupational group

WOMEN				
Hourly earnings	All women	Cannery labor	Warehouse labor	Supervisory
Number of women reported.....	1 5,975	5,318	451	149
Median earnings (cents).....	31.6	31.6	30.4	36.9
Percent of women				
Under 30 cents.....	14.7	14.2	25.9	0.7
30, under 35 cents.....	79.0	82.6	65.9	16.8
35, under 40 cents.....	3.8	1.3	6.4	63.8
40, under 45 cents.....	1.3	.9	1.8	4.0
45, under 50 cents.....	1.0	.8	.....	8.7
50 cents and over.....	.3	.1	.....	6.0

MEN								
Hourly earnings	All men	Cannery labor	Warehouse labor		Maintenance	Outside	Supervisory	Office (factory)
			Time work	Piece (or both time and piece)				
Number of men reported.....	6,659	3,542	1,663	290	525	420	110	109
Median earnings (cents).....	40.2	39.7	38.4	50.3	47.5	48.0	53.8	46.3
Percent of men								
Under 30 cents.....	0.1	0.1	0.2	.....	.....	0.5	.....	.....
30, under 35 cents.....	4.9	7.3	3.5	.....	1.3	.5	.....	1.8
35, under 40 cents.....	43.4	49.0	56.8	12.4	18.9	15.0	1.8	4.6
40, under 45 cents.....	28.2	32.5	23.0	22.1	20.6	28.1	9.1	40.4
45, under 50 cents.....	9.5	6.2	12.7	14.1	17.7	9.0	16.4	11.0
50, under 55 cents.....	6.1	3.1	2.5	16.2	10.5	23.6	30.0	22.0
55, under 60 cents.....	2.9	1.0	.7	13.8	7.8	9.0	11.8	12.8
60, under 65 cents.....	1.4	.4	.2	5.2	5.7	2.6	9.1	4.6
65 cents and over.....	3.5	.5	.3	16.2	17.5	11.7	21.8	2.8

¹ Total includes 57 women not shown by department, 30 of them factory office workers.

For the men the minimum hourly rate in the two largest canneries in Honolulu, which had a preponderance in numbers, was 37.5 cents; on Maui the minimum was 32.5 cents. For all men the median earnings were 40.2 cents. The largest numbers of men—about 40 percent—had hourly earnings of 37 and under 40 cents, with the proportion over 45 percent if only the men in the cannery and warehouse (over four-fifths of all men employed) are considered. Men in the warehouse who are on piece work, usually the stacking or breaking of can piles, had a median of 50.3 cents. In the cannery occupations only about 11 percent of the men had earnings of as much as 45 cents an hour.

Week's earnings.

Week's earnings in a peak week indicate what the industry offers to its employees in the busiest season of the year. For women in the Hawaiian pineapple canneries the amounts received in one of the heaviest production weeks of the year tended to concentrate at \$13 and under \$14, with about 43 percent of the women in this interval.

Of all the women in the pay-roll week taken, 70 percent had received \$10 and under \$15. Only in supervisory jobs were as many as one woman in every five paid \$15 or more for the week; in these jobs two-thirds of the women earned \$15 and under \$20 and about one-sixth earned \$20 or more. The median earnings of women in the cannery were \$13.40 and in the warehouse \$12.20. Hours were shorter in the warehouse, which accounts partly for the lower median.

The busy season of which the week's earnings are representative showed a concentration of men's wages in the intervals from \$15 to \$20, more men being in the \$15 and \$16 groups than any other. Two-thirds of the men had week's earnings of less than \$20. Earnings of those in the supervisory, maintenance, outside, and office departments were decidedly higher than those in the cannery and warehouse. A distribution by race showed no significant variation from the general earnings figures.

TABLE 4.—Week's earnings of workers in three PINEAPPLE CANNERIES, by sex and occupational group

WOMEN				
Week's earnings	All women	Cannery labor	Warehouse labor	Supervisory
Number of women reported.....	1 5,289	4,742	343	147
Median earnings.....	\$13.40	\$13.40	\$12.20	\$16.55
Percent of women				
Under \$5.....	2.9	3.1	2.0	0.7
\$5, under \$10.....	7.1	7.0	12.5	.....
\$10, under \$15.....	70.1	71.8	78.7	17.7
\$15, under \$20.....	18.1	17.1	6.1	66.0
\$20, under \$25.....	1.5	1.0	.6	10.2
\$25 and over.....	.3	.1	.....	5.5

MEN							
Week's earnings	All men	Cannery labor	Warehouse labor	Maintenance	Outside	Supervisory	Office (factory)
Number of men reported.....	6,257	3,248	1,893	488	415	100	113
Median earnings.....	\$18.00	\$18.15	\$15.90	\$23.60	\$23.60	\$28.40	\$23.50
Percent of men							
Under \$5.....	1.1	1.0	1.8	0.4	0.2	.....	3.5
\$5, under \$10.....	3.5	3.0	5.4	.2	2.7	.....	3.5
\$10, under \$15.....	12.3	9.6	22.2	2.7	4.8	.....	.....
\$15, under \$20.....	50.1	58.1	50.7	28.7	24.6	9.0	31.9
\$20, under \$25.....	18.6	20.0	13.0	24.8	21.9	26.0	22.1
\$25, under \$30.....	8.3	5.9	5.4	16.2	23.4	28.0	16.8
\$30, under \$35.....	2.9	1.3	1.4	7.6	9.4	15.0	15.9
\$35, under \$40.....	1.6	.8	.....	6.1	6.5	15.0	2.7
\$40, under \$45.....	.9	.1	.....	5.7	5.8	2.0	2.7
\$45, under \$50.....	.4	.....	.....	4.7	.2	2.0	.....
\$50 and over.....	.4	.1	.....	2.8	.5	3.0	.9

¹ Total includes 57 women not shown by department.

Year's earnings.

For most of the workers the period over which earnings in the pineapple canneries are spread is short, so it is to be expected that the amounts would be relatively low. The summary table of total earnings shows that almost one-half of the employees had worked for the firm in less than 12 weeks. Only about one-sixth of the men and one-tenth of the women had earnings spread over the entire year. The average earnings of men and of women by number of weeks over which the work was spread are shown in table 5.

Since the employees were concentrated most heavily at 8 and under 12 weeks, followed by 52 weeks, earnings are shown in greater detail for these groups in table 6.

The 52-week workers show a much greater discrepancy between the sexes in the amounts earned than do the groups with less employment, women's median earnings being only 42 percent of those of men.

In the 8-to-12-week group women who earned as much as \$125 were few in number, comprising less than 2 percent of all women in the group. Men had a much wider range of earnings and larger proportions were in the higher wage intervals. Earnings below \$400 as an average for women who had been on the pay roll throughout the year cannot be considered an adequate income; yet less than three-tenths of the women in the all-year group earned as much as \$400.

TABLE 5.—Weeks over which year's work in PINEAPPLE CANNERIES was spread and average earnings for such period, by sex

Weeks over which work was spread	Women			Men		
	Number reported	Percent	Median earnings	Number reported	Percent	Median earnings
Total	4,142	100.0	\$115	5,171	100.0	\$169
Under 4 weeks	191	4.6	15	316	6.1	16
4, under 8 weeks	536	12.9	51	721	13.9	67
8, under 12 weeks	1,217	29.4	93	1,422	27.5	128
12, under 16 weeks	580	14.0	115	610	11.8	177
16, under 20 weeks	142	3.4	137	179	3.5	248
20 weeks	18	.4	(1)	19	.4	(1)
21, under 26 weeks	105	2.5	174	127	2.5	280
26 weeks	23	.6	(1)	33	.6	(1)
27, under 33 weeks	329	7.9	209	254	4.9	354
33, under 39 weeks	142	3.4	254	217	4.2	440
39 weeks	20	.5	(1)	37	.7	486
40, under 46 weeks	75	1.8	294	98	1.9	562
46, under 52 weeks	333	8.1	358	245	4.7	586
52 weeks	431	10.4	370	893	17.3	891

¹ Not computed; base too small.

TABLE 6.—Year's earnings of employees in PINEAPPLE CANNERIES who worked in 8 and under 12 weeks and in 52 weeks, by sex

Year's earnings	Women		Men	
	Number	Percent	Number	Percent
WORK IN 8 AND UNDER 12 WEEKS				
Total reported	1,217	100.0	1,422	100.0
Median earnings	\$93		\$128	
Under \$25			1	0.1
\$25, under \$50	24	2.0	5	.4
\$50, under \$75	181	14.9	60	4.2
\$75, under \$100	572	47.0	243	17.1
\$100, under \$125	419	34.4	353	24.8
\$125, under \$150	5	.4	434	30.5
\$150, under \$175	5	.4	208	14.6
\$175, under \$200	4	.3	54	3.8
\$200, under \$300	6	.5	55	3.9
\$300, under \$400	1	.1	8	.6
\$400 and over			1	.1
WORK IN 52 WEEKS				
Total reported	431	100.0	893	100.0
Median earnings	\$370		\$891	
Under \$300	1	0.2	2	0.2
\$300, under \$400	306	71.0	5	.6
\$400, under \$500	57	13.2	35	3.9
\$500, under \$600	19	4.4	117	13.1
\$600, under \$700	25	5.8	96	10.8
\$700, under \$800	12	2.8	93	10.4
\$800, under \$900	4	.9	108	12.1
\$900, under \$1,000	2	.5	124	13.9
\$1,000, under \$1,500	4	.9	234	26.2
\$1,500, under \$2,000	1	.2	45	5.0
\$2,000, under \$2,500			29	3.2
\$2,500 and over			5	.6

Race.

The pineapple canneries recruit their labor supply chiefly from workers whose racial descent is other than Caucasian. Race was reported for all workers but about 2 percent, and for the week in the heavy canning season the distribution of men and women by racial descent was as follows:

Race	Women reported		Men reported	
	Number	Percent	Number	Percent
Total	5,855	100.0	6,539	100.0
Caucasian	563	9.6	853	13.0
Chinese	1,161	19.8	956	14.6
Filipino	157	2.7	1,260	19.3
Hawaiian	816	13.9	448	6.9
Japanese	2,492	42.6	2,543	38.9
Korean	246	4.2	169	2.6
Other	420	7.2	310	4.7

The Japanese were two-fifths of the total. The proportion of Caucasian men was less than that of the Japanese, Filipino, and Chinese groups, and that of Caucasian women was less than Japanese, Chinese, and Hawaiian.

Earnings by race, in unpublished figures, indicate that racial equality where earning opportunity is concerned is a practice as well as a policy. In the four groups where numbers are large enough to show a normal distribution—Caucasian, Hawaiian, Chinese, and Japanese—there is no significant variation. The earnings of the Caucasian women are a little lower than those of other races, but among the men a higher proportion of the lunas (foremen) are Caucasian, which tends to place this group at the top for men, and this is true also of the mechanics. Except for this occupational difference, the variations by race in the wage picture in the pineapple canneries are only minor.

Source of seasonal labor.

When cannery employment skyrockets in midsummer, the extra seasonal labor is not recruited to any extent from the usual industrial or agricultural sources. Managers reported that housewives, maids, and high-school and college girls make up most of the extra female supply. Maids flock from their regular jobs to the canneries, and during the canning season many openings for domestics go unfilled. Wives who do not seek employment outside the home at any other time report to the cannery year after year for a few weeks of work to help swell the family budget.

For the extra men, the young Filipinos who work at odd jobs in the towns and have irregular employment on the sugar and pineapple plantations serve as one important source. Most of the other males are young men without regular jobs or students who are a part of the surplus labor supply seeking employment wherever it may be forthcoming.

GARMENT FACTORIES

Employment.

The manufacture of Aloha shirts, beachwear, slacks, and other sportswear has been a growing industry in Honolulu and has offered employment to some of the young girls who have been trained in dressmaking. In Honolulu, as on the mainland, garment shops come and go and the number varies more than in most industries. The equipment, plant, and capital requirements of a small shop are not elaborate nor expensive; a few sewing machines, cutting tables, and pressing equipment comprise most of the outfit needed for setting up in business. In most cases the Honolulu garment factories are small, but their range in style and type of garment is much more varied than in most mainland factories. In addition to garment shops making sportswear, there are a number of fairly large tailor shops that cater chiefly to the custom trade of the Army and Navy service men.

Eight garment manufacturers making sportswear and five tailor shops are included in the earnings tabulations. One of the manufacturers was a contractor, who made garments on order from materials owned by local retailers and wholesalers. The contractor sells his own and his employees' services on a job-contract basis, and his production is even more fluctuating than that of a regular manufacturer.

The number of employees in the 13 shops¹ ranged from 4 to 111. In the pay period covered, a representative week of full and steady operation, only 2 had more than 25 employees. The numbers of employees in the 13 shops follow: 4, 7 (2), 10, 11, 12, 13, 14, 16 (2), 17, 39, and 111.

The total number of employees in the pay period covered was 272, excluding 5 office employees who have been tabulated with clerical workers. Only about 10 percent of all the workers were men; they were more important in the tailor shops than in the sportswear factories. In the 8 sportswear plants there were 217 women and 12 men.

Racial descent.

The women employees were chiefly Oriental; 161 were Japanese and 52 Chinese, these two comprising almost 90 percent of the total. Other racial groups were 15 Caucasians, 9 Hawaiians, and 6 Koreans. The racial descent of the 29 men was Chinese in 11 cases, Caucasian in 7, Japanese in 5, Filipino in 4, Korean in 2.

Hours.

A 44-hour week—5 days of 8 hours and a 4-hour day on Saturday—was the standard hour pattern for the garment shops. One reported 5 days of 8 hours, but all others reported 44 hours. About one-third of the women—79 of 243—worked 44 hours. Only 14 women worked over 48 hours. One-half of the women worked less than 44 hours,

¹ One tailor shop employed four men, no women.

and 87 women, or about 36 percent, worked less than 40 hours, which is indicative of quite common undertime in the industry. In general, hours were short for women. Men's hours were longer, as all but 1 of the men worked 44 hours and more, and 3 worked 60 hours and more. The most common hours for the men were 48 a week.

Earnings of women.

Women are largely machine operators, with a few cutters, inspectors, pressers, and working foreladies. Week's earnings of women were low, with an average of \$9.65 for all and more than one-half earning less than \$10.

The most common week's earnings were \$11 and under \$12; only 12 women earned as much as \$15. Low as these amounts are, they represent the earnings in some of the best weeks of the year. There are many weeks when earnings are less than these.

TABLE 7.—Week's earnings and hourly earnings of women in GARMENT FACTORIES

Week's earnings					Hourly earnings		
Amount	Women		Amount	Women		Amount	Women
	Number	Percent		Number	Percent		
Women reported	243	100.0	\$12, under \$13	15	6.2	Number reported	243
Median earnings	\$9.65		\$13, under \$14	10	4.1	Median earnings (cents)	25.0
Under \$5	18	7.4	\$14, under \$15	6	2.5		
\$5, under \$6	14	5.8	\$15 and over	12	4.9		
\$6, under \$7	27	11.1				Under 15 cents	5.8
\$7, under \$8	25	10.3				15, under 20 cents	19.3
\$8, under \$9	23	9.5	Under \$5	18	7.4	20, under 25 cents	13.2
\$9, under \$10	22	9.1	\$5, under \$10	111	45.7	25, under 30 cents	49.8
\$10, under \$11	19	7.8	\$10, under \$15	102	42.0	30, under 35 cents	7.4
\$11, under \$12	52	21.4	\$15, under \$20	7	2.9	35, under 40 cents	2.1
			\$20 and over	5	2.0	40 cents and over	2.4

Hourly earnings of women in the garment shops were more frequently 25 cents than any other amount. It will be noted from the table that not far from two-fifths of the women had earnings below 25 cents, and that less than one-eighth earned as much as 30 cents. The hourly earnings of women in the garment industry in Hawaii are decidedly below the average of 38.5 cents an hour reported for 31,000 employees in the manufacture of women's inexpensive dresses, sportswear, house coats, and uniforms on the mainland in the spring of 1939.

Earnings of men.

Only 8 of the 13 shops employed men, and only 29 men in all were employed. Five of the men had week's earnings of less than \$10, for 3 they were \$10 and under \$15, for 8 they were \$15 and under \$20, for 4 they were \$20 and under \$25, and for 9 they were \$25 and over. Hourly earnings were much higher for men than for women, as the men are cutters, mechanics, or shipping clerks, jobs that tend to pay the highest wages in the trade. For 25 men, hours worked were reported; 4 had hourly earnings of less than 25 cents, 1 was in the 28-and-under-29-cent interval, 1 in the 32-and-under-33-cent interval,

and the others earned 35 cents and more. There were 5 with earnings of 50 and under 55 cents and 5 with earnings of over 65 cents, the highest being \$1.06 an hour.

Year's earnings.

Turn-over is high in the garment factories. The amounts paid to 346 women and 16 men in the year 1938 were copied from pay rolls. Work is seasonal, and in most shops the periods of full work were short. Workers shift around from one plant to another, many having only a few weeks' work in any one establishment. The short duration of employment with any one firm is shown by the following distribution of women workers by the weeks they worked.

TABLE 8.—Weeks over which work was spread, women in GARMENT FACTORIES in 1938, and earnings of those who worked in 40 weeks or more

Weeks	Women reported		Weeks	Women reported	
	Number	Percent		Number	Percent
Total	346	100.0	24, under 28 weeks	19	5.5
Under 4 weeks	99	28.6	28, under 32 weeks	29	8.4
4, under 8 weeks	35	10.1	32, under 36 weeks	24	6.9
8, under 12 weeks	13	3.8	36, under 40 weeks	16	4.6
12, under 16 weeks	10	2.9	40, under 44 weeks	15	4.3
16, under 20 weeks	9	2.6	44, under 48 weeks	15	4.3
20, under 24 weeks	14	4.0	48, under 52 weeks	15	4.3
			52 weeks	33	9.5

EARNINGS OF WOMEN WHO WORKED IN 40 WEEKS OR MORE

Amount	Number of women	Amount	Number of women
Total	78	\$350, under \$400	20
Median earnings	\$442.30	\$400, under \$450	13
\$200, under \$250	1	\$450, under \$500	7
\$250, under \$300	2	\$500, under \$600	18
\$300, under \$350	5	\$600, under \$700	6
		\$700 and over	6

Almost one-half of the women had worked less than 20 weeks—many of these short-time weeks—for one employer. Only about 10 percent had been on the pay rolls throughout the year. Seventy-eight, or not much more than one-fifth, were on the rolls in 40 or more weeks. In all probability these had no other employment, so their earnings may be considered an indication of the year's income of women garment makers.

The earnings of 33 of these women fell in the \$350 and under \$450 groups, and if these amounts are spread over the living needs of a year their inadequacy is apparent. Only 12 of the 78 women had earnings of \$600 and more in the year.

Of the 16 men with earnings reported for the year 1938, one-half received \$600 and more. Among the 9 men whose work had extended over 40 or more weeks, the highest earnings were \$1,449, followed by \$1,254; 2 of the men whose work covered 52 weeks had received \$400 and under \$450.

Working conditions.

Standards of working conditions in the garment factories were not up to those maintained by the majority of manufacturing plants in the Territory. Most of the workrooms were in old buildings, with inadequate toilet, washing, and rest-room facilities. Separate toilets for men and women were not always provided. Housekeeping was poor: windows were dirty, floors littered with many days' accumulation of waste cuttings and ends, seating was haphazard, and rooms were crowded.

Employers complained frequently that operators did not develop speed that would allow a better return from piece rates, but where a number of types and styles of garments are made, as in most of these shops, it is hard to gain automatic dexterity in handling them. In some of the shops piece rates were low, and unless the work was on a quantity basis the operator had little chance of making a living wage. One employer stated his wage policy as "Good workers paid 25 cents an hour, poor ones paid piece rates."

Most of the shops preferred not to employ learners and said that girls with dressmaking training were available in large numbers. Beginners in the factory were put on piece work or were paid rates usually below 25 cents an hour. One tailor, who had three shops and took girls as apprentices, had 11 apprentices in his employ who received no pay.

The garment industry must be considered a sore spot in the labor economy of the Territory, and the need of better wage standards and management is generally known and is apparent from the wage data. Some of the shops, of course, are better than the average, but the bad ones are more common than the good.

MISCELLANEOUS MANUFACTURING

Wage and hour data were secured from a number of factories for which it was impossible to get enough plants of a comparable type to treat as an industrial unit. Wages are not shown separately for individual firms whose identity might be revealed if this were done, so it was necessary to group for tabulation 2 tuna canneries, a can factory, a small bakery, and 2 cotton-mattress factories. Since the wage structure was quite different in these places, the result is not typical of any of the particular plants but is an indication of the earnings of 761 employees in 6 miscellaneous establishments. The tuna canneries and the can factory outstripped the others in number of employees.

Racial distribution.

About 87 percent of the women were Japanese. Only about 7 percent were Caucasian, with still smaller proportions of Hawaiian, Chinese, Filipino, and Puerto Rican. Of the men, about 30 percent were Japanese, 25 percent Filipino, 20 percent Caucasian, 15 percent Hawaiian, and 8 percent Chinese.

Earnings.

Minimum rates of pay varied in the three largest plants; in one the basic prevailing minimum for women was 18 cents an hour, in the second it was 20 cents, and in the third 30 cents. Since the plants with the lower rates and shorter hours have the largest numbers, the earnings distribution for the group is determined largely by these. The distribution of the workers by week's and hourly earnings is shown in table 9.

TABLE 9.—*Week's earnings and hourly earnings of workers in MISCELLANEOUS MANUFACTURING, by sex*

Week's earnings of women		Week's earnings of men	
Number of women reported.....	556	Number of men reported.....	205
Median earnings.....	\$4. 40	Median earnings.....	\$18. 20
	<i>Percent</i>		<i>Percent</i>
Under \$1.....	2. 5	Under \$10.....	9. 3
\$1, under \$2.....	4. 9	\$10, under \$15.....	14. 6
\$2, under \$3.....	5. 6	\$15, under \$20.....	43. 9
\$3, under \$4.....	25. 0	\$20, under \$25.....	15. 1
\$4, under \$5.....	29. 0	\$25, under \$30.....	6. 3
\$5, under \$6.....	17. 3	\$30, under \$35.....	5. 9
\$6, under \$7.....	2. 5	\$35 and over.....	4. 9
\$7, under \$8.....	2. 5		
\$8, under \$9.....	1. 3		
\$10 and over.....	9. 5		
Under \$5.....	66. 9		
\$5, under \$10.....	23. 6		
\$10, under \$15.....	8. 5		
\$15 and over.....	1. 1		

TABLE 9.—*Week's earnings and hourly earnings of workers in MISCELLANEOUS MANUFACTURING, by sex—Continued*

Hourly earnings of women		Hourly earnings of men	
Number of women reported	552	Number of men reported	202
Median earnings (cents)	20.0	Median earnings (cents)	43.0
	<i>Percent</i>		<i>Percent</i>
18, under 19 cents	6.9	Under 25 cents	2.5
20, under 21 cents	60.5	25, under 30 cents	2.0
22, under 23 cents	16.8	30, under 35 cents	3.0
25, under 26 cents	5.1	35, under 40 cents	21.8
28, under 29 cents	.2	40, under 45 cents	21.3
30, under 31 cents	4.0	45, under 50 cents	22.3
32, under 33 cents	2.4	50, under 55 cents	4.5
35, under 36 cents	2.7	55, under 60 cents	5.0
38, under 39 cents	.7	60, under 70 cents	5.0
40 cents and over	.7	70, under 80 cents	5.4
		80, under 90 cents	3.0
		90 cents and over	4.5
Under 20 cents	6.9		
20, under 25 cents	77.4		
25, under 30 cents	5.3		
30, under 35 cents	6.3		
35, under 40 cents	3.4		
40 cents and over	.7		

Two-thirds of the women had hourly earnings of 20 cents or below, and less than one-sixth earned as much as 25 cents. The week's earnings were extremely low, as two-thirds were under \$5. While these very low earnings are representative chiefly of one firm, there are not many in the other companies with creditable showings. Short hours with low hourly rates result in very inadequate weekly earnings.

The median hourly earnings for the men in this mixed group of industries were 43 cents. Thirty-five and under 50 cents were the hourly rates paid most frequently, with almost two-thirds of the men so reported. The week's earnings were in line with the general findings of the survey and were only slightly lower than those of men in laundries and department stores.

Year's earnings.

The median of the year's earnings as reported for 259 men in these industries was \$658; for 103 men whose work periods included the entire year the median was approximately \$1,000.

The year's earnings of the women were very low. In the tuna canneries there were many weeks when only a few hours of work were available, and this tends to concentrate the year's earnings in low amounts. For the 808 women reported the median was \$80, and for those whose work periods were spread over the entire year it was \$187.

MERCANTILE INDUSTRY

Employment in stores.

In the mercantile field the most characteristic unit is the small establishment owned and operated by either Japanese or Chinese. There are a few stores with ample and varied assortments of merchandise, but there is an endless array of small specialty shops selling novelties, clothing, notions, yard goods, hardware—most of them small and unpretentious, with the owner and members of his family conducting the business. The 1930 census reported 3,859 men and 828 women as salespeople in stores and almost as many more as retail dealers. Most of these small retail stores have no employees and so were outside the scope of the present study.

Forty-one stores were included in this survey; 28, with 815 employees, were in Honolulu, and 13, with 154 employees, on the islands of Hawaii and Kauai. These two groups have been tabulated separately. Of the 28 stores in Honolulu, 8 had 25 or more employees, 2 having more than 100. Eleven had less than 10.

HONOLULU STORES

The mercantile group in Honolulu includes department stores, dry-goods stores, women's ready-to-wear shops, novelty shops, and drug stores. In the drug stores only the employees engaged in merchandising activities are included, as employees working at the lunch counter and soda fountain have been tabulated with other restaurant workers. Further, 86 office employees in stores—52 men and 34 women—have been excluded from the mercantile tables and thrown with office workers and telephone operators. The tabulations for stores cover salespeople, assistant buyers, stockroom workers, alteration and workroom employees, wrappers, floor men and women, a few maintenance people, and delivery men.

Racial distribution.

The number and race of men and women employed in the 28 Honolulu stores follow:

Race	Women		Men	
	Number	Percent	Number	Percent
Total	424	100.0	305	100.0
Caucasian	229	54.0	102	33.4
Chinese	58	13.7	67	22.0
Filipino			10	3.3
Hawaiian	12	2.8	8	2.6
Japanese	117	27.6	114	37.4
Korean	4	.9	4	1.3
Other	4	1.0		

The greater proportion of Caucasian women than of Caucasian men in the Honolulu stores is due to a preponderant number of white women as salespeople in two or three of the larger department and

ready-to-wear stores. There are more Japanese men than Caucasian. Though the Japanese and Caucasian together comprise over three-fourths of all store employees, the Chinese form a considerable group (17 percent).

Hours.

Most of the stores in Honolulu have a long day. Some open for business at 7:30 in the morning and the smaller ones do not close till 8 p. m. or later, and in some cases are open on Sunday. This is especially true of curio shops.

The larger stores open at 8 and close at 4:30 or 5. In the shops scheduled, hours ranged from 42 a week—six 7-hour days—for one large store to 60 and more for the workers in several small stores. The longest week was 63 hours. Most of the small shops had hours in excess of 48.

Week's earnings.

Week's earnings are a representative measuring stick for the wage-earning opportunities in stores. For all women the median was \$14.70. Unpublished figures show a considerable disparity on a racial basis. Caucasian women had a median of \$17.05, and Japanese and Chinese women medians of respectively \$12.05 and \$12.40. Average earnings of salespeople have been computed separately. Their median is \$1 higher than that of all occupations in the case of Caucasian women but is \$1.20 lower than for all in the case of Japanese. Probably this is because the Japanese in the larger stores with a higher wage structure under Caucasian management usually were employed in the stock and alteration rooms, while those who were saleswomen were chiefly in the smaller Oriental stores that tended to pay much less.

Two-thirds of all the women combined earned \$10 and under \$20, one in three of these being in either the \$12 or the \$15 class.

TABLE 10.—Week's earnings of employees in MERCANTILE INDUSTRY, by sex—Honolulu

In 1-dollar intervals		In 5-dollar intervals		
Week's earnings	Women	Week's earnings	Women	Men
Number reported.....	424	Number reported.....	424	305
Median earnings.....	\$14.70	Median earnings.....	\$14.70	\$20.45
	<i>Percent</i>		<i>Percent</i>	
Under \$10.....	13.2	Under \$10.....	13.2	2.3
\$10, under \$11.....	7.8	\$10, under \$15.....	39.2	20.0
\$11, under \$12.....	5.2	\$15, under \$20.....	26.7	25.6
\$12, under \$13.....	11.6	\$20, under \$25.....	11.1	14.1
\$13, under \$14.....	6.1	\$25, under \$30.....	3.8	10.2
\$14, under \$15.....	8.5	\$30, under \$35.....	2.8	9.8
\$15, under \$16.....	10.1	\$35, under \$40.....	.2	4.6
\$16, under \$17.....	5.7	\$40, under \$45.....	.9	6.6
\$17, under \$18.....	4.0	\$45, under \$50.....	.9	2.6
\$18, under \$19.....	4.5	\$50, under \$60.....	1.2	2.3
\$19, under \$20.....	2.4	\$60, under \$75.....		.3
\$20 and over.....	20.9	\$75 and over.....		1.6
Number of salespersons.....			302	156
Median earnings.....			\$15.40	\$26.25

¹ \$50 and over.

Men's earnings in Honolulu stores were decidedly higher than women's. Of the 305 men covered, about one-half were salesmen; the others were stockroom workers, alteration-room tailors, a few were delivery men, and some were supervisors. The median earnings for salesmen were \$26.25, in contrast to \$20.45 for all men. Though the largest groups of men, as of women, earned \$10 and under \$20, less than half of the men had such earnings and 28 percent of them, in contrast to only 6 percent of the women, earned \$30 and more.

Unpublished figures on the basis of race show a median for the Caucasian men of \$33.50, while for the Japanese it was \$17.35 and for the Chinese \$18.25. About 57 of the Caucasian men's earnings were in the four groups of \$25 and under \$45, and 20 percent earned \$45 and more. The greatest concentration was at \$30 and under \$35. The earnings of the Caucasian men in the stores of Honolulu are above the average for many sections of the mainland.

Hourly earnings.

The spread of hourly earnings for women in the stores was from 11.5 cents for a Chinese saleswoman to \$1.92 for a Caucasian saleswoman. Seven Caucasian women had hourly earnings of more than \$1 and none had earnings under 20 cents. Fifty-three of the 165 Japanese and Chinese women had hourly earnings of less than 20 cents. Most of the earnings below 20 cents fell at about 15, 16, or 17 cents. The earnings of the Chinese women, though slightly higher than those of the Japanese, were about one-fourth less than those of Caucasians. It must be remembered that the Caucasian women work much more generally in the larger stores with higher wage schedules and shorter hours.

Saleswomen show the same trend in hourly earnings as in weekly. Those who are Caucasians earn more than do all the employees as a group, but the Oriental saleswomen make less than the general average because of the type of store in which they are employed.

One-third of the women had hourly earnings of 25 and under 35 cents, and one-fourth had earnings below 25 cents.

TABLE 11.—Hourly earnings of employees in MERCANTILE INDUSTRY, by sex—Honolulu

Hourly earnings	Women	Men	Hourly earnings	Women	Men
Number of employees reported.....	424	305	55, under 60 cents.....	3.3	5.2
Median earnings (cents).....	33.2	40.5	60, under 65 cents.....	1.4	3.6
			65, under 70 cents.....	1.2	5.2
			70, under 75 cents.....	1.7	6.6
			75, under 80 cents.....		2.3
			80, under 90 cents.....	.2	4.6
			90, under 100 cents.....	1.4	3.0
			100 cents and over.....	1.9	4.9
Under 20 cents.....	12.7	3.6	Number of salespersons.....	302	156
20, under 25 cents.....	12.3	8.5	Median earnings (cents).....	34.0	54.4
25, under 30 cents.....	16.5	18.4			
30, under 35 cents.....	16.7	9.2			
35, under 40 cents.....	12.5	8.9			
40, under 45 cents.....	8.7	8.9			
45, under 50 cents.....	6.1	3.9			
50, under 55 cents.....	3.3	3.3			

The average hourly earnings for the men were 40.5 cents. The only concentration (18 percent) was at 25 and under 30 cents. Thirty-nine percent of the men, in contrast to 14 percent of the women, had earnings of 50 cents and more. The differences by race are marked, the hourly earnings of Caucasian men being double those of Japanese and Chinese. The shorter hours of the Caucasian men make a greater disparity in their hourly than in their weekly earnings, the former being arrived at by dividing week's earnings by hours worked.

Year's earnings.

The turn-over in stores was relatively high. In 1938 only a little over 30 percent of the women had work spreading over the entire year with the same employer; only about 45 percent had work spreading over so much as 9 months. The median earnings of women and the periods over which their work was spread are shown for Honolulu stores in the following summary.

Weeks over which work was spread	Number of women	Percent with work spread as specified	Median earnings	Percent with earnings of—	
				\$500 and more	\$1,000 and more
Under 4 weeks.....	59	17.6	\$20		
13 weeks and under.....	134	39.9	45		
Over 13, including 26 weeks.....	28	8.3	(1)		
Over 26, including 39 weeks.....	24	7.1	(1)	(1)	
Over 39, including 52 weeks.....	150	44.6	717	84.0	24.7
52 weeks.....	105	31.2	770	92.4	27.6

¹ Not computed; base too small.

Forty percent of the women had worked 3 months or less. Just over one-sixth had worked less than 4 weeks; this group is largely made up of extras brought in for sales and holiday periods. About 85 percent of the women who had worked more than 9 months had earnings of \$500 and more. Of those whose work extended over the entire year, a little less than 20 percent earned as much as \$1,200. Since few of the small stores had records for as much as a year, the earnings reported are representative of only the larger stores.

Wages paid by the stores to 197 men in the year 1938 showed a median of \$918. Most of the men for whom year's earnings were available were Caucasian. Almost three-fourths of the men—71 percent—had worked throughout the year, and for this group the median was \$1,059. The range of the earnings of men with a full year's work was from about \$450 to \$4,500. About 1 in 7 of those who worked 52 weeks received \$2,000 and more, but about 2 in 5 received \$800 and less than \$1,200.

STORES OUTSIDE OF HONOLULU

Thirteen stores on the islands of Hawaii and Kauai were scheduled. The towns represented are Hilo, Waimea, and Kauai. Most of the stores were small and owned by Japanese or Chinese. In the 13 stores there were 154 employees, 84 men and 70 women, including 7

men and 4 women office and telephone employees who have been tabulated with that group. The number in a store varied from 2 to 56; all but 5 stores had less than 10 employees. The 1 store with more than 50 employees was a general-merchandise plantation store.

Racial distribution.

The races represented in these stores were as follows:

Race	Women		Men	
	Number	Percent	Number	Percent
Total.....	66	100.0	77	100.0
Caucasian.....	14	21.2	14	18.2
Chinese.....	3	4.5	1	1.3
Filipino.....	1	1.5	4	5.2
Hawaiian.....	2	3.0	3	3.9
Japanese.....	45	68.2	55	71.4
Korean.....	1	1.5		

The Japanese were the most numerous; they comprised 70 percent of the total.

Earnings.

Week's earnings of both men and women were lower than in Honolulu, the median for the men (\$16.30) being about \$4 less and that for the women (\$9.35) about \$5 less. Almost two-thirds of all women, and four-fifths of the Japanese women, had earnings of less than \$10; only about 12 percent of all women earned as much as \$15.

The median hourly earnings of women were about one-half those in the Honolulu stores, being 16.6 cents. Over two-thirds of the women had earnings below 20 cents. Only 7 earned as much as 30 cents; 4 of the 7 were Caucasian. The earnings of the women in these stores are extremely low.

The median of the week's earnings of Japanese men was \$16.90, 60 cents above that for all men. Only about 8 percent of all men earned \$25 or more. Hourly earnings were small, since the hours were long and the week's rate was low. The median was 29 cents. Almost one-sixth of the men earned below 20 cents; only one-fourth earned 40 cents and more.

The midpoint of the year's earnings of 48 men whose work had spread over the entire year fell just short of \$900. Two men had earned less than \$450 and 18 had earned \$1,000 and more.

Hours.

Except in two or three instances, store hours were much too long. All the women whose records were for a full week had worked at least 48 hours, and most of them had worked longer. All but two stores had scheduled hours of more than 48; more than half of them had hours of more than 55.

LAUNDRIES

POWER LAUNDRIES

Laundry work is chiefly a woman's trade. In commercial laundries the marking and sorting of soiled linen and clothing, the machine and hand ironing, and the folding, assembling, and wrapping of the clean articles are women's work. The collecting, washing and drying, and final delivery usually are carried on by men. For the most part the occupations are relatively unskilled, and the wage structure, especially for women, has tended to remain in the low levels. On the mainland many minimum-wage States have set rates for the laundry industry as one of their first orders, to stabilize competition and bolster up the wage levels of women.

Minimum-wage rates usually are based on hours worked, but in 1938 the New York Minimum Wage Commission provided the first guaranteed weekly wage in laundries, establishing in two of the three zones a minimum of \$12.80 to \$14 a week for 40 hours or less, the rate varying with size of community. Time worked over 40 hours a week carries higher hourly rates, and higher rates are provided also for part-time workers.

In many sections of the mainland wages have risen in laundries in the last few years due to regulation, organization, and better managerial policies and practices. Wage data for March 1939 covering about 22,000 women—about one-seventh of the women laundry operatives in the United States—showed average week's earnings of \$14.28 and average hourly earnings of 36 cents, and for men employees in the same establishments average week's earnings of \$27.06 and average hourly earnings of 59.2 cents.

Five power laundries and dry-cleaning plants, four in Honolulu and one in Hilo, are included in this survey. They employed 463 persons. A little more than two-thirds of the employees were women. The racial descent of the laundry workers was reported as follows.

Race	Women	Men
Number reported.....	312	151
	Percent distribu- tion	
Caucasian.....	43.9	47.7
Chinese.....	3.2	4.0
Filipino.....	1.6	22.5
Hawaiian.....	26.3	4.0
Japanese.....	23.1	19.2
Other races.....	1.9	2.6

The Caucasian group was by far the largest. Many of the Caucasians were of Portuguese extraction. Hawaiian women were a larger proportion of the work force in laundries than in most of the other industries.

Hours of work.

Laundry hours have a decided tendency to be irregular, due in part to the nature of the service. Household laundry programs still are based on Monday as washday, and the amount of family service collected usually is heavier on Monday and Tuesday than on other days. Long hours the first part of the week and short hours the last part are quite usual. In Honolulu, linen and laundry service to steamship lines is a complicating factor, as the boats may allow only 24 hours or less for servicing and the extra work means long hours for the operatives.

Hours of work in the Hawaiian laundries were longer than in most of the other industries. The majority of the employees worked over 44 and including 48 hours in the week scheduled. Twenty percent of the women had hours of more than 48. On the pay rolls recorded there was not a great deal of short time, and only 7.1 percent of the women had hours of less than 40. Men's hours were longer than those of women, concentrating at 48, and almost 30 percent of the men worked more than 48 hours. About 8 percent of the men, in contrast to 42 percent of the women, worked less than 48 hours in the pay-roll week.

Laundries offer fairly regular and constant employment throughout the year. In the heavy tourist season in Honolulu, the increased volume in the work load is met to a large extent by increased hours rather than augmented numbers, and in the slack periods hours are shorter with but little decrease in the numbers employed.

Week's earnings.

Earnings for a pay period in the spring of 1939 were obtained for 463 employees (312 women and 151 men) of the 5 power laundries scheduled. Laundries usually pay weekly; where the pay period was longer, the hours for 1 week were taken and the wages were reduced to a weekly basis. The median of the week's earnings of women was \$9.60; for men it was a little more than twice that, \$19.75.

Almost 60 percent of the women earned \$5 and under \$10, with marked concentration at \$8 and under \$10. Only about 8 percent of all earned as much as \$15. Hawaiian women had the largest proportion with such earnings due to the fact that more of them were markers and sorters—usually better paid than ironers—and supervisors.

Men's earnings ranged from less than \$5 to almost \$90 (\$88.97) for the week's period. Though the heaviest concentration was at \$10 and under \$16, half the men earned at least \$20.

There were striking differences in earnings between Caucasians and men of other races, due chiefly to occupation. The Caucasian men's earnings in the higher intervals were representative of the drivers and supervisory employees, while most men of other races were employed inside the laundry as washmen, extractor operators, and general labor around the plant. Almost three-fifths of the white men, but less than one-fifth of the others, had earnings of \$25 and more. All these plants had dry-cleaning units and there is a tendency to pay workers in that department more than the general laundry worker.

Hourly earnings.

Hourly earnings were computed for all laundry employees for whom hours worked were reported. In the case of drivers, who are paid partly on a commission basis and have irregular hours, with no records kept of hours, it was impossible to compute representative hourly earnings; also, some of the men who work as mechanics or on specialized jobs in the dry-cleaning departments, paid on a salary basis and with hours worked not reported, are excluded from the tabulation of hourly earnings.

The chief concentration of women was in the earnings groups of 17 and under 21 cents, with 52 percent so reported; 22 percent earned 25 cents or more.

There is little variation of women's earnings by race; they are low for all, irrespective of racial descent. Only the Hawaiian women had so many as 10 percent earning 30 cents and more an hour.

The median of the hourly earnings of men was 31.8 cents. About a third of the men, not including the drivers and supervisors, earned 40 cents or more. Hourly earnings could be computed for only 23 nonsalaried men of the Caucasian race, and the other groups were too small for detailed subdivision. There were proportionately more Caucasian men than others in the groups at 50 cents and more an hour.

Year's earnings.

Though laundries offer employment throughout the year, the turnover is fairly high and the proportion of workers who remain on the pay roll all year is not so great as in stores and some other industries. The total earnings paid to individuals in 1938 were not available for all workers, but such records were secured for 268 women and 130 men. Of these women, 150 had earnings reported for every week of the year, and 194 had worked 40 weeks or more; of the men, 72 had worked all the year and 88 had worked 40 weeks or more.

The individual earnings reported by the laundries for those of their employees who had appeared on the pay rolls in at least 40 weeks of the year 1938 were as follows:

Earnings for 40 to 52 weeks	Women	Men
Number of employees reported	194	88
Median earnings	\$495	\$1,250
	<i>Percent distribution</i>	
Under \$250	0.5	1.1
\$250, under \$300	2.1	
\$300, under \$350	2.6	
\$350, under \$400	8.2	
\$400, under \$450	16.5	
\$450, under \$500	22.2	3.4
\$500, under \$600	20.6	9.1
\$600, under \$700	13.9	8.0
\$700, under \$800	4.1	6.8
\$800, under \$900	4.1	2.3
\$900, under \$1,000		10.2
\$1,000, under \$1,200	3.6	6.8
\$1,200, under \$1,400 .....	.5	9.1
\$1,400, under \$1,600	1.0	11.4
\$1,600, under \$1,800		13.6
\$1,800, under \$2,000		10.2
\$2,000 and over		8.0

Less than 5 percent of the men who had been on the pay roll at least 40 weeks had earnings below \$500, but more than 50 percent of the women had earned so little. For the 150 women who had been on the pay roll 52 weeks of 1938, the median was \$515, and 10 of them had earned as much as \$1,000. Men's laundry earnings on a yearly basis were on a much higher level than women's. Nearly two-thirds of the men who had worked all the year had earned at least \$1,000, and 14 had earned \$1,800 or more. Men in the higher-earnings brackets usually were routemen, engineers, mechanics, head cleaners, and head washmen.

HAND LAUNDRIES AND PRESSING SHOPS

Nine hand-laundry and cleaning plants were included for wages and hours. These were, in most cases, family affairs, where the owner and members of his immediate family were employed, with some paid help to assist in the work. In all 9 shops there were 35 employees, 19 men and 16 women. In racial descent the group comprised 17 Japanese, 12 Caucasians, 5 Filipinos, and 1 Puerto Rican. Hours were even longer and earnings even lower than in the power laundries. One-half of the women had week's hours of more than 48; one hand-ironer was reported as working 60 hours. Ten of the women had week's earnings below \$10. Hourly earnings ranged from 8.6 cents to 31 and under 32 cents; 10 had earnings of less than 18 cents. In these small shops a few women were employed as hand ironers but most were menders and store-office girls.

The men in these shops were dry cleaners, machine-press operators, and hand ironers; a few were drivers. The drivers and spotters had the highest earnings, two drivers on a commission basis being reported as earning more than \$60 in the week scheduled. Eleven of the 19 men had week's earnings of less than \$16. Hourly earnings were computed for 17 men and only 10 averaged as much as 25 cents.

In three or four small Japanese shops, the employee lived as a member of the family and was given room and board, but there seemed to be no special wage relation to this practice. Workers who lived away from the shop were paid no more than those who lived with the proprietor, and all the employees joined the family at one or more meals.

RESTAURANTS AND HOTELS

Hotels and restaurants are service industries, and as such are characterized by irregularities and special problems of hours and wages that tend to keep them in many respects from being comparable with the more standardized manufacturing and mercantile establishments. Some restaurants are open at all hours and on all days; hotel guests may require service at any hour of the day or night. Managers in this field have a real challenge in planning their work lay-out so as to maintain service that satisfies the needs of their clientele and still does not overtax the work force. Wages in food-serving occupations usually are supplemented by free meals, and sometimes hotel employees have full maintenance.

Coverage.

Honolulu and Hilo have a large number of restaurants and liquor-serving establishments. The Japanese Restaurant and Dispensers' Association reported a membership covering 90 restaurants and bar-rooms, and about 300 men and almost 400 women were employed in these places. Though there are many restaurants owned by Caucasians and persons of other races, those owned by Japanese outnumber them. In this survey 44 restaurants and 4 hotels, with 953 employees, were covered. Independent restaurants, not in hotels, employed slightly over one-half of the workers, and they have been classified for some of the tabulations as "alcoholic" and "nonalcoholic". Thirty-two of the 44 establishments served alcoholic beverages. Some of these were strictly barrooms, but the majority served food as well as beverages.

Almost nine-tenths of the 453 hotel employees were men, and nearly three-fourths of the men were Japanese and Filipinos. There were only 48 women in the hotels covered and three-fifths of these were Caucasians. In the restaurants the Japanese were the dominant racial group for both men and women. The proportion of Caucasian and Chinese women is higher in the non-liquor-serving restaurants than in those serving liquor, while the proportion of Japanese and Hawaiian women is higher in the latter than in the former. The numbers employed in the hotels and restaurants, the racial representation, and the type of establishment are shown in the following summary.

Racial descent	Total	Hotels	Restaurants		
			Total	Alcoholic	Nonalcoholic
Number of establishments.....	48	4	44	32	12
Number of employees.....	953	453	500	318	182
WOMEN					
Number reported.....	299	48	251	164	87
<i>Percent distribution</i>					
Caucasian.....	27.8	60.4	21.5	17.1	29.9
Chinese.....	9.4	6.2	10.0	4.9	19.5
Hawaiian.....	8.4		10.0	13.4	3.4
Japanese.....	53.2	33.3	57.0	62.2	47.1
Korean.....	.7		.8	1.2	
Other.....	.7		.8	1.2	
MEN					
Number reported.....	654	405	249	154	95
<i>Percent distribution</i>					
Caucasian.....	10.9	12.3	8.4	6.5	11.6
Chinese.....	13.3	11.1	16.9	24.0	5.3
Filipino.....	24.2	28.9	16.5	14.3	20.0
Hawaiian.....	.8	.7	.8	.6	1.1
Japanese.....	49.5	44.9	57.0	54.5	61.1
Korean.....	1.4	2.0	.4		1.1

RESTAURANTS

Week's and hourly earnings.

Earnings of restaurant workers may be summarized by saying that they were exceedingly low though the hours were long. Nearly two-thirds of the women had week's earnings of less than \$10 and almost two-thirds of the men earned less than \$15. A summary of the week's earnings and the hourly earnings for men and women is shown in table 13.

Only about 2 percent of the women in the barrooms and restaurants serving liquor, and about 8 percent of those in the nonliquor restaurants, earned as much as \$15 a week. A dollar a day was reported as the rate for some employees and a \$10 weekly rate was considered above average. The places serving liquor had longer hours and lower hourly earnings (in the case of women, lower week's earnings also) than the nonliquor places, the median hourly earnings of women in bar restaurants being almost 25 percent below the others. Where regular meals or food were served, drug stores excepted, the restaurant and lunch-counter employees received their meals on duty and no deductions from wages were made. Wages and hours of work in the union bars and in the liquor-serving restaurants were better than in the nonunion establishments, with a minimum—reported to the Women's Bureau agent—of \$12.50 for women waitresses, of \$30 for men bartenders, and of \$15 for bar boys.

Most of the women were employed in the serving of food and drink, while more than one-half of the men were in kitchen jobs of food prep-

aration and in general kitchen labor. Usually women were not employed as bartenders, but as waitresses and barmaids, where distilled liquors, spirits, and mixed drinks were dispensed. However, in beer parlors, where only light wines and beer were served, women sometimes tended bar and served drinks at counters and tables. Most of the liquor-serving places sold food as well as liquor, but some with women employees were strictly barrooms.

TABLE 13.—Week's earnings and hourly earnings of workers in RESTAURANTS, by type of restaurant and by sex

Earnings	Women in—			Men in—		
	All restau-rants	Alcoholic restau-rants	Non-alcoholic restau-rants	All restau-rants	Alcoholic restau-rants	Non-alcoholic restau-rants
WEEK'S EARNINGS						
Number of employees.....	251	164	87	249	154	95
Median earnings.....	\$9.15	\$8.70	\$9.25	\$12.80	\$13.62	\$12.45
<i>Percent of women</i>						
Under \$5.....	9.1	9.1	9.2	2.0	1.9	2.1
\$5, under \$10.....	55.0	59.1	47.1	21.7	22.7	20.0
\$10, under \$15.....	31.5	29.3	35.6	39.8	37.7	43.2
\$15, under \$20.....	3.6	1.8	6.9	23.7	20.1	29.5
\$20, under \$25.....	.8	.6	1.1	4.0	5.2	2.1
\$25 and over.....				8.8	12.2	3.3
HOURLY EARNINGS						
Number of employees.....	224	137	87	211	117	94
Median earnings (cents).....	16.3	14.7	19.5	23.1	21.7	24.6
<i>Percent of women</i>						
Under 10 cents.....	14.7	20.4	5.7	5.7	8.5	2.1
10, under 15 cents.....	28.6	32.1	23.0	15.6	19.7	10.6
15, under 20 cents.....	26.8	28.5	24.1	14.7	16.2	12.8
20, under 25 cents.....	14.7	8.0	25.3	25.1	23.9	26.6
25, under 30 cents.....	9.8	8.0	12.6	15.2	6.8	25.5
30, under 35 cents.....	2.7	.7	5.7	10.9	7.7	14.9
35, under 40 cents.....	1.8	1.5	2.3	2.4	3.4	1.1
40 cents and over.....	.8	.7	1.1	10.5	13.7	6.4

Year's earnings.

Since most of the restaurants and bars are small, many having less than 5 employees, it is not surprising that records were incomplete and that it was unusual to find complete earnings records for the year 1938. For this reason the group with year's earnings reported is small. Records of the amounts earned with the present employer were reported for 71 women, and for 39 of these the work period covered the entire year. Twenty-one of the 39 had received less than \$500. The range was from under \$250 to \$1,227. Only 2 women earned more than \$1,000.

There were 61 men whose employment spread over the whole of 1938, and their median earnings were \$732. Two-thirds of them earned \$500 and under \$1,000, the remainder being almost evenly divided between lower and higher amounts.

Tips.

In the service industries tips frequently are considered a substitute for wages, and in many instances lower rates are paid to employees who receive tips than to those who do not. Tips are uncertain, dependent on the good will of the giver, and should not be regarded as wages. Further, it is only the workers who serve the public in some direct personal way who receive tips, and in hotels and restaurants the number of employees who do not come in contact with guests in their service activities, and therefore receive no tips, is as large as the number who do receive tips. The kitchen help, the linen-room workers, the general cleaners, the hall boys, and the elevator operators, for the most part, are groups that rarely receive gratuities. Then too, small hotels and the ordinary small restaurants, with low and moderate rates, are not likely to have a clientele that tips generously, and a large proportion of the hotel and restaurant employees are working in places of this type. At best, tips are a significant earnings factor for only a small part of the force.

Hours.

A majority of both the men and the women in restaurants worked 7 days a week. Daily over-all hours of 10 and above were more common than hours under 10; more than 40 percent of the women reported workdays with a spread of 12 hours and more.

The hours in the liquor-serving establishments were considerably longer than those in the other restaurants. While almost 80 percent of the women in bar-restaurants had weekly hours of more than 48, in the nonliquor restaurants—though the group was significant—less than one-half of the women (46 percent) had such long hours. Usually the spread of working hours covered three meal periods and often was 13 to 15½ hours. Liquor service stopped at midnight and many of the workers in the liquor-service establishments began work at about noon and continued to the midnight closing hour.

Conditions of work.

Most of the restaurants were small, and little if any attempt was made to provide facilities for the comfort and convenience of the workers. Toilet rooms were used by customers as well as workers, and sometimes by men as well as women. Dressing rooms for changing to work clothes were rare; most employees reported for duty in their work clothing. Uniforms other than wash dresses or white coverall aprons or dresses usually were not required. The provision and laundering of work clothing was practically always the worker's full responsibility. Working conditions in the liquor and nonliquor restaurants were much alike.

HOTELS

Three hotels in Honolulu and one on the island of Kauai were surveyed. Women constituted only 11 percent of the employees, as the larger hotels tend to employ Filipino boys instead of chambermaids in the housekeeping departments, and waiters are much more common than waitresses in the dining rooms. A small number of women were on a variety of jobs: There were a few waitresses at the coffee-shop soda fountains; some saleswomen at cigar counters, news-

stands, and candy counters; special parlor maids; dining-room cashiers; housekeepers; and linen-room attendants. The cooks, the stewards, the elevator operators, the room attendants or house boys, were almost exclusively men.

Women's earnings.

The customary wage rate in hotels is on a monthly basis, with semimonthly pay days, but since records of time actually worked were unavailable for most of the workers, the report on earnings is based entirely on the half-month's wage. In the restaurants of hotels, employees usually receive their meals on duty, and on certain jobs some receive both meals and lodging, but it is difficult to evaluate a cash equivalent for such perquisites, so earnings as reported are cash amounts only.

As women hotel employees in Hawaii were a minority group, their earnings will be referred to only briefly. Earnings reported for telephone operators and office workers are discussed in the clerical section. The tabulations on hotel earnings cover 48 women, 28 in the lodging departments and 20 in the restaurants. The women in the lodging departments were employed as housekeepers, linen-room attendants, inspectors, and seamstresses. In the food-service departments women were waitresses in the coffee shops, coffee girls, cashiers, and saleswomen selling candy and bakery goods at food counters. There were women at the cigar counters and newsstands also.

As the women were in such varied occupations, the median of their earnings is not representative of any group. Housekeepers and assistant housekeepers had monthly rates of \$45 to \$110, with board and room in addition. Seamstresses, linen-room girls, and inspectors had rates of respectively \$45, \$60, and \$65, with meals; parlor and other maids, of respectively \$40 and \$45.

One flower girl in a dining room received \$60 a month, three coffee girls \$40, dining-room cashiers \$63, \$70, or \$85, telephone girls for room service \$75, one counter girl in a coffee shop \$50, and 12 waitresses \$35. One head waitress received \$63. Other waitresses received 20 and 25 cents an hour, and butter girls \$45.

Earnings of women for the half-month period, without regard to time worked, ranged from \$6 for a hat-check girl to \$55 for a housekeeper. Hourly earnings ranged from 18 cents to 41 cents. Forty-four of the women had meals, and four had board and room, in addition to cash earnings. Fourteen women were reported as receiving tips. Since the women were not interviewed, no information on the amount of tips was available.

Earnings received during the year 1938 from the employer for whom they were working at the time of the survey were available for 68 women; the median of the year's earnings was \$364. Thirty of the women had work spread over the entire year, one-half earning less than \$600 and two earning \$1,000 and more.

Men's earnings.

Earnings data were obtained for 405 men in hotels. The racial distribution of these is shown in the table on page 36.

The half-month earnings as taken off for men showed a definite racial pattern. The median for the Caucasians was \$51.45, for the Japanese \$28.15, and for the Filipinos \$25.05. Some of the better-

paying jobs, such as room clerk, storekeeper, printer, mechanic, butcher, and head of department, were held almost exclusively by Caucasians. The Japanese were employed in all service departments, in the kitchens, the dining rooms, the house departments, and as bellboys, elevator operators, and gardeners. The Filipinos were next to the Japanese in number but had a narrower job distribution. Most of them were employed as room and hall boys or as helpers in kitchens.

Racial descent	Number of men	Percent	Median earnings (semi-monthly)
Total	405	100.0	\$27.50
Caucasian	50	12.3	51.45
Chinese	45	11.1	(1)
Filipino	117	28.9	25.05
Japanese	182	44.9	28.15
Hawaiian	3	.7	(1)
Korean	8	2.0	(1)

¹ Not computed; base too small.

Average (median) earnings for the half-month period in the lodging department were \$27.95, or about \$56 a month. In this department are included all the employees concerned with the housing of guests and the maintenance of hotel facilities. Most of these did not receive tips but many had perquisites in the form of board and room.

Monthly rates of pay for men in the housing or lodging departments, which were reported as typical of the large hotels in Honolulu in the summer of 1939, were as follows:

Bellboys	\$29.00-\$45.00
Head bellboys	63.00- 80.00
Room boys	30.00- 52.50
Elevator boys	29.00- 71.00

For the most part, the room boys, elevator operators, and yard men and gardeners were not given meals or lodging. The median of their cash earnings was lower than that for the employees who received meals, lodging, or both.

The median earnings in the dining room (\$26.10 for a half-month) were a little less than in the lodging division. In the kitchen the median was \$38.75—the highest of all in hotels. Most of the men serving in the dining room were reported as receiving tips. All in food service were given meals, and somewhat less than one-third received board and lodging. The monthly rates for chefs, cooks, and bakers ranged from \$52.50 to \$230; for porters, kitchen helpers, and dish and pot washers, from \$45 to \$65.

Dining-room rates for head waiters were \$94.50 in one hotel and \$145 and \$165 in another. Waiters' rates ranged from \$42 to \$60 a month, according to the number of meal periods over which they were on duty. The wages of bus boys ranged from \$29 to \$47, of fountain boys from \$45 to \$50. Many of the kitchen and dining-room employees were members of labor unions, but there were no closed-union-shop agreements.

Year's earnings for 1938 were reported for 476 men, and the median for the group was \$505. About one-half had work periods extending over the entire year, and the median earnings of these were \$702, the range of earnings being from \$250 and under \$300 to as much as \$3,130.

Men's hours.

The main desk where the room and mail clerks work, the elevators, and the general housekeeping department are expected to give service both day and night. As a result, the over-all spread of working hours in hotels often is much too long. Waiters sometimes come on for breakfast service before 7 o'clock and are still on through the dinner hour that may last until 9 o'clock at night. Probably they have time off during the day, but intermittent and irregular hours of rest are undesired by most people. Actual hours worked may be 8 or less, but the spread may be 12 to 15 hours.

Instances of long over-all hours are revealed in the Honolulu survey. Bellboys whose actual working schedule was 8½ hours daily had a spread of 17 hours on some days. In the steward's department the actual hours were 9 but the possible stretch was 15½; some of the waiters and bus boys, though their paid working time was 8 or 9 hours, had a spread of 15 hours from the time they first reported until they were free to leave at the end of their day.

The hotel desk clerks, the elevator operators, and the telephone operators in some of the Hawaiian hotels worked on what is commonly called the long and short day. On one day, the long shift, the hour arrangement often was from 7 a. m. to 12 noon, then off until 6, and back to work until 11; on the next day, the short shift, the hours were from noon until 6. In the housekeeping department the work of room attendants, houseboys, and bellboys usually was in straight shifts of 8 or 9 hours.

The larger hotels in Honolulu had time arrangements that allowed 1 day off in 7, but in the small hotels the 7-day week still held. Policies as to payment for overtime were not standardized, often were vague, and varied with department. Some departments paid double time, some had a flat rate for extra service, and others allowed compensating time.

Provisions of N. R. A. codes.

Though the daily and weekly hours provided for in the hotel and restaurant codes of the N. R. A. were long, one very definite principle was gained: Work was limited to 6 days in the week. A Women's Bureau study made earlier in Florida showed that nine-tenths of the women in hotels and restaurants worked 7 days in the week, and a survey in Texas showed a 7-day schedule for 60 percent of such workers.

It is of importance also that a limit (though the long one of 12 hours) was fixed to the over-all day in the N. R. A. codes, and that the daily shifts in restaurants were limited to two, time out for a meal not being counted as an interval between shifts.

In restaurants the minimum rates fixed for nonservice employees (such as cooks and clerical workers) and for service employees (who

included waiters and waitresses) varied by size of city and by sex, the latter because they were based on a week of 54 hours for men, 48 for women.

In the North:	Males	Females
Service employees.....	\$9. 50 to \$10. 50	\$8. 44 to \$9. 33
Nonservice employees.....	12. 00 to 15. 00	10. 67 to 13. 34

No deductions for board or lodging were to be made, except by mutual agreement, and then not over \$3 a week for lodging and 25 cents for each meal, total meals not to exceed \$3 a week.

WOMEN AS BARBERS

A walk through the downtown section of Honolulu, along such streets as Beretania and Hotel, carries one past many little barber shops whose operators are Japanese women. The 1930 Census of Occupations reported 354 Japanese women who were classed as barbers and hairdressers, a good proportion of these being barber girls rather than beauty-shop operators. The Japanese Barbers' Association estimated that there were about 100 women employed in barber shops, and a considerable number, especially in the residential areas of the city, who operated their own shops with no employees. Some of the small shops have apprentices who are unpaid except for room and board and occasional allowances of spending money.

Yukiko Kimura, in a special study of Honolulu barber girls,² gives an interesting account of the development of this trade for women in Hawaii in the following excerpt from her report.

The entrance of women into the barber's trade grew out of a family relationship. * * * When the Japanese men began entering into the commercial life of the city, the wives of men who owned barber shops began helping their husbands when the latter found work outside of the shop itself. This arrangement worked very well, and gradually more and more women entered the trade until it came to be known as "a woman's trade." Nowadays no young Japanese men will enter the field because it is felt that it belongs to women.

Miss Kimura found that 32 of the 38 shops visited were owned and operated by women. Fifteen of these women were born in Japan and 17 were born in Hawaii of Japanese parents. In Hawaii barbering is not only a woman's trade but a woman's business.

Number of shops visited.

In the course of the Women's Bureau survey, 25 shops with 53 paid barber girls, 16 apprentices, and 18 proprietors working in their own shops were visited. The shops were small and only 3 employed 5 or more persons. A few shops in the residential sections, in which only the owner and members of her immediate family worked or in which they were joint owners, were visited, but no attempt was made to determine the income of any persons except regular wage-earning employees and apprentices.

Earnings.

Money wages in the barber shops quite commonly were supplemented by full maintenance—board and room—as many of the girls came from the plantation; if room was not provided, meals during working hours were supplied by the employer. Most of the girls lived with the owners of the shop either in the rear or in living rooms above; in many cases, if the living accommodations were not close by, transportation in the family car was provided. The whole relationship of the shop owner to the girls was tinged with paternal

² Kimura, Yukiko. Honolulu Barber Girls—A Study of Culture Conflict. University of Hawaii, Department of Sociology, Social Process in Hawaii. Vol. V, June 1939, p. 22.

guardianship, and the owner felt responsible to the parents even to the point of supervising and advising on outside recreational activities. In many cases the wages were paid to the parents and the girls were allowed to keep only tips for spending money.

Month's wages	Number of barber girls	Month's wages	Number of barber girls
Total	50	\$36.00	1
Median	\$35.00	\$37.50	1
		\$38.00	1
\$10.00	2	\$40.00	6
\$20.00	4	\$42.50	1
\$25.00	2	\$45.00	3
\$28.00	1	\$47.50	2
\$30.00	15	\$50.00	4
\$32.00	1	\$55.00	2
\$35.00	3	\$60.00	1

The most common month's wage was \$30, with 15 of the 50 girls receiving this amount. Nine had earnings of less than \$30 a month, 9 of at least \$47.50, and 17 earned from \$32 to \$45.

Tips.

In the personal-service industries, tips generally are believed to be a material supplemental source of income, whereas at best they are uncertain and their amount is overestimated by employers and the public. In some of the shops patronized by Army and Navy service men, the barber girls reported that on the 1st and 15th of the month tips boomed but that the rest of the time they were negligible. Most of the girls seemed to have only a very vague idea of their total weekly or monthly receipts from tips, and none reported that they kept records of the amounts. Their estimates ranged from \$1 to \$20 a week, in the majority of cases being from about \$1 to \$3. Some reported that they received no tips. Tips often were the only cash the girls had for incidentals and recreation, but if they had any concrete ideas of total amounts they were loath to reveal them.

Commissions based on the number of customers and amounts paid for services were not common. One owner reported that she gave her employees a commission whenever business was good, but she had no definite scale of commissions and merely paid an indefinite bonus as cash receipts warranted. The previous month she had given one of her employees \$2 extra and another \$5. One reported that she gave her employee a 50-percent commission on all service totaling more than \$25 a week, and in this shop the employee had received \$1.80 the previous week.

Apprenticeship.

Training or apprenticeship in the barber shops was tied up with the general Japanese ideology and "commercial-family" set-up. Most of the owners said that their apprentices had been placed with them by friends and that they felt much the same responsibility for these young girls as for members of their own families. The parents expect their children to conform without protest to the conditions. The apprenticeship period usually was 18 months, though a few instances of longer or shorter training were noted. Board and lodging almost always were provided, and after the first few months nominal wages

such as \$3, \$5, and up to \$10 might be paid, though not in all cases. Fees for training were not required; it is considered that after the first few months the apprentice pays her way by the services she renders. Sixteen apprentices were found in 13 shops. Only 3 were reported as having a definite wage for the month, these wages being \$3, \$7.50, and \$10, and 1 was reported as having been paid a commission.

Hours of work.

Hours of work were uniformly long in all the Japanese barber shops. A Honolulu ordinance regulating the hours of barber shops, which took effect in January 1939, provided that shops may be open from 7 a. m. to 8 p. m. daily, except that the closing hour may be extended to 9 on Saturday and the day before a holiday. All shops are closed on Sunday and on 9 legal holidays. Previous to this ordinance there had been no hour regulation, and often the shops remained open until 10 or later on Saturday and after 8 on other nights. A number of girls commented on the reduction of hours in the current year. As a matter of fact, they still had a daily stretch or over-all of 13 hours on 5 days and 14 on Saturday. Time off for meals was indefinite and irregular, depending on the rush of business. Since the noon and evening meals usually were eaten on the premises, little time was allowed if customers were waiting. If an hour a day was considered as allowed for meals, a half-hour each for the noon and the evening meal, the weekly hours in every shop were 73. Considering hourly wages on this basis, they were extremely low, averaging less than 15 cents for most of the girls.

Customers tend to come in greater numbers in the afternoons and evenings, so often during the morning and early afternoon hours, after the shop housekeeping has been taken care of, there are intervals when the girls have little to do but sit and wait for customers. Some of those observed were reading, embroidering, or sewing on articles for the owner, but many were just calmly sitting, waiting for a patron.

No study was made of barbers in shops owned and operated by men, but in the organized shops a 9-hour day Monday to Friday and a 9½-hour Saturday was the rule, with a wage of \$30 a week out of the first \$42 of service rendered, and a commission of 65 percent on all above this amount. These conditions were the standard only in the Caucasian barber shops. There were a number of shops with Filipino boys as barbers, and these were said to have lower wages and longer hours.

The Japanese barber girls maintained clean and attractive shops, adding a picturesque bit to the commercial life of the community, but as wage earners their status was of a low order.

WOMEN IN BEAUTY SHOPS

Beauty culture is a trade that has come into commercial significance largely in the last 2 decades. Like the barber-shop business it is a small-trade enterprise, and in Honolulu the telephone directory lists more than 100 beauty shops. Owners, employees, and customers make it a women's industry. Most of the owners are women trained in the trade, and in all but 4 of the 34 shops included in the survey the owner held a license as a beautician. Shops were scheduled in the downtown, beach, and residential sections of Honolulu. In the search for shops to include, a number were encountered where the owner was the sole operator; of course these were excluded from the study, though the owner-operator shop is an important economic factor in the business and must be considered in standards for prices, shop hours, and other regulatory provisions. The step from employee-operator to owner-operator is an easy one, especially if an operator has acquired a following of satisfied customers. Equipment companies make the financing of new beauty parlors a relatively simple venture by encouraging the sale of their wares on various credit plans.

Size and number of shops.

Thirty-four shops were included in the study. The size of the shops ranged from those with only 1 paid apprentice to 1 with 10 employees; only 4 had as many as 5 employees. Nineteen of the shops had apprentices in training. Together the 34 shops had 65 regular paid workers, 64 women and 1 man, and 26 apprentices. Thirteen women designated as apprentices were being paid for their services but they had not received their operators' licenses.

Week's earnings.

The pay period in beauty shops usually is weekly, and the week's earnings as reported for regular employees and apprentices are shown in table 14.

TABLE 14.—*Week's earnings of women in BEAUTY SHOPS*

Week's earnings	Number of women		Week's earnings	Number of women—regular
	Regular	Paid apprentices		
Number of women reported.....	64	13		
Median earnings.....	\$16.15	(¹)		
Under \$10.....	6	10	\$20, under \$21.....	6
\$10, under \$11.....	8	1	\$21, under \$22.....	2
\$11, under \$12.....	3	1	\$22, under \$23.....	3
\$12, under \$13.....	1		\$23, under \$24.....	1
\$13, under \$14.....	3	1	\$24, under \$25.....	3
\$14, under \$15.....	3		\$25 and over.....	7
\$15, under \$16.....	7		Under \$5.....	1
\$16, under \$17.....	6		\$5, under \$10.....	5
\$17, under \$18.....	1		\$10, under \$15.....	18
\$18, under \$19.....	4		\$15, under \$20.....	18
			\$20, under \$25.....	15
			\$25, including \$30.....	7

¹ Not computed; base too small.

More than one-half of the regular workers had earnings of \$10 and under \$20, but more than one-third earned above \$20. The highest week's earnings reported for a woman beauty operator were \$29.75. The one man scheduled—not included in the table—was termed a hair stylist and his week's salary was \$40.

The week's median of \$16.15 in Honolulu was higher than the earnings reported for four cities—Philadelphia, New Orleans, Columbus, and St. Louis—in a study of beauty shops made by the Women's Bureau in 1933-34. The medians of the week's earnings for white women in those cities ranged from \$10.25 in New Orleans to \$15 in Philadelphia, with even lower earnings reported for Negro women. These amounts probably are lower than present-day earnings, as there has been a general rise in the wage structure since then. Massachusetts has a beauty-shop order, which became effective September 1, 1939, that establishes minimum wages of from \$14.50 to \$16.50 for workers with 3 months or more of experience. Hairdressers must be paid \$16.50 a week, and operators, manicurists, maids, and appointment clerks have a minimum of \$14.50. Operators with 1 year or more of experience must be paid \$16.50. Inexperienced workers—those with less than 3 months' employment in the industry—have a minimum of \$12.50.

Year's earnings.

In most places beauty operators tend to shift from one shop to another and do not stay long with a single employer. Earnings were reported by 14 shops in Hawaii for 83 women employed by them in 1938. Of these employees only 15 had worked throughout the year; more than half had worked less than 24 weeks with the employer reporting. There were 24 women who had work periods spread over 40 or more weeks of the year, and of these only 9 had earnings of \$1,200 or more; 4 earned \$900 but under \$1,200 and 7 earned \$600 but under \$900.

Race.

Racial descent, reported for all employees but 1, was as follows: Caucasian 38, Japanese 22, Chinese 18, Hawaiian 7, and Korean 5. For the regular employees the corresponding numbers were 34, 14, 12, 3, and 2. The Caucasian group was the only one with numbers sufficient to compute a median, and for the regular workers of this race such midpoint was \$20.50; for all other races combined the median was about \$13, a considerable difference in favor of the Caucasian group.

Commissions.

In some cases tips and commissions augmented the earnings of the operators and apprentices, but since the operators were not interviewed individually, it was not possible to get worthwhile information on the amounts. Some shops paid commissions after the operators had reached a quota of service sold, such as \$30 a week guaranteed with 50 percent commission on work above the quota. In one shop the three operators were on a commission basis (piece work) entirely, and their earnings were \$17.94, \$24.25, and \$24.61, respectively. Often when an operator has a fair-sized following of clients, she prefers a commission basis, as her earnings are increased in direct pro-

portion to the number of her customers. On the other hand, the lack of a regular guarantee works a hardship on girls in small shops where more operators may be employed than are needed except at rush periods. The owner shifts the risks of business to the workers. In the present study commissions are included in the week's earnings reported.

Hours.

In general, hours in the Honolulu beauty shops were shorter than those often found in mainland shops. Most of them had a schedule of an 8-hour day and a 44- or 48-hour week. Night appointments rarely were made; if they were necessary, hours during the day were staggered, and the owner herself often took the late appointments unless an operator-customer preference was involved. Lunch periods are a problem in the industry because of its personal-service nature; while lunch hours were reported, in practice they often were disregarded. Most of the downtown shops closed at 5 o'clock, but those in the beach and residential sections remained open until 6. Eight in the morning was the opening hour for most shops. In many cases hours were so arranged that a girl who reported at 8 left at 5 or earlier and a girl who reported at 9 stayed till closing, at 6 or before.

Apprenticeship and licensing of operators.

There are no beauty schools as such in Hawaii. Mainland schools have tried to establish branches but the shop owners have successfully resisted their entrance. There is a Territorial board of examiners who hold examinations for operators twice a year. Candidates for licenses are examined on the technique of permanent waving and manicuring, and on sanitary measures necessary for the protection of both operator and client; they are required also to demonstrate their ability on various types of service. Sixty to seventy a year are granted operators' licenses to work as all-round operators, manicurists, and hairdressers. Almost one-third of the shops in the Territory were reported as taking apprentices and more than one-half of the shops scheduled had girls in training. Apprentices must have permits, and the number allowed a shop is controlled by the number of operators. Shops with 3 or fewer operators are permitted only one apprentice, with 4 to 6 operators they may have 2, and with 7 or more operators they may have 3. An apprentice must be at least 16 years old and have completed junior high school. Some apprentices pay for the privilege of training, but in most cases the apprentices' services in the shop for 6 months or a year with no compensation are regarded as payment. Apprentices' duties sometimes include those of shop maid, for which they receive some compensation. In two instances girls with operators' licenses were reported to be working without compensation so as to complete payment for the training they had received in the shop. In Japanese shops the apprentices often live with the shop owner and receive their maintenance while in training. Some pay a fee for this, but more often they work a longer apprenticeship period than is customary in the white shops and then continue to work for the shop owner at low rates, after securing a license, to compensate her for the training given.

Since the shops are small, most of the workers in the shops were all-round operators rather than manicurists and hair specialists. In small shops, shampooing and finger-waving comprise the bulk of the work, but an operator must be ready to do manicuring, cut hair, give facial treatments, and occasionally dye hair. Men tend to be specialists, but only one male operator was scheduled in the shops covered. Unless the shop has several operators and a large clientele, specialization in services is not practicable.

WOMEN OFFICE WORKERS AND TELEPHONE OPERATORS

According to the 1930 Census of Occupations, office work offers more jobs to women in Hawaii than the mercantile industries, more than the garment industry, more than the laundries, and more than barber and beauty shops combined.

Banks, insurance offices, professional offices, and the many small offices of a miscellaneous nature were not covered in this survey, but records were obtained for women clerical workers in the factories, stores, laundries, public utilities, and other establishments covered for industrial and service workers. From these the earnings of 258 women in 38 establishments were ascertained.³

Earnings of telephone operators were compiled from all the Territorial exchanges and from stores, laundries, hotels, and public utilities where women were employed as PBX operators, which gave a coverage of 208 women in this occupation.

Racial distribution.

Two-thirds of the office women and well over one-third (37 percent) of the telephone operators were Caucasian. Another large group (36 percent) of the telephone operators were Hawaiians or part Hawaiians. The racial distribution follows:

Race	Office workers		Telephone operators	
	Number	Percent	Number	Percent
All women.....	258	100.0	208	100.0
Caucasian.....	175	67.8	76	36.5
Chinese.....	23	8.9	14	6.7
Hawaiian.....	25	9.7	75	36.1
Japanese.....	32	12.4	32	15.4
Korean.....	3	1.2	7	3.4
Other.....			4	1.9

Month's earnings of office workers.

Office workers usually are paid on a monthly basis with 2 pay days a month. Since salaried workers generally are paid their full rates, without the close checking of overtime and undertime that is customary in the manufacturing and mercantile industries, their earnings are reported in terms of month's wages and no compilations of hourly returns have been made. In general, the wage structure for office workers in Hawaii appears to be higher than that in many mainland cities. Almost three-fourths of the Caucasian group had month's earnings of at least \$100. The earnings of non-Caucasian workers indicate a considerably lower level. The distribution of

³ The 30 women office workers in pineapple canneries are included with the other cannery workers (see pp. 5 to 14) and are omitted from this office and telephone section of the report.

women office workers according to a month's earnings is shown in the following table:

TABLE 15.—Month's earnings of women in OFFICE WORK, by racial group

Month's earnings	All women	Caucasian	Other	Month's earnings	All women	Caucasian	Other
Number of women reported.....	1 252	171	81				
Median earnings.....	\$110.00	\$125.00	\$76.80				
	<i>Percent of women</i>						
Under \$30.....	2.4		7.4	\$90, under \$100.....	5.6	5.8	4.9
\$30, under \$40.....	2.4	1.2	4.9	\$100, under \$110.....	8.7	9.4	7.4
\$40, under \$50.....	4.8	3.5	7.4	\$110, under \$120.....	7.9	8.2	7.4
\$50, under \$60.....	4.8	2.3	9.9	\$120, under \$130.....	9.5	11.1	6.2
\$60, under \$70.....	7.1	6.4	8.6	\$130, under \$140.....	4.8	6.4	1.2
\$70, under \$80.....	7.5	2.9	17.3	\$140, under \$150.....	4.8	5.8	2.5
\$80, under \$90.....	6.7	5.8	8.6	\$150, under \$160.....	8.3	10.5	3.7
				\$160, under \$170.....	5.2	7.6	
				\$170, under \$180.....	5.6	7.0	2.5
				\$180, under \$190.....	.4	.6	
				\$190, under \$200.....	.8	1.2	
				\$200 and over.....	2.8	4.2	

¹ Excludes 5 relief cashiers and 1 publicity employee with earnings not reported on a monthly basis.

Twenty percent of the non-Caucasian women, in contrast to less than 5 percent of the Caucasians, had earnings of below \$50, and the proportion of Caucasians with earnings of \$150 or more is five times that of the non-Caucasians.

Year's earnings of office workers.

Of those for whom year's earnings were reported, three-fourths had worked 52 weeks, indicating a low turn-over on office jobs. The range in earnings for the women who had been paid throughout the year was from about \$300 to almost \$3,500; 73 percent had year's earnings of \$1,000 and over and 20 percent had earnings of \$2,000 and more. For all reported the median earnings were \$1,225.

Earnings of telephone operators.

The earnings of telephone operators were considerably lower than those of office workers, but they compare favorably with those in other areas of the United States. Six of the women earned at least \$150 a month; the highest amount reported was \$208.36. None of the Caucasians were reported as earning less than \$50, but about 23 percent of the Hawaiians and 7 percent of the others had such earnings. A fairly regular distribution from the \$55-\$60 to the \$95-\$100 group is apparent, with 63 percent of the employees having such earnings. A decidedly higher proportion of the Caucasians than of the other races earned \$100 and more.

Hours worked in the month for which earnings were obtained ranged from 56 to 372. Sixty percent of the operators had worked 170 and under 200 hours. Employees in the exchanges were on a basic 8-hour day and a 40-hour week. The weekly hours were spread over 5, 6, and occasionally 7 days. In most cases overtime above the daily and weekly schedule was compensated for at increased rates.

The concentration of hourly earnings falls in the groups of 25 and under 55 cents, with more than 70 percent of all the operators so reported. Unpublished figures show that the proportion whose earnings were below 30 cents an hour was small for the Caucasian women, less than 8 percent, but was 23 percent for the Hawaiians and 14 percent for the women of other races. It is significant to note

that the average hourly earnings of all races combined were 46.2 cents.

TABLE 16.—Month's earnings and hourly earnings of women in TELEPHONE OPERATING

Month's earnings of women				Hourly earnings of women			
Earnings	Wom-en	Earnings	Wom-en	Earnings	Wom-en		
Number of women reported.	208	\$95, under \$100.....	7.2	Number of women reported.	196		
Median earnings.....	\$78.00	\$100, under \$110.....	5.8	Median earnings (cents).	46.2		
		\$110, under \$120.....	3.8				
		\$120, under \$130.....	5.3				
		\$130, under \$140.....	3.4				
		\$140, under \$150.....	1.0				
		\$150 and over.....	2.9				
	<i>Per-cent</i>				<i>Per-cent</i>		
Under \$40.....	1.9			Under 25 cents.....	6.1		
\$40, under \$45.....	2.4			25, under 30 cents.....	9.2		
\$45, under \$50.....	5.8			30, under 35 cents.....	11.2		
\$50, under \$55.....	5.3			35, under 40 cents.....	11.2		
\$55, under \$60.....	8.7			40, under 45 cents.....	6.6		
\$60, under \$65.....	6.2			45, under 50 cents.....	18.4		
\$65, under \$70.....	8.7			50, under 55 cents.....	14.8		
\$70, under \$75.....	5.3			55, under 60 cents.....	4.6		
\$75, under \$80.....	7.2			60, under 65 cents.....	7.7		
\$80, under \$85.....	8.7			65, under 70 cents.....	3.6		
\$85, under \$90.....	4.8			70, under 75 cents.....	1.0		
\$90, under \$95.....	5.8			75 cents and over.....	5.5		

Year's earnings of telephone operators.

A tendency to stick by their jobs was as evident for the telephone operators as for the office workers. More than three-fourths (77 percent) of those for whom year's earnings were reported had been employed over the full year, and for this group the median earnings were \$1,001. These full-year workers' earnings ranged from under \$300 for two part-time workers to almost \$2,500 for one operator. There were 12 whose earnings were \$1,500 and more and 7 whose earnings were \$1,800 and more.

Usherettes and others in motion-picture theaters.

Earnings were reported for 75 women on miscellaneous jobs, in most cases comparable. Fifty-three of these women were working as usherettes in the motion-picture theaters. In addition there were film inspectors, ticket sellers, matrons, janitresses, a receptionist, and a small number who did not report the nature of their work.

Of the usherettes, 31 were Chinese and 21 Caucasian. The range in hourly earnings of the Chinese was from 25 to just under 50 cents, with 10 of them receiving 25 cents, 11 receiving 35 and under 40 cents, and 10 receiving more than 40 cents. For the Caucasians the range was from 32 cents to 63 and under 64 cents, with 14 of them receiving more than 50 cents.

Since the group in other jobs than ushering was too small to be representative, no separate tabulation of their hourly earnings has been made. For the whole group the median of the month's earnings was \$40, but 28 of the 75 women earned \$60 and more.

Nearly four-fifths of the women with year's earnings reported had been employed 52 weeks, and for these the most common earnings were \$800 and under \$900. The highest earnings were \$1,000 and under \$1,100, reported for two women.

WOMEN IN HOUSEHOLD EMPLOYMENT

As all-year employment, domestic service in Hawaii offers more opportunities than any other single industry; more than agriculture, manufacturing, or trade. Some of the women classed as servants by the Bureau of the Census are employed in hotels, restaurants, boarding houses, and so forth, but most of them are in private homes. The proportion of white families with maids probably is higher than in most mainland communities. This is especially true of the families on the Army locations and in the university and professional circles.

Japanese are considered the most desirable maids by employers who seek help in the agencies, and the 1930 census indicated that over two-thirds of the women classed as servants were Japanese.

Seeking information about employment in private homes is a time-consuming venture, so all that was attempted in this survey was to learn something of the wages paid and of conditions of employment from interviews with public and private employment agencies and social agencies that have contacts with household employees.

The Honolulu Territorial Employment Office kindly made available the most recent files on domestic placements, and a tabulation of 102 of these gives the following data on wages:

Week's wages	Number of women placed		
	All women	Cooking included in duties	No cooking
Total.....	102	61	41
Under \$5.....	11	4	7
\$5, under \$7.50.....	54	22	32
\$7.50, under \$10.....	23	21	2
\$10 and over.....	14	14	

Unless a prospective employee can qualify with experience or ability to do cooking as part of her duties, her chance of receiving as much as \$7.50 a week is slight. Of the 41 employees placed who were not required to cook, 22, or approximately one-half, were reported as receiving \$5 a week, and the 2 with the highest wages were paid only \$7.50 and \$8 a week. Of the 61 employees who were expected to assume responsibility for the preparation of meals, 13 received \$10 a week and 1 received \$13. Ten of the cooking group were placed at \$5, 7 at \$7, 9 at \$7.50, and 7 at \$8. More than half of the girls who cooked received at least \$7.50 as a placement wage; of the group as a whole, however, about two-thirds were placed at less than \$7.50.

Interviews with private agencies and social workers in Honolulu indicated that a \$10-a-week job in domestic service is one that requires references, and that \$12 a week, or about \$50 a month, is a high wage, with only a small proportion of all household employees receiving as

much as this. Inexperienced girls without references, and not expected to do washing, usually are paid \$5 a week or \$20 a month. The maids who go home at night are paid no more than those who live in; instead, the tendency seems to be for those who are given board and lodging to have higher cash wages also.

A number of persons commented that Japanese mothers keep in close touch with the employers of their daughters, and if the living conditions do not meet with their approval the parents will recall their daughters. Further, since Japanese girls traditionally expect to turn over their cash earnings to their parents, the girls themselves are as much interested in the working and living conditions, the duties, size of family, and location as they are in the cash returns. In general, applicants prefer placement on the Army and Navy locations because wages and living conditions are reported as above average. During the summer months many maids take leave from household employment and spend a few weeks in the pineapple canneries, where wages are higher and there is more opportunity for association with other workers. All agencies agreed that the demand for trained and experienced household employees is in excess of the registrants. They had a considerable number of inexperienced girls listed but relatively few with training and good references.

Interviews at Hilo, Hawaii, and on Kauai indicated a wage level even lower than that of Honolulu. Average monthly wages with board and room were reported as \$25 by several agencies. Girls receiving \$20 and more a month are expected to be able to cook and to serve as all-round houseworkers. Inexperienced girls who do not cook have monthly wages ranging from \$12 to \$20. School girls who work as mothers' helpers often receive only board and room, though in some cases cash wages of from \$6 to \$10 a month are paid.

The picture of household employment in the Territory of Hawaii seems fairly comparable in most respects to that on the mainland. The number of jobs in relation to the population seems greater in Hawaii.

DRESSMAKING

"Dressmaking"—a sign nailed on a fence or the side of a house—announces to the newcomer in Hawaii that one of woman's home industries still flourishes in the islands. The Census of Occupations for 1930 reported about 600 women in Hawaii engaged in dressmaking but not employed in factories, and of these three-fourths were Japanese. Ability to sew for the family needs is regarded by a Japanese household as a necessary part of the practical culture of every girl, and it is an essential preparation for marriage. Mothers born in the Orient or in Hawaii in the days when Japanese dress and customs had not been affected materially by western standards learned to make kimonos and garments in Japanese style, usually by hand, but their daughters of the present day wear machine-made clothes of a different fashion and a different technique is required. For this reason the daughters are sent to commercial dressmakers or schools to be trained in the new styles and methods of dressmaking. Most of the dressmakers who offer their services to general custom are assisted by young apprentices who are unpaid, and this and the competition of many in the trade make it possible for customers to have their work done at low prices. In some sections of Honolulu cotton dresses are made for 75 cents, and a price of \$3 for a silk street dress is common in beach and other residential areas.

Dressmaking shops.

A number of dressmaking shops and schools were visited in Honolulu and Hilo to learn something of the training and occupational opportunities in this trade. The major purpose of most of the shops is to serve customers, but by teaching and training apprentices, and in some instances charging them monthly fees up to \$10, the shop's income is augmented by the apprentice's assistance and by her direct cash payments. Where the apprentice serves only part time, the fee sometimes is as low as \$3 a month, and there are shops where no fee is paid. Where the higher fees are paid, the apprentices are reported as spending much of their time on materials that they furnish and make into garments for themselves and friends, but after the initial stages of training are over the girls in the small shops undoubtedly work mostly on garments for customers. Apprenticeship often continues as much as 2 years.

Of the apprentices noted in this survey, some who had completed their training were continuing to work with the shop owner, receiving more experience and their board and room. Actual employees on a wage basis were few. A small number were reported on a commission basis, receiving from 40 to 60 percent of the prices charged customers. Two or three shops had paid assistants who helped the owner in an all-round capacity in the training of apprentices and in the serving of customers. These girls were paid from \$20 to \$50 a month and usually had the additional perquisites of board and room.

Excerpts from notes taken while visiting individual shops illustrate typical conditions:

The shop had five girls who were paying \$3 a month for their instruction and two girls who received instruction but paid no fees. The girls who paid fees were reported as sewing on their own materials, while the two who did not pay worked on customers' orders and had agreed to remain at least 1 year, and preferably 2, to complete their apprenticeship and compensate the owner for their training.

Three girls in addition to owner were busy with orders. One was considered an employee and received \$30 a month and her meals. The other two had been with the shop about a year but were still considered apprentices, receiving no compensation. They had paid fees the first months of their training but now were compensating with their services. They did not receive board and room.

The shop advertises special embroidery, kimono making, and general dressmaking services. Seven girls were at work; one received \$5 a month and the others nothing. Employer considered all apprentices, but store owners had reported that they directed customers buying materials from them to this shop for sewing service of all kinds.

In one shop on a downtown street, the agent talked with a young girl who was working alone while the proprietor was out of town. She said she had completed her training several years before and she was now working in the same shop on a commission basis of 50 percent of the prices charged for the work she was allowed to have. In the preceding month, she estimated, she had worked at least 20 days and her commissions had amounted to between \$14 and \$15. She said she lived outside the city on a plantation and there was no opportunity for her to start her own shop, so she was glad to have this arrangement and continue to get experience in the trade.

Quoting from a report by Miss Kimura⁴—

The system of apprenticeship is taken for granted as a means of securing training in a trade without expense. According to the traditional conception in Japan, it is considered a privilege on the part of the trainees, while it is a generous act of benevolence on the part of the proprietors. Giving them plenty of work is the proper thing for a proprietor to do. Parents feel quite privileged if the girls are given plenty of practical experience. In other words, the custom of apprenticeship is in the mores. Apprenticeship interpreted as exploitation is hard for them to understand.

Dressmaking schools.

Schools are scattered in all the larger cities and towns, and usually they are in the homes of the owners. Most of the schools specialize in training rather than service to the trade, and there is considerable standardization of curricula, administration, and fees. Most of the students in schools do not attend for professional training but for the practical value that a knowledge of sewing will afford in their own lives and home economy.

The largest school visited is in Honolulu and has more than 100 girls enrolled. Day classes are conducted from 8 to 4, 6 days a week, and night classes from 7 to 9, 3 times a week. The night-school pupils include many who work in stores, factories, and private homes during the day. Most of the girls enrolled in the day courses take a general course of 6 months to a year, and on completion may take an examination for which a primary certificate is given. A smaller number take the professional course, which on examination gives them diplomas as teachers and experts in dressmaking. The professional course in this school usually requires more than a year's residence.

⁴ Guidance and advice in finding and visiting dressmakers and dressmaking schools was generously given by Miss Yukiko Kimura, of the Honolulu Y. W. C. A. staff, and Miss Kimura made available a report which she was preparing on dressmakers.

The tuition is \$7.50 a month for day students and from \$2.50 to \$5 a month for those on part time. The pupils have their own sewing machines, usually renting them at about \$2 a month, and provide their own materials and supplies. A full-time teacher assists the owner of the school in supervising the class and individual work of students. Fifty girls had been graduated in the spring. For the primary certificate, a candidate must have had at least 6 months' training and must demonstrate before an examining board her ability to cut and sew a plain street dress in 1 day. For the advanced certificate, the candidate must be able to design, draft the pattern, cut, and fit to a model a dress of fine materials in 1 day, besides answering the questions of the examining board. Most of the girls in this school were said to be taking dressmaking for its personal cultural value and only a few were reported as prospective professional dressmakers. A dormitory in connection with the school houses 20 or more girls at a cost of \$10 a month for board and room. Household duties and food preparation are shared cooperatively.

Another school, which has from 30 to 35 pupils, offers three courses. The general course requires 8 months or more of attendance and the fee is from \$80 to \$100, depending on the time. The girls sew on their own materials and receive instruction in women's, children's, and men's wear. Advanced courses in tailoring require 3 or 4 months more. Some of those who take the advanced course work on outside orders and receive one-third of the price charged the customer. These advanced pupils pay a fee of \$5 a month. A still more advanced course takes 6 additional months, and is offered the pupils whom the school owner considers most capable. These pay no fee but help the owner with other students and with outside work, for which they receive one-third of the proceeds. This school-shop has a large following of customers and also takes orders for slip covers and the making of garments from local stores. There is a dormitory for housing out-of-town girls at a monthly charge of \$12 for board and room.

Four or five other schools in Honolulu and Hilo were visited; conditions were found to be quite similar to those described. Fees tended to be from \$7.50 to \$10 a month for full-time instruction and from \$3 to \$5 for part-time. General courses lasted at least 6 months and advanced courses might take as long as 2 years. Housing accommodations in a dormitory or the owner's home were provided at costs ranging from \$6 to \$12 a month.

There is a Japanese dressmakers' association with about 40 members whose purpose is to interest its members in cooperating to raise standards and increase the profits of their trade. The association conducts most of the dressmaking school examinations and awards the diplomas and certificates. To avoid complaint of unfairness and personal bias, the examining committees are composed of teachers and dressmakers who have no candidates for examination.



PAMPHLET