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UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU
Bulletin No. 126

WOMEN IN TEXAS INDUSTRIES
HOURS, WAGES, WORKING CONDITIONS,
AND HOME WORK

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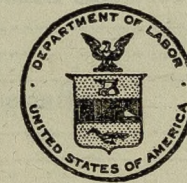
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WOMEN IN TEXAS INDUSTRIES
HOURS, WAGES, WORKING CONDITIONS,
AND HOME WORK

By
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and
BERTHA BLAIR



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WOMEN IN TEXAS INDUSTRIES

Part I.—INTRODUCTION

LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, September 17, 1935.

MADAM: I have the honor to transmit a report of the hours, wages, and working conditions of women—almost one-fifth of them Mexican-born or of Mexican descent, referred to throughout as Mexicans—in Texas industries. Besides manufacturing, the inquiry covered stores, laundries, hotels and restaurants, telephone exchanges, and industrial home work on children's garments and the shelling of nuts.

The field work was conducted by Caroline Manning, industrial supervisor, who also wrote the preliminary report of the chief findings that was sent to the State. The complete report has been written by Mary Loretta Sullivan and Bertha Blair of the editorial staff.

I extend my thanks to the employers, employees, and other groups whose courteous cooperation made this study possible.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

WOMEN IN TEXAS INDUSTRIES

Part I.—INTRODUCTION

The Commissioner of Labor of Texas, in January 1932, at the request of the State Federation of Women's Clubs, asked the Women's Bureau of the United States Department of Labor to make a survey of women employed in Texas industries. Accordingly the survey was undertaken, and, though it was not all-inclusive, it represented a cross section of the chief woman-employing industries in the State.

Texas, the largest State in the Union, in 1930 ranked fifth in population. Only the four industrial States of New York, Pennsylvania, Illinois, and Ohio outranked it in number of inhabitants. Females comprised about one-half (49.1 percent) of the total population and approximately one-fifth (19.1 percent) of the persons 10 years of age and over gainfully employed.¹

SCOPE AND PURPOSE OF SURVEY

The chief purpose of the State surveys of the Women's Bureau is to secure and disseminate statistical data on the wages and hours of women workers. In Texas five woman-employing groups were covered—factories, stores, laundries, hotels and restaurants, and telephone exchanges. In addition, important data were obtained on industrial home work in two industries—garments, chiefly infants' and children's, and the selling of pecans.

Cooperation of employers in the furnishing of pay-roll data was most generous. Records of wages and of time worked, where available, for a week considered by the management as representative of the industry, and as near the middle of February 1932 as possible, were copied from the books of 369 establishments. Many of these firms had similar records available for a week in 1931, and, where possible, this earlier pay roll also was copied. Women's Bureau agents themselves took these facts from the pay books of the firm for individual women employees. Scheduled hours of the establishment were reported by the manager, superintendent, or other officer interviewed. An inspection of working conditions in each establishment visited was an important phase of the investigation. Special attention was directed to seating as well as to the sanitary and service facilities provided for women employees.

Because many firms did not keep a record of the time worked in hours, their books showing only the days on which work was done, tabulations of days worked, as well as hours, are presented.

¹ U. S. Bureau of the Census. Fifteenth Census, 1930: Population, Occupations, vol. IV, p. 1559; vol. V, pp. 51-53.

Information as to age, nativity, marital status, and length of service with the firm also was obtained in the survey. In addition, facts about home work were secured.

The survey covered 43 cities and towns in which pay-roll records were reported for one or more establishments. The industries included in the survey, the number of establishments visited, and the number of their employees are given in the following table.

TABLE 1.—Number of establishments visited and number of men and women they employed, by industry—3 racial groups

Industry	Number of establishments	Number of men employed	Number of women employed			
			All races	White	Mexican	Negro
Total—all industries.....	¹ 369	(²)	³ 15,343	11,251	2,857	1,235
Percent distribution.....			100.0	73.3	18.6	8.0
Factories.....	¹ 137	4,031	8,037	5,850	1,932	255
Bags, cloth.....	8	197	372	201	81	90
Boxes and crates, wooden.....	⁴ 8	447	⁴ 137	127	8	2
Clothing.....	53	365	3,818	2,903	898	17
Men's work clothing ⁵	32	271	2,276	1,879	393	4
Women's.....	17	78	1,168	1,024	131	13
Infants' and children's.....	4	16	374	374	374	374
Cotton textiles.....	13	1,468	941	924	17	17
Food.....	35	1,121	1,756	1,219	391	146
Butter, eggs, and poultry.....	4	121	164	163	1	1
Candy.....	⁶ 12	195	⁶ 344	328	16	16
Nut shelling.....	⁷ 7	58	⁷ 728	345	237	146
Other.....	14	747	520	383	137	137
Hats.....	8	80	299	247	52	52
Miscellaneous.....	⁸ 14	353	⁸ 714	229	485	485
Stores.....	77	1,099	3,022	2,718	268	36
Department and ready-to-wear.....	45	967	2,201	1,996	171	34
Limited-price.....	32	132	821	722	97	2
Laundries.....	52	666	2,385	1,173	611	601
Hotels and restaurants.....	75	(²)	1,053	664	46	343
Telephone exchanges.....	⁹ 51	(²)	⁹ 846	846	846	846

¹ Details aggregate more than total, because some establishments appear in more than 1 industry group.

² Records for all men employed not available.

³ Designers (13), foreladies (204), service workers (84), and extras or part-time workers (425) are included in this table.

⁴ Includes 8 women making wooden boxes in a cigar establishment tabulated as "miscellaneous."

⁵ Includes a few firms making miscellaneous garments for men and boys.

⁶ Includes 59 women making candy in a bakery establishment tabulated as "other food."

⁷ Includes 1 woman shelling nuts in a candy establishment.

⁸ Includes 5 women making candy boxes in a candy establishment.

⁹ Includes 64 women in 23 exchanges in stores and hotels.

The size of the places visited ranged from 1,500 inhabitants to a population of nearly 300,000.

The great majority of the women in the survey were in the five largest cities, Houston, Dallas, San Antonio, Fort Worth, and El Paso.

150,000 or more: Dallas, Fort Worth, Houston, and San Antonio.

40,000, less than 150,000: Austin, Beaumont, El Paso, Galveston, Waco, and Wichita Falls.

3,000, less than 40,000: Bonham, Brenham, Brownsville, Brownwood, Coleman, Corpus Christi, Cuero, Denison, Hillsboro, Jacksonville, Laredo, Lubbock, Marshall, McKinney, New Braunfels, Paris, San Angelo, Sherman, Sweetwater, Texarkana, Tyler, and Waxahachie.

Less than 3,000: Grand Prairie, Itasca, Kaufman, Kenedy, Mort, McGregor, Plano, Post, Sinton, Whitesboro, and Yorktown.

In the presentation of the data secured in the survey, the State has been divided into five sections in accordance with the plan used by the Texas Bureau of Labor Statistics in its investigations. The 43 cities and towns included are located as shown in footnotes 1 to 5 on table 2. In 14 places telephone establishments only were covered in the investigation. Most of these were small towns. Table 2 shows the number of plants and of women of all races combined for each of the 17 industrial classes included in the survey.

In addition to the regular workers on the day and the night force, the 15,343 women on the pay rolls for the selected week in 1932 include 726 special workers. Of these, 425 were either extras or part-time workers in stores, laundries, and hotels and restaurants, 204 were foreladies, 84 were service workers, and 13 were designers. (See table 1.) Tabulated with the day force—except for scheduled hours—are the 242 women on night work. These were found in four industries—cotton mills, a meat-packing plant (shown in the tables as "other food"), hotels and restaurants, and telephone exchanges. In no case were as many as 100 night workers reported in any one industry.

Analysis of the data of the 137 manufacturing plants shows that practically twice as many women as men were employed—8,037 in contrast to 4,031. (See table 1.) In stores the proportion of women employees was about three-fourths; in laundries, four-fifths. In only 3 of the 12 manufacturing classes shown in table 1 did the number of men employees outnumber the women in that specific branch of industry. These are wooden boxes and crates, cotton textiles, and the group designated as "other food", which includes six meat-packing plants, an industry in which male workers are known to predominate.

Since it is a generally accepted fact that women are among the first to suffer when forces are reduced, the number of Texas women who had employment in 1930, the year the Federal census was taken, probably was higher than at any time within the 2 succeeding years. The depression had hit industry before the Women's Bureau survey was made, so, in order to ascertain to what extent women's employment and wages had declined within the year in the industries covered, each firm was asked for employment and pay-roll data for a representative week a year before the study as well as the one for 1932.

Because conditions prevailing in the hotel and restaurant and telephone industries differ so radically from those existing in factories, stores, and laundries, the groups first mentioned are discussed separately in the hour and wage sections of this report. The fluctuating and irregular hours and wages of many of the workers in these industries create problems that require special treatment and emphasis. The wide spread of hours entailing breaks of both long and short duration and the frequent change of the workers' schedules constitute the main points of difference in the hour data reported. Tips are taken into consideration by employers in setting the wage rates of certain occupations in the hotel and restaurant business, and meals furnished by the establishment to the workers tend to make the money wage proportionately lower than that prevailing in other industries.

TABLE 2.—Number of establishments and number of women, by industry and by section of State—all races

Industry	All sections		Central ¹		Eastern ²		Northern ³		Southern ⁴		Western ⁵	
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women
Total—all industries ⁶	7 369	14, 617	7 27	637	743	677	7 154	6, 750	7 101	5, 077	7 44	1, 476
Factories.....	7 137	7, 900	4	165	9	239	7 72	4, 258	7 42	2, 702	10	536
Bags, cloth.....	8	366					3	117	5	249		
Boxes and crates, wooden.....	8	136			5	76	1	31	2	29		
Clothing:												
Men's work clothing.....	32	2, 250	2	71	2	155	14	1, 352	9	414	5	258
Women's.....	17	1, 130					8	605	9	525		
Infants' and children's.....	4	368							4	368		
Cotton textiles.....	13	941	2	94			7	569	2	184	2	94
Food:												
Butter, eggs, and poultry.....	4	162					4	162				
Candy.....	12	330			1	3	9	278	2	49		
Nut shelling.....	7	721					5	485	1	149	1	87
Other.....	14	509					8	262	6	247		
Hats.....	8	280					7	230			1	50
Miscellaneous.....	14	707*			1	5	8	167	4	488	1	47
Stores:												
Department and ready-to-wear.....	45	1, 987	2	83	7	72	14	875	17	808	5	149
Limited-price.....	32	523	4	56	6	40	12	250	4	51	6	126
Laundries.....	52	2, 347	6	187	8	157	16	698	15	1, 020	7	285
Hotels and restaurants.....	75	1, 014	7	100	10	101	33	482	16	240	9	91
Telephone exchanges.....	51	846	6	46	6	68	16	187	13	256	10	289

¹ Includes Austin, Brenham, Brownwood, Hillsboro, Mart, McGregor, and Waco.

² Includes Jacksonville, Kaufman, Marshall, Texarkana, and Tyler.

³ Includes Bonham, Dallas, Denison, Fort Worth, Grand Prairie, Itasca, McKinney, Paris, Plano, Sherman, Waxahachie, and Whitesboro.

⁴ Includes Beaumont, Brownsville, Corpus Christi, Cuero, Galveston, Houston, Kenedy, New Braunfels, San Antonio, Sinton, and Yorktown.

⁵ Includes Coleman, El Paso, Laredo, Lubbock, Post, San Angelo, Sweetwater, and Wichita Falls.

⁶ This table excludes the 726 extras and part-time workers, foreladies, etc., who form part of the larger total on table 1.

⁷ Details aggregate more than total, because some establishments appear in more than 1 industry group.

Many of the telephone exchanges included in the investigation were in small towns; in fact, this was the sole industry studied in 14 of the 43 localities visited. Figures of the Bureau of the Census indicate that in 1930 only 1 of these 14 localities had a population as high as 20,000, the next highest being a little more than 6,000; 6 were reported as having fewer than 2,000 inhabitants.² Telephone exchanges were studied also in the larger cities of Texas, places where data were secured for women in several other industries.

Manufacturing plants comprised 37 percent of the establishments visited and they employed the majority (52.4 percent) of the workers for whom wage data were reported. The number of hotels and restaurants visited was about the same as the number of stores (each about one-fifth of all establishments) though the number of women employed in the latter group was almost three times that in the former. Laundries and telephone exchanges had respectively 15.5 and 5.5 percent of the employees covered by this survey; the latter include, however, exchanges in the stores and hotels and restaurants visited.

Most of the women were white; in fact, 8 of every 11 included in the study were white and 2 of every 11 were Mexican. There were more than twice as many Mexicans as Negroes.

Texas ranks first of the States in the number of Mexicans living within its borders. There were 683,681 persons of this racial group in the State in 1930; in fact, 2 of every 17 inhabitants in that year were Mexican. About the same proportion of this group as of the total population—48.6 and 49.1 percent—were females.³ About one-sixth of the female Mexicans 10 years of age and over were gainfully occupied.⁴

Because of the significance of this group in the industries of Texas and because the survey disclosed that Mexican women were receiving very much lower wages than white women, even when working side by side in the same occupation and establishment, statistical data, excepting only those given by the managers or superintendents, have been tabulated by racial group—white, Mexican, and Negro. Thus the tables reveal to what extent hours and wages varied according to race.

Clothing plants, largely making men's work clothing, reported on more women than did any other industry, and most of the clothing workers (76 percent) were white. Stores and laundries came next in employment figures. They also reported large proportions of white women, in the former case 89.9 percent, in the latter 49.2 percent. The department and ready-to-wear stores and the men's-work-clothing plants employed more than one-third of all white women reported, and in each of these white women constituted an overwhelming majority of the workers.

One-fourth (25.8 percent) of the white women and over three-tenths (31.4 percent) of the Mexicans were employed as clothing workers. All these white women were making men's work clothing or women's clothing, while over two-fifths (41.6 percent) of the

² U. S. Bureau of the Census. Fifteenth Census, 1930: Population, vol. III, pt. 2, pp. 1080, 1081.

³ U. S. Bureau of the Census. Fifteenth Census, 1930: Population, vol. II, pp. 35, 99, and 101.

⁴ U. S. Bureau of the Census. Fifteenth Census, 1930: Population, vol. V, Occupations, p. 87.

Mexican clothing workers were engaged in plants making infants' and children's garments. Only Mexican women were employed in the four establishments producing children's wear. In fact, almost as many Mexicans were engaged on children's wear as on men's work clothing—374 and 393, respectively. Infants' and children's wear alone, of the 17 industries, had no white women employed in the week for which the pay roll was taken, though a few white women reporting personal information were in establishments making infants' and children's dresses.

There were no Mexicans nor Negroes in the telephone exchanges, and 5 of the remaining 16 industrial groups had fewer than 50 Mexican women. Negro workers were reported in 9 industries and the number ranged from 2 to 601. Four of the 9 groups had fewer than 35 women. The largest proportions of Negro women workers in any industry were in laundries and in hotels and restaurants, 48.7 percent and 27.8 percent, respectively. About one-third (32.6 percent) of all hotel and restaurant women workers and one-fourth (25.2 percent) of the laundry workers were Negroes. They formed 24.2 percent of the women engaged in the manufacture of cloth bags and 20.1 percent of those in nut shelling.

The 726 special workers referred to are included in the industrial groupings of table 1, and in the tables on scheduled hours of work, but they have not been included elsewhere in this report.

The following is a comparison of the number of women recorded as on the pay rolls of the various establishments by agents of the Women's Bureau and the number reported by the Census of Occupations of 1930 for the principal industrial groups:

Industry and occupation	Women in the Texas industries surveyed ¹	Women with 1932 pay-roll data reported	
		Number	Percent
Total.....	74,746	15,343	20.5
Manufacturing and mechanical industries:			
Operatives and laborers ²	³ 17,325	8,037	46.4
Clothing.....	6,469	3,818	59.0
Cotton textiles.....	1,400	941	67.2
Food.....	4,298	1,756	40.9
Stores—saleswomen.....	22,421	3,022	13.5
Laundries—operatives and laborers.....	7,958	2,385	30.0
Telephones—operators.....	8,308	846	10.2
Hotels and restaurants—servants and waitresses.....	18,734	1,053	5.6

¹ U. S. Bureau of the Census. Fifteenth Census, 1930: vol. IV, Occupation statistics, Texas, 1930, p. 1563.

² Includes a number of industries not shown separately.

³ Exclusive of operatives and laborers in building industry.

It will be seen that the women included in this study formed one-fifth of all the gainfully occupied women in these industries in 1930. About 7 in every 15 (46.4 percent) of the operatives and laborers employed in manufacturing and mechanical industries in that year are included in the present study. Approximately three-fifths of the women reported by the census as clothing workers, two-fifths of those in food manufacture, and two-thirds of the cotton-mill employees were included, as were three-tenths of the laundry operatives and laborers and more than one-eighth of the saleswomen. Workers in the hotels and restaurants and telephone establishments visited

represented, respectively, one-twentieth and one-tenth of the total numbers in these industries in 1930.

Slightly more than 3,000 women were employed in the stores visited, and approximately three-fourths (72.8 percent) of this number were in those classified as department and ready-to-wear stores. It is not surprising to find that nine-tenths of the women in this industry were white. As a matter of fact, half of the white women (50.3 percent) in factories, stores, and laundries were at work in this type of store and in plants making men's work clothing and women's clothing. Well over half (53.7 percent) of the Mexican women were employed in the three types of clothing establishments visited and in laundry plants. Two-thirds (67.4 percent) of the Negro women were in one industry—laundries. The manufacture of clothing ranks high in manufacturing as a woman-employing industry in Texas. The records of the 53 clothing establishments covered in this study. No white nor Negro woman was on the pay rolls of the plants making children's clothing, only Mexicans being employed in this branch of the work. Negro women were reported in only 8 of the 17 industrial classes shown in table 1.

Because of the time and the expense involved, the investigation was not meant to be all-inclusive, but the data presented in the following pages are a true indication of women's employment in the State in 1932. The sample method used by the Bureau in its investigations gives a picture of conditions prevailing in industry, and it has been the practice to include both large and small establishments in the various sections, special attention being directed to woman-employing industries concentrated in the area.

SUMMARY

Date of survey: Spring of 1932.

Extent of survey: 15,343 women in 36 establishments, in 43 cities and towns.

PAY-ROLL DATA

Race (15,343 women reported): White, 11,251; Mexican, 2,857; Negro, 1,235.

Industry (15,343 women reported):

Clothing manufacture, 24.9 percent; food manufacture, 11.4 percent; other manufacture, 16.1 percent.

Department and ready-to-wear stores, 14.3 percent; limited-price stores, 5.4 percent.

Laundries, 15.5 percent.

Hotels and restaurants, 6.9 percent.

Telephone exchanges, 5.5 percent.

Scheduled daily hours

A day of over 8 and including 9 hours was reported for three-fourths of the women in factories, stores, and laundries. About one-tenth of all women had a schedule of more than 9 hours, but almost two-thirds of these were cotton-textile workers, an industry allowed 10 hours daily, 60 hours weekly, if double time is paid for all hours over 9 daily.

Scheduled weekly hours

A scheduled week of more than 50 hours was reported for over half the women in factories, stores, and laundries, about 30 percent of the total having a week of at least 54 hours. Two-thirds of those whose week exceeded 54 hours were in cotton mills, where 60 hours may be worked if overtime is paid double. The others with so long a schedule were in nut-shelling establishments. The great majority—85 percent—of the telephone operators had a schedule of 48 hours.

Saturday hours

Not far from one-half of the factory, store, and laundry workers had a Saturday of 8 to 9 hours; for almost as many (45 percent) the day did not exceed 5 hours, about one-sixth of these having no work at all on Saturday. No store worker had a schedule of less than 8 hours.

Lunch period

A 30-minute lunch period was reported for about 47 percent of the women workers. Four-fifths of those in stores had 1 hour, as had roughly one-third of the women in work-clothing, cotton-textile, nut-shelling, and laundry establishments.

Time worked

In factories, stores, and laundries almost three-fifths (57 percent) of the women whose hours worked were reported had worked at least 48 hours. About three-fourths (73 percent) whose time was recorded in days had worked on at least 5 days.

Earnings for a week in 1932

For the industries employing the largest numbers of women the medians were—

Men's work clothing: White women, \$7.15; Mexican, \$5.50.
 Women's clothing: White women, \$5.20; Mexican, \$5.45.
 Cotton textiles: White women, \$7.80.
 Nut shelling: White women, \$4.15; Mexican and Negro, \$2.65 each.
 Laundries: White women, \$8.55; Mexican, \$6.35; Negro, \$7.25.
 Department and ready-to-wear stores: White women, \$12.90; Mexican women, \$9.
 Limited-price stores: White women, \$9.70; Mexican, \$9.25.
 Telephone: White women, \$15.10.

Of all women, 20.9 percent had earnings of less than \$5, 67.5 percent had earnings of less than \$10. Only 10.6 percent received as much as \$15 for their week's work, and 28.2 percent of these were telephone workers. In practically all cases the proportions earning \$15 or more were much larger in 1931 than in 1932.

PERSONAL HISTORY**Age (9,605 women reporting):**

Under 40 years, 81.2 percent; under 25 years, 37.2 percent.

Fifty years and over, only 5.4 percent.

Marital status (9,661 women reporting):

Single, 38.5 percent; married, 35.9 percent; widowed, 16.1 percent; and separated or divorced, 9.4 percent.

Time with the firm (9,607 women reporting):

Less than 5 years, 67.3 percent; less than 3 years, 46.2 percent; less than 1 year, 19.2 percent.

Ten years and over, 10.3 percent.

WORKING CONDITIONS

Visits were made to 268 establishments—79 stores, 52 laundries, and 137 factories—to ascertain the conditions under which women were working. Information was obtained concerning ventilation, lighting, space and order, conditions of floors and stairways, seating, hazards and strains, drinking facilities, washing and toilet facilities, cloak and lunch rooms.

HOME WORK IN TEXAS

Much of the fine needlework on handkerchiefs and infants' and children's garments is done in the homes of the workers. The agents visited 119 of these homes and obtained facts concerning the worker's earnings, family, and conditions under which the work was done. Practically all the home workers were Mexicans. Earnings were extremely low, average hourly earnings ranging from less than 1 cent to 12 cents.

Pecan shelling in the homes and contract shops also was inquired into. In most cases conditions were far from good.

Part II.—FACTORIES, STORES, AND LAUNDRIES

SCHEDULED HOURS

The Texas hour law fixes the number of hours that a female may work, at 9 a day and 54 a week, but the statute exempts mercantile establishments and telephone and telegraph companies in rural districts and in towns of less than 3,000 inhabitants. Overtime is permitted in cases of extraordinary emergency, for which longer hours may be worked with the consent of the employee, but for such hours double time must be paid. Overtime is permitted in laundries also, provided that the day does not exceed 11 hours nor the week exceed 54, and that double pay is given for all time over 9 hours a day.

Women employed in factories that make cotton, woolen, or worsted goods, or articles of merchandise manufactured from cotton goods, are permitted to work 10 hours a day and 60 hours a week provided that double pay is given for all time over 9 hours in any day.

Figures of this study show that 92.7 percent of the women reported in the cotton mills were expected to work more than 54 hours a week, and most of these textile workers were in plants that had a scheduled week of 55 hours.

Scheduled daily and weekly hours of work were reported by 258 factories, stores, and laundries, employing close to 13,000 women. With the exception of one laundry whose scheduled day was 3 or 3½ hours, operating time in these establishments ranged from 6 or 6½ hours to 10 hours a day. Weekly hours ranged from 38 (again excluding the laundry, whose schedule was reported as 18 or 21 hours a week) to 56.

Of the 12,725 women in establishments that had definite schedules reported, slightly over two-fifths had a day of less than 9 hours and a week of less than 50 hours (42.4 percent and 41.1 percent, respectively).

Ninety-three women working at night in 3 of the textile mills and in 1 meat-packing plant, 389 extras and part-time workers in stores and laundries, and 13 designers in 2 manufacturing industries are not included in the tables and discussion of scheduled hours.

Daily hours

Not far from one-half (47.7 percent) of the women whose daily hours were reported had a schedule of 9 hours, the legal maximum for all but exempted classes.

Another large group (40.7 percent) had schedules of 8 and under 9 hours, only about three-tenths of them at 8 hours even. The remaining groups were, respectively, 9.9 percent with schedules longer than 9 hours and 1.7 percent with schedules below 8 hours.

TABLE 3.—Scheduled daily hours in factories, stores, and laundries, by industry

Industry	Number reported		Number with scheduled daily hours of—											
			Less than 8		8		Over 8 and less than 9		9		Over 9 and less than 10		10	
	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women	Estab-lish-ments	Women
Total.....	¹ 258	² 12, 725	11	213	27	1, 602	¹ 65	3, 577	¹ 142	6, 075	3	79	13	1, 179
Percent distribution of women.....		100. 0		1. 7		12. 6		28. 1		47. 7		0. 6		9. 3
Factories:														
Bags, cloth.....	8	372			1	25			7	347				
Boxes and crates, wooden.....	7	121	2	44			³ 1	8	4	69				
Clothing—														
Men's work clothing.....	32	2, 274			7	744	12	698	13	832				
Women's.....	16	1, 149	1	11	2	119	4	123	9	896				
Infants' and children's.....	4	374					4	374						
Cotton textiles.....	¹ 13	855							1	46	1	17	12	792
Food—														
Butter, eggs, and poultry.....	4	164	1	44			1	34	2	86				
Candy.....	¹ 12	344					2	13	⁴ 10	329	1	2		
Nut shelling.....	5	648			1	150	2	110	⁵ 1	1			1	387
Other.....	14	513			7	173	1	6	6	334				
Hats.....	8	290			1	28	2	67	5	195				
Miscellaneous.....	14	714			2	16	3	486	⁵ 8	152	1	60		
Stores:														
Department and ready-to-wear.....	¹ 45	2, 113	1	3	2	262	19	1, 229	24	619				
Limited price.....	32	529			2	71	12	255	18	203				
Laundries.....	48	2, 265	6	111	2	14	3	174	37	1, 966				

¹ Details aggregate more than total, as some firms reported more than 1 schedule of hours and some firms are entered in 2 industry groups.

² Includes foreladies, service workers, and designers, but excludes night workers, extra or part-time workers, and 223 women in 10 establishments for whom scheduled weekly hours were not reported.

³ This firm appears also in miscellaneous manufacturing (cigars).

⁴ Includes 1 firm that appears also in other food (bakery).

⁵ Includes 1 firm that appears also in candy.

The 9-hour group included almost 2,000 laundry workers and more than 1,700 clothing workers. Among the women with schedules of 8 and under 9 hours were more than 2,000 clothing workers and more than 1,800 store employees. The longest hours were those of about 800 cotton-mill workers and practically 400 employees of nut-picking plants. And more than half the workers with hours below 8 were laundry employees.

Nearly one-third of the women in the men's work clothing establishments were on an 8-hour schedule, and plants making boxes and crates had approximately three-eighths (36.4 percent) of their workers on a day not exceeding $7\frac{3}{4}$ hours.

Of those with a schedule of 9 hours, laundries had a larger proportion (32.4 percent) than had any other type of industry. In fact, 7 of every 8 of the laundry workers whose daily schedule was reported had a day of 9 hours.

Sixteen firms, employing 1,258 women, reported a day of over 9 hours; 13 of these were cotton mills, an industry that is permitted by law to work overtime provided the hourly rate is doubled for time in excess of 9 hours a day. About 95 percent of the cotton textile workers had a day longer than 9 hours and most of them were scheduled to work 10 hours. In fact, 11 of the mills had a 10-hour day for all workers.

The nut-shelling industry showed a schedule of over 9 hours for three-fifths of the women so employed.

Weekly hours

In as many as three-fifths of the establishments in the three industrial groups under discussion—factories, stores, and laundries—the scheduled week was one of more than 50 hours for some or all of the women. The majority of the 157 firms so reporting had a work week as long as 54 hours. More than half (52.6 percent) of all the women employees were in establishments that had a weekly schedule of over 50 hours, and for approximately three-tenths (29.4 percent) of the women the work week was at least 54 hours.

Cotton factories and nut-shelling establishments had the longest scheduled week as well as the longest scheduled day. All but 1 of the 13 cotton mills reported a schedule of more than 54 hours for some or all of the workers. In fact, 93 percent (1,180) of the women in cotton plants had such a weekly schedule. Three-fifths of the women in nut-shelling had a schedule of more than 54 hours. No worker had a schedule of more than 56 hours, though the State law allows textile mills 60 a week provided overtime is paid for all hours over 9 a day. It is apparent, however, that a week of more than 54 hours was required of nearly 800 (793) of the textile workers.

Just over one-fifth (21.4 percent) of the women in the factories, stores, and laundries surveyed in this State had a scheduled week of less than 48 hours in 1932. Nearly three-fifths of the women with a schedule below 48 hours are in the group of clothing industries, traditionally one of the 5- or $5\frac{1}{2}$ -day week. Between 5,000 and 6,000 women, employed in well over one-half of the establishments, were expected to work a week of over 50 and including 54 hours.

TABLE 4.—Scheduled weekly hours in factories, stores, and laundries, by industry

Industry	Number reported		Number with scheduled weekly hours of—																		
			Less than 44		44		More than 44, less than 48		48		More than 48, less than 50		50		More than 50, less than 54		54		More than 54		
	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	Establishments	Women	
Total	1 258	212,726	1 12	807	11	568	32	1,343	11	664	1 32	1,854	13	794	1 67	2,951	77	2,565	13	1,180	
Percent distribution of women		100.0		6.3		4.5		10.6		5.2		14.6		6.2		23.2		20.2		9.3	
Factories:																					
Bags, cloth	8	372			1	25					3	160	2	146	2	41					
Boxes and crates, wooden	7	121	3 2	39			1	13					3	52	1	17					
Clothing—																					
Men's work clothing	32	2,274	3	248	5	491	8	609	1	32	11	679	1	23	3	192					
Women's	16	1,150	1	11	1	23	2	79	1	96	4	126	4	501	3	314					
Infants' and children's	4	374					2	104			2	270									
Cotton textiles	1 13	855											1	45	1	17				12	793
Food—																					
Butter, eggs, and poultry	4	164					1	44			1	34			2	86					
Candy	1 12	344					1	53			4	79			4 5	93	3	119			
Nut shelling	5	648					1	23		1	150			1	87				1	387	
Other	14	513			1	6	5	223	3	51	5 1	1			3	173	2	60			
Hats	8	290					1	28			1	11			2	67	4	184			
Miscellaneous	14	714	2	434	2	16	5 4	73			2	49	2	27	2	68	1	47			
Stores:																					
Department and ready-to-wear	1 45	2,114	1	3					2	262	2	385			18	865	24	599			
Limited-price	32	529							1	57	1	14			12	255	18	203			
Laundries	1 48	2,264	4	72	1	7	6	94	2	16	1	46			13	676	25	1,353			

¹ Details aggregate more than total, as some firms reported more than 1 schedule of hours and some firms are entered in 2 industry groups.
² Includes foreladies, service workers, and designers, but excludes night workers, extras, and part-time workers and 223 women in 10 establishments for whom scheduled weekly hours were not reported.
³ This firm appears also in miscellaneous manufacturing (cigar).
⁴ Includes 1 firm that appears also in "other food" (bakery).
⁵ Includes 1 firm that appears also in candy.

Saturday hours

Saturday hours as reported by 258 firms were varied. Definite information on this subject was obtainable for over 13,000 women (including extra and part-time workers, foreladies, designers, and service employees), 47.6 percent of whom had Saturday schedules of from 8 to 9 hours. Slightly less than the proportion of women working a whole day on Saturday—at least 8 hours—is the proportion who had no Saturday hours scheduled or whose Saturday did not exceed 5 hours. There were 45.1 percent of the women in this class, just over two-fifths of whom put in a Saturday of exactly 5 hours. Even though only 18.1 percent of the women in all industries were employed in cotton mills and in women's and infants' and children's clothing factories, two-thirds of the women with a 5-hour Saturday schedule were in these industrial groups. In accordance with the more liberal economic standards prevailing in industry in the last few years, no Saturday work was required in the case of about 1 in every 14 women. In addition, 8.8 percent of the number reported had a Saturday of from 3 to 4 hours. Thus the Saturday hours of approximately one-sixth (15.9 percent) of the workers in these establishments in 1932 did not exceed 4. Well over half (55.8 percent) of the women on this short schedule were employees of men's work clothing plants, though this industrial group employed only about 17 percent of all reporting.

About 7 of every 8 of the approximately 3,000 women whose Saturday schedule was 9 hours were in laundries or in stores. No store worker had a Saturday of less than 8 hours, though in the laundry group some workers appear in each hour class from 3 to 9 and a very small percent (2.9) did no work on Saturday.

Lunch period

A 30-minute lunch period was customary for almost one-half (46.5 percent) of the 13,207 women reported. With the exception of stores and the making of infants' and children's garments, each industry had some workers with this lunch period.

The 14 industries having a 30-minute lunch period in some of their establishments show from 9.7 percent to 100 percent of their women with such an interval, and all but 3 of the 12 had at least 50 percent of their workers with a recess of this length.

One hour was allowed for lunch for nearly two-fifths (38.9 percent) of the women. There were 134 establishments in this class; over half (55.2 percent) were stores, all but 3 of which had a lunch period of 1 hour. A number of manufacturing industries had from 30 to 50 percent of their employees in this class.

On the whole, a 45-minute lunch period was not common, though one-half of the cotton textile plants and 2 of the 4 infants' and children's clothing establishments had this schedule. Fewer than one-tenth of all establishments, and about one-seventh of the total employees, had such provision.

WAGES

As many as 13,444 women were on the pay rolls of the 266 factories, stores, and laundries for the selected week in 1932. This

number includes the 687 special workers referred to before, who for various reasons cannot be compared with the others and are omitted from the tables showing distribution of earnings.

In the twelfth biennial report (1931-32) of the Texas Bureau of Labor Statistics, the commission, in stressing the need of a minimum-wage law for women and children, stated: "Wages being paid to women and children workers in this State are beyond dispute shamelessly inadequate and therefore against the public welfare. Happily, there are abundant indications that the public conscience is being aroused in behalf of the women and children workers, and it is felt that the legislature can no longer neglect the duty of enacting a minimum-wage law."

The minimum-wage law of 1919 was repealed in 1921 before any of its decrees had gone into effect. A weekly minimum of \$12 in all occupations was set by the wage commission at that time, but the repeal of the law made any such authorization invalid.

Median earnings

The distribution of women in the various industries and the medians of their week's earnings—half the women receiving more and half receiving less—appear in the following table, which presents such information according to racial group.

TABLE 5.—Median week's earnings of white, Mexican, and Negro women, by industry—late pay roll

[Median not computed where base less than 50]

Industry	Number of establishments	White women		Mexican women		Negro women	
		Number	Median earnings	Number	Median earnings	Number	Median earnings
Total.....	266	9,159	\$8.75	2,748	\$5.85	850	\$5.95
Factories.....	¹ 137	5,736	7.45	1,916	5.40	248	3.75
Bags, cloth.....	8	198	9.95	81	6.90	87	7.00
Boxes and crates (wood).....	8	127	8.20	8	.....	1	.....
Clothing.....	53	2,845	6.50	887	5.60	16	.....
Men's work clothing.....	32	1,856	7.15	391	5.50	3	.....
Women's.....	17	989	5.20	128	5.45	13	.....
Infants' and children's.....	4	.....	.....	368	5.70	.....	.....
Cotton textiles.....	13	924	7.80	17	.....	.....	.....
Food.....	135	1,191	7.95	387	3.80	144	2.65
Butter, eggs, and poultry.....	4	161	8.40	1	.....	.....	.....
Candy.....	12	314	8.10	16	.....	.....	.....
Nut shelling.....	7	341	4.15	236	2.65	144	2.65
Other.....	14	375	10.75	134	5.25	.....	.....
Hats.....	8	228	10.25	52	3.85	.....	.....
Miscellaneous.....	14	223	11.45	484	6.25	.....	.....
Stores.....	77	2,281	12.35	226	9.15	3	.....
Department and ready-to-wear.....	45	1,826	12.90	158	9.00	3	.....
Limited-price.....	32	455	9.70	68	9.25	.....	.....
Laundries.....	52	1,142	8.55	606	6.35	599	7.25

¹ Details aggregate more than total because some establishments appear in more than 1 industry group.

The low wages paid to women in most Texas industries in the depression year of 1932 are indicated by the medians of their earnings in this table. The reader is reminded that in each case half the women received even less than the amount specified, and how they managed to live on such earnings is not easy to understand.

As is almost always the case, there were wide variations in the wage standards of the reporting firms, and naturally there are great differences in the medians of the various industries. In fact, the latter have a range in the case of white women of from \$4.15 in nut shelling to \$12.90 in department and ready-to-wear stores. The white women's median for all factories—\$7.45—appears to be largely the result of the wage levels in clothing, where practically half the white women were employed.

The three races differed greatly in numbers, industries, and earnings. Three-fifths of the white women were in factories, one-fourth were in stores, and the smallest group—one-eighth—were in laundries. Seven-tenths of the Mexican women were in factories, only one-twelfth were in stores, and more than one-fifth were in laundries. Seven-tenths of the Negroes were in laundries—still their chief industrial employment—and about three-tenths were in factories. Only 3 Negro women of the 850 reported were employed in stores.

As race plays so large a part in the great variety of numbers employed and wages paid, it is of interest to note the few cases in the table that stand out as exceptional:

Median earnings of the total Mexicans and the total Negroes were practically alike.

Cloth bags employed about equal numbers of Mexicans and Negroes, and they had about the same median; laundries employed about equal numbers but paid Negroes more.

Mexicans and Negroes in nut shelling had the same median.

Only Mexicans were employed on infants' and children's clothing. Mexicans on women's clothing had a slightly higher median than white women.

White women in miscellaneous manufacturing were outnumbered more than 2 to 1 by Mexicans.

In only four of the industries for which white women's medians are reported were there too few Mexicans for a similar computation. In women's clothing the Mexican median was the higher by 25 cents; in all other cases it was lower, generally much lower. The differences ranged from 45 cents, in limited-price stores, to \$6.40 in the manufacture of hats of various types.

Negro women had as many as 50 of their race employed in only 3 cases—the making of cloth bags, the shelling of nuts, and laundry work. In the first named their wage level was practically the same as that of Mexican women, and both were greatly below that of white women. In laundries the Negro women had a median substantially above that of Mexicans but well below the figure for white women.

The following summary shows the medians for all workers in the three chief classifications as well as several of their important subordinate groups.

Industry	Number of women	Median earnings	Industry	Number of women	Median earnings
Total	12,757	\$7.65	Stores	2,510	\$12.10
Factories	7,900	6.70	Department and ready-to-wear	1,987	12.75
Clothing	3,748	6.25	Limited-price	523	9.65
Men's work clothing	2,250	6.80	Laundries	2,347	7.25
Women's	1,130	5.25			
Cotton textiles	941	7.75			
Food	1,722	6.15			
Nutshelling	721	3.30			

Distribution of earnings

To make clearer the wage status of these women, they are grouped in the following table according to race, industry, and the percents who were paid less than \$6 and \$12 or more for the 1932 pay-roll week reported on.

TABLE 6.—Percent of the women in factories, stores, and laundries with week's earnings of less than \$6 and of \$12 and over, by race—1932

Week's earnings	Number of women and percent with earnings as specified			
	Total reported	White	Mexican	Negro
FACTORIES, STORES, AND LAUNDRIES				
Number of women	12,757	9,159	2,748	850
Less than \$6	31.6	25.2	52.4	32.6
\$12 and over	19.0	25.2	3.7	2.7
FACTORIES				
Number of women	7,900	5,736	1,916	248
Less than \$6	42.6	35.8	59.7	66.5
\$12 and over	11.9	15.4	2.8	2.4
DEPARTMENT AND READY-TO-WEAR STORES				
Number of women	1,987	1,826	158	3
Less than \$6	4.7	3.5	19.0	
\$12 and over	60.0	63.3	23.4	
LIMITED-PRICE STORES				
Number of women	523	455	68	
Less than \$6	7.6	7.5	8.8	
\$12 and over	16.6	17.8	8.8	
LAUNDRIES				
Total	2,347	1,142	606	599
Less than \$6	22.5	13.8	42.7	18.7
\$12 and over	8.7	15.9	1.0	2.8

Table I in the appendix shows in detail the week's earnings of women in each of the three racial groups found at work in Texas, and in these groups combined. More than half of the white and of the Mexican women were in factories, and in both cases manufacturing has the lowest earnings of all. The majority of the Negro workers were in laundries, and these workers had very much higher earnings than had the Negro women in factories.

Earnings by occupation

From unpublished tables correlating wages, occupation, and race, interesting facts may be gathered. As already stated, the chief manufacturing group—clothing plants—employed very few Negro women, and one branch of this industry—infants' and children's clothing—reported earnings only for Mexican workers. More than half of these Mexican women were machine operators and the medians for this kind of work were \$5.60 for the week taken in 1932 and \$7.25 for that in 1931. It is surprising to see the low median of hand workers in these plants; half the women doing hand sewing in 1932 received less than \$2.90, just about half the amount of the median of machine operators. Week's earnings of hand sewers ranged from less than \$1 to the \$11-and-less-than-\$12 class; only 1 woman, however, received the highest amount, the next being in the \$7-and-less-than-\$8 class. Nearly three-fifths of the 75 workers had week's earnings of \$1 and less than \$4.

The two other types of this industry—men's work clothing and women's clothing—employed the great majority of their workers, Mexican as well as white, as machine operators. The medians in 1932 for machine operators in men's work clothing plants were lower than those in 1931 by 23.2 percent for white women and 12.7 percent for Mexican women.

Most of the employees reported in cotton mills were white, and in 1932 all but about one-sixth of them, in 1931 all but about one-fifth, were in the spinning and weaving departments. The spinners and the spoolers and winders comprised close to half (48.4 percent) of the women reported in 1932, and these two groups had the lowest medians in the industry in that year. In 1931, with a smaller proportion (42.4 percent) of the women in these occupations, the medians of earnings were not far from three-fifths (57.7 percent and 56.3 percent, respectively) higher than in 1932.

Though the spinning department as a whole showed a decrease in the employment of women, it is interesting to see that the number of actual spinners increased considerably. The proportion of spinners increased from 37 percent to 49 percent of all in the department. Spoolers and winders remained about as they were in 1931. The large decrease was for the varied group of creelers, warpers, doffers, spares, and occupation not reported, which declined from 24 percent to 13 percent of all in the department. The weaving department showed a slight increase. In both years workers in the cloth department had the highest median of earnings.

Hat manufacture in 1932 had the highest median for white women in any one manufacturing industry studied. The majority of the women were white, and most of them were hand workers. In 1932 the median of the earnings of hand workers, like that of all white workers, was \$10.25. In the week taken in 1932 only about one-

eighth of the women in machine operating and in hand work earned \$15 or more, though 28.6 percent of the hand workers and 19.3 percent of the machine operators had such earnings in the week in 1931.

In the making of bags, power-machine sewers' earnings decreased appreciably. There were 85 women in this occupation in each year and their median earnings were \$13.95 in 1931 but only \$10.70 in 1932.

In laundries, white women engaged as sorters and bundlers or as markers had medians of over \$10. These two occupation groups comprised one-fourth of the women in the industry. Flat work, which occupied nearly three-eighths of the white women, had the lowest median, \$7.45. Similar proportions were in these occupations in 1931, but the median was higher then in each case, 10 percent higher for sorters and bundlers and approximately 16 percent higher for markers and for those on flat work.

The median of earnings of white saleswomen in department and ready-to-wear stores for the week in 1932 (\$13.40) was 50 cents higher than the median of all white women in this industry. Saleswomen had a wider range of earnings than had other occupations, though not the highest median. The highest wage reported in the study (\$41) was in this occupation. In contrast to other branches of this industry, in which more than one-third (35.6 percent) of the women—when considered together—received less than \$10, only about one-seventh (14.1 percent) of the saleswomen had earnings as low as that. A further contrast is found in the proportions who received \$15 or more a week, almost two-fifths of the saleswomen but only one-fifth of the women engaged otherwise in department stores.

In 1932, 3.9 percent of the white women in department and ready-to-wear stores were extras or part-time workers, the numbers being as follows:

Regular workers.....	1, 826
Extras and part-time workers.....	72

The corresponding figures for 1931 are—

Regular workers.....	1, 989
Extras and part-time workers—	
Number.....	145
Percent of total.....	7.3

In 1932, 32.9 percent of the white women in limited-price stores were not on the full-time roll. The figures were—

Regular workers.....	455
Extras and part-time workers.....	223

The corresponding figures for 1931 are—

Regular workers.....	368
Extras and part-time workers—	
Number.....	156
Percent of total.....	29.8

Median earnings of extras were the same, or practically the same, in both years in each type of store:

	1932	1931
Department and ready-to-wear stores.....	\$2.55	\$2.55
Limited-price stores.....	1.60	1.65

The medians of the wage figures in certain occupations in department and ready-to-wear stores for 1932 and 1931, respectively, are as follows: Sales, \$13.40 and \$15.40; cashier, \$11.10 and \$12.20; alteration and pressing, \$13.70 and \$15.95; and stock, wrap, pack, and label, \$10.15 and \$10.20.

Sales employed more than three-fifths (62.7 percent) of the Mexicans in department and ready-to-wear stores in 1932, and the median of their earnings was \$10.35. Their median in 1931 was about \$2 higher than this.

In limited-price stores in 1932 the median for white saleswomen was \$9.60 and only 22 of the 424 white employees received as much as \$15. In 1931 there were fewer white saleswomen in these stores and their median was \$10.20. Mexican saleswomen show medians of \$9.25 in 1932 and \$9.60 in 1931.

WHITE WOMEN

Earnings distribution

In the factories, stores, and laundries visited in Texas earnings were recorded for more than 9,000 white women.

Well over half (55.6 percent) of the 5,736 white women in factories in 1932 received \$4 and under \$10 as their week's earnings. Of the 5 percent who received as much as \$15, half were in only two groups—other food (largely meat packing) and men's work clothing.

The 1932 figures are distributed in \$6 groups in the summary following. Only in department stores did as many as 18 percent of the women earn \$12 or more. No group but department stores had as many as 3 percent earning \$18 or more. For more detailed wage figures see table I in the appendix.

Week's earnings	White women, 1932									
	Three industrial groups		Factories		Stores				Laundries	
					Department and ready-to-wear		Limited-price			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	9, 159	100.0	5, 736	100.0	1, 826	100.0	455	100.0	1, 142	100.0
Less than \$6.....	2, 310	25.2	2, 054	35.8	64	3.5	34	7.5	158	13.8
\$6, less than \$12.....	4, 545	49.6	2, 797	48.8	606	33.2	340	74.7	802	70.2
\$12, less than \$18.....	1, 914	20.9	810	14.1	873	47.8	75	16.5	156	13.7
\$18 and more.....	390	4.3	75	1.3	283	15.5	6	1.3	26	2.3
Median.....		\$8.75		\$7.45		\$12.90		\$9.70		\$8.55

Earnings and time worked

Time worked was recorded for slightly more than 6,500 white women, the great majority of whom (77.8 percent) had their employed time recorded in hours. Of the 5,073 women to whom this applies, three-fifths (59.4 percent) had worked a week of at least 48 hours, and about one-eleventh of these, practically all of them factory

workers, had put in more than 54 hours of work in the week considered representative.

The proportion of store workers with a week of 48 hours or more is far greater than the proportion in either factories or laundries. In department stores about 7 of every 8 women, and in limited-price stores 9 of every 10, had a week of this length, though none worked more than 54 hours. The laundry figures show that half the women worked as much as 48 hours a week, while in factories the proportion was two-fifths.

It is equally important to know, in relation to the depression and to the later development of the N. R. A. and code control of industry, what proportions of the women worked less than 40 hours on the pay-roll records in 1932. These comprised about one-fourth of the laundry workers and just over one-third of those in factories, but, as might be expected, less than 5 percent of the women in stores.

Of the 1,450 women for whom time worked was reported in days, 4 of every 5 (79.4 percent) worked on 5 or more days of the week, the proportions varying from 70 percent in limited-price stores to 89 percent in laundries.

TABLE 7.—Median week's earnings of white women in the various industrial groups, by time worked—1932

[Median not computed where base less than 50]

Time worked	White women employed in—							
	Factories		Stores				Laundries	
			Department and ready-to-wear		Limited-price			
	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings	Number of women	Median earnings
A.—WOMEN WHOSE TIME WORKED WAS REPORTED IN HOURS								
Total reported.....	2,386	\$8.30	1,510	\$12.90	360	\$10.00	817	\$8.70
Less than 30 hours.....	423	4.00	34	-----	8	-----	73	4.15
30, less than 35 hours.....	190	6.25	21	-----	5	-----	40	-----
35, less than 40 hours.....	191	7.10	14	-----	7	-----	95	6.80
40, less than 44 hours.....	294	8.50	86	11.40	7	-----	83	7.60
44, less than 48 hours.....	312	9.50	46	-----	5	-----	125	9.25
48 hours.....	30	-----	199	13.20	47	-----	9	-----
More than 48, less than 54 hours.....	586	9.70	772	13.20	120	9.85	176	9.85
54 hours.....	92	12.15	338	13.60	161	9.85	212	9.80
More than 54 hours.....	268	10.65	-----	-----	-----	-----	4	-----
B.—WOMEN WHOSE TIME WORKED WAS REPORTED IN DAYS								
Total reported.....	787	\$7.90	279	\$12.85	95	\$7.75	289	\$8.40
1 day.....	8	-----	8	-----	1	-----	4	-----
2 days.....	29	-----	8	-----	3	-----	5	-----
3 days.....	56	4.75	14	-----	8	-----	11	-----
4 days.....	88	6.70	27	-----	17	-----	12	-----
5 days.....	303	10.25	18	-----	19	-----	74	7.60
5½ days.....	250	7.70	26	-----	9	-----	12	-----
6 days.....	52	8.60	178	13.95	38	-----	171	9.05
7 days.....	1	-----	-----	-----	-----	-----	-----	-----

In general, the industrial groups show constant increases in the medians of earnings with increased hours until the excessive week of over 54 hours is reached, when the factory median declines by \$1.50. The two medians shown for limited-price stores are alike.

Days worked.—Seven-tenths of the women in factories whose days worked were recorded had worked on 5 or 5½ days. The peak of earnings is reached in the 5-day group, this median (\$10.25) being influenced, no doubt, by the higher wages paid in one branch of the food industry. Medians of the groups working a 5½- and a 6-day week were respectively one-fourth and one-sixth lower than \$10.25.

Nearly three-fifths of the workers in laundries, more than three-fifths of those in the department-store group, and two-fifths of those in limited-price stores had worked on 6 days.

Comparison of late and early pay-roll data

It is common knowledge that in 1932 wage levels were far below what they had been. To see to what extent earnings in Texas had shrunk within the year preceding the survey, pay-roll data for a week in 1931 were requested. The earnings of white women show declines between 1931 and 1932 ranging from 70 cents (6.7 percent) in limited-price stores to \$2.15 (14.3 percent) in the other store group. The factory median declined by \$1.95 (20.7 percent) and that in laundries by \$1.10 (11.4 percent).

The accompanying summary gives for both early and late pay rolls the number of women and the medians of earnings (half the women receiving more, half receiving less) in each of the industry groups covered in this section of the report.

Industrial group	1932		1931	
	Number of white women reported	Median earnings	Number of white women reported	Median earnings
Factories.....	5,736	\$7.45	4,995	\$9.40
Department and ready-to-wear stores.....	1,826	12.90	1,994	15.05
Limited-price stores.....	455	9.70	368	10.40
Laundries.....	1,142	8.55	1,223	9.65

The percent of white women earning as much as \$15 in 1932 and in 1931 in each of the industrial groups under consideration appears in the summary following. The figures are indicative of the great drop in wages during the year.

Industrial group	Number of white women reported		Percent earning \$15 or more	
	1932	1931	1932	1931
Factories.....	5,736	4,995	5.0	15.1
Department and ready-to-wear stores.....	1,826	1,994	34.6	50.6
Limited-price stores.....	455	368	6.2	12.0
Laundries.....	1,142	1,223	6.7	12.3

In 1931 half the women in department and ready-to-wear stores received \$15 or more, but in 1932 the proportion was only a little over one-third. In the earlier year as much as \$15 was paid to 12 percent of the workers in the limited-price stores and in the laundries; in 1932, only between 6 and 7 percent of the workers got as much as this.

Section of the State.—The table next presented gives in summary form, according to section of State, wage data for 1931 and 1932 for the white women in the factories, stores, and laundries visited.

TABLE 8.—Number of white women and their median week's earnings in factories, stores, and laundries, by section of State—1932 and 1931

Section of State	Number of white women and their median earnings in—					
	Factories		Stores		Laundries	
	Women	Median earnings	Women	Median earnings	Women	Median earnings
	1932					
Total.....	5,736	\$7.45	2,281	\$12.35	1,142	\$8.55
Central.....	165	5.10	139	11.80	126	8.35
Eastern.....	239	7.15	112	13.00	83	7.15
Northern.....	4,084	7.55	1,124	12.50	455	8.90
Southern.....	1,124	7.10	760	12.25	408	8.70
Western.....	124	12.10	146	11.65	70	6.45
	1931					
Total.....	4,995	\$9.40	2,362	\$13.60	1,223	\$9.65
Central.....	186	10.45	129	12.85	124	9.40
Eastern.....	92	7.25	110	13.40	58	8.85
Northern.....	3,598	9.25	1,129	13.90	480	10.50
Southern.....	1,024	9.55	845	13.25	474	9.25
Western.....	95	13.05	149	13.70	87	8.10

In both 1932 and 1931 by far the highest median of earnings of white women in factories appears for the western section of the State—\$12.10 in the late pay roll and \$13.05 in the early. The former is from 60 percent to 137 percent higher and the latter is from 25 percent to 80 percent higher than the medians for the other sections in these respective years. Medians were higher in each case in 1931 than in 1932; as a matter of fact, the year's decline in the amount of the median ranged from 51.2 percent in the central section to 1.4 percent in the eastern.

In 2 of the 9 factories in the eastern section of the State, pay-roll data for 1931 were not available, a fact that accounts for the great difference in the number of women reported in the 2 years. In 1932 the employees of these two firms comprised somewhat over three-fifths of the women with pay-roll data reported by factories in the eastern section. The medians of a week's earnings for this section in 1932 and 1931 were \$7.15 and \$7.25, respectively.

The central section alone shows fewer white women employed in manufacturing in 1932 than in the preceding year. The median of

earnings here dropped from \$10.45 to \$5.10, a decline of more than 50 percent in the year.

Over seven-tenths of the white factory workers were in the northern section of the State and the medians of week's earnings were \$7.55 in 1932 and \$9.25 in 1931. The southern section ranked second in numbers employed, with one-fifth of all the women in the survey in each year. The median of earnings for 1932 was only three-fourths of the median for 1931.

Because of their large numbers, the proportions of the white women in factories whose week's earnings were less than \$5 and as much as \$14 are shown for the two pay-roll periods in the table following.

TABLE 9.—Proportions of white women in factories whose earnings were less than \$5 and \$14 and over—1932 and 1931

Section of State	Number of white women reported in factories		Percent of women earning—			
	1932	1931	Less than \$5		\$14 and over	
			1932	1931	1932	1931
Central.....	165	186	47.9	15.6	0.0	21.5
Eastern ¹	239	92	23.8	30.4	3.8	3.3
Northern.....	4,084	3,598	24.8	14.8	8.0	18.0
Southern.....	1,124	1,024	29.5	16.4	6.9	20.1
Western.....	124	95	2.4	5.3	2.4	29.5

¹ Not strictly comparable, as 2 firms reported in 1932 had no pay-roll figures for 1931.

A slight examination of table 9 makes it clear that between the pay-roll week taken in 1931 and that taken in 1932 women's earnings in factories declined drastically in 4 of the 5 sections of the State. The one exception is the eastern, and there a comparison is invalidated by the fact that two establishments reported for 1932 did not provide figures for 1931. The other sections show that from about one-fifth to three-tenths of the women were paid at least \$14 in 1931, but that the corresponding range in 1932 was from zero to about one-twelfth. Further, the proportions paid less than \$5 increased greatly in three sections of the State, trebling in the central section, where almost one-half of the women received less than \$5 in the week reported for 1932.

Due to the higher wages in department stores it is usual for the mercantile industry to have a higher median of earnings than others have. In the present study this is true for each of the five sections. The medians of earnings of the white store workers for the different sections do not show the wide divergence within the year that is evidenced in the manufacturing group; on the contrary, the medians are fairly regular for each of the geographic divisions. The range in 1932 extended from \$11.65 for the western section to \$13 for the eastern, a difference of \$1.35. The western section of the State—the section having by far the highest median in the manufacturing industry—in 1932 had the lowest median for workers in stores.

In laundries medians for white workers were fairly consistent in the five sections of the State, the difference between the maximum

and minimum amounts being \$2.45 in 1932 and \$2.40 in 1931. The northern section had the highest median in both years; the western section the lowest.

MEXICAN WOMEN

Earnings distribution

In 1932 the median of earnings of the 1,916 Mexican women employed in the factories visited was \$5.40. In no branch of manufacturing was the median for the week more than \$6.90. Nut shelling was the occupation most poorly paid, the median on this work being only \$2.65. Close to 600 Mexican women (30.4 percent) received less than \$4 as their week's earnings; more than 1,100—three-fifths of the total—received less than \$6. At the other extreme, only 17 women received as much as \$15, most of these women being in plants making infants' and children's clothing. Only 111 women—less than 6 percent—earned as much as \$10.

In the next summary the week's earnings are shown in groups of irregular size so that \$6 classes may be compared with the summary for white women. For more detailed figures see table I in the appendix.

Week's earnings	Mexican women, 1932									
	Three industrial groups		Factories		Stores				Laundries	
	Number	Percent	Number	Percent	Department and ready-to-wear		Limited-price		Number	Percent
Total.....	2,748	100.0	1,916	100.0	158	100.0	68	100.0	606	100.0
Less than \$4.....	649	23.6	582	30.4	8	5.1	2	2.9	57	9.4
\$4, less than \$6.....	790	28.7	562	29.3	22	13.9	4	5.9	202	33.3
\$6, less than \$8.....	737	26.8	454	23.7	37	23.4	13	19.1	233	38.4
\$8, less than \$12.....	470	17.1	265	13.8	54	34.2	43	63.2	108	17.8
\$12, less than \$18.....	89	3.2	49	2.6	29	18.4	6	8.8	5	.8
\$18 and more.....	13	.5	4	.2	8	5.1			1	.2
Median.....	\$5.85		\$5.40		\$9.00		\$9.25		\$6.35	

Half of the Mexican laundry workers received less than \$6.35 in the pay-roll week selected as representative. The individual earnings ranged from less than \$1 to \$18 and under \$19. More than four-fifths of the women were paid less than \$8.

Wages of Mexican women in department and ready-to-wear stores ranged from \$2 to \$20 and more, one woman receiving \$26. The median of the week's earnings was \$9. Slightly over one-tenth of the women in such stores were earning \$15 or more. In no other industry did an appreciable number of Mexicans earn so much.

Limited-price stores had a somewhat higher median and paid a larger proportion of their workers at least \$8, but only two of the women exceeded \$12.

Earnings and time worked

For almost half (46.9 percent) of the Mexican factory employees time worked was reported in days; less than one-seventh (13.2 per-

cent) had the hours worked recorded, and the remaining two-fifths, practically all of them clothing workers, had no entry as to time worked on the books of the establishment. As a matter of fact, for about 85 percent of the almost 900 Mexican clothing workers reported, no record of time worked was available.

From unpublished data it appears that even if a week meant 48 hours or more or as much as 5 or 6 days, half the nut shellers working this full time received less than \$4. Only 1 of the 150 women with a week of such length received as much as \$8 for the week reported.

For well over half (55.3 percent) of the 253 Mexican women in factories whose hours worked were reported, the week was at least 48 hours long, but no Mexican woman had exceeded the 54-hour maximum of the State law. The median of earnings of workers with a week of from 48 to 54 hours was \$5.75.

Hours worked were reported for somewhat over three-fifths of the 606 women laundry workers; for slightly over one-sixth the record was in days. The 65 women whose week was between 25 and 40 hours had a median of \$4.90. As the hours of work increased the median likewise increased; for Mexicans working a 54-hour week in laundries it was three-eighths higher than the median for those employed 40 and under 44 hours. The group whose week was reported as 6 days, however, had a median of earnings (\$6.30) only slightly higher than the amount shown for those reporting in the 40-and-under-44-hour group (\$6.15).

Hours worked were recorded for well over four-fifths of the 158 women in department and ready-to-wear stores and almost 3 in 5 of this group had a 54-hour week. The median of earnings of these 54-hour workers was \$10.55.

The week's median of workers in limited-price stores for whom hours were recorded is the same as that of women with hours reported in the department-store group—\$9.70. In both, the majority of the women had their time worked reported in hours.

Comparison of late and early pay-roll data

The proportion of the Mexican women at work in factories, stores, and laundries whose week's earnings were \$10 or more was higher in 1931 than in 1932, the percents being 13.9 and 8.1, respectively. On neither pay roll had the limited-price stores any Mexican women earning as much as \$15.

In the accompanying table the year's decline in earnings is shown. The medians in 1932 are from 35 cents to \$1 below the medians of 1931.

TABLE 10.—Number of Mexican women and their median week's earnings in factories, stores, and laundries—1932 and 1931

Industrial group	1932		1931	
	Number of Mexican women reported	Median earnings	Number of Mexican women reported	Median earnings
Factories.....	1,916	\$5.40	1,550	\$6.05
Department and ready-to-wear stores.....	158	9.00	162	10.00
Limited-price stores.....	68	9.25	70	9.60
Laundries.....	606	6.35	682	7.35

Section of the State.—Mexican women were employed in factories in appreciable numbers in the southern and western sections of the State, but only 24 in this racial group were in factories in the northern section. Over three-fourths of the Mexicans were in the southern section, and the medians of the week's earnings in this section were \$6.10 for 1931 and \$5.45 for 1932, a decrease of 10.7 percent within the year.

The decrease in wage from 1931 to 1932 is emphasized in the proportion of Mexican women earning under \$5. In 1931 the factory data showed about 1 of every 3 Mexican women in the western section to be receiving less than \$5; in 1932 the proportion had become almost 1 of every 2 women.

The following table gives in summary form, according to section of State, wage data for 1931 and 1932 for the Mexican women in the factories, stores, and laundries visited.

TABLE 11.—Number of Mexican women and their median week's earnings in factories, stores, and laundries, by section of State—1932 and 1931

Section of State	Number of Mexican women and their median earnings in—					
	Factories		Stores		Laundries	
	Women	Median earnings	Women	Median earnings	Women	Median earnings
	1932					
Total.....	1,916	\$5.40	226	\$9.15	606	\$6.35
Central.....					25	(1)
Northern.....	24	(1)			56	7.50
Southern.....	1,480	5.45	97	7.75	310	6.35
Western.....	412	5.20	129	9.75	215	5.85
	1931					
Total.....	1,550	\$6.05	232	\$9.80	682	\$7.35
Central.....					24	(1)
Eastern.....					1	(1)
Northern.....	13	(1)			67	9.20
Southern.....	1,171	6.10	86	8.60	352	7.45
Western.....	366	5.95	146	10.15	238	6.75

¹ Not computed; base less than 50.

Mexican women were employed in the stores visited in two sections only—the southern and the western. Though this industrial group had almost as many Mexican as white women in the stores visited in the western section, the midpoint of earnings was lower for the Mexicans—in 1932 by one-sixth, in 1931 by one-fourth.

Mexicans in stores in the southern part of the State had lower medians than those in the western section.

In 3 sections—northern, southern, and western—Mexican laundry operatives numbered at least 50. In both years the median was highest in the northern and lowest in the western, but between 1931 and 1932 these medians declined 18.5 percent and 13.3 percent, respectively.

NEGRO WOMEN

Earnings distribution

Negro women in Texas factories were a low-paid group; in the pay-roll week in 1932 only 8 of the 248 reported received as much as \$10. In the next summary the earnings, like those of Mexican women, are shown in small classes without obscuring a comparison of \$6 groups. See appendix table I for more detailed figures.

Week's earnings	Negro women, 1932							
	Three industrial groups		Factories		Department and ready-to-wear stores		Laundries	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	850	100.0	248	100.0	3	(1)	599	100.0
Less than \$4.....	191	22.5	132	53.2			59	9.8
\$4, less than \$6.....	243	28.6	33	13.3			210	35.1
\$6, less than \$8.....	295	34.7	47	19.0			248	41.4
\$8, less than \$12.....	108	12.7	30	12.1	3	(1)	75	12.5
\$12, less than \$18.....	11	1.3	4	1.6			7	1.2
\$18 and more.....	2	.2	2	.8				
Median.....	\$5.95		\$3.75		(1)		\$7.25	

¹ Not computed; base less than 50.

Earnings and time worked

Hours worked were reported for most of the laundry workers. In 1932 more than three-fifths (63 percent) had worked less than 48 hours, but more than one-fifth (22.6 percent) had worked at least 54. In 1931, 45 percent had worked less than 48 hours and practically two-fifths (39.5 percent) had worked 54.

Comparison of late and early pay-roll data

Pay-roll data of Negro women in nut-shelling plants, the industry showing the majority of the Negro women in manufacturing, were not available for 1931. As this industry comprised close to three-fifths (58.1 percent) of the Negro women reported in the factories visited in 1932, the low wages paid nut shellers must exert considerable influence on the median of the factory group. The midpoint of earnings in manufacturing for the pay-roll week of 1931 is \$6.15; for that of 1932 it is only \$3.75.

In laundries the earnings of 628 Negro women were reported in 1931 and of 599 in 1932. The median of earnings in 1932 was \$7.25, an amount less by 14.2 percent than the corresponding figure for 1931.

The summary following gives the number of Negroes reported in factories and laundries and the medians of earnings in 1932 and 1931. There were too few Negroes in stores to justify a comparison of medians.

Industrial group	1932		1931	
	Number of Negro women reported	Median earnings	Number of Negro women reported	Median earnings
Factories.....	248	\$3.75	86	\$6.15
Laundries.....	599	7.25	628	8.45

Section of the State.—Pay-roll data of Negro women in factories in the various sections were not available for 1931. Of the two sections in which records were reported for 1932 the northern part of the State showed a very low median, \$2.70, while in the southern section the amount was \$7.15. Though 2 of the 150 women in the north were paid \$20 or more, only 10 (6.7 percent) were paid as much as \$5 and 29 received less than \$2. Practically nine-tenths of the Negro women in the south received \$5 or more, though none got as much as \$14. The table next presented gives in summary form, according to section of State, wage data for 1931 and 1932 for the Negro women in the factories and laundries visited.

TABLE 12.—Number of Negro women and their median week's earnings in factories and laundries, by section of State—1932 and 1931

Section of State	Number of Negro women and their median earnings in—			
	Factories		Laundries	
	Women	Median earnings	Women	Median earnings
	1932			
Total.....	248	\$3.75	599	\$7.25
Central.....			36	(¹)
Eastern.....			74	6.55
Northern.....	150	2.70	187	7.40
Southern.....	98	7.15	302	7.05
	1931			
Total.....			628	\$8.45
Central.....			28	(¹)
Eastern.....			78	8.00
Northern.....			187	8.70
Southern.....			335	8.45

¹ Not computed; base less than 50.

No negro laundry workers were in the plants visited by the Women's Bureau in the western section of the State, and there were fewer than 50 women reported in the central part. In the other three divisions the highest medians of earnings were for those in the northern section and the lowest were for the eastern.

EARNINGS AND PERSONAL INFORMATION

Earnings by age

White women.—It is important to ascertain whether the younger or the older workers received the higher earnings. From table 13 it appears that white women in Texas factories had a gradual rise in earnings up to the 35-and-under-40-year age group, then there was a decline, and the median of the 40-and-under-50 and the 50-and-under-60 groups (these having the same amount) was only 5

cents above the median of the workers who were 18 and under 20. The median for these two older groups was 40 cents lower than that for all in manufacturing (\$8.35).

TABLE 13.—Median week's earnings of white women in factories, stores, and laundries, by age—1932

Age group (years)	Factories		Stores				Laundries	
	Num-ber of women	Median earn-ings	Department and ready-to-wear		Limited-price		Num-ber of women	Median earn-ings
			Num-ber of women	Median earn-ings	Num-ber of women	Median earn-ings		
Total.....	3,026	\$8.35	1,050	\$13.00	334	\$9.80	851	\$8.75
Under 18.....	80	5.85	11	(¹)	7	(¹)	19	(¹)
18, under 20.....	237	7.90	56	9.00	77	9.00	81	8.25
20, under 25.....	646	8.60	205	11.35	140	9.60	205	8.60
25, under 30.....	553	8.75	198	12.70	59	10.75	135	9.00
30, under 35.....	409	8.80	131	13.65	19	(¹)	107	9.45
35, under 40.....	374	8.40	175	15.20	17	(¹)	107	8.75
40, under 50.....	491	7.95	208	14.60	13	(¹)	135	8.85
50, under 60.....	197	7.95	57	13.95	2	(¹)	52	8.80
60 and over.....	39	(¹)	9	(¹)			10	(¹)

¹ Not computed; base less than 50.

In department and ready-to-wear stores the high point in earnings was reached at 35 and under 40 years (\$15.20). Women whose ages fell in the groups between 18 and 30 years had medians lower by from 30 cents to \$4 than the median for the total, and these younger groups had amounts from \$2.50 to \$6.20 less than the highest median (\$15.20). At 40 years and above, the medians declined, though remaining higher than any figure but the maximum.

In limited-price stores it was possible to show a median of a week's earnings for only three age groups, covering 18 and under 30 years. Though there was a gradual increase with age, only the 25-and-under-30 group exceeded the median (\$9.80) for the total in this type of store.

Between the medians for girls of 18 and under 20 and for women of 30 and under 35, factory earnings advanced by only 90 cents and laundry earnings by \$1.20, in contrast to \$4.65 in department and ready-to-wear stores. In stores of these types there was a still higher figure for women of 35 and under 40, though earnings declined for women of 35 and over in factories and laundries. However, in laundries the medians of women at least 40 years old remained higher than the figures for girls under 25.

Almost two-thirds (64.1 percent) of the white women in manufacturing who were 60 years old or more received less than \$9 a week, as did well over four-fifths (85 percent) of the girls under 18. Five of the ten women in laundries who were 60 or older were paid less than \$9, but 7 of the 9 women of this age in department and ready-to-wear stores received at least \$13.

Mexican women.—Except for manufacturing, too few Mexican women appear in the various age classes to make the computation of

a median worth while. The medians for five age groups in factories are as follows:

Age group (years)	Median earnings
18, under 20	\$5.25
20, under 25	5.90
25, under 30	5.80
30, under 35	5.95
35, under 40	5.55

Negro women.—The only industry for which it is possible to show median earnings of Negro women by age is laundries. The figures indicate that the older women were paid better than the younger.

Age group (years)	Median earnings
20, under 25	\$6.60
25, under 30	7.30
30, under 35	7.65
35, under 40	7.55
40, under 50	7.80

Earnings by marital status

White women.—Approximately one-sixth (17.6 percent) of the 6,440 white women in factories, stores, and laundries who reported their marital status did not appear on the firms' pay rolls for the week selected as representative in 1932. The 5,309 for whom payroll data were obtained are classified in the following table according to industry and marital status, with the median of the earnings of each group for the week specified.

TABLE 14.—Median week's earnings of white women in factories, stores, and laundries, by marital status and industry—1932

Industrial group	All women reporting		White women who were—							
			Single		Married		Widowed		Separated or divorced	
	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings	Number	Median earnings
Factories	3,034	\$8.35	889	\$8.15	1,389	\$8.55	518	\$8.45	238	\$7.70
Department and ready-to-wear stores	1,091	13.15	433	12.20	389	13.75	175	13.90	94	13.65
Limited-price stores	337	9.80	235	9.55	66	10.55	18	(¹)	18	(¹)
Laundries	847	8.75	278	8.60	302	9.00	178	9.00	89	8.30

¹ Not computed; base less than 50.

A comparison of the figures for the various industries according to the women's marital status shows that the separated or divorced women had the lowest medians in factories and laundries and next to the lowest in the larger group of stores. To what extent they were younger than the other women is not possible to decide. They were so much smaller a group as to be hardly comparable. In general, the married and the widowed women had the highest wage levels. The former comprised much the largest group in factories and somewhat the largest in laundries.

Mexican women.—It was not possible to correlate earnings and marital status for the Mexican workers in the industry groups under discussion. The number reporting marital status in most cases was not large enough for the computation of median earnings. For married women in the factory group the median was \$5.45. Only in manufacturing was more than one of the marital groups large enough to compute a median, and here the married women had the lowest median, \$5.45. Widowed women had the highest, \$6.55. The median for single women was \$5.70. Single women in laundries had a median of \$6.90, and in department and ready-to-wear stores their median was \$8.10.

Negro women.—Laundries had almost seven times as many Negro women reporting marital status and earnings as appear in the manufacturing group, and each of the marital classes in laundries was sufficiently large for the computation of a median. Separated or divorced women had the lowest median, \$6.85. The next lowest was \$7, that for single women. Widowed women had the highest median, \$7.85, and that for married women was next, \$7.60.

Earnings by time with the firm

White women.—In factories the median of earnings of the women who had been with the firm 6 months and less than a year was a dollar higher than the median for service of less than 6 months. Similarly, there was a gain of a dollar in the median for 2 years' service over the median for 1 year's. For the periods that together make 3 and under 10 years and for 15 years and over, the medians were \$8.95 or \$9. The maximum (\$9.65) was for the group with service of 10 and under 15 years.

TABLE 15.—Median week's earnings of white women in factories, stores, and laundries, by time with the firm—1932

Time with the firm	Number of white women and their median earnings in—							
	Factories		Stores				Laundries	
			Department and ready-to-wear		Limited-price			
Women	Median earnings	Women	Median earnings	Women	Median earnings	Women	Median earnings	
Total	3,009	\$8.35	1,094	\$13.15	339	\$9.80	847	\$8.75
Less than 6 months	308	6.70	22	(¹)	49	(¹)	26	(¹)
6 months, less than 1 year	248	7.70	58	10.65	42	(¹)	61	7.65
1, less than 2 years	413	7.55	160	12.40	88	9.70	131	7.90
2, less than 3 years	329	8.55	149	12.30	62	9.70	145	8.55
3, less than 4 years	337	8.95	104	11.65	37	(¹)	128	8.60
4, less than 5 years	284	9.00	107	13.10	19	(¹)	99	9.45
5, less than 10 years	771	9.00	293	13.50	33	(¹)	185	9.55
10, less than 15 years	220	9.65	138	15.45	8	(¹)	49	(¹)
15 years and more	99	8.95	63	16.75	1	(¹)	23	(¹)

¹ Not computed; base less than 50.

For white workers in department and ready-to-wear stores the lowest median (\$10.65) was for the lowest experience group with enough women for the computation of a median (6 months and less than a

year); the second year's experience increased this median by \$1.75. Slight declines followed, but with 4 years' service the median passed \$13; it reached the maximum (\$16.75) for the women who had spent 15 or more years in the establishment.

Most experience groups of workers in the limited-price stores were small; only two—respectively 1 and under 2 years and 2 and under 3—had numbers large enough to compute a median, and for these the figure was the same, \$9.70.

The medians for laundry workers show an unbroken though irregular progression. The highest median, \$9.55, is for the workers (22 percent of the total) who had been 5 and under 10 years with the firm. No median is available for laundry workers whose experience was as much as 10 years.

Mexican and Negro women.—For the Mexican women in factories the lowest median, \$4.10, was for the group with less than 6 months' experience, and the maximum, \$6.45, was for the women 3 and under 4 years with the firm. There was a slight decline in the medians for longer service.

A gradual increase in the earnings of Negro women in laundries according to experience with the plant is indicated by the medians, which rose from \$6.65 to \$7.85 in the various experience groups.

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Part III.—HOTELS AND RESTAURANTS

The irregularity of hours in hotels and restaurants requires tabulation and analysis totally different from those of other industries. It is not uncommon for women to have both long and short days in the same week, and waitresses are accustomed to being required only at meal times, with periods of from 1 to 3 hours off duty between. Because of this irregularity, which makes it difficult to classify employees according to the daily hours worked, the workday and not the employee is taken as the unit. To take an extreme case, the workdays of a woman with such a schedule as Monday 6 hours, Tuesday 4, Wednesday and Thursday 6, Friday 4, and Saturday and Sunday 9 (a total of 44) would be tabulated as 4 hours, 2; 6 hours, 3; 9 hours, 2. Thus one woman may appear in the table 7 times, if that is the number of days in her scheduled week, and the total number of employee-days is likely to be 6 or 7 times the number of women for whom scheduled hours are reported.

Length of employee-days

Length of the days on which work was done was obtained for nine-tenths of the 1,014 hotel and restaurant employees for whom pay-roll data were secured in the Texas survey. These 909 women were reported to have worked 5,893 days in the week selected as representative of the industry, an average of 6½ days per employee. According to racial group the average week of the white and Mexican women was found to be 6.3 days each, of the Negro women 6.9 days. The employee-days in the week selected were for the most part those of white women; three-fifths of the number reported were worked by women of that race. The table following shows for each race and for all women the number of days of long, average, and short duration worked in the week for which records were obtained.

TABLE 16.—Length of employee-days of 909 women in hotels and restaurants, by race of women

Actual length of day (hours)	Employee-days of—							
	All races		White women		Mexican women		Negro women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Number of women.....	909		563		39		307	
Total employee-days.....	5,893	100.0	3,525	100.0	245	100.0	2,123	100.0
Less than 6.....	328	5.6	251	7.1	7	2.9	70	3.3
6, less than 7.....	612	10.4	399	11.3	45	18.4	168	7.9
7, less than 8.....	2,706	45.9	1,528	43.3	23	9.4	1,155	54.4
8.....	1,454	24.7	679	19.3	115	46.9	660	31.1
More than 8, less than 9.....	268	4.5	176	5.0	40	16.3	52	2.4
9.....	525	8.9	492	14.0	15	6.1	18	.8

Seven-tenths of the employee-days of hotel and restaurant workers were 7 to 8 hours in length, only just over one-third of these being 8 hours. Negro women had the largest percentage of days of 7 to 8 hours, 85.5 percent in contrast to 62.6 percent for white workers. Employee-days of less than 6 hours and of 9 hours were comparatively few, comprising only 5.6 percent and 8.9 percent, respectively, of the total number of days worked. In both these groups white waitresses were the predominating workers. Three-fourths of all the women were waitresses or chambermaids. No Negro or Mexican was reported as a waitress, these two racial groups being almost wholly chambermaids.

White women.—Employee-days of waitresses comprised almost two-thirds (64.3 percent) of the days worked by white women and in 7 of every 10 cases the women were employed in hotels. Waitresses had the longest working hours, for 91.6 percent of the work-days of 9 hours for white women were reported for this occupation. On the other hand, days of under 6 hours were in only three-fifths of the cases (59.4 percent) those of waitresses, and well over half of this number were for waitresses in stores, where as many as 51 percent of the days, in contrast to 8.8 percent of those in hotels and 12.9 percent of those in other branches, were under 7 hours in length. Only one-fifth of the employee-days of store waitresses were 7 to 8 hours long, though roughly two-thirds of the days of waitresses in hotels and other branches were so reported. However, stores had a higher proportion than the average for waitresses at over 8 hours. The figures show that the average week worked by waitresses was one of 6 days (6.1).

Servers and floor girls and cashiers and checkers were the two classes ranking next to waitresses, though only about one-tenth of the women were in each of these occupational groups. Few of their days were longer than 8 hours; almost three-fourths were 7 to 8 hours.

Twenty-one of the twenty-six elevator operators with length of workday reported were white, and 83 percent of the days they worked were from 6 to 8 hours. The elevator operators show an average week of 7 days.

Negro women.—For the 307 Negro women whose time was reported, the average week was 7 days (6.9). Well over four-fifths of their employee-days were 7 to 8 hours, and practically all these were worked by chambermaids, the occupation of 92.5 percent of the Negro women reported. Nine-tenths of the almost 2,000 employee-days of the chambermaids were 7 to 8 hours long. No chambermaids worked more than 8 hours and only a small proportion (3.2 percent) of the employee-days were less than 6 hours.

Only a few Negro women were kitchen or pantry workers, servers or floor girls, or elevator operators (only 1 of the last named), and the days they worked corresponded roughly to their proportion among women of this race.

Mexican women.—Mexicans in this industry were for the most part chambermaids, and their workdays usually were 8 and under 9 hours. As many as 90.8 percent of the employee-days of Mexicans fell in this group.

Spread of hours

The broken days of many hotel and restaurant workers, with hours off duty between their employed periods and a total spread of hours in many cases extending from early morning to late evening, constitute one of the worst evils of this industry.

One-fifth (19.3 percent) of the 3,422 employee-days of white women with beginning and ending hours reported had a spread of from 12 to 21 hours, but only the two 21-hour days were as much as 16 hours. Practically four-fifths of these long days were those of waitresses. Less than one-half (47.6 percent) of the employee-days of white women had a spread of 7 and under 9 hours, though days with such hours actually worked constituted 67.6 percent of the total. Only about one-fifth (21.4 percent) of the days had so short a spread as less than 8 hours, though the proportion of days with less than 8 hours actually worked was about 62 percent.

More than half the employee-days of waitresses had a spread of 8 and under 10 hours and 29 percent of the days reported were at least 10 hours from beginning to end of work, 2 of them having the 21-hour over-all referred to.

With the exception of the one elevator operator, several of whose days had a spread of 15 and under 16 hours, no Negro woman had a day with over-all hours of more than 10. In fact, practically all the employee-days of Negro women had a spread of from 6 hours to 9 and under 10 hours, and all but a few (95.9 percent) of their days actually worked were 6 and under 9 hours. Only two-thirds of the employee-days of white women had a spread of hours that fell in the 6-and-under-10-hour class. Such a bulking was no doubt due to the occupation of the predominating group—in the case of white women, waitresses; of Negro women, chambermaids.

In the summary following are shown the number of hours actually worked and the number of hours from beginning to ending work for the employee-days (as defined on page 33) of all white women reported and the white waitresses in hotels. The distributions indicate the greater spread of hours for waitresses than for the total group of which they are a part.

Hours	563 white women, all occupations				255 white waitresses in hotels			
	Employee-days with actual working time as specified		Employee-days with spread of hours as specified		Employee-days with actual working time as specified		Employee-days with spread of hours as specified	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reported.....	3,525	100.0	3,422	100.0	1,539	100.0	2,153	100.0
Less than 6.....	251	7.1	171	5.0	34	2.2	7	.5
6, less than 7.....	399	11.3	158	4.6	102	6.6	14	.9
7, less than 8.....	1,528	43.3	405	11.8	723	47.0	123	8.1
8, less than 9.....	855	24.3	1,224	35.8	364	23.7	629	41.6
9, less than 10.....	492	14.0	487	14.2	316	20.5	221	14.6
10, less than 12.....	.....	.....	315	9.2	.....	.....	60	4.0
12, less than 14.....	.....	.....	385	11.3	.....	.....	278	18.4
14, less than 16.....	.....	.....	275	8.0	.....	.....	179	11.8
More than 16 (21 hours).....	.....	.....	2	.1	.....	.....	2	.1

¹ For 18 women, with 103 employee-days, spread of hours was not reported.
² For 5 women, with 26 employee-days, spread of hours was not reported.

Uniform schedule and unbroken shifts

The irregularity of hours having been referred to, it is interesting to find that for more than three-fifths (61.7 percent) of the 835 women with information reported, all days in the week had the same hours; 35.4 percent (about 3 in 5 of them chambermaids) had two schedules of hours; only 2.9 percent—24 women, 22 of them waitresses—had more than two schedules.

Another interesting thing is that almost half (47.5 percent) of the women worked what is reported as "one unbroken shift", in spite of days of 7 to 9 hours and the custom of receiving meals as part compensation. The explanation is, of course, that in large numbers of cases the employees are not considered off duty while eating their meals and are liable to interruption if needed.

Of the white women reported, close to two-thirds of the cashiers and checkers, seven-tenths of the kitchen and pantry workers, and nearly three-fifths of the waitresses (2 in 3 of them hotel employees) had no break off duty on any day of the week.

No white woman had a day broken by more than two periods off duty. Over one-sixth (17.7 percent) of the waitresses and more than seven-tenths of the white servers and floor girls on a uniform schedule had one period off duty. Altogether, one-fifth (21.1 percent) of the white women on a uniform schedule had their day broken by one period and one-twelfth (8 percent) by two periods off duty.

As already stated, the majority—about 62 percent—of the women whose schedules were reported had a uniform shift throughout the week. Approximately four-fifths of the waitresses, but less than two-fifths of the chambermaids, had the same schedule on each day.

Of the 32 white women whose scheduled day was broken by two periods off duty, all but 4 were waitresses.

Only 74 of the waitresses had more than 1 daily schedule, but 22 of this number had to make at least 3 adjustments in their time.

Nearly two-thirds (65.1 percent) of the Negro chambermaids were on two different schedules; the others all had an unbroken shift.

A correlation of spread of hours with time off duty within such spread shows that one-fifth (20.9 percent) of the 5,263 employee-days for which spread of hours was reported had no break for meals or rest periods, and a very small proportion of the days had intervals of less than 30 minutes. However, since seven-tenths of the days with no time off duty had a spread of 7 and under 10 hours, it may be taken for granted that meals were eaten during the less busy times while the women were on duty. For 6.2 percent of the employee-days time off duty between periods of work was as much as 6 hours. On about three-eighths (35.7 percent) of the days there were breaks of 30 minutes and less than 1 hour and this probably was the time allotted for meals.

From the table following it may be seen that the spread of employee-days of Negro women and of Mexican women was not due to long periods off duty as was the case with some white women. These differences are due to the women's occupations.

TABLE 17.—Time off duty, by spread of hours

Time off duty	Number of employee-days with information reported	Number of employee-days on which spread of hours was—						
		Less than 5 hours	5, less than 7 hours	7, less than 9 hours	9, less than 11 hours	11, less than 13 hours	13, less than 15 hours	15 hours and more
DAYS WORKED BY WHITE WOMEN								
Total.....	3,282	118	206	1,559	689	161	449	100
None.....	901	56	163	509	173			
Less than 30 minutes.....	136	57	7	72				
30 minutes, less than 1 hour.....	737	5	20	629	83			
1, less than 2 hours.....	534		16	340	178			
2, less than 3 hours.....	145			8	131	6		
3, less than 4 hours.....	166			1	110	55		
4, less than 5 hours.....	211				14	76	121	
5, less than 6 hours.....	146					24	122	
6 hours and more.....	306						206	100
DAYS WORKED BY MEXICAN WOMEN								
Total.....	245		28	53	149			15
None.....	33		21	12				
30 minutes, less than 1 hour.....	67		7	20	40			
1, less than 2 hours.....	117			21	96			
2, less than 3 hours.....	7				7			
3, less than 4 hours.....	6				6			
6 hours and more.....	15							15
DAYS WORKED BY NEGRO WOMEN								
Total.....	1,736	19	123	1,362	228			4
None.....	164	19	63	82				
30 minutes, less than 1 hour.....	1,076		46	1,024	6			
1, less than 2 hours.....	492		14	256	222			
6 hours and more.....	4							4

¹ Employees probably ate on duty. Only 1 employee-day was as long as 10 hours.

Generally speaking, days of the Negro women did not have the large amount of time off duty that appears in the case of white women. Periods longer than the 1-and-under-2-hour interval were relatively rare for both Mexican and Negro women, though white women had intervals of 2 hours and over in 29.7 percent of their employee-days. As stated before, these differences are due to the women's occupations.

Time worked in week

In the week selected as representative, data in regard to time worked were secured for 956 workers on the day shift and 56 on the night shift. For the great majority of these women hours of work were reported, and a correlation of these with occupation is shown in table 18 for 819 women on the day shift and 51 on the night shift.

In spite of the 9-54 hour law of Texas, only 15.1 percent of the women on the day shift had worked as much as 54 hours, 1 in 4 of these having exceeded 54. Only 7 percent had worked 48 hours, the others being equally divided at under 48 hours and over 48 and

under 54. In some cases the time worked in the week was extremely short—2, 7 $\frac{1}{4}$, or 12 hours; in contrast to this was the 61-hour week of some of the women.

The number of waitresses with hours worked reported and the number of chambermaids and elevator operators were practically the same, together including approximately four-fifths of the women on the day shift in this table. The two groups vary as to hours of work, however, for while 52 percent of the waitresses had worked less than 48 hours, only 23 percent of the chambermaids and elevator operators were so reported. Close to two-thirds of the latter group worked a week of 48 and under 54 hours.

TABLE 18.—Hours worked during week, by occupation and shift

Occupation	Women with information reported	Women who worked—								
		Less than 30 hours	30, less than 35 hours	35, less than 40 hours	40, less than 44 hours	44, less than 48 hours	48 hours	Over 48, less than 54 hours	54 hours	Over 54 hours
DAY SHIFT										
Total.....	819	67	24	70	73	85	57	319	93	31
Percent distribution.....	100.0	8.2	2.9	8.5	8.9	10.4	7.0	38.9	11.4	3.8
Cashier and checker.....	43	1	2	5	4	4	2	11	1	13
Waitress.....	323	25	15	46	37	45	25	72	47	11
Server and floor girl.....	64	19	1	2	10	7	8	15	2	-----
Kitchen and pantry worker.....	44	1	1	5	8	6	1	16	4	2
Elevator operator and chambermaid.....	319	20	5	12	14	22	19	185	39	3
Miscellaneous housekeeping worker.....	26	1	-----	-----	-----	1	2	20	-----	2
NIGHT SHIFT										
Total.....	51	4	2	-----	7	6	8	23	-----	1
Percent distribution.....	100.0	7.8	3.9	-----	13.7	11.8	15.7	45.1	-----	2.0
Cashier and checker.....	3	1	-----	-----	-----	-----	-----	1	-----	1
Waitress.....	14	-----	1	-----	4	4	1	4	-----	-----
Kitchen and pantry worker.....	2	-----	-----	-----	1	1	-----	-----	-----	-----
Elevator operator and chambermaid.....	27	2	-----	-----	2	1	7	15	-----	-----
Miscellaneous housekeeping worker.....	5	1	1	-----	-----	-----	-----	3	-----	-----

As would be expected in hotels and restaurants, the scheduled week of practically all the women (over 99 percent) on both the day and the night shift was 6 or 7 days; for three-fifths of the women it was 7 days. Of the 135 women for whom the number of days they actually worked was reported, 95 (70.4 percent) had worked on 6 or 7 days. Ten (only 7.4 percent) had not exceeded 3 days.

Earnings

The median of the week's earnings of the 1,014 women in hotels and restaurants was \$7.35; for the 957 on the day shift it was the same figure, slightly over three-fifths of them being in the group earning \$5 and under \$9. Only 10.6 percent of the women earned as much as \$12. The highest amount reported was \$28. For the 57 women on the night shift the median was \$6.90.

The highest median of any occupation, \$12.70, was for cashiers and checkers on the day shift, the class that had the largest proportion as well as the largest number of workers earning \$12 or more. However, only one woman in this group had earned as much as \$19.

Waitresses show the lowest median of earnings, the figure for the 394 women being \$6.10. One-sixth of the women in this occupation were paid less than \$3 for the pay-roll week recorded, and practically one-half earned \$4 and under \$7; \$18 and under \$19 was the maximum of earnings, and only 3 waitresses received such an amount. The rate of pay of waitresses generally is lower than that of other hotel and restaurant workers, because the receipt of tips is taken into account in setting their wages.

Earnings of the 352 chambermaids and elevator operators were more concentrated, the range being from less than \$1 to \$13 and under \$14. The median of earnings was \$7.60. Almost four-fifths (79.3 percent) of the women in these two occupations earned \$6 and under \$9. Only 6 percent of them earned as much as \$9.

Earnings of kitchen and pantry workers and of women doing miscellaneous housekeeping work, each comprising between 40 and 50 employees, had a wider spread than appeared in the occupational group just discussed. They ranged from a minimum of \$4 and under \$5 in each case to a maximum of \$22 and under \$23 for the group first mentioned and a maximum of \$28 for the latter. About three-eighths of the kitchen and pantry girls earned \$4 and under \$8 and a like number earned \$12 or more. One-ninth of those in miscellaneous work earned \$4 and under \$9 and 50 percent got \$12 or more.

Half of the women reported on the night shift in hotels and restaurants were chambermaids and elevator operators and close to three-tenths were waitresses. No woman on the night shift received as much as \$14, and on each shift approximately one-half had earnings of \$6 and under \$9.

Meals and wages

Some data in regard to meals furnished to the employees by management were reported for seven-tenths of the approximately 1,000 hotel and restaurant workers. About five-sixths of the women reported had one or more meals provided at the place of work; those who had not were chiefly Negro chambermaids, and the median of their rates of pay was \$6.90. This was also the median rate of the 408 waitresses, all white, whose meals were furnished by the establishment; in 42 of these cases the workers had to pay for the meals but were allowed a discount. In all, these 42 and 10 other white restaurant workers were reported as receiving a discount on meals and the median of their week's pay was \$7.

For waitresses in stores the median rate was \$9, higher than the median of those in hotels by more than \$2. Between 55 and 60 percent of the store workers received 1 or 2 free meals a day, but in hotels the longer business hours undoubtedly were responsible for the high proportion (slightly over 90 percent) of the waitresses who were furnished 2 or 3 meals daily without cost. Only 6 of the 42 waitresses who were charged for meals were hotel workers.

Facts about meals were secured for fewer than 20 Mexican women, and most of them received no free meals. For 78 of the 109 Negro

women with information on meals reported the management neither provided free meals nor allowed a discount on their cost.

The median of the actual earnings of white women receiving 3 free meals a day regularly was \$6.65; this is 25 cents higher than the median of women receiving only 2 meals. Half of the comparatively few women receiving but 1 free meal earned \$9 or more during the week covered. For the women who were given no free meals but were allowed a discount, the median of earnings was \$8.

In 1931 the medians were much higher than in 1932. Median earnings of the women given 3 meals were \$9.85, \$2.50 higher than those of women receiving only 2 meals. Five-eighths of the few women receiving only 1 free meal received \$10 or more during the week. Too few Mexican and Negro women had meals furnished in 1932 and in 1931 to make the computation of a median possible.

Earnings and personal information

Earnings by age.—A comparison of the earnings of women in the various age groups reveals that the older women were earning the highest wages. This is due, no doubt, to the fact that young women are preferred as waitresses, and such additions as meals, lodging, or tips are not included in cash sums reported as week's earnings in this industry. Tips, however, are irregular and uncertain and should not be taken into account in the setting of wage rates.

The summary following shows the median for women of 40 and less than 50 years of age to be \$8.40, one-fifth higher than that for the women of 20 and under 25 years.

Practically one-fourth of all the women reporting age were receiving less than \$6 a week; only one-sixth, as much as \$10.

Age (years)	Number of women	Median earnings
Total reporting.....	523	\$7.55
Under 20.....	35	(1)
20, under 25.....	125	7.05
25, under 30.....	140	7.20
30, under 35.....	92	7.00
35, under 40.....	59	7.70
40, under 50.....	64	8.40
50 and over.....	8	(1)

¹ Not computed; base less than 50.

Earnings by marital status.—The medians for the several marital groups were very similar. The greatest difference was between that of the single women (\$8) and that of the married women (\$7.40). Roughly one-fifth of the women in each case earned as much as \$10, but of the widowed women and those not living with their husbands, only 14 percent and 9 percent, respectively, were earning as much as \$10.

Part IV.—TELEPHONES

The survey of the telephone industry was not restricted to company exchanges but included a number of private branch exchanges in stores and hotels. Of the 846 women covered, 782 were employed in telephone exchanges, 18 were in stores, and 46 in hotels. All were white women.

Weekly rate

For 833 of the telephone women it was possible to correlate weekly rate of pay and scheduled hours. The preponderance of workers in the 48-hour group is evidence of the standard set by the industry. About 7 in every 8 of the workers had a scheduled week of 48 hours, and the median of the weekly rates of this group is \$16.65. For the comparatively few employees (7.1 percent) on a 54-hour schedule the median of rates was one-fourth lower than that of women on the 48-hour schedule. Seven women were expected to be on the job 63 hours or longer.

The Texas law exempts telephone or telegraph companies in rural districts and in towns of less than 3,000 inhabitants from compliance with the 9-54 hour provisions. Sixty of the eight hundred and forty-six telephone workers in the present study were employed in towns of less than 3,000 population, and these, of course, were exempt.

Week's earnings

Earnings correlated with hours worked show that only about one-fourth of the women actually worked 48 hours, and the median of their week's earnings was \$19.05. Considerably more than two-fifths (46.5 percent) worked 40 but less than 48 hours—about one-third exactly 40 hours.

The median of the women's earnings in the small towns, \$12.25, is approximately one-fifth less than that of all women reported, \$15.10. When contrasted with the medians in larger cities—groups showing a gradual rise in earnings with increase in population—it is evident that the median for the women in cities of 150,000 or over is two-thirds higher than the median in places of under 3,000.

Population of city	Number of women	Median earnings
Total.....	846	\$15.10
Under 3,000.....	60	12.25
3,000, under 40,000.....	288	12.85
40,000, under 150,000.....	351	16.05
150,000 and over.....	147	20.50

Earnings were higher for women in the telephone exchanges than in any other industry covered in Texas. In 1932 their median was \$15.10, exceeding by \$2.20 the amount shown for department stores,

the industry ranking next. In 1931 also the telephone median was the highest (\$15.85), but the figures may not be compared because of the absence of 1931 records of many telephone workers in cities of the largest population groups, where earnings were higher than in smaller places. Pay data for the week in 1931 were available for only about three-eighths as many telephone workers as were reported in 1932.

In 1932 not far from one-fifth (18.4 percent) of the workers were paid less than \$12, but one-sixth of the total received as much as \$20. The proportion of women earning less than \$12 is very much smaller for telephone workers than for workers in other industries, the figures showing that more than 80 percent of the workers in factories, in hotels and restaurants, in laundries, and in limited-price stores were paid less than \$12 for the week, as were about 37 percent of the employees in department stores.

TABLE 19.—*Week's earnings of women in the telephone industry—1932 and 1931*

Week's earnings	Number of women	
	1932	1931 ¹
Total.....	846	323
Median earnings.....	\$15.10	\$15.85
Less than \$10.....	63	24
\$10, less than \$12.....	93	33
\$12, less than \$14.....	168	45
\$14, less than \$16.....	191	65
\$16, less than \$18.....	119	74
\$18, less than \$20.....	71	36
\$20, less than \$22.....	67	27
\$22, less than \$25.....	45	14
\$25, less than \$30.....	23	4
\$30, less than \$35.....	5	1
\$35, less than \$40.....	1	
\$40.....	1	

¹ In a considerable number of cases the 1931 records had been sent to the head office and were not available at the time of survey.

Almost two-thirds (65 percent) of the 846 women telephone workers were regular operators in telephone exchanges, stores, or hotels, and one-eighth were toll operators. Of the remainder, 68 were relief operators, 47 chief operators (all but 3 in company exchanges), 73 supervisors, and 2 instructors.

The medians of earnings of supervisors and toll operators—\$21.05 and \$20.40, respectively—were decidedly higher than those of the other occupations. Operators employed in stores and hotels formed only one-ninth of the 550 regular operators. Because of this, the regular operators in the exchanges had practically the same median of earnings (\$14.45) as that of all regular operators (\$14.25). The number reported in stores or in hotels was not large enough to make a median representative. Relief operators had a median of \$12.90. The range of earnings for the 68 women on relief shifts was from less than \$1 to \$18 and under \$19, while for the regular operators the maximum was \$22 and under \$23. Earnings of less than \$10 were reported for 20.6 percent of the relief operators, but for only 7.2 percent of the regular operators in exchanges.

Seldom did a relief operator repeat her schedule even on as much as 2 days of the week, and this, as well as the small amount of work in some cases, emphasizes the irregularity in schedules in this occupation.

Split shifts

A correlation of the spread of hours and idle intervals during the day was possible for 354 of the telephone workers on split shifts in exchanges. Definite hours were available for the 1,235 periods off duty in excess of 1 hour—that is, with a range of from 1½ hours to 7½ hours.

Naturally the idle interval lengthened as the spread of hours increased. The 8-hour day in the industry shows in the fact that 89 percent of the actual working periods were of 8 hours' duration.

Close to 400 of the telephone workers in exchanges had some experience with the split shift. In some cases the arrangement was a regular one, while in others it applied to only a few days of the week. In all, 1,206 shifts were reported and the time of beginning and ending work shows a wide variation. About three-fifths of the days began at 7, at 8, or at 9 o'clock, and about one-sixth at 10 or 11 o'clock. All but a few of the remainder began at half past these hours.

In the vast majority of cases the spread of hours was 12 or 13, with 4 or 5 hours off duty. The most usual hours of ending work were 8, 9, and 10 o'clock, about 60 percent of the shifts falling in these classes. Only one-eighth of the split shifts were of less than 12 hours' duration. The longest shift was 15½ hours, worked by a woman who had 7½ hours off duty.

Day shifts

There were 361 women who began work on some day or days of the week from 6 to 10 a. m. and ended it from 3 to 8 p. m. Of the 1,076 days so reported, two-thirds were in two classes—from 7 to 4 and from 8 to 5. Thus 9 hours, including the lunch recess, constituted the spread of hours of more than nine-tenths of the 1,076 days reported for this shift.

In accordance with the requirements of the telephone industry, shifts of operators must begin work at many different hours of the day. There were 204 women, on 539 shifts, who began at various hours from 11 to 2, continuing in about seven-tenths of the cases until 10 or 11 at night. With the exception of 2 women whose schedules show a spread of 5 hours, the spread for the operators on these shifts was from 8½ to 10 hours. More than half of the 539 afternoon periods with spread of hours definitely reported extended from 1 to 10 p. m.

Night shifts

For 76 women the definite spread of hours on 345 nights was reported. Work began from 6 to 10 p. m. and ended at 7, 7:30, or 8 in the morning. Less than one-tenth of the shifts were split. A straight shift throughout the night was usual and 7 in every 8 of these lasted from 10 p. m. to 7 a. m.

Relief operators

Relief operators show great variation in the time off duty between one day's work and the next period of employment. In the week recorded the 68 relief operators had 345 intervals off duty. For 285 of these the length of time off duty was reported, and such periods were for 1 or 2 days or ranged from only 8 to 83 hours, the latter representing, of course, almost 3½ days. In 249 cases the time off duty was reported in hours. One-eighth of these intervals were as long as 36 hours and well over one-fifth were less than 12 hours.

Earnings and personal information

Earnings by age.—The following summary shows that the earnings of telephone workers were comparatively high and increased as age increased.

Age (years)	Number of women	Median earnings
Total reporting.....	772	\$15.30
18, under 20.....	50	13.40
20, under 25.....	360	14.75
25, under 30.....	186	15.60
30, under 35.....	96	17.25
35, under 50.....	75	18.25
50 and over.....	5	(¹)

¹ Not computed; base less than 50.

As would be expected, the majority of women in this industry were young, but it is interesting to note that somewhat more than half of the women earning as much as \$20 were at least 30 years of age. No doubt this is influenced by the fact that practically all these older employees were chief or toll operators, or supervisors.

Earnings by marital status.—The single women had the lowest median of earnings, \$14.90, and the married women the highest, \$16.10. The median for the widowed, separated, or divorced women was \$15.20.

Earnings by time with the firm.—The earnings of the women increased as the length of experience with the telephone company increased. To what extent this is true may be seen in the following summary.

Time with the firm (years)	Number of women	Median earnings
Total reporting.....	767	\$15.30
Less than 1.....	14	(¹)
1, less than 2.....	56	13.00
2, less than 3.....	126	14.10
3, less than 4.....	134	14.30
4, less than 5.....	91	15.35
5, less than 10.....	219	16.25
10, less than 15.....	86	18.25
15 and over.....	41	(¹)

¹ Not computed; base less than 50.

Almost one-half of the women who earned \$20 or more had been with the firm at least 10 years. Only a few women with less than 4 years' experience earned so much.

Of the 6 women who earned as much as \$30, 5 had been with the firm at least 15 years and the other woman for at least 10 years. The median earnings of women with 10 and under 15 years' experience were 40 percent higher than those of the women with 1 and under 2 years' experience, and somewhat over 25 percent higher than the median of those who had been with the firm 3 and less than 4 years.

Part V.—THE WORKERS

It is interesting and important to know something about the workers included in a study. In Texas it is especially so, as racial comparisons are possible. Do mature women or young girls predominate in the industries of the State? How large a proportion of the women are married? Are the workers experienced or have they been with the firms for short periods only? The answers to these questions help to complete the picture of the employment of women in Texas.

To obtain such information there were distributed to the women in the plants cards bearing questions as to age, marital status, time with the firm, and nativity. Not all the women returned the cards and some cards were incompletely made out, but personal information was obtained for approximately 10,000 women. This group does not coincide with the group for whom information on earnings was secured, because in many cases considerable time had elapsed between the date of the pay roll from which earnings were taken and the date when the cards were circulated in the plant. Consequently some women are included in the wage tables who do not appear in the personal-history tables and some women are included in the personal-history tables whose names were not on the pay rolls for the date recorded.

Because of the predominance of white women, the total for all races has practically the same distribution. Such total is shown separately for the reader's information but is discussed in only a few cases.

Age

About 9,600 women in the industries studied reported their ages. Approximately four-fifths (79 percent) of this number were white, one-eighth (12.6 percent) were Mexican, and one-twelfth (8.3 percent) were Negro.

TABLE 20.—Age, by race

Age (years)	All women		White women		Mexican women		Negro women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total reporting	9,605	100.0	7,590	100.0	1,213	100.0	802	100.0
Under 20	1,077	11.2	820	10.8	231	19.0	26	3.2
20, under 25	2,493	26.0	1,964	25.9	389	32.1	140	17.5
25, under 30	1,868	19.4	1,427	18.8	244	20.1	197	24.6
30, under 40	2,358	24.5	1,857	24.5	223	18.4	278	34.7
40, under 50	1,294	13.5	1,069	14.1	93	7.7	132	16.5
50 and over	515	5.4	453	6.0	33	2.7	29	3.6

Chiefly due to their occupations, the races had very different age distributions. More than one-half of the Mexicans, in contrast to only one-fifth of the Negroes, were under 25; the whites fell half

way between. The proportions at 40 and over were alike for whites and Negroes, but the figure for the Mexicans was only about one-half that of the other races. Of the 11 percent reporting their ages as under 20, only 2 in 9 were under 18.

White women.—Though only about one-fifth of all the white women were 40 years of age or older, roughly one-third in men's work clothing and in women's clothing establishments were so old. About one-fourth in the department stores were in this age group. Limited-price stores and telephone exchanges had the smallest proportions (about 5 percent each) as old as 40. About one-tenth of the hotel and restaurant workers were 40 or more.

Of the 15 industrial groups with 50 or more women reporting, only 2—the manufacture of hats and of women's clothing—had 10 percent or more of their white women as much as 50 years of age. Seven-tenths of the 804 women in telephone exchanges were 20 and under 30; almost two-thirds of these were under 25.

Mexican women.—In 4 of the 7 industry groups in which 50 or more Mexican women reported their ages—nut shelling, "other food", infants' and children's clothing, and laundries—at least half the workers were under 25. In none of the 7 industries, moreover, was the percent less than 35. Half of the very young Mexican workers—those less than 20—were employed in laundries and in the factories making infants' and children's garments.

In no industry did the number of Mexicans who had reached 50 years exceed 5 percent, though white workers had more than that proportion in 7 of the 15 cases.

Negro women.—Laundries, hotels and restaurants, and cloth-bag factories were the only industries having Negro women reporting age in sufficient numbers for percent distribution. Well over one-half of these bag workers, but only one-sixth of the laundry workers, were under 25. At the opposite extreme, 22.5 percent of the laundry workers, in contrast to only 1.2 percent of the bag workers, were as much as 40. One-fifth of the Negroes in hotels and restaurants were at least 40.

Race	Number of women reporting	Percent of women who were—					
		Under 20 years	20, under 25 years	25, under 30 years	30, under 40 years	40, under 50 years	50 years and over
CLOTH BAGS							
Total	323	14.9	27.9	19.2	23.5	9.6	5.0
White	196	13.8	20.4	18.9	25.0	14.3	7.7
Mexican	45	24.4	31.1	13.3	24.4	4.4	2.2
Negro	82	12.2	43.9	23.2	19.5	1.2	
LAUNDRIES							
Total	1,803	10.6	23.1	18.4	27.3	14.9	5.7
White	980	12.9	25.1	15.8	24.5	14.9	6.8
Mexican	294	17.3	33.0	17.3	19.0	10.5	2.7
Negro	529	2.6	14.0	23.8	37.1	17.4	5.1

The foregoing summary presents for bag factories and laundries the age distribution of the workers of each race. Considering all races, women making bags were younger than the laundry workers, 42.7 percent of the former and 33.7 percent of the latter being under 25 years.

Marital status

Of the 9,661 women reporting their marital status, fairly equal proportions—38.5 percent and 35.9 percent, respectively—were single and married; one-fourth (25.5 percent) were widowed, separated, or divorced.

TABLE 21.—Marital status, by race

Race	Number of women reporting	Number and percent who were—							
		Single		Married		Widowed		Separated or divorced	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total.....	9,661	3,723	38.5	3,471	35.9	1,559	16.1	908	9.4
White.....	7,642	2,803	36.7	3,019	39.5	1,173	15.3	647	8.5
Mexican.....	1,208	774	64.1	173	14.3	155	12.8	106	8.8
Negro.....	811	146	18.0	279	34.4	231	28.5	155	19.1

The outstanding fact in table 21 is the high proportion of the Mexicans who were single. Almost two-thirds of these women were single, in contrast to something over one-third of the white women and less than one-fifth of the Negroes. The Negroes were much more generally widowed or separated.

White women.—Unpublished data correlating industry and marital status show that of the various industrial groups having 50 or more white women reporting, the limited-price stores had by far the largest proportion of single workers (70.1 percent). This is not surprising in view of the large number of young girls in this industry—about 68 percent of the white workers in the limited-price stores were under 25 years, almost two-fifths of them being less than 20. Telephone exchanges, with 58 percent of the women single, ranked second. Again this would be expected, in view of the fact that younger workers predominated. Women's clothing plants had the smallest proportion (21.1 percent) of single women, practically half of the workers reporting their status as married. Work clothing had the next lowest proportion of single women workers, 23.7 percent, and, with women's clothing, ranked among the four highest industrial groups in the number of married women.

Mexican women.—In each of the 7 industrial groups having 50 or more Mexican women reporting marital status, over half of the workers were single. Four-fifths of the workers in nut-shelling plants were single, as were about seven-tenths of those in department and ready-to-wear stores and in establishments making men's work clothing, and two-thirds of those making infants' and children's garments.

Negro women.—The three industries in which a representative number of Negro workers reported their marital status—hotels and restaurants, laundries, and cloth-bag making—show that 50.8 percent, 47.4 percent, and 44.6 percent, respectively, were in the group widowed, separated, or divorced.

Time with the firm

About 9,600 women reported how long they had been with the present firm. The greatest irregularities are that only about one-twelfth of the Negroes, in contrast to about one-fifth of the whites and Mexicans, had been with the employer less than a year, and that only 5 percent of the Mexicans, in contrast to 11 or 12 percent of the other races, had service records of 10 years and more. Four-fifths of the Negro women with records of 5 years and over were laundry workers.

TABLE 22.—Experience, by race

Time with the firm	All women		White women		Mexican women		Negro women	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
	Total reporting.....	9,607	100.0	7,592	100.0	1,213	100.0	802	100.0
Less than 1 year.....	1,846	19.2	1,503	19.8	273	22.5	70	8.7
1, less than 3 years.....	2,594	27.0	2,013	26.5	350	28.9	231	28.8
3, less than 5 years.....	2,023	21.1	1,538	20.3	277	22.8	208	25.9
5, less than 10 years.....	2,159	22.5	1,711	22.5	252	20.8	196	24.4
10 years and more.....	985	10.3	827	10.9	61	5.0	97	12.1

To compare the experience of the three races in each of the industries a further tabulation is presented. The fact must be borne in mind that the study was made at a time of much unemployment, when the depression had affected large numbers of workers. Women were among the first to lose their jobs; on the other hand, their cheaper labor was substituted for more costly labor where this was practicable. The comparatively high percentage of workers in the present study whose time in the establishment was less than a year (19.2 percent) may be due partly to the substitution of one race for another or of women for men.

The accompanying table shows the condition in those industries in which as many as 50 women of a racial group reported the years employed in the establishment in which they were working at time of interview.

White women.—Great proportions of the white women were newcomers in the establishments where they were at work at the time of survey. In 7 of the 15 industries with as many as 50 white women reporting, more than one-fourth of the workers had been less than a year with the establishment, and in 2 of the 7 the proportions of such workers exceeded 50 percent. Though 5 of the 15 groups had fewer than one-eighth of their workers in this short-service group, cotton manufacturing and telephone exchanges were the only cases in which the proportions fell below 10 percent.

TABLE 23.—Time with the firm, by race

Industry	All women				White women				Mexican women				Negro women			
	Number reporting	Percent with experience of—			Number reporting	Percent ¹ with experience of—			Number reporting	Percent ¹ with experience of—			Number reporting	Percent ¹ with experience of—		
		Less than 1 year	5 years and over	10 years and over		Less than 1 year	5 years and over	10 years and over		Less than 1 year	5 years and over	10 years and over		Less than 1 year	5 years and over	10 years and over
Total—all industries.....	9,607	19.2	32.7	10.3	7,592	19.8	33.4	10.9	1,213	22.5	25.8	5.0	802	8.7	36.5	12.1
Factories:																
Bags, cloth.....	331	19.9	21.1	9.4	198	19.7	29.8	14.6	50	28.0	22.0	4.0	83	15.7		
Boxes and crates, wooden.....	63	25.4	27.0	4.8	63	25.4	27.0	4.8								
Clothing:																
Men's work clothing.....	1,305	18.5	37.1	9.3	1,180	18.7	39.7	9.4	122	16.4	11.5	7.4	3			
Women's.....	656	51.2	7.2	.6	565	54.9	5.3	.4	85	28.2	20.0	2.4	6			
Infants' and children's.....	334	42.5	16.2	.6	18				316	40.8	16.8	.6				
Cotton textiles.....	678	9.4	52.7	17.4	678	9.4	52.7	17.4								
Food:																
Butter, eggs, and poultry.....	161	62.7	3.1		160	63.1	3.1		1							
Candy.....	215	9.8	38.1	12.1	201	10.4	38.8	12.4	14							
Nut shelling.....	99	9.1	46.5	4.0	24				75		50.7	4.0				
Other.....	439	16.4	37.4	13.4	362	11.3	42.5	15.5	77	40.3	13.0	3.9				
Hats.....	161	49.1	11.2	5.0	159	49.1	11.3	5.0	1				1			
Miscellaneous manufacturing.....	159	35.8	16.4	2.5	126	31.0	15.1	3.2	33							
Stores:																
Department and ready-to-wear.....	1,412	11.2	43.3	17.4	1,310	11.8	42.1	17.3	101	3.0	58.4	17.8	1			
Limited-price.....	392	28.8	13.0	2.6	372	29.0	12.6	2.7	20							
Laundries.....	1,784	11.1	34.4	10.5	974	15.0	29.4	8.4	285	8.1	31.9	6.7	525	5.5	45.1	16.6
Hotels and restaurants.....	617	25.3	22.0	4.5	401	31.2	19.5	4.5	33				183	14.2	29.0	4.4
Telephone exchanges.....	801	2.1	45.2	16.6	801	2.1	45.2	16.6								

¹ Percent not computed where base less than 50.

The great majority—not far from three-fourths (73.2 percent)—of the women in cotton mills had spent from 1 to 9 years in the plant. Moreover, cotton ranks highest when an experience of 5 years or more is considered, for it is the only industry in which as many as 50 percent of the women had been with the firm as long as this. The experience data reported by the 678 workers in the cotton factories—all of them white—reveal that 52.7 percent of the women had worked in the same mill 5 years or more. In the various other groups, the proportions ranged from 3.1 percent in butter, eggs, and poultry plants to 42 or 45 percent in department and ready-to-wear stores, "other food" factories, and telephone exchanges. In addition to these three groups and to cotton mills, men's work clothing and candy manufacturing show that in each case somewhat more than three-eighths of the women reporting had been 5 years or more in the present establishment.

Six of the 15 industries show that from 12.4 to 17.4 percent of their workers had been with the same employer 10 years or more; on the other hand, 6 show 5 percent or less with such experience. Cotton mills and department stores had the highest proportions (17.4 and 17.3 percent). Plants making women's clothing had practically no workers, and butter, egg, and poultry plants or infants' and children's clothing establishments had actually none, who had been with the firm for as much as a decade.

Mexican women.—In 14 of the 17 industries some Mexican women reported on time with the firm. No Mexican employed in cotton mills or in plants making wooden boxes and crates filled out a personal-history card, and none were employed in telephone exchanges. Time with the firm, therefore, is not available for Mexicans in these industries.

In 6 cases in which some Mexican women reported, the number was so small that it could not be considered representative; in only 8 was it as high as 50. In "other food" and infants' and children's clothing, 2 of every 5 women had been with the establishment less than a year; at the other extreme are the department and ready-to-wear stores, in which only 1 woman in 33 had so short a service record.

Five years and over was reported by more than half the Mexicans in two industries—department and ready-to-wear stores and nut-shelling plants. Each of these shows quite a bulking in the 5-and-under-10-year class—40.6 percent and 46.7 percent, respectively. It is noted, moreover, that department stores had a very low percent of the workers reporting experience of less than a year (3 percent) and nut-shelling shows no woman with so short a time with the firm. With the exception of these two industries, employment with the present firm for as much as 5 years was not the portion of many Mexicans. Less than one-third (32 percent) of the laundry workers to around one-ninth of the employees of men's-work-clothing plants had a service period of such length.

Department and specialized stores ranked far ahead of other industries in the proportion of Mexican women in the 10-years-and-over group. More than one-sixth (17.8 percent) of the workers in this industry reported such time with the firm. In no other industry did the proportion reach half of this. Men's work clothing

ranked second, and its percent is only 7.4. The lowest proportion with such experience is in another branch of clothing; only about one-half of 1 percent of the women in infants' and children's clothing plants had been as much as 10 years with the firm.

Negro women.—Cloth bags, laundries, and hotels and restaurants were the only industries in which Negro women reported in sufficiently large numbers to warrant analysis. The proportions of women with the firm less than a year in cloth-bag factories and in hotels and restaurants were 15.7 and 14.2 percent, respectively, while only 5.5 percent of the laundry workers had such short service records. Experience with the present firm of less than 3 years was reported by 69.9 percent of the bag makers, 49.2 percent of the hotel and restaurant workers, and 28.2 percent of the women in laundries. Though no women making bags and only 29 percent of those in hotels and restaurants reported as much as 5 years with the present firm, well over two-fifths (45.1 percent) of the laundry workers had such experience, and more than one-third of these—16.6 percent of all—had been 10 years or more in one establishment.

Part VI.—WORKING CONDITIONS

A representative group of establishments in different parts of the State were inspected by Women's Bureau agents in order to learn under what conditions women in Texas were employed. Visits were made to 268 establishments—79 stores, 52 laundries, and 137 factories, the last named making garments (53), food products (37), cotton textiles (10), bags (8), hats (8), boxes (7), paper products (5), and miscellaneous products (9).

The chief conditions inquired into were the following: Ventilation, lighting, space and order, condition of floors and stairways, seating, hazards and strains, drinking facilities, wash rooms, toilet rooms, cloak rooms, and lunch rooms. Not all were reported on for each establishment, which makes some of the data of rather a scattering nature.

Garment factories

The majority of the garment factories (33) were making men's work clothing. This industry is fairly widely scattered throughout the State. Factories were visited in every section, but more were in the north and south than elsewhere. Sixteen factories were making women's dresses; 9 of these were in the south, the 7 others in the north. The 4 factories making children's clothing were all in the southern section.

Forty-five of the 53 factories were in the five largest cities of the State—Dallas, El Paso, Fort Worth, Houston, and San Antonio. Only six were in towns of less than 50,000 population.

On the whole, the garment plants were small as far as the number of employees is concerned, 41 of them having fewer than 100 workers. Five firms employed from 200 to 350 workers. More than 3,800 women (3,840) were employed in the 53 factories. Three-fourths of them (75.2 percent) were white, about one-fourth (24.3 percent) were Mexican, and less than 1 percent (0.4) were Negro. In the four factories where children's clothing was made, all women workers were Mexican.

The great majority of the buildings in which the factories were housed were constructed of brick; only two frame buildings were reported. The others were said to be fireproof. Buildings of only one or two stories were in the majority, and in 37 establishments the workrooms were on the first or second floor. Nine firms were in buildings of four or more stories, and 7 had workrooms on their upper floors. All factories four or more stories in height had elevator service, and none were frame buildings.

Most of the workrooms—36, to be exact—had wooden floors. Seven of them were reported to be in need of repair. In all but one of the 17 establishments with cement or concrete floors these were reported in good repair.

Where workroom floors are of cement or other hard substance, platforms of wood should be provided for employees who stand at their work. This had been done in most plants, but in three establishments the pressers were reported as needing platforms, and in another place mats were needed by all the workers at standing jobs.

The workrooms of the four establishments making children's clothing were clean at time of inspection. All reported daily sweeping and weekly scrubbing. In each establishment this was done by someone employed for the purpose. Some of the women's dress and men's-work-clothing factories were reported as not having clean workrooms. In 4 women's dress factories and in 10 making men's work garments, cleaning was done by the workers (in 3 cases a woman worker), an injustice to them and a method that does not insure a thorough job.

Natural ventilation was reported to be adequate in the four factories where infants' and children's clothes were made and in the great majority of those manufacturing women's apparel or men's work clothing. However, in 3 firms making women's dresses and in 11 making men's work garments, natural ventilation was reported to be inadequate, either for all or for part of the workers. In one establishment, though there were large factory windows at opposite ends of the room, the low ceiling made ventilation inadequate. In another there were windows on only one side of the building. The heat from the presses in a third establishment raised the temperature of the workroom unnecessarily high. Crowded workrooms with narrow aisles and stock piled high were another cause of bad ventilation; in one establishment the cutters who worked in the basement had only one small window providing natural ventilation, but this was supplemented by portable fans that could be operated continuously if desired. Six of the fourteen that had inadequate natural ventilation had no means of artificial ventilation. Portable fans were the only artificial means in 12 of the 53 establishments, 10 used paddle fans exclusively, and 9 combined the latter with wall exhausts or some other special system.

From the point of view of adequate lighting, which in this industry is especially important, the location of workrooms well above street level is desirable, particularly when the factories are surrounded by other buildings. With so many of the workrooms in this study on the lower floors, there is no doubt that the adequacy of lighting was affected.

Seven of the workrooms that had inadequate natural lighting also had inadequate artificial lighting in at least some of the working positions. In many cases lights were hung at too great a distance from the working surface; on the other hand, in one firm most of the 75 women had to wear green eye shades because of the glare caused by the unfrosted and unshaded drop lights placed almost at eye level. In 31 establishments at least some of the bulbs were unshaded, and in 12 of these they were unfrosted also. However, in only nine was an actual glare reported, as the lights were hung above the field of vision. Unshaded lights hanging even well above eye level may cause extreme discomfort to the eyes, and this is especially true when the eyes are subject to such constant strain as is involved in garment making, especially the machine- and hand-sewing processes.

Both machine and hand operators sit at their work constantly and should be provided with adjustable chairs that permit the proper posture. However, only 6 factories provided adjustable seats, only 2 of them for all workers. The other firms furnished only the ordinary kitchen-chair variety for workers at these positions. In three establishments the number of seats was inadequate for persons who stood at their work but who needed to be able to sit once in a while. In one it was the pressers who had none; in another, the inspectors; and in the third, both the inspectors and the pressers.

Twenty-three of the fifty-three garment factories had bubbling drinking fountains, but only 5 of the 23 had bubblers that were sanitary.¹ Fourteen of those with bubblers also had other types of facilities, such as tanks, coolers, or faucets. Individual cups were not provided in these cases; there were no cups at all in 13 plants and in 1 the common cup was found. Twenty-nine firms had no bubblers but had tanks, coolers, or faucets instead, and only 3 of these provided individual cups. Common cups were in use in 6, and in the remaining 20 no cups were furnished.

Only five of the clothing factories had separate lunch rooms and only one of these was a cafeteria in which hot food was prepared for the workers. Five other firms had made some arrangement for lunch facilities in the form of tables and chairs in a corner of the workroom (3 firms), in the rest room (1 firm), or in the cloak room (1 firm). The remaining 43 firms had no lunch facilities of any kind, the workers eating at their machines or work tables or going out for lunch. Twenty-two of fifty-two factories reporting allowed the workers 45 minutes or 1 hour for lunch.

In most of the garment factories the washing facilities were enamel bowls. The others had sinks or troughs with spigots. Nine of the factories had facilities shared by men and women. Only about one-third (18 of the 53) were reported as not clean, though bowls are hard to keep in a clean condition; several were reported as very dirty. Only four provided hot water, but over one-half provided soap. Just about half (26 firms) furnished individual towels; 6 firms had the insanitary common towel, 1 of these having only a roller towel for about 75 women. In 5 firms the employees furnished their own; in the remaining 16 no towels of any kind were available.

Hazards and strains (aside from those already noted from faulty lighting and inadequate ventilation) were reported in four firms. In 3 of these the stairways constituted the hazard; 1 had no rail or guard, 1 had badly worn treads, and the third was dangerously steep. In a fourth firm the whole building was a veritable firetrap. The majority of workers were on the third floor, and the stairways and floors were of wood, the workrooms were crowded, and there were very narrow spaces between the worktables.

It should be noted that one firm had eliminated danger of strain by installing an automatic bundle lifter that raised the bundle from the floor to the machine level.

¹ For definition of a sanitary bubbler see Women's Bureau Bul. 87, Sanitary Drinking Facilities with Special Reference to Drinking Fountains. 1931. p. 9, recommendation no. 2.

Cotton textile mills

Five of the 10 cotton mills were in towns of at least 50,000 population. Nine factories were of brick or concrete, and the other was of both brick and wood—a dilapidated 1-story building badly in need of repair.

One of the concrete factories consisted of a series of old, unkempt, 1-story buildings on the outskirts of the town. Conditions were so bad in this plant that special attention is given to its description: Broken, slippery, and wet floors—over half the weave room was wet and muddy from rain leaks of the night before; unguarded machine belts, poorly ventilated rooms, very crowded, with low ceilings and much overhead shafting. The card, spin, spool, and weave rooms were so covered with lint that investigator could hardly see machines and operators. Heat and humidity seemed terrible—women had perspiration streaming down their faces (inspection was in May). Washing facilities were shared by men, and no hot water, soap, or towels were provided for the women, over 75 in number. There was no lunchroom and no cloakroom.

Floors were entirely of wood in eight mills and part were of wood and part of cement in the others. Wooden floors of the dyehouse in one plant, and cement floors in the card, spin, weave, and cloth rooms in another plant, were rough and broken and in need of repair. Because of cement floors, platforms or mats of some kind were needed for spinners, inspectors, and beamers in one plant and for all women except those in the cloth room of another.

It was reported that floors were swept frequently in all mills and in some they were scrubbed at least once a week, but 7 mills had dirty or oily floors in 1 or more departments. Very narrow and crowded aisles were reported in 3 mills, and in 1 of these there were many bobbin boxes around.

Boxes, benches, and stools were in common use in the weaving and spinning rooms. In the sheet factory of one plant where the girls sat at their work adjustable chairs had been provided.

In 8 mills the large amount of window space permitted adequate natural ventilation, and in 6 of these the amount of daylight was ample. In three mills both natural and artificial lighting were inadequate. No glare was reported in any of the 10 mills. In the two mills where natural ventilation was poor, no artificial means had been provided.

Adequate natural ventilation does not guarantee the comfort of the workers. Humidifiers were in use in all the mills to keep sufficient moisture in the air for the yarn to run smoothly. When either heat or moisture is too high, the comfort and efficiency of the workers are affected. According to an eminent authority, wet-bulb readings should not exceed 70° and dry-bulb readings should not reach 85°.² Temperature readings on both the wet bulb and the dry bulb were taken in 27 workrooms, mainly spinning, weaving, and carding rooms. In 15 of the workrooms wet-bulb readings exceeded 70°, and in 9 the dry-bulb readings registered 85° or more. In one mill the 3 workrooms had dry-bulb readings of 90°, 91°, and 94°, respectively, with wet-bulb readings of 75°, 76°, and 77°.

² U. S. Department of Labor. Women's Bureau Bul. 52. Lost Time and Labor Turnover in Cotton Mills: A Study of Cause and Extent, p. 59.

Nine of the ten cotton mills had drinking fountains, but in only two were they of the sanitary type. One had a faucet in addition, and another had a faucet only. Cups were not provided in either of these.

None of the mills had provided lunch rooms of any sort. All but one mill allowed at least 40 minutes for lunch.

In 2 mills there were cloak rooms, and 3 had cots or restful chairs. In one of the latter a doctor was in attendance for an hour each day, as was a woman welfare worker.

Washing facilities were provided in all establishments; half were enamel bowls, 4 were sinks, and 1 was a trough. Women had separate facilities in eight of the mills. Neither soap nor hot water was furnished in any mill and only one supplied individual towels, the others having no towels whatsoever.

Meat packing

Six meat-packing plants—all in the larger cities—were visited. They had almost 700 workers; one-seventh of these were women, employed largely in the sausage and bacon rooms.

Floors were concrete throughout in 3 plants, of brick in 1, and of wood in another. The remaining plant had cement floors except in the sausage-packing room, where the floor was of wood. All were reported as in good repair and clean. Certain operations tend to make the floors wet or slippery, but this was not the condition in all plants. In one, the floors throughout were clean and dry; in some of the others, mats were in use in some rooms.

Two of the five plants reporting on cleaning had the floors scrubbed daily with hot water. One firm reported a weekly scrubbing with lye and hot water. All were cared for by employees whose particular job was the maintenance of the building.

In each of the six plants one or more rooms were without natural ventilation. Moreover, there was no system of artificial ventilation in five of these plants except the cooling systems required in this industry. In one plant the temperature required in the sausage room was said to be 40°. In rooms where readings were taken the temperatures varied from 40° to 56°. In one (bacon packing), where the temperature was 48°, girls were wearing sweaters under their canvas frocks, but even so they found it necessary to go to the office of the plant frequently to get warm.

Natural lighting was entirely lacking also in most of the workrooms. In this industry, where not nearly such close use of the eyes is required as in some others, lighting is not such a difficult problem, and the lighting by artificial means was reported to be adequate in all the plants.

Butter, eggs, and poultry

In the four plants in this group visited, employing over 150 women, most of them were working on products that had to be prepared in artificially cooled rooms. Egg breaking and egg candling were done by women in three plants; in the fourth plant the women were breaking eggs, picking chickens, and cutting and packing butter.

Floors were of cement or concrete in all the plants and repair was good. All were reported as clean, though in one chicken-picking

room feathers were being thrown to the floor instead of being put in the drain that had been provided. This room also was reported as wet, and most of the women were wearing rubber boots. Girls stood on wet floors all day in the two egg-breaking rooms of another plant. In the latter, platforms were needed and had not been provided. In the other three plants they had been supplied for the girls who needed them.

Egg-breaking rooms and egg-candling rooms in 3 plants had no outside windows, but in 2 of these there were wall exhausts. All these rooms had artificial cooling systems. These rooms with no outside windows were, of course, without natural lighting, but in all of them artificial lighting was reported to be adequate.

In one of the plants women were standing at all jobs and no chairs were provided. In another, though wooden stools had been supplied, they evidently were not of a suitable type, as only 1 or 2 girls were sitting at their work. In the other two plants girls doing similar work were sitting, and though the chairs were not adjustable they were fitted to the height of the girl and the height of the table.

Hazards were reported as follows in the four plants: Wet and slippery floors in passageways of one plant; in another the egg-breaking apparatus caused finger cuts to two girls, requiring first-aid treatment, in the short time the interviewer was present; while in still another plant a person using the stairway could easily have been pushed through an unprotected window on the second floor landing.

Nut shelling

Of the 8 nut-shelling plants where working conditions were inspected, 5 employed fewer than 100 women each and the other 3 together employed nearly 750. In 3 plants only Mexicans were employed, and in 2 others part of the employees were Mexicans; in 1 factory there were a large number of Negro women, and in the other 2 there were white workers only.

This is a seasonal industry and several of the plants reported closing down entirely for 4 months during the summer.

Nut shelling and picking were the principal operations performed by the women. Work was carried on in various kinds of buildings. Three plants were in separate 1-story brick buildings; four occupied the first or second floor of a building; and the remaining firm used the rear of a store.

Three establishments had cement floors that were in good repair and clean, though in one workroom the floor was wet. Since the work did not require standing, platforms were not needed in any of these three. The floors were swept daily by someone employed for the purpose, but scrubbing was not frequent.

Four establishments had wooden floors, also in good repair, but two were not clean. None were wet and nowhere were platforms needed. The other had a cement floor in one workroom and wood in the other two.

Window area was reported sufficient to give adequate natural lighting in four establishments and fair lighting in another. Three were poorly lighted, and two of these also had poor artificial lighting.

Glare was reported for only one firm, and here, though improvised paper shades were in use, there was one droplight below eye level that caused considerable glare for some of the women.

In 6 of the 8 establishments natural ventilation was inadequate, and in 5 of these no artificial ventilation was provided. However, three of these plants closed down entirely during the months when this lack might have been felt seriously. In one of these, for the Negro pecan pickers, there was no natural ventilation whatsoever except two fire doors, one of which opened only into an adjoining room. Here also almost no natural light was reported and the adequacy of the artificial light was doubtful.

Practically all the work was done while sitting. Benches and stools without backs were common; in two plants girls sat back to back on long pine benches—very awkward when someone had to get in or out. In two factories kitchen chairs were provided and in one other reed-bottom chairs with straight backs. In two plants hazards were reported. In both cases the oiled floors were covered with particles of nut meats and shells, and were very slippery.

Candy

Eleven candy factories were visited, all of them employing a comparatively small number of workers, as many as 50 women in only two cases. Only three employed any Mexican women and these totaled but 16. Several plants were housed in modern buildings and none of the old buildings were in need of repair. Most of them were reported as having good housekeeping. Hard candies, chocolates, and candy bars, candy of all kinds, as well as popcorn, were being made, wrapped, and packed. One firm made its own boxes on the sixth floor of the factory.

Most of the workroom floors were cement but three plants had wooden floors throughout. The cement floors were all in good repair. All but one reported cleaning the floors at least once a day and scrubbing at least once a week. In six of the plants this was done by a special employee. Platforms were not needed in any of these workrooms, for most of the work in candy factories is done while sitting. Stools without backs were the most common type of seat provided.

Six factories had dipping and packing rooms that required artificial cooling. In all these rooms there was no natural ventilation and four had no artificial system. Adequate natural ventilation was reported in the majority of the other workrooms but most of them had inadequate artificial systems.

Natural light was adequate in all the workrooms except those equipped with cooling systems that had no windows at all. Artificial lighting, on the whole, seemed adequate. In only one firm was any outstanding hazard reported and here the edges of all steps were broken off and the outside stairway with no hand rail was open against the windows.

Miscellaneous food

Of the eight establishments classed as miscellaneous food, one in each case made crackers and candy; packed tea and soda, and canned beans and peas; made cheese and mayonnaise; made macaroni; packed coffee; made cakes and crackers; packed olives and mara-

schino cherries; and canned chili, spaghetti, etc. Six of the eight employed fewer than 100 workers each.

All but one of the buildings in which these establishments were located were in good repair, with housekeeping good also.

In most plants the floors were of cement. Practically all were in good repair and were clean and dry. One was reported as in poor repair, floors dirty and covered with debris and so wet in places that women were wearing galoshes. One case was noted where platforms were needed for girls standing at the conveyor. Scrubbing practices varied. One plant that would seem to require daily scrubbing reported doing it "occasionally"; here the girls were required to clean the rooms every day before leaving.

Four of the eight firms were reported as having good natural ventilation; others had adequate openings to the outside air but ventilation was poor because of obstruction by boxes of stock and high machines. As to artificial ventilation, some workrooms had none, others had fans in the summer season only. None had artificial ventilation that was entirely adequate, and one that had inadequate natural ventilation had no artificial system of any kind.

Natural lighting was adequate throughout in several but in others some of the workers had too little daylight. Artificial lighting was considered adequate in all the establishments.

On sitting jobs, stools without backs and not adjustable had been provided in the majority of cases. In some instances women whose work could be done just as well while sitting were standing at their jobs, no chairs having been provided.

In one packing plant it was reported that workers frequently cut their hands on the tin cans and in the other firm in which a hazard was apparent the capping machines were said to cause several accidents a year. These unguarded machines had a foot control, and the girls would forget to take away their hands, which sometimes caused the loss of the end of a finger.

Service facilities—all food industries

Drinking fountains of the bubbler type were all sanitary in 4 establishments and were all insanitary in 13; in 1 plant both kinds were in use. Nine establishments had other facilities in addition to bubblers and 19 had such other types only. Of the 28 establishments with facilities that required cups, 6 supplied individual cups, 5 had common cups, and 17 made no provision of any sort.

Only 11 establishments had any lunch-room arrangements. Four of these—meat packing, coffee packing, cake and cracker making, and candy making—supplied hot food and drinks. Twenty-one of the 35 plants reporting allowed only half an hour for lunch; all but 3 of the remainder, however, had an hour.

Aside from the desirability of having adequate washing facilities for the comfort of the workers, they are necessary in food-handling establishments from the point of view of sanitation. All the food plants visited had facilities for washing; in 22 there were enamel fixtures throughout. In 17 of the 37 establishments men and women shared the washing facilities. In 19 places no hot water at all was furnished and in 5 others only part of the women were supplied with hot water. Soap was supplied in all but 10 plants, and indi-

vidual towels were provided in 18. Unfortunately, common towels were in use in six establishments. In an especially clean and up-to-date packing and canning factory, three showers were provided and were used daily by the girls. All but three firms reported some emergency equipment, generally a kit containing the usual simple remedies.

In Texas a complete medical examination of workers in food-handling plants is required. An amendment in 1931 that made blood tests no longer necessary was mentioned by one firm in the present study as a decided step backward, since no check on certain very serious diseases can be made without the blood test.

Twelve firms reported a group-insurance plan for their workers, and one of these also reported pensioning their old employees.

Bag factories

In 5 of the 8 bag factories, second-hand burlap and cloth bags were being reconditioned. In the others the girls were working on new bags. Old bags were reported as washed or vacuumed before employees were allowed to work on them.

All but two factories had wooden floors. They were swept frequently (in 2 plants by the women employees) but in only 2 plants were they scrubbed, the reason given being the danger of ruining the bags, which in several places were stacked in piles on the floor.

In one of the factories that had cement floors, platforms were needed for all women except a few machine operators.

Four factories had very good natural ventilation, with monitor roofs or large windows. In another, though the window space seemed sufficient, stock piled high in one of the rooms prevented adequate circulation of air. Only 2 had any artificial ventilation, and in 1 of these it was reported as inadequate. The other had a hood with pipe to catch the dust from the bags as they were cleaned.

Natural lighting was said to be adequate in all but one factory and no glare was reported for any plant. Artificial lighting was adequate, and glare was absent here also.

In 5 factories seats were reported as adequate; in 2 of these they were adjustable. In three others, machine operators as well as other workers stood while they worked, no seats being provided for them. In one of these plants the reason for this was said to be the fact that they could work faster standing up, and since they were on piecework this was necessary.

Three plants had bubblers throughout, but only one had the sanitary type. Five had facilities that required the use of cups. In 3 of these the girls had to bring their own, and in 1 a common cup was provided for over 100 workers. The remaining firm supplied individual cups. All eight firms provided cooled water.

A cafeteria had been installed in one factory and a lunch room with tables and chairs in another, but the other six had no lunch facilities. In one of these plants (80 women) the girls said they sat on the floor of the cloakroom and ate their lunches. No plant allowed more than half an hour for lunch.

Enamel sinks were available for washing in all the factories. Hot water and soap were provided in only two. One of these and another

also provided individual towels. Facilities were separate for men and women.

In only one plant was any hazard or strain reported, and here there was danger of falling over the pieces of wire that were strewn about the floor.

Wooden-box factories

Seven factories making baskets, boxes, or crates of the kind used as containers for fruits, vegetables, and eggs were visited. Five were in frame buildings and the other 2 were of corrugated metal; 4 were of 1 story and 3 were 2 stories in height.

Floors were of wood in all but one plant. Where the floor was cement, rubber pads were needed for the women web makers. In all factories the floors were clean. All but one were swept daily, but only one reported any scrubbing.

Six workrooms were reported as having an amount of window area that insured good natural ventilation and lighting. One that had a low ceiling and very few windows also had inadequate artificial lighting. Only two, both of which had adequate natural ventilation, had artificial ventilation of any sort.

Three plants had drinking fountains, though in only one were they of a sanitary type. Two had other kinds of facilities in addition to fountains and four had other kinds only. A common cup was furnished in one plant that had no bubbler; in four places individual cups were provided.

In 3 of these factories, 1 employing over 100 workers (17 of them women), a faucet with a pail below it was the only facility for washing. Neither hot water nor soap was provided in any of the factories, and only one supplied individual towels. It was explained that the wood was damp when worked on and so raised no dust, and that as most workers went home for lunch they did their washing there.

Six of the seven firms had no lunch rooms. One had tables and chairs where the girls could eat their lunches. This was combined with the cloakroom. Two of the six firms with no lunch room allowed the workers only 30 minutes for lunch.

Practically none of the women were supplied with seats of any kind, and the few that were provided were not adjustable. All firms were said to have emergency kits for first aid. Two reported group insurance.

Hat factories

Hats were made in eight factories visited for inspection, all but one being in Dallas. The factories were small, only two employing as many as 75 workers. Most of the women were white, but in one firm all were Mexican. The plants were in brick buildings (one called fireproof) that were in good repair and with general housekeeping good.

Floors were entirely of cement in three plants, in good repair and clean. Two women inspectors in one of these plants should have been provided with platforms. Floors were swept daily, but scrubbing was reasonably frequent in only one plant. Four plants had wooden floors throughout, in one of which they were dusty in spite of daily sweeping.

Natural ventilation was reported good in all 8 factories, and 7 of them had some form of artificial ventilation in addition. Natural light was poor on the second floor of one factory because of closely adjoining buildings. The same factory had inadequate artificial light; shades were needed on some of the bulbs and the ceiling being of a dark color permitted practically no reflection.

Five hat factories had drinking fountains but all were of the insanitary type. These five also had drinking facilities requiring the use of cups, but no cups were provided. Three places had no bubblers; in 2 of these no cups were supplied and in 1 a common cup was the only thing available.

All plants had enamel bowls; in two places they were shared with the men. Only one was reported as not clean. Five had no hot water and 2 no soap, but individual towels were provided in 6. One firm provided the insanitary common roller towel for about 50 women.

Chairs were provided in the hat factories, but not of a type adjustable to the individual.

No lunch facilities were reported, though four establishments allowed but 30 minutes for the lunch period.

Paper factories

Five factories making paper products, such as boxes, wax paper, shopping bags, towels, and cups, were inspected. They were small factories as far as the number of workers is concerned, and they employed white workers almost exclusively.

Workroom floors were of cement in three factories. All three were in good repair and clean. Platforms were needed in one of them at all standing positions. One of the workrooms with a wooden floor was very dirty, though all were swept daily. Two had weekly scrubbing and two had no scrubbing at all. One of these reported that when glue was spilled it was mopped up, but that more scrubbing than this would be injurious to the merchandise.

Four of these plants had large factory windows on at least 3 sides, one of them on 4 sides. One had a monitor roof with side openings. The other factory had a long narrow workroom with windows at the two ends only, which very decidedly gave inadequate ventilation. There was some artificial ventilation in this workroom, but it seemed insufficient. Naturally, in this case there was insufficient daylight also, but other plants had good natural light. Artificial lighting was adequate, though some bulbs, hanging high above the working plane, were unshaded.

Most of the women in these factories sat at their work. In one place the machine operators were provided with chairs that had adjustable backs. Other workers in this plant (hand folders) and all in the other factories had nonadjustable seats. Stools without backs were provided more frequently than any other kind.

Of the 5 paper plants, 3 had bubblers of the insanitary type. One of the others provided individual cups.

Only one factory had a lunch room of any sort and it was combined with a rest room and toilet that ventilated into it. In all five plants only half an hour was allowed the employees for their lunch period.

All had enamel washing facilities. Hot water was provided in 2 cases, soap in 3, and individual towels in 3. Men and women shared the facilities in three plants.

In one of the workrooms a girl assisting in cutting paper seemed in danger of injury. The large, sharp knife was brought down with great force by one girl while the other held the paper with her hands.

Miscellaneous manufacturing

A miscellaneous group of nine other factories visited were making, respectively, cigars, tobacco, glass jars, caskets, boots and shoes, extracts and toilet preparations, linen handkerchiefs (hand-made), and (two firms) hosiery.

Floors were in good repair and clean, but in one plant platforms were needed for all girls who stood on the cement floor.

All mills but one (that one employing over 400 Mexican women) were in buildings that had adequate window area for good ventilation and sufficient light for ordinary operations. The second floor of one factory, though provided with windows on three sides, was poorly ventilated because of the obstruction caused by many tall boxes on which the product hung. A small packing room on the same floor, where six or seven girls worked, was stuffy and had little daylight. In one a special system of artificial lighting was provided for the knitting-machine operators.

The use of seats was not permitted for packing- and shipping-room workers in one factory. In the other eight plants nonadjustable chairs, mostly of the kitchen type, were provided.

Four factories had provided bubblers, but only one was of the sanitary type. Where cups were needed, four had supplied their employees with individual cups.

One of these establishments had provided a place to eat lunches that was combined with the cloakroom. Another, allowing but half an hour for lunch, had supplied tables and benches in the basement but admitted that it was unhealthy, due to the dampness and total lack of ventilation. This was a very large factory, employing more than 400 women, and the manager planned to rent a vacant house and provide suitable lunch facilities. Four of the establishments allowed an hour for lunch but all the remainder allowed only 30 minutes.

Washing facilities had been provided in all the factories of this group and in all but one case they were reported as clean. Five of the 9 provided soap, 5 furnished individual towels, but only 2 had hot water.

No specific hazards were reported, but in two mills it was said that the strain on the women inspectors was great, with hours long and speed important.

Toilet facilities—all factories

Inside toilet facilities were installed in all but 4 factories, but in 52 of the 137 the number of seats was inadequate. In three cases the facilities were shared by men and women. All but two were of the hand-flush type and none were automatic. About one-third were not clean, and in about the same proportion entrances had not been designated at all or not clearly. In 39 cases the toilet rooms were not ceiled, and in 41 the seats were not enclosed to insure privacy.

In 37 plants the toilets had no natural ventilation. In only one of these was there artificial ventilation, the others ventilating into some other room.

In 18 of these 37 firms toilet rooms were not clean, a situation doubly bad with no ventilation; in 1 food plant, where the toilet ventilated directly into the workroom, conditions were reported as being very offensive.

In 31 other plants toilets were not clean, the largest number in any one industry being 11.

Laundries

Laundries were visited in 18 cities and towns in all parts of the State. Half of them were in the five largest cities. Seven of the 52 were connected with hotels.

The largest laundry had 212 employees. One had as few as eight. Forty-four of the total had fewer than 100 employees, and 28 had fewer than 50. The 8 with 100 or more workers all were in the larger cities. The 7 hotel laundries averaged about 40 employees. A total of 2,385 women were employed in the places visited, half of whom were white and one-fourth each Negro and Mexican. In one laundry Mexicans only were employed.

The laundry occupied the entire building in most instances. All but 2 of 45 reported on were only 1 to 2 stories high, these 2 having 3 stories. A number of buildings were new, the majority being of brick. One structure was frame and 2 were of corrugated iron.

All but one of the laundries connected with hotels were in basements. The one exception had its own separate building—a one-story brick plant that covered almost a city block.

In the wash room of a laundry a cement floor is desirable, but in the press and flat-ironing departments, where there is no problem of wet floors except around the starching table, the use of cement is open to question. It is likely to wear better, needing less repair, but if satisfactory mats are not provided the hardness and lack of resilience make it exceedingly fatiguing to the worker. Practically all laundry work requires constant standing, and when this is done on cement floors without mats or wooden platforms tired and aching feet are the result.³

Thirty of the fifty-two establishments had cement floors throughout and 5 had wooden floors. In 17, part of the floors were cement and part wood; in 2 of these all standing jobs were on wooden floors. Of the 46 laundries where women were standing on cement floors, 11 needed mats or platforms for all women, and 26 needed them for some. Flat-work ironers, hand finishers, and pressers all stood on cement floors without mats to lessen the strain.

In all but 4 plants the rooms were reported as clean, though in 9 cases the wash- or starch-room floors were said to be wet.

All but 10 of the 27 one-story buildings were constructed with monitor roofs; 3 had skylights, 1 had only ceiling ventilators, and 6 had no roof ventilation. Of the 18 two-story and three-story buildings, 7 had monitor roofs.

Of the 6 hotel laundries that were in basements, 1 had no direct opening to the outside air, another had 4 small gratings, another had

³ See Women's Bureau Bul. 78, A Survey of Laundries and Their Women Workers in 23 Cities. 1930. p. 24.

6 small ventilators opening to the street, 2 had a few windows, and 1 had casement windows. All 6 were reported as having poor natural ventilation. Five had unsatisfactory artificial ventilation also. In 1 only was the system in use adequate.

Of the 46 other laundries, 11 were reported as having inadequate natural ventilation. Three of these were at fault in part of the work-rooms only. One had insufficient natural ventilation where the pressers were working, windows being of the store-window type that do not open; cross ventilation was poor in the wash room of the second; and in the third the linen-supply room was poorly ventilated for winter. Natural ventilation in the other 35 laundries was reported as adequate, cross ventilation being possible in all of them.

Natural ventilation alone, however, is quite inadequate for the proper ventilation of a laundry.⁴ Omitting the 6 laundries in hotel basements, 32 had some form of artificial ventilation, though in 3 of these it was provided in the summer only. Twenty-four had wall exhausts, 15 having portable or paddle fans in addition. One laundry had no artificial ventilation but wall exhausts near the flat-work ironers, used in summer only. Two others had hoods over most of the machines but had no exhausts. This absence of exhausts with the hoods probably would throw the steam down, and though it might improve the air in the rest of the room it would concentrate the heat and steam on the operator.⁵ Of the total 52 firms, hoods with exhausts were provided in 9 laundries—2 had them for all machines, 4 only for flat-work ironers, 2 for tumblers, and 1 supplied them for various machines but had omitted them for flat-work ironers.

To provide conditions in which laundry operatives can work comfortably and efficiently, it is desirable that the air be fairly cool, in gentle motion, moderately moist, and slightly variable in temperature, an effort being made to keep the air temperature between 66° and 68° F.⁶

In the present study, 152 temperature readings were made in 47 laundries near the flat-work ironers, the presses, and hand ironers, as well as near workers doing the checking and sorting, those operating the tumblers, and so forth. In this discussion by occupation, readings total 174, as the same reading frequently has been given to 2 occupations. Both dry-bulb and wet-bulb readings were made in each department of the laundry; very often readings were taken at 2 or 3 positions in the same department.

Near the flat-work ironers, 50 of the 52 dry-bulb readings were 75° and over, 39 were 85° or more, and 7 were from 95° to 99°. Sixty-two of the 64 dry-bulb readings made near the presses were 75° and over and 54 were 85° or more, 2 readings being as high as 100°. Near the hand ironers, all but 1 of the 34 readings were 75° and over and more than three-fifths were at least 85°. The 116 combined dry-bulb readings of the flat-work ironers and presses showed that 96 percent were 75° and over, 80 percent were 85° and over, and more than 40 percent were 90° or more. These temperatures are very much too high when compared with what is considered de-

⁴ Ibid., p. 22.

⁵ Ibid., pp. 22, 23.

⁶ Ibid., p. 18.

sirable—68° F. on the dry bulb and 58° on the wet bulb.⁷ Only 2 of the 152 dry-bulb readings were lower than 70°.

The readings of the wet bulb near the flat-work ironers and the presses were exceedingly high. Over 96 percent at the flat-work ironers were 60° and over, and almost one-half were 70° to 80°. Only two readings were below 60°. Of the readings taken near the presses, about three-fifths were 70° and over and almost one-fourth were 75° or more. Readings at hand-ironing positions also showed too large a proportion with temperatures much higher than is considered desirable. Of the 34 readings, 30 were 60° or more, 8 being at least 75°. It has been stated that the endurable limit of wet-bulb temperature is about 78°, if a moderate amount of mechanical work is being done,⁸ yet 13 of the 174 wet-bulb readings (in 8 laundries) were at least 78°, and laundry work is more than moderate labor.

The combined readings for all other laundry workers (25 women), including a few sorters, checkers, operators of tumblers, and so forth, showed similar proportions with temperatures that were too high for comfort. The temperature in which these women were working was affected considerably by their proximity to the presses and ironers. Of 24 dry-bulb readings 22 were 75° and over, 20 were 85° or more, and 10 were at least 90°. Wet-bulb readings showed 22 of the 24 to be 60° and over, 19 to be 70° or more, and 6 to be 75° to 79°.

The correlation of dry-bulb and wet-bulb readings is far more important than either considered separately. In a total of 13 dry-bulb readings that registered 80° or more, 60 percent registered 70° and more on the wet bulb and 23 percent of them registered at least 75°.

Outside dry-bulb readings for 47 laundries ranged from 51° to 91°. Only 4 were below 70°. The effect of outside temperature on inside temperature is shown by the fact that where the outside dry-bulb reading registered 70° or more, 97 percent of the inside readings were at least 80°, and 44 percent were at least 90°. With the outside temperature at only 51°, three inside readings of one laundry were, respectively, 76° for hand finishers, 89° for press operators, and 95° for workers at the flat-work ironers.

Outside wet-bulb readings ranged from 39° to 77°, all but one being at least 50°. When the outside wet-bulb reading was at this point, 95 percent of the inside readings were 60° and over. When it was 60° or more, 75 percent of the inside readings were at least 70°, and 28 percent were 75° or more.

In one laundry, though the outside dry-bulb reading was 88°, inside readings were over 100° for most of the workers, while in another it was 91° outside but went no higher than 96° inside. This latter firm had very good artificial ventilation.

None of the six hotel laundries that were in basement workrooms had adequate natural light, one of them having inadequate artificial lighting also. Wholly or partly inadequate lighting was reported for seven other laundries.

⁷ Ibid., p. 19.

⁸ Ibid., p. 19.

Most of the work in a laundry is done while standing, therefore it is not so important that chairs be adjustable as when doing work that requires sitting constantly, but it is important that a fairly comfortable seat be provided each operator to use when she can sit down for a minute or two. In 28 laundries the supply of chairs was inadequate. Where they were provided, the kitchen-chair type was most commonly in evidence. Five firms had no provisions whatsoever for seating.

Bubblers were provided in 27 laundries and in 10 of them they were of a sanitary type. Seventeen laundries had, in addition, either tanks, coolers, or faucets. In 13 of these no cups were furnished; in 2 only a common cup was available. Two firms provided individual cups.

In 25 plants all the facilities required the use of cups. In 9 of these laundries no cups whatsoever were provided, and in 8 only a common cup. Eight of the 25 supplied individual cups.

Four-fifths of the laundries had no lunch rooms. No hot food or drink was obtainable in any of the 10 that had made some provision of lunch facilities. In eight of these, lunch rooms were combined with the cloakroom, rest room, or workroom. Of the 2 others, 1 was a basement lunch room where sandwiches only could be purchased. Half of the laundries allowed but 30 minutes for lunch.

Bowls or sinks, the majority of them enamel, were provided in all but seven of the laundries. In the seven exceptions, employees used the tubs where the clothes were washed. In 18 cases washing facilities were not separate for men and women. The equipment was reported as clean in all but 11 cases.

Hot water was provided in only 13 of the 52 plants that had regular washing facilities, but due to the industry it probably was obtainable in all cases. Soap was provided in only about half of them, and towels in about half, though in a number it was stated that laundry towels were available for the use of the workers. In 20 laundries individual towels were provided.

Inside toilets were provided in all but one laundry, an establishment in one of the smaller towns and employing nine women. The inside toilets were all of the hand-flush type.

The Women's Bureau standard of adequacy, 1 seat to each 15 women, was upheld in almost two-thirds of the laundries, but in the other third the accommodations were too few for the women workers, who numbered in some cases as many as 24, 25, 27, and even 31 and 36 for whom only one facility was provided. In 34 of the laundries the toilets had no natural ventilation, and in a good many of these there was no artificial means either. In more than half there were toilets that ventilated only through some other room, frequently the workroom itself. A few had neither windows for light nor artificial means of lighting, but because the rooms were unceiled they got some light from the rooms that they adjoined.

In 24 laundries one or more hazards or strains were reported. In 10 the heat was a distinct hazard. Nine had unguarded machinery—chiefly old-style foot presses. In one of these several accidents had occurred on the presses, and in another very narrow aisles between formed an additional danger. In the wash room of another laundry two women worked with their hands in water all day long. Elevator

doors were unguarded in 2 plants and floors were slippery in 4. In five laundries stairways constituted the hazard. In three, open or partly open stairways were a menace, in a fourth, treads were broken and worn, and in the fifth there were large open windows along the stairs through which a person easily could be pushed.

In one laundry, though all machinery was guarded, a woman had recently caught her hand under the guard. A Negro press operator in another plant had but one leg, with which she operated a foot-press. All day long she leaned on her crutch and worked. No chair was nearby to relieve this strain.

In two laundries there was no first-aid equipment of any kind; one of these was an old laundry with all machinery unguarded.

Sixteen laundries allowed reduced rates of one-fourth to one-half off for the laundry of employees, and five others gave free service. Thirteen laundries had a group-insurance policy of some kind for their employees.

Stores

Though about half of the 46 department stores visited were in the larger cities, only 12 of the 44 reporting numbers employed as many as 100 persons. Two stores had over 300 employees and 22 had fewer than 25. Almost 3,000 employees in all (2,991) were reported, 2,216 of whom were women.

The 33 limited-price stores had 962 employees, 826 of whom were women.

Fifteen department stores used their basements as salesrooms. Nine of these were without natural ventilation, though all were equipped with some artificial means. Systems that forced the air in had been installed in 11 of these basements; in others, fans of the paddle type were the only artificial device in use, but all basements were reported as well ventilated. Most of the salesrooms above the basement seemed to be adequately ventilated; if not with natural ventilation by means of windows and doors, artificial devices were used, most of which were fans of the paddle type. Three had special cooling systems.

Only 4 of the 33 limited-price stores visited were using basements as salesrooms at the time of inspection. All were well ventilated, 1 by natural and 3 by artificial means. In 2 stores natural ventilation was poor in part or all of the other salesrooms, and in 1 of these there was no artificial ventilation. Fans, chiefly of the paddle type, had been installed in the main salesrooms of 22 stores. Five of the firms had workrooms, in two of which natural ventilation was reported to be poor.

In workrooms where good lighting is particularly important because of the kind of work being done (sewing largely), four department stores had inadequate natural light, but all had artificial lighting. In 20 of these workrooms artificial lights were unshaded at one or more work positions. An unshaded bulb at a sewing machine is a distinct hazard.

Natural lighting was inadequate in the workrooms of 2 limited-price stores and lights were not shaded in 3.

There were only two department stores in which the women had no seats whatsoever. In some, however, they were not provided with chairs for their own special use but were permitted when not

busy to use the chairs provided for customers. Others had flop seats behind the counters. Thirty-three of the stores had workrooms of one sort or another; some were separate, and others were partitioned off from a larger room, sometimes very crowded. Of the 31 stores reporting as to workroom seats, all had them, but they were almost entirely of the kitchen-chair type. None were adjustable.

In only one limited-price store were no seats provided. Flop seats were the type most commonly in use. In the five stores with workrooms the chairs were not adjustable.

In 48 of the 79 department and limited-price stores, bubblers had been installed. Fountains were of the sanitary type in 15 stores and were insanitary in 31;⁹ in 2 others, bubblers were of both types. Thirty-five of the 48 stores provided other types of drinking facilities in addition to bubblers, but in only 6 of these were individual cups furnished. Twenty-seven had only tanks, coolers, or faucets, and 16 of these had provided individual cups. Three supplied only the common cup and 8 none at all.

In only 3 of the 22 department stores with fewer than 25 workers had a lunch room been provided. In the other 24, only 10 had lunch rooms. Three of the department stores allowed three-quarters of an hour for lunch, all the others allowing an hour.

In 21 of the limited-price stores no room had been set aside as a lunch room. Of the 12 that had lunch-room facilities, 11 were combined with the rest room or cloakroom. All the employees in limited-price stores were allowed at least an hour for lunch.

All department stores had washing facilities of the enamel-bowl type. In 27 stores they were used by the public as well as by the employees. Hot water was provided in only 9 cases, but nearly all provided soap and 30 supplied individual towels. Eleven provided only common towels, and four of these were stores where facilities were shared by the public.

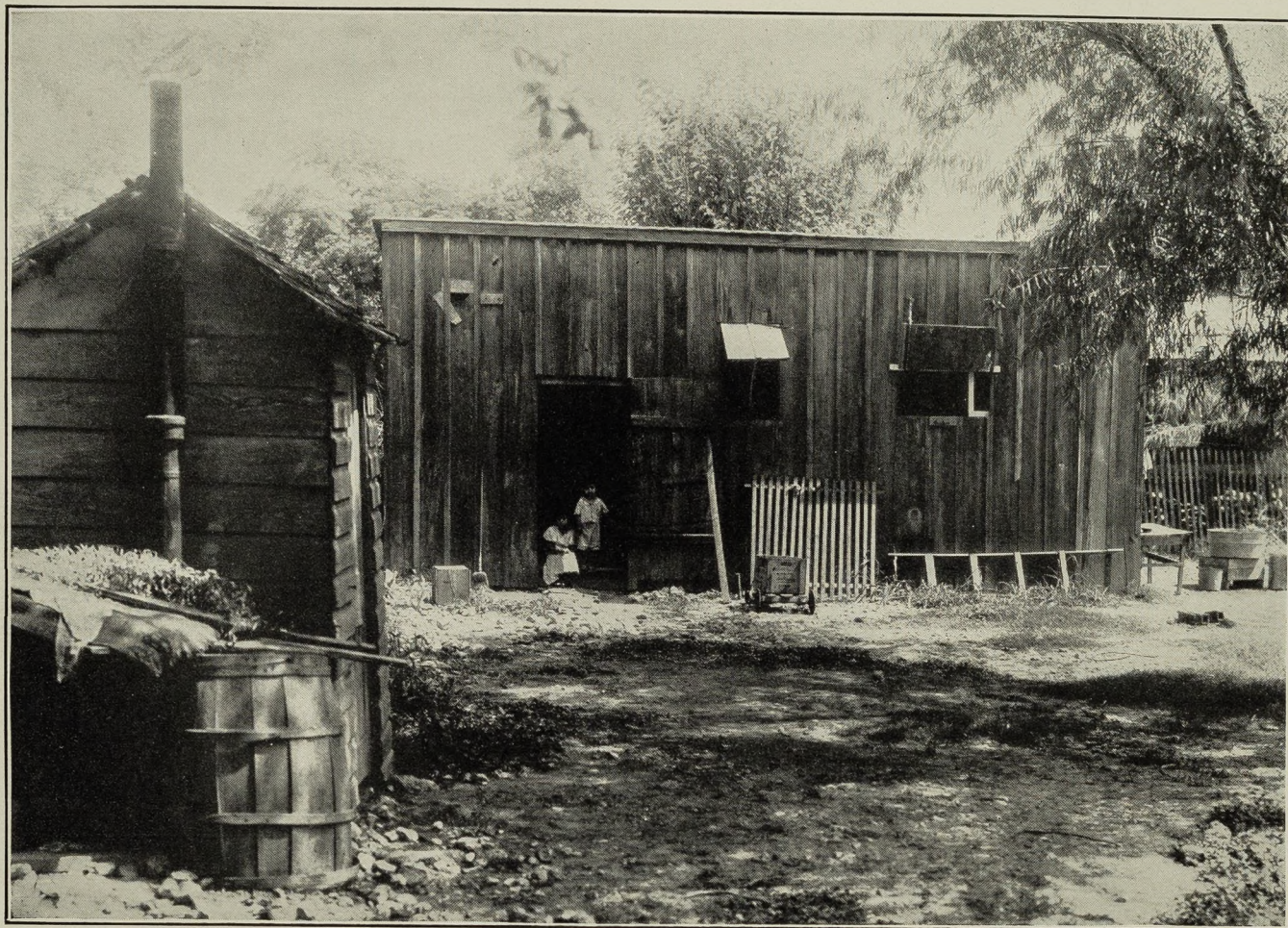
All stores of the limited-price group had washing facilities, for the exclusive use of employees in all but five cases, where the public was permitted to use them. Hot water was furnished in only 11 of them, but in 25 soap and individual towels were provided.

The adequacy of toilet equipment depends on the number of seats provided in relation to the number of workers. The Texas law establishes a ratio of 1 seat to every 25 men and 1 to every 20 women workers. This is considered inadequate by the Women's Bureau, which sets as a standard of adequacy 1 seat to every 15 women workers.¹⁰

Toilet facilities in stores very often are shared with the public, which generally results in unsatisfactory conditions for employees. The public shared toilets used by employees in 25 of the department stores visited in Texas; in 2 of these men also used them, and in another store men and women shared facilities. In a much smaller proportion of the limited-price stores—only 3 of the 33—was the public allowed to share the facilities. In 2 of these men also used them, and in 2 others men and women shared facilities.

⁹ See Women's Bureau Bul. 87, Sanitary Drinking Facilities, with Special Reference to Drinking Fountains. 1931. p. 9, recommendation no. 2.

¹⁰ U. S. Department of Labor. Women's Bureau Bul. 99, The Installation and Maintenance of Toilet Facilities in Places of Employment. 1933. p. 6.



EXTERIOR OF ONE-ROOM HOUSE OF A MEXICAN HOME WORKER AND HER SIX CHILDREN.

Part VII.—INDUSTRIAL HOME WORK IN TEXAS

The making and embroidering of handkerchiefs and infants' and children's garments is an important industry in Texas, and much of the fine needlework produced in the State is done in the homes of the workers. The women, mostly Mexicans, are highly skilled in this line of work, and the little dresses and slips that they make so exquisitely sell in the stores at a price per garment far exceeding the amount paid these women for making a dozen of them.

In the Women's Bureau investigation home workers were interviewed in San Antonio and Laredo, cities in which there were hundreds of Mexican women doing hand sewing at home compared to the few Americans so employed. From reports of the Bureau of the Census it appears that in 1930 more than half (51.3 percent) of all Mexican women 10 years of age or over in the United States lived in Texas.¹

Most of the home work covered in the present study was done by Mexican women; in fact, all but 17 of the 123 women interviewed as home workers were Mexicans. In addition to the persons interviewed, a number of the homes visited had 2, 3, or 4 members sewing for wages. Information obtained in this study in regard to the earnings of women sewing at home on infants' and children's garments may apply to the amounts paid a group of workers rather than an individual, so an exact comparison of the week's earnings of the factory worker with those of the home worker is not possible.

Though it was disclosed that the Mexican women interviewed had been in the United States from 3 to 48 years, only a few of them had a sufficient knowledge of English to give the facts necessary for the present study. In practically all the interviews an interpreter was required. Sometimes a child or a younger sister or brother was pressed into service, sometimes the husband of the worker, and in a few cases a husband and wife together were able to contribute in piecemeal fashion the information desired. More often the facts were secured through an interpreter who accompanied the investigator on her rounds.

In the interview with the home worker facts about the woman, her work, and her family were ascertained, and the agent added statements about the conditions under which the work was done, the size of the house, the degree of cleanliness, type and sufficiency of lighting equipment, amount of natural light, and location and other uses of the workroom.

The cleanliness of the homes and the neat attire of the women were points stressed again and again by the investigators. In only a few instances was it stated that the dress of the worker was not really clean. In many cases it was patched or mended but nearly

¹ U. S. Bureau of the Census. Fifteenth Census, 1930: Population, vol. V, Occupations, pp. 86-87.

always it was spotlessly clean. In spite of the fact that the visits of the Women's Bureau agents sometimes were made as early as 8:30 in the morning, it was usual to find the house straightened up, the beds made, the dishes washed.

Type of work

The 123 home workers included in this study, employees of 7 firms, were engaged on two kinds of work—handkerchiefs and infants' and children's garments. Only nine were handkerchief makers, and their work consisted of rolling hems, hemming, embroidering, or appliqueing fancy handkerchiefs. The 114 women employed on infants' and children's garments were making dresses, slips, gowns, sun suits, play suits, rompers, and so forth. They were doing machine sewing, hand sewing, embroidering, hemstitching, fagoting, smocking, drawn work, French knots, lace trimming, and appliqueing. The articles usually were of so fine and delicate a texture that the utmost care was required in handling so as to preserve their freshness and daintiness.

Some of the women showed the agent the paper patterns from which they copied the design. Though many of the patterns were intricate, they were not stamped on the material, and their transfer to the garment was not feasible because of the daintiness and delicacy of the work. Artistic sense as well as skill in needlework was demanded of these women, for it was their task to copy the design on the tiny garment from the paper pattern furnished.

The neckbands and set-in sleeves often were so tiny that to anyone not an expert in attaching them to the little garment such work seemed almost impossible, yet the least variation in measurement or design was sufficient to have the garment rejected by the contractor or branch office. When this happened the woman received no pay for the time she had put on the job.

The women made many comments in regard to the delicacy of the work and the care and skill required in this fine sewing. A few of the more interesting have been selected and are presented here.

The design is very tiny and the work has to be done perfectly.

It is such very close, fine work and it must be done neatly or they won't accept it.

The work is very fine and it has to be done perfectly.

All the work is close and fine.

It's very hard, such fine work, and it has to be done neatly.

The work isn't easy. Very, very fine and close. It's not every family that can do the very fine work.

A woman who had not been long with her present employer displayed a dress she had made that had been rejected by the examiner. It had to be ripped because the smocking was too loose and too wide. She remarked pathetically, "I will not get pay for that."

One worker had used the wrong thread on some dresses given her and because of this she could not collect pay for the work. The company wanted the threads taken out, but in the woman's opinion the stitches were too fine for that. She said that the error was not hers as she had used the thread supplied in the bundle, and she felt that she should have been paid for the job. She had not gone again to that plant and at the time of the interview was doing work for another factory.

With the exception of one very experienced worker, who did rush orders and samples for a factory, the women had to call for and deliver the work. Many complained of the time lost in going to and from the plant and in waiting there while their work was inspected and a new order made up for them. Again and again the women stated that they had to sit for 2 or 3 hours at the plant "while they examine your work." This enforced idleness was resented by most women because it meant a loss in earnings or a waste of time that might have been spent on household tasks.

A few of the comments made by the workers follow:

Lose 2 or 3 hours every time I get work.

I wait sometimes the whole morning. Always wait.

Often wait half a day. It depends on how many are ahead of you; you have to take your turn.

Sometimes I wait all day for work.

We often have to wait a long time. They examine the work and you have to fix any defects before they will pay you.

Sometimes there is no work ready, have to wait and wait, then work hard that night to make up.

I wait at factory a very long time. The examiner examines your work and then fixes your bundle.

The worst part is standing, waiting for work. They examine your work before they pay you; you wait till they do that.

It takes a long time; I have to sit and wait. I bring work home, make a sample, and take that back for them to see before I do more.

The woman last quoted had been working for the firm a short time only, and the low rate of pay evidently made her cautious, as she could not afford to have her work rejected and get no pay.

Car fare was an expense that these home workers could ill afford and some lived so far from the factory that they felt it was necessary to ride. Others walked even though it was quite a distance.

Delay in getting pay for their work also was a source of worry. Several women complained of weeks elapsing between the turning in of their bundles and their being paid for the work. This delay was accounted for by the fact that an agent, rather than the firm, distributed these needlework jobs. The women could not be paid until a check for the order was received from the main office, a matter of a week's delay. Often it was 2 weeks before the women got their pay.

When work could not be obtained from the company that usually supplied them, several of the women said it was their practice to apply at another plant in the locality; "Can't always get work, then sew for another factory."

Age of women

The Mexican home workers were an older group than the Mexican women in factories, stores, laundries, and hotels and restaurants, more than one-fourth of the former, in contrast to only one-tenth of the latter, being at least 40 years of age.

TABLE 24.—Age of women employed on industrial home work

Age group (years)	Women reporting	
	Number	Percent
Total.....	120	100.0
Under 20.....	15	12.5
20, under 25.....	19	15.8
25, under 30.....	16	13.3
30, under 35.....	15	12.5
35, under 40.....	22	18.3
40, under 50.....	19	15.8
50 and over.....	14	11.7

With only 120 women reporting, the number in each age group naturally is small. Not far from one-half of the women (56) were in the groups of 30 and under 50 years. Fifteen were under 20, and about half of these had not reached their eighteenth birthday at the time of the study. Practically the same number were at least 50.

Marital status

Three of every 10 of the home workers interviewed were single and all but two of these were less than 40 years of age. Four of every nine were married and the majority of them were 30 and under 45. One-fourth of the women were widowed, separated, or divorced and well over half of these were 40 or more. In fact, more than half of the group who were 40 or more were widowed, separated, or divorced. Practically all the workers who had reached 30 were or had been married.

Only four of the home workers reported that they were living independently. Their ages ranged from 22 to 58 years. One of the 4 was an American.

Average hourly earnings

To the great majority of the women home work was their job, and they worked steadily. Many whose home duties prevented their giving hour after hour of the day to fine sewing stated that they often worked late into the night to make up for that. Many worked steadily for 10 or more hours a day. "Morning at the needle, noon at the needle, night still at the needle", said one woman who reported a workday of 15 hours.

In spite of the fact that home work was the sole source of wage in approximately 1 in every 3 of the 119 households, an analysis of the women's earnings shows that 63 of the 98 women for whom an estimate of hourly earnings could be made averaged less than 5 cents an hour. This intolerable condition was due to the fact, already mentioned, that the women were paid less for making a dozen or more of these exquisite articles than a single garment or handkerchief sold for at retail.

At the time of the survey a woman was making by hand a particularly exquisite infant's dress and adorning it with very fine smocking, lace, and a small flower design. She commented: "It takes a lot of time to make a dress; some dresses pay very little; all prices



MEXICAN INDUSTRIAL HOME WORKER MAKING INFANTS' FINE GARMENTS.



MEXICAN FAMILY OF INDUSTRIAL HOME WORKERS SMOCKING INFANTS' DRESSES.

have been cut." These little garments later were seen on sale in an eastern city at \$8 each, but the rate paid to the woman who made them was \$5 a dozen. By sewing steadily she could finish one garment in 12 hours, receiving about 42 cents for her long day's work. A sister helped regularly on the home-work jobs and the two women considered themselves fortunate if they could make \$2.50 a week.

In many cases investigated other members of the household besides the interviewed woman were engaged regularly on the home-work job. The 119 families visited reported 175 women doing home sewing. As an example of team work is the case of three sisters, each of whom did a specific part of the job. On the little dresses they made, the first seam was put in by machine. There was a yoke effect of fine tucks, French knots, and so forth, besides fancy stitching around the hem. The three sewed from early morning until late at night on 5 days of the week, letting their housework go until Saturday. Working together in this way it was possible to make almost 4 dozen dresses a week, for which they received earnings that averaged from \$7 to \$8. The sister interviewed stated that in 1930 a style less elaborate than the present model paid \$3.50 a dozen. Though the 1932 rate (\$2.20) was less than that of 1930 by almost two-fifths, some of the present patterns required almost twice as much work.

When the agent of the Women's Bureau called at one home the worker was remodeling a number of infants' dresses of a style that had not sold well. The firm had given her 3½ dozen and she and her mother were embroidering a small intricate design on the belt of each garment and making loops to keep the belt in place. Each garment required about 15 minutes of one person's time and for this the rate was just over 2 cents. The mother helped all she could on sewing jobs but together they could not make more than \$4 or \$4.50 a week. "We get terrible prices. They require more work now but have lowered the rates."

Another woman, so expert that she often made samples for the firm, had been given 15 dozen dresses to remodel. She found the work slow but hoped to gain speed as she went along. The work was "not hard but tiresome." It bored her. Though an experienced sewer it took her 40 minutes to remodel one of these dresses, and at the rate she received—50 cents a dozen—this would pay her 4⅙ cents, or 6¼ cents an hour. "That's a lot of work for a little money. If I don't take that I'll have nothing. I have to take what they give me."

Table 25 shows in detail the estimated hourly earnings of the 89 workers on infants' and children's garments and the 9 making handkerchiefs from whom definite enough information was obtained to make an estimate of hourly earnings possible. For workers on garments the amounts range from less than 1 cent to not quite 12 cents an hour. Only 15 women got as much as 7 cents, while for 39 the average was less than 4 cents. The handkerchief workers had hourly earnings of from less than 3 cents to 6⅔ cents.

Well over half (53) of the women reporting had hourly earnings of 2 and under 5 cents. These were not, as might be expected, only young and inexperienced girls, for 26 of them reported their ages as at least 35; 9 of them were 50 or over.

TABLE 25.—Estimated hourly earnings of home workers on infants' and children's garments and on handkerchiefs

Estimated hourly earnings (cents)	Number of home workers reporting	Number working on—	
		Infants' and children's garments	Handkerchiefs
Total.....	98	89	9
Less than 2.....	10	10	—
2, less than 3.....	17	16	1
3, less than 4.....	17	13	4
4, less than 5.....	19	19	—
5, less than 6.....	9	7	2
6, less than 7.....	11	9	2
7, less than 8.....	3	3	—
8, less than 9.....	7	7	—
10, less than 11.....	2	2	—
11 less than 12.....	3	3	—

Only five women had hourly earnings as high as 10 cents. Two of these were 20 and under 25 years old.

The median of the hourly earnings of these 98 women is 4¼ cents; that is, half of them received less and half received more than 4¼ cents an hour. About 3 in 8 received 3 and under 5 cents. No one averaged so much as 12 cents.

The handkerchiefs that a few of the women were making were the styles that retail at 50 cents to a dollar or more each, yet all the women were receiving less than 7 cents an hour for their work.

"Can't live on what I make; the prices are lower each time I get a bundle. What can I do?" This worker, a girl of 19 years, was living with her mother and sister. The mother was confined to bed with tuberculosis and the sister was unemployed. The girl was the only wage earner in the family, and her weekly earnings were \$1.25, an average of not quite 3 cents an hour.

A 55-year-old widow and her two daughters together could make two dresses by working steadily throughout a 9-hour day. At the rate paid for the style of dress they were making—\$1.50 a dozen—the three women made 25 cents a day, which is less than 1 cent an hour for the 27 hours spent jointly on the job.

One worker, a widow of 29 years, was doing smocking on infants' dresses. She stated that she used to make the entire dress, but since selling her machine to get food she had been doing hand work only.

Table 26 shows the number of wage-earners and non-wage-earners in the households visited, according to size of family.

Leaving out of consideration the 4 women living alone, the 115 families averaged 5 persons each, 2.8 wage-earners and 2.2 non-wage-earners.

Seventy-five had children, their number ranging from 1 child in each of 25 families to 8 children in 1 family. The small number of children (an average of 1.7 each for the 115 families) is influenced by the fact that about 30 percent of the home workers interviewed were single and that about 37 percent of those not single were 40 years old or more. The 15 families of 8 to 10 members had 57 children, half of them under 6 years.

TABLE 26.—Number and status of wage-earners and number and age group of non-wage-earners, by size of family

Number of persons in family	Number of families	Total number of persons	Number of wage-earners					Number of non-wage-earners			
			Total	With full-time work	With part-time work	Out of employment	Doing home work	Total	Under 6 years of age	6 and under 16 years of age	16 years of age and over
Total reporting.....	119	582	329	73	34	47	175	253	77	115	61
1.....	4	4	4	—	—	—	4	—	—	—	—
2.....	17	34	28	4	2	2	20	6	1	1	4
3.....	20	60	50	13	3	6	28	10	3	4	3
4.....	19	76	50	11	6	6	27	26	10	11	5
5.....	17	85	49	12	5	4	28	36	10	14	12
6.....	13	78	32	10	5	3	14	46	14	25	7
7.....	11	77	40	11	5	4	20	37	7	20	10
8.....	7	56	28	6	3	8	11	28	12	7	9
9.....	5	45	18	3	—	6	9	27	11	13	3
10.....	3	30	11	—	2	3	6	19	6	8	5
11.....	1	11	4	—	1	—	3	7	1	5	1
12.....	1	12	5	2	1	—	2	7	1	5	1
14.....	1	14	10	1	1	5	3	4	1	2	1

In the 115 families only 73 persons had full-time work outside the home; even part-time jobs were held by only 34. Comments on some of these part-time jobs follow:

Husband does odd jobs, cleaning yards, etc. He gets 10, 15, 20, or 50 cents a day.

Son sells papers on Sundays.

For months and months husband had work on only 2 days a week. Gets \$2 a day.

Fifteen-year-old boy sells papers after school.

Home workers averaged about 1.5 per family. The largest families had 2 or 3.

Make-up of larger families

It is evident that the women covered in the survey carried heavy family responsibilities. This fact is emphasized in the following analysis of the make-up and classification of the households having from 10 to 14 persons each. These 6 families had in all 30 wage-earners and 37 non-wage-earners. In addition to the 14 women doing industrial home work, only 8 of the persons usually employed had jobs at the time of the interview, and 5 of these were not working full time. Expressed in another way, in spite of the large size of these households, only two had wage-earners with full-time jobs outside the home at the time of the study. None—not even the family of 12 members—had more than 2 members with full-time work.

One of the largest households in the study, having 12 members, had two women doing home work. Two of the men had full-time work clerking in stores, though one had been out of work for 5 months until the past week. A 17-year-old son of the interviewed woman worked on Saturdays and a niece assumed responsibility for the routine housework. The six other members were all under 16 years. By applying themselves steadily these two home workers could make 20 dresses in a week of 51 hours, the equivalent of one

person working 102 hours. After sewing the dresses the women copied from a paper pattern a design of fagoting on yoke and sleeves. The pattern could not be stamped on the material, and the worker had to copy the design on the fine material with needle and thread. For the 102 hours of skilled needlework these two women together averaged \$3.30, or a little over 3 cents an hour.

Two of the families having 10 members had no other wage income than the meager earnings of the home workers. In one of these cases a Mexican woman and her three daughters worked steadily on the job as long as 14 hours a day. On the 5 days of the week that they worked it was their endeavor to make at least \$10. "Work every minute trying to make a living. When rates were better we didn't have to work so hard." The woman interviewed stated that they owned their home and had not sought outside financial assistance. "We feel more comfortable when we have regular work. It's very hard now; no money and no jobs."

In the second family of 10 persons there was no regular wage earner other than the woman who did home work, though a boy of 14 did shine shoes after school. This woman said that her earnings did not amount to \$2 a week. When she worked steadily for 10 hours a day she could hemstitch and embroider a dozen dresses, and for the dozen she received 30 cents. Her father and brother sent her money (father now out of work), otherwise the family could not have got along. A married sister lived with her and paid half the rent. Living in an unpainted rough frame house of one room and a small kitchen, at the rear of some poor cottages, cost them \$4 a month. The court or yard of the house was described on the schedule as cluttered with rubbish. Living conditions were reported as deplorable. Boards nailed on upright supports formed the side walls of the room in which they lived, and the tin of the roof was visible from the inside, the room having no ceiling. Two beds and one chair comprised the furniture for the 10 people.

Throughout this investigation it was so unusual to find a home that was other than clean and neat that special reference was made to the exception in this case. A striking point noted in the survey was the cleanliness and neatness of both the workers and the homes.

In the 6 families of 10 or more persons, 37 of the 67 members were non-wage-earners. Children comprised 29 of this group, but only 9 of them were less than 6 years of age.

There were 36 households in which home work was the only source of wage reported for a family of two or more members. As 1 in 3 of the 36 households consisted of at least 5 persons, it is hard to see how living expenses could be met on the meager and irregular pay reported for these home-work jobs. Twenty-one of the 36 households had but 1 woman on home work. Seven had 3 or 4.

When a household of 9 or 10 persons has no other wage income than the paltry amount paid home workers, the problem of providing a "decent living" becomes indeed a serious one. The following summary shows the weekly earnings reported for the home workers in the four households of this size having no outside wage earners. In three of the cases the worker interviewed reported that the family had no outside financial assistance at all.

Number in family	Number of home-workers	Estimated weekly earnings
9.....	1	\$1. 60
9.....	3	10. 50
10.....	4	10. 00
10.....	1	2. 00

Again and again the women interviewed spoke of rents due but unpaid and of grocery bills running over a long period of time; some few told of help by relatives who contributed something toward the upkeep of the family.

Contract work on pecan shelling

Pecan shelling is another type of work in which Mexican labor fares ill. A manufacturer operating a legitimate confectionery establishment stated that the home shelling business had so demoralized his factory that he could profit more by selling pecans to home workers, who were willing, the entire family, to work all hours for almost nothing. Another who complained that the competition from home shellers was too keen for legitimate manufacturers to meet admitted that he had been obliged to cut his rates to a point where employees could not live on them.

In San Antonio pecan shelling was widespread, and though it was prohibited in living rooms it was common knowledge in the Mexican quarter that individual families were preparing pecan meats in their homes. However, most of the work was done in contract shops, 15 of which were visited. These were licensed and the workers had health certificates in accordance with the requirements of the city. Though some of the rooms and wooden shacks used for shelling appeared to be clean, others were dark and dirty, and the workers themselves presented a most uncared-for appearance. In a number of cases shelling was a family affair and no effort was made to keep out the children, who fingered the nuts as they worked or played about the premises. Though the peak of the season was over at the time of the survey and the contractors visited were operating with greatly reduced forces, ranging from about 20 to 80 employees, conditions in three shops were decidedly congested. The women were crowded together, elbow touching elbow. There must have been congestion in most shops during the height of the season. On the whole, there was but little consideration of sanitation or of the comfort of the workers.

APPENDIX

TABLE I.—*Week's earnings of women in factories, stores, and laundries, by race—1932*

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Week's earnings	All races						White women						Mexican women						Negro women			
	Total— 3 in- dus- trial groups	Fac- tor- ies	Stores			Laun- dries	Total— 3 in- dus- trial groups	Fac- tor- ies	Stores			Laun- dries	Total— 3 in- dus- trial groups	Fac- tor- ies	Stores			Total— 3 in- dus- trial groups	Fac- tor- ies	Stores— de- part- ment and ready- to- wear	Laun- dries	
			Total	De- part- ment and ready- to- wear	Limited- price				Total	De- part- ment and ready- to- wear	Limited- price				Total	De- part- ment and ready- to- wear	Limited- price					Total	De- part- ment and ready- to- wear	Limited- price
Total.....	12,757	7,900	2,510	1,987	523	2,347	9,159	5,736	2,281	1,826	455	1,142	2,748	1,916	226	158	68	606	850	248	3	599
Median earnings..	\$7.65	\$6.70	\$12.10	\$12.75	\$9.65	\$7.25	\$8.75	\$7.45	\$12.35	\$12.90	\$9.70	\$8.55	\$5.85	\$5.40	\$9.15	\$9.00	\$9.25	\$6.35	\$5.95	\$3.75	(1)	\$7.25
Less than \$2.....	553	511	10	8	2	32	303	277	9	8	1	17	216	202	1	1	13	34	32	-----	2	
\$2, less than \$3....	618	564	22	14	8	32	361	329	19	12	7	13	186	168	3	2	1	15	71	67	-----	4
\$3, less than \$4....	734	648	26	23	3	60	443	403	20	17	3	20	247	212	6	6	-----	29	44	33	-----	11
\$4, less than \$5....	925	746	24	15	9	155	542	475	16	7	9	51	322	252	8	8	-----	62	61	19	-----	42
\$5, less than \$6....	1,196	894	52	34	18	250	661	570	34	20	14	57	468	310	18	14	4	140	67	14	-----	53
\$6, less than \$7....	1,351	839	92	65	27	420	763	562	67	48	19	134	403	249	25	17	8	129	185	28	-----	157
\$7, less than \$8....	1,310	798	109	79	30	403	831	574	84	59	25	173	334	205	25	20	5	104	145	19	-----	126
\$8, less than \$9....	1,248	696	173	93	80	379	888	542	151	80	71	195	222	139	21	12	9	62	138	15	1	122
\$9, less than \$10..	1,015	548	243	108	135	224	843	467	207	94	113	169	128	68	35	13	22	25	44	13	1	30
\$10, less than \$11..	837	431	274	181	93	132	737	395	248	160	88	94	77	36	26	21	5	15	23	-----	23	
\$11, less than \$12..	541	281	205	174	31	55	483	257	189	165	24	37	43	22	15	8	7	6	15	2	1	12
\$12, less than \$13..	654	297	289	273	16	68	608	276	276	264	12	56	33	18	13	9	4	2	13	3	-----	10
\$13, less than \$14..	447	204	205	180	25	38	422	192	196	172	24	34	21	11	9	8	1	1	4	1	-----	3
\$14, less than \$15..	261	137	108	90	18	16	251	130	105	88	17	16	10	7	3	2	1	-----	-----	-----	-----	-----
\$15, less than \$16..	332	99	209	200	9	24	315	91	203	194	9	21	14	8	6	6	-----	-----	3	-----	-----	3
\$16, less than \$17..	197	70	107	103	4	20	192	69	105	101	4	18	4	1	2	2	-----	1	1	-----	-----	1
\$17, less than \$18..	133	56	65	56	9	12	126	52	63	54	9	11	7	4	2	2	-----	1	-----	-----	-----	-----
\$18, less than \$19..	143	33	99	96	3	11	137	32	95	92	3	10	6	1	4	4	-----	1	-----	-----	-----	-----
\$19, less than \$20..	52	18	28	28	-----	6	50	16	28	28	-----	6	2	2	-----	-----	-----	-----	-----	-----	-----	-----
\$20, less than \$25..	167	27	130	128	2	10	161	24	127	125	2	10	4	1	3	3	-----	-----	2	2	-----	-----
\$25, less than \$30..	33	3	30	29	1	-----	32	3	29	28	1	-----	1	-----	1	1	-----	-----	-----	-----	-----	-----
\$30, less than \$35..	6	-----	6	6	-----	-----	6	-----	6	6	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
\$35 and more.....	4	-----	4	4	-----	-----	4	-----	4	4	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

¹ Not computed; base less than 50.

TABLE II.—*Week's earnings of women in hotels and restaurants and in telephone exchanges, by race—1932*

Week's earnings	Hotels and restaurants				Telephone exchanges—white women ¹
	Total—all races	White women	Mexican women	Negro women	
Total.....	1,014	631	44	339	846
Median.....	\$7.35	\$6.95	(²)	\$7.30	\$15.10
Less than \$2.....	51	41	-----	10	3
\$2, less than \$3.....	34	29	2	3	2
\$3, less than \$4.....	23	16	-----	7	1
\$4, less than \$5.....	50	38	1	11	4
\$5, less than \$6.....	119	93	1	25	5
\$6, less than \$7.....	196	104	-----	92	2
\$7, less than \$8.....	103	27	9	67	10
\$8, less than \$9.....	202	68	27	107	11
\$9, less than \$10.....	48	35	2	11	25
\$10, less than \$11.....	64	63	1	-----	34
\$11, less than \$12.....	21	21	-----	-----	59
\$12, less than \$13.....	37	36	-----	1	79
\$13, less than \$14.....	16	16	-----	-----	89
\$14, less than \$15.....	6	6	-----	-----	86
\$15, less than \$16.....	18	16	-----	2	105
\$16, less than \$17.....	7	6	1	-----	80
\$17, less than \$18.....	8	7	-----	1	39
\$18, less than \$19.....	5	5	-----	-----	37
\$19, less than \$20.....	-----	-----	-----	-----	34
\$20, less than \$21.....	3	2	-----	1	41
\$21, less than \$22.....	-----	-----	-----	-----	26
\$22, less than \$23.....	1	-----	-----	1	22
\$23, less than \$24.....	-----	-----	-----	-----	21
\$24, less than \$25.....	1	1	-----	-----	2
\$25, less than \$30.....	1	1	-----	-----	23
\$30, less than \$35.....	-----	-----	-----	-----	5
\$35, less than \$40.....	-----	-----	-----	-----	-----
\$40 and more.....	-----	-----	-----	-----	1

¹ No Mexican nor Negro women employed.² Not computed; base less than 50.

PAMPHLET