

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

December 12, 1921.

Miss Frances Ingram  
Kentucky Federation of Women's Clubs  
Neighborhood House  
428 S. First St.  
Louisville, Ky.

My dear Miss Ingram:

The survey of the working conditions of women employed in Kentucky, conducted by the Women's Bureau in the U. S. Department of Labor, covered about 150 plants,--68 in Louisville and 80 throughout the State. The industries could be grouped as:

General <sup>M</sup>ercantile  
5 and 10  
general

Laundry

Telephones

Tobacco, cigars

" , other than cigars

Boxes, paper

" , wood

Clothing.

Cordage and thread

Food

Furniture

Metal goods

Printing and publishing

Shoes

Textiles, (incl. knit)

Besides the work done in Louisville, seventeen other towns and cities in the State were visited. The establishments employed, roughly speaking, about 10,000 women, including slightly over one-tenth colored women. The conditions of work in each establishment were scheduled so as to picture ~~places~~, crowding, cleanliness, and method of cleaning, natural and artificial lighting, ventilation, seating, strain or hazard of the occupation, drinking, washing, and toilet facilities and also service facilities as cloak rooms, rest rooms and lunch rooms; <sup>P</sup>ersonal facts about the girls showing their living conditions, ages and trade experiences. The investigation of wages includes the weekly earnings of a current pay roll, also for comparative purposes, the weekly earnings of a pay roll six months or a year previous, taken before any deduction in wages wherever possible. Wage data was also collected on yearly earnings in a few selected cases. The data on hours shows the normal

*will  
also  
collected*

hours for the plant and there is also a correlation of actual earnings and hours actually worked.

The preliminary summary will probably have but one table on wages showing the current weekly earnings and one or two tables on hours showing the normal daily and normal weekly hours irrespective of under or overtime. The working conditions will also be briefly discussed.

Very sincerely yours,

CM:EFH

Caroline Manning, Industrial Assistant

If there are definite points omitted in which you are especially interested, perhaps I can supply the omissions. Let me know.

## DEPARTMENT OF LABOR

En route to Chicago  
Nov. 13 - 1921

My dear good friend, Miss Ingram;

This letter has been put off until I had some leisure but I saw my leisure again vanishing last evening when an attractive young mother with a 3 weeks old baby became my next door neighbor. (and the baby is not a model). However this seems to be my first chance to tell you that our breakfast together that last morning is a bright spot in the miserable experience. I'm so glad you didn't mind to go back to bed for it meant me more cozy bed - although I know it meant an early start for your very busy day. You are a dear.

My trip to Washington was uneventful. I made out expense accounts for 2 months - made several outlines and then awoke in a snow covered Virginia - and my nose has been on the grindstone ever since despite disarmament conferences, women's peace unions, Galli curci concerts, Ethel Barry more etc etc. I could have played 24 hours every day I was in D.C.

I had not been in the office long before I realized I had got to finish the Ky. memorandum - everyone was interested in his own job. In Ky. I wished I had been born triplets. Well I found them and they've adopted my Ky. interests and  $\frac{1}{3}$  of the office force was tabulating the wages when

DEPARTMENT OF LABOR

I left yesterday afternoon & there will be a rough summary - subject to revision later - ready for the Gov. to use in his inaugural address - if he can be persuaded to do so. Miss Anderson has written Mrs. Danwell to this effect & I wanted you to know it, too. By the way I discovered Mrs. Danwell's name was not on our mailing list - I hope she has not been overlooked by any government reports since.

I wish I could have remained two more days to see the median wages develop. It looked much like a \$10 average yesterday and now one was at least as high as I had seen for it. Of course it is the privilege of statistical clubs to groan at the thought of tabulating for 100,000 employees but it always hurts my feelings to find them so disinterested in an "impersonal" proposition. Miss Anderson is even as usual said when she saw the force persuaded to take up Ky. like good sports - "If they get anything in shape in these 2 weeks reliable enough for quotation it will be the first time it ever happened." I feel there is too much at stake with the Natl. Consumers League - considering our strained relations of late - to fail to furnish a talking basis. I was mighty interested

DEPARTMENT OF LABOR

to see daily hours working out about 2570 fall  
 the women on a 10 hour day. Hope it will  
 strike some other people who 7 AM to 5<sup>30</sup> PM.  
 or its equivalent means.

Miss Knowles has left us to accept a position  
 as research sec. in Penna. Consumers League.  
 The job attracted her because it makes it possible  
 for her to be with her mother again after 5 years  
 wandering. Otherwise she did not seem enthusiastic  
 about Philadelphia and environs.

We are quite disappointed with our Henderson  
 job & I may return to Washington from Dakota  
 via Henderson about Jan. 3. Just now we're  
 waiting statistical developments & a favorable  
 letter from the American Workmen before I can make  
 definite plans. The hope is that it will  
 give me an opportunity for a fleeting glimpse  
 of you.

Bismarck

I reach Dak - midnight Wed. if I make  
 close connections in Chicago - St. Paul - Weather &  
 ports seem favorable.

Forgive this pencil - every jerk of the train lands  
 a dot from my pen on the paper.

It was a happy surprise to receive Miss Ellis' farewell  
 note. Kindly remember me to every one of your  
 family - they made me very happy in your home -  
 Much much love  
 Caroline Manning

Louisville,

Dec. 29,

1921.

Miss Caroline Manning,  
U.S. Department of Labor,  
Women's Bureau,  
Washington, D.C.,

Dear Miss Manning:

I owe you an apology for not having thanked you long ago for the very splendid summary of the Kentucky survey you were good enough to send me. It will serve the purpose very well until I get the first statement from your Department.

I hope you had a very beautiful Christmas with your family in the North. We had a very wonderful time at Neighborhood House. Each member of the staff was given a vacation of three or four days. This made a very small family on Christmas day. In fact only Mr. and Mrs. Fuller and Tom and I were here. Mr. Fuller has come on to take charge of the publicity work in connection with the Children's Code Commission. His wife accompanied him. We four had dinner at the Tachan's Christmas.

You will be glad to hear that the Welfare League has about gone over the top. This means that Neighborhood House will be able to rent the room next door for the young men coming to the House and also engage full time man worker, over which fact we are much rejoiced.

Hoping that Providence will bring you through Louisville early in January, I remain,

With very best wishes for the coming year,

Sincerely yours,

FI/KFM

U. S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
WASHINGTON

1922

January 9<sup>th</sup>

Dear Lady Ingram;

Hee is hoping that that beastly cold has vanished and all is sunshine. Miss Henderson was as annoyed as I had been when I told her about the oversight in mailing reports. There was a reason but that is excusable and I'm still sorry our impulsive friend had any opportunity "to load it over you" - whether it was intentional or not. And I still think it was not. I narked here after two nights on the train

5576

and one day in Ashland where the left-overs were quickly & easily finished. The contrast between Ashland and other Ky. cities like Henderson was startling. How did Ashland happen to be in the same State?

At present I am occupying a "sublet" room in the Mt. Hotel. The regular occupant must be a dyed in the wool Republican as a large print of Pres. Harding has the place of honor on the wall at the head of the bed. (and it does not disturb my dreams.) Another conspicuous wall decoration is a phrenologist's chart and of course I'm locating - or trying to locate <sup>my</sup> bumps, but with little success. Then there are mottoes ranging in philosophy from

3. From Catholicism to Xian Science - and I'm  
consumed with curiosity to know what she  
herself can do.

All well in the office. It is rumored from  
S. C. that Miss Lane is contemplating a year  
of travel - so gloriously indefinite I don't believe  
it. Perhaps she plans to work her way for  
women are not yet eligible to ride in the side door  
pullmans.

All success to the Childrens Code - and  
the entire welfare program all the ladies are  
interested in. I really want to hear of their  
progress - successful finish. Want you to write  
about them even if I don't feel I can join  
the band of social settlement workers. Your  
half suggestion that I return to former

4. interests surprised me and at the time  
I don't believe I grasped how much you might  
have meant. Since I'm flattered myself  
you may have sincerely meant if I did my part  
I could be a regular member of your family  
and not only a guest. You know I have  
vitality and ingenuity for such a job -  
wish I had.

Remember me to all of your family

Yours with love

Caroline Manning



Louisville,

January 20, 1922

Miss Mary Anderson,  
Women's Bureau,  
Washington, D. C.

Dear Miss Anderson:

If you have them to spare, I would appreciate very much receiving a dozen copies of the Preliminary Report of the Kentucky Survey.

Miss Bresette arrived last night, and as the Canner's Convention is going on, she could not find room in a hotel, so she called up Neighborhood House. I was happy to take her in. We are enjoying her very much.

I want to tell you that I think the Preliminary Report is great. Much honor to you and your co-workers.

Hoping you can spare me the extra dozen, I remain,

Sincerely yours,

---

Frances Ingram.

65722

U. S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
WASHINGTON

February 9, 1922.

Miss Frances Ingram,  
Neighborhood House,  
Louisville, Ky.

My dear Miss Ingram:

Enclosed you will find the additional preliminary report of the earnings and hours worked. It took us some time to get this table ready but I am glad we are in time so that it might be used in connection with the bill now before the Legislature.

With personal regards,

Sincerely yours,

*Mary Anderson*

Mary Anderson, Director.

MA/L  
Enc.

P.S. Please remember me to Miss Bresette.

U. S. Department of Labor  
WOMEN'S BUREAU  
Washington

PRELIMINARY REPORT

SUPPLEMENTARY FIGURES ON EARNINGS OF WOMEN  
IN KENTUCKY INDUSTRIES.

SUPPLEMENTARY FIGURES ON EARNINGS OF WOMEN  
IN KENTUCKY INDUSTRIES.

The preliminary figures which were included in the memorandum on women's wages in Kentucky, submitted December 19, 1921, by the Women's Bureau of the U.S. Department of Labor to the Governor of Kentucky, gave no account of the relation between earnings and hours worked during the week for which the record of earnings was secured. It is now possible to present this correlation, which has not been available before because of the time needed to compile the material.

The figures in the accompanying table do not include all of the records which were presented in Table 4 of the memorandum, because for a large number of women records of hours actually worked were not available. Most of the women for whom such records could not be secured were piece workers, although some were time workers who worked in firms where no record of hours was kept. Between 35 and 40 per cent of the women employed in all industries were reported to be always or occasionally piece workers. Of those for whom hours were recorded approximately 9 per cent were piece workers. That the elimination of so many piece workers from the table giving hours and earnings should result in median earnings of \$10.70, which is 35 cents less than the median of the earnings of all workers, indicates that the earnings of the piece workers were somewhat higher than those of the time workers. For this reason the higher median of earnings, \$11.05, computed from the more inclusive table would seem to be the more representative figure. It is unfortunate that both earnings and hours could be secured for only so small a proportion of the piece workers, but the fact that when the earnings of all piece workers were included the median was only 35 cents higher makes their omission of little importance.

WEEKLY EARNINGS, BY HOURS WORKED -- WHITE WOMEN.

ACTUAL EARNINGS	NUMBER OF WOMEN WHO WORKED DURING THIS WEEK--									
	NUMBER OF	Under	3 and	6 and	9 and	12 and	15 and	18 and	21	
	WOMEN	: 3	: under	: under	: under	: under	: under	: under	: and	
REPORTING	hours	: 6 hrs.	: 9 hrs.	: 12 hrs.	: 15 hrs.	: 18 hrs.	: 21 hrs.	: under		: 24 hrs
Under \$1	19	1	15	3						
\$1 and under \$2	73		6	22	41	4				
\$2 " "	58			3	7	13	15	13		5
\$3 " "	70	1		1	2	6	9	23		2
\$4 " "	116			1		3	8	11		6
\$5 " "	165						1	5		5
\$6 " "	328						3			4
\$7 " "	391			1				2		2
\$8 " "	479						1			1
\$9 " "	612									1
\$10 " "	638									1
\$11 " "	555							1		1
\$12 " "	451									1
\$13 " "	276									1
\$14 " "	247									
\$15 " "	252									
\$16 " "	141									
\$17 " "	121									
\$18 " "	115									
\$19 " "	58									
\$20 " "	77									
\$21 " "	31									
\$22 " "	43									
\$23 " "	33									
\$24 " "	14									
\$25 " "	83									
\$30 " "	31									
\$35 " "	3									
\$40 and Over	8									
TOTAL	5,479	2	21	31	50	27	36	55	30	
Per cent distribution	100.0	0.04	0.38	0.57	0.91	0.49	0.66	1.00	0.55	
Median earnings	\$10.70	(a)	\$0.70	\$1.55	\$1.60	\$2.75	\$3.35	\$3.65	\$5.40	

(a) Not computed, owing to small number involved.

WEEKLY EARNINGS, BY HOURS WORKED -- WHITE WOMEN (Continued).

ACTUAL EARNINGS	NUMBER OF WOMEN WHO WORKED DURING THIS WEEK --										
	: 24	: 27	: 30	: 33	: 36	: 39	: 42	:	: Over	:	
	: and	: and	: and	: and	: and	: and	: and	:	: 44	: 44 and	: 48
	: under	: under	: under	: under	: under	: under	: under	:	: hours	: under	: hours
	: 27	: 30	: 33	: 36	: 39	: 42	: 44	:	:	: 48	:
	: hours	: hours	: hours	: hours	: hours	: hours	: hours	:	:	: hours	:
Under \$1	:	:	:	:	:	:	:	:	:	:	:
\$1 and under \$2	:	:	:	:	:	:	:	:	:	:	:
\$2 " "	\$3	: 1	: 1	:	:	:	:	:	:	:	:
\$3 " "	\$4	: 12	: 5	: 6	: 1	: 1	:	:	:	: 1	:
\$4 " "	\$5	: 25	: 17	: 16	: 15	: 7	: 4	:	:	:	:
\$5 " "	\$6	: 17	: 22	: 15	: 14	: 20	: 13	: 16	: 6	: 15	: 2
\$6 " "	\$7	: 25	: 11	: 16	: 23	: 18	: 34	: 12	: 3	: 26	: 26
\$7 " "	\$8	: 13	: 9	: 13	: 20	: 26	: 24	: 16	: 6	: 46	: 30
\$8 " "	\$9	: 8	: 3	: 7	: 13	: 14	: 31	: 15	: 6	: 63	: 47
\$9 " "	\$10	: 8	: 3	: 3	: 10	: 15	: 36	: 18	: 4	: 121	: 43
\$10 " "	\$11	: 1	: 1	: 1	: 5	: 3	: 22	: 31	: 9	: 148	: 49
\$11 " "	\$12	: 2	:	: 2	: 1	: 6	: 16	: 22	: 3	: 56	: 39
\$12 " "	\$13	:	: 2	: 2	: 4	: 6	: 12	: 9	: 8	: 46	: 59
\$13 " "	\$14	:	:	:	: 2	: 4	: 11	: 15	: 8	: 28	: 36
\$14 " "	\$15	:	: 1	:	: 4	: 1	: 3	: 4	: 7	: 20	: 35
\$15 " "	\$16	:	:	:	: 2	: 3	: 5	: 5	: 12	: 30	: 39
\$16 " "	\$17	:	:	:	:	: 2	: 6	: 4	: 11	: 21	: 26
\$17 " "	\$18	: 1	:	:	: 1	:	: 4	: 4	: 7	: 15	: 29
\$18 " "	\$19	:	:	:	: 1	:	: 2	: 3	: 4	: 12	: 22
\$19 " "	\$20	:	:	:	:	: 1	: 2	:	: 1	: 7	: 9
\$20 " "	\$21	:	:	:	: 2	: 1	: 4	: 3	: 5	: 7	: 10
\$21 " "	\$22	:	:	:	:	: 1	:	: 3	:	: 5	: 4
\$22 " "	\$23	:	:	:	:	:	: 2	: 2	: 3	: 9	: 6
\$23 " "	\$24	:	:	:	:	:	: 1	: 1	: 1	: 14	: 1
\$24 " "	\$25	:	:	:	:	:	:	: 1	: 1	: 2	: 2
\$25 " "	\$30	:	:	:	:	:	:	:	: 2	: 5	: 17
\$30 " "	\$35	:	:	:	:	:	:	:	:	: 3	: 9
\$35 " "	\$40	:	:	:	:	:	:	:	:	:	:
\$40 and Over	:	:	:	:	:	:	:	:	:	: A/	: 2
TOTAL.	: 113	: 75	: 81	: 118	: 129	: 232	: 184	: 108	: 699	: 542	:
Per cent distribution	: 2.06	: 1.37	: 1.48	: 2.15	: 2.35	: 4.23	: 3.36	: 1.97	: 12.76	: 9.89	:
Median earnings	: \$6.05	: \$5.65	: \$6.20	: \$7.30	: \$7.70	: \$9.30	: \$10.50	: \$14.00	: \$10.55	: \$12.60	:

A/ One at \$45, one at \$46.

WEEKLY EARNINGS, BY HOURS WORKED -- WHITE WOMEN (Concluded)

ACTUAL EARNINGS	NUMBER OF WOMEN WHO WORKED DURING THIS WEEK --							
	: Over 48: :and un-: :der 50 : hours	: 50 : hours	: Over 50: :and un-: :der 54 : hours	: 54 : hours	: Over 54: :and un-: :der 60 : hours	: 60 : hours	: Over : 60 : hours	: 48 hours : and : over
Under \$1	:	:	:	:	:	:	:	:
\$1 and under \$2	:	:	:	:	:	:	:	:
\$2 " " \$3	:	:	:	:	:	:	:	:
\$3 " " \$4	:	:	:	:	:	:	:	:
\$4 " " \$5	1	2	:	:	:	:	:	3
\$5 " " \$6	2	4	8	:	:	:	:	16
\$6 " " \$7	15	17	22	2	71	:	:	153
\$7 " " \$8	16	57	78	4	27	1	:	213
\$8 " " \$9	42	103	53	6	54	3	:	308
\$9 " " \$10	46	117	74	27	53	33	:	393
\$10 " " \$11	36	147	72	18	81	13	:	416
\$11 " " \$12	41	167	86	28	76	8	:	445
\$12 " " \$13	35	94	67	29	56	21	:	361
\$13 " " \$14	43	29	40	18	36	5	:	207
\$14 " " \$15	27	26	56	9	48	5	1	207
\$15 " " \$16	25	37	40	13	40	1	:	195
\$16 " " \$17	16	15	20	6	10	3	1	97
\$17 " " \$18	18	9	12	8	9	4	:	89
\$18 " " \$19	9	24	17	4	16	1	:	93
\$19 " " \$20	6	8	12	2	10	:	:	47
\$20 " " \$21	12	4	20	2	4	3	:	55
\$21 " " \$22	2	6	5	1	4	:	:	22
\$22 " " \$23	2	4	8	:	7	:	:	27
\$23 " " \$24	1	4	4	:	6	:	:	16
\$24 " " \$25	1	3	1	:	3	:	:	10
\$25 " " \$30	3	10	35	:	10	:	1	76
\$30 " " \$35	1	7	6	:	4	1	:	28
\$35 " " \$40	:	3	:	:	:	:	:	3
\$40 and Over	:A/ 4	:B/ 1	:	:C/ 1	:	:	:	8
TOTAL	400	901	737	177	626	102	3	3,488
Per cent distribution	7.30	16.44	13.45	3.23	11.43	1.86	0.05	63.66
Median earnings	\$12.05	\$11.00	\$11.70	\$12.10	\$11.35	\$11.15	D/	\$11.55

A/ Two at \$41, one at \$44, one at \$60.  
B/ \$65.

C/ \$44.  
D/ Not computed, owing to small number involved.

This table shows without doubt that even for the women who had worked what might be called a full week - 48 hours or more - the median earnings ranged/only from \$11 to \$12.60. In fact it would seem, from the similarity in the median earnings of the women who worked hours ranging from 48 to 60, that beyond certain limits an increased number of hours worked does not result in a corresponding increase in earnings.

The following figures of the median earnings of the women in certain hour groups illustrates this condition, and shows, in addition, that a large proportion of the women included in the investigation actually worked what might be considered a full, or practically full, week.

<u>Hours worked</u>	<u>Per cent of women</u>	<u>Median earning</u>
42 and under 44	3.36	\$10.50
44	1.97	14.00
Over 44 and under 48	12.76	10.55
48	9.89	12.60
Over 48 and under 50	7.30	12.05
50	16.44	11.00
Over 50 and under 54	13.45	11.70
54	3.23	12.10
Over 54 and under 60	11.43	11.35
60	1.86	11.15

In one case the median was as high as \$14, but this was for only 108 women, 1.97 per cent of the total number for whom information was secured.

A median between \$12 and \$13 was found for three groups, those who had worked 48 hours (9.89 per cent), over 48 and under 50 hours (7.30 per cent), and 54 hours (3.23 per cent).

In all, 63.7 per cent of the women for whom complete data were secured worked 48 hours or over, and of these women one-half earned less than \$11.55 during the week under discussion. Among the women who worked 48 hours or over there were 693, or 19.9 per cent, who earned less than \$9. This means that practically one-fifth of the women who worked 48 hours or more received less



than \$9. At the other extreme were 16.7 per cent, or one-sixth, who earned \$16 or more, 8.4 per cent who earned \$19 or more, and 3.3 per cent who earned \$25 or more. These figures show that even among those who worked what might be called a full week, 48 hours or more, the same thing is true that was found in the table giving figures of the earnings of all women. The massing of the women comes in those groups whose earnings were from \$6 to \$15, a slightly wider range than was indicated in the table giving only earnings but not different to any significant extent.

As it is seldom the case in any industry that every employee, without exception, works as much as 48 hours in any one week, the median earnings of \$11.05 which was found for all the women, irrespective of time lost, when compared with the median of \$11.55 for women who had worked practically a full week, may be considered to be a fair representation of the opportunities open to women in industry in the State of Kentucky.

The earnings of the Negro women who worked practically full time varied considerably, probably due to the fact that there were only a comparatively small number of Negro women included in the investigation (1,253) and a much smaller number (295, or 23.5 per cent) for whom hours were recorded. Of these 295 women, 63 per cent worked 48 or more hours during the week investigated and the median of their earnings was \$10.10, a considerable increase over the median of \$8.30 which was shown for all Negro women. The higher rate, however, was based on the earnings of only 186 women, so can not be considered to be very representative.

*Miss Manning 1921 - 1922*

U. S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
WASHINGTON, D. C.  
RETURN AFTER FIVE DAYS

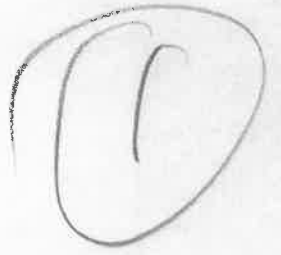
OFFICIAL BUSINESS  
PENALTY FOR PRIVATE USE, \$300.

The Filson Historical Society

*Miss Frances Ingram,  
Neighborhood House,  
Louisville,  
Kentucky.*

1) Women of country have for years urged that  
division be created in Dept. of Labor for the purpose  
of investigating and reporting on conditions of  
employment of the women of <sup>our</sup> the land.

Recommend an eight hour day.



2) Not, however, until after we were at war was  
serious consideration given to the subject.

Strange to relate - War Dept. created such a  
division in the interests of production.

In July - 1918 there was created such a division  
in the Dept. of Labor - under the war powers  
given the President and Secy. of Labor.

3 The work of the bureau was carried on during the fiscal year 1919 on appropriation by Congress but before the close of the session a bill was enacted creating a statutory bureau.

4 The bureau is charged with the responsibility of developing policies and standards in the industries of the country which shall safeguard the interests of women workers and thus make their services effective for the national good.

<sup>5</sup> It represents and advises the Secy. of Labor in all matters concerning women in industry and is charged with maintaining close contact with other agencies which deal with special phases of the problem, including other divisions in the Dept. of Labor.

It is expected to work with ~~and~~ three State Depts. of Labor.

(Sister Hood for Women's Bureau).

<sup>6</sup> The first step toward the developing of policies and standards was the publishing of Pub. 3, a small pamphlet on standards of employment of women - covering - Hours - Working conditions and Wages - The same pay for the same work.

The war brought home to us - many valuable lessons.

7 One of these lessons was the fact you can not increase output by extending the workday beyond a certain period and that you can increase output by limiting the work day - to a reasonable number of hours.

8

Therefore - thinking and progressive employers and public - adopted <sup>the</sup> ~~and~~ cycle:

8 hours work

8 " sleep

8 " play.

~~Time for play -  
y. w. c. a.~~

~~Women with dependents,~~

9 But legislation in the U. S. must come by 48. distinct and separate states - in the European countries <sup>the</sup> State or national government passes a law and it applies all over the country.

11 When the Oregon Industrial Welfare Com. issued the order limiting hours of employment for women to 8 hours a day, the reason given was that the women of the state should have time in which to prepare for citizenship - for all human beings need rest and recreation and limitation of hours would make this possible. (Y.W.C.A.)

13

The Women's Bureau has issued two publications which will be of interest to you if you want to look into the matter.

- Dr. ✓ (1. Physiological reasons for an 8-hour day.  
✓ (2. Effects of legislation limiting hours of employment for women.

(Mass., Ken. J.)

(Camp.)

The Filson Historical Society

5312L



Kansas -

1) Kansas - 1920

✓ 4748 Women interviewed.

13.4% or 637 of these women, had husbands and 1399 children at home.

77.0% of these children not working. 9.0% or 430 women, of the 4,748 were mothers with whole responsibility of 899 children. (Husband dead, divorced or separated).

64.0 per cent of the 899 children not working.

① careful

② high grade experienced

③ long time

Louisville Trust & Savings Bank

LOUISVILLE, KY.

55714

9)  $\sqrt{37\%}$  of the 4748 women contributed all of their earnings to their families; (it would therefore seem that even if they expect to earn they know family responsibility)

22.3 per cent contributed a definite part but not all

12.9 " " " an indefinite part.

27.6 " " " nothing. (This includes

15.7 per cent of those not living at home.)

Kansas

13.

4736 women interviewed

61% were single - but only 15.7% were not living at home.

14.

Many single women have problems equal to those of the widows & working wives. A typical case was that of a telephone operator who was earning an average wage of \$12.42. She was living at home with an invalid brother who was entirely dependent upon her for support.

15.

Her income was supplemented through her duties were not lightened by the fact that she owned her house and was able to rent out some of the rooms. For 11 years she had managed her house hold with this arrangement, but before this for nine years when she also had invalid parents to support she had kept boarders & done sewing at home, because she could then look out for the invalids and earn their living at the same time.

Deserted

Many deserted & divorced women have had the experience of having husbands which were liabilities yet the men would if willing to work demand a man's wage. While the man & child supporting woman would have to accept a woman's wage regardless of family responsibility.

The investigators report many of these women as saying - "We get along better with out him" - "My husband never worked enough to support me anyhow so it's easier now he's gone."

Kansas

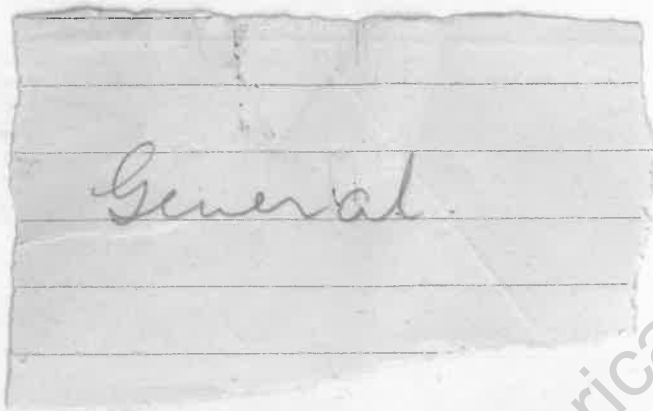
Wages of more than half are less than sufficient to maintain a satisfactory standard of life for one person.

19. + 20  
 In spite of fact that the woman <sup>wage</sup> earner is in many instances the responsible head of the family and in many not instances are important contributors to the maintenance of dependents. The minimum wage scales are based on an estimate of the cost of living of an individual - while the cost of living and the number of dependents & home responsibilities for women is the only measure which can be looked to for the improvement of distressing conditions now found.

# 1) Women and Home Responsibilities.

(From the Report of Women and Child Wage Earners, in the U.S.)

In 1910 more than 8000 families were investigated. The result showed that girls over 16 contributed a larger percentage to the family income than boys over 16.



## 2) Cotton Industry - New England.

Girls' contribution	42.6%
Boys'	31.1%

## Cotton Industry in the South.

Girls' contribution	36.2%
Boys'	27.3%

## Ready-made clothing industry

Girls' contribution	39.7%
Boys' "	36.5%

2a)

In 2421 cotton mill families there were 2358 daughters at work in 1488 families - 61.5%.

But in only 1030 families or 42.5% were there sons over 16 at work.

3

Glass Industry

Girls' contribution 26.7 %

Boys' 37.8 %

Silk Industry

Girls' contribution 35.1 %

Boys' 37.0 %

Many women gave all their earnings into the family fund: 68.5 % of the women in retail stores who lived at home.

77.2 % of the women who worked in factories

<sup>4</sup> New York State - 1918.

(From unpublished report of the National War Labor Board)

Four out of every five women in a group of 1760 helped to support other besides themselves.

⑤ Detroit - 1919.

Women Street Car Conductors - 47 interviewed, 22 entirely supporting 47 persons; <sup>12</sup> 15 partially supporting 32 persons.

Total of 79 dependents for <sup>34</sup> 37 women.

Only 13 (28%) with no responsibility except for themselves.



6/ Virginia - 1919.

59 women interviewed

37 responsible for entire support of other members of their families, or contributing to their support.

7 Atlanta - 1920.

68 women interviewed

52 entirely self-supporting.

20 helped to support one or more persons or

actually supported entire families of from 2 to 5 members.

# Dependents and Home Responsibility

For years the theory has stubbornly persisted that women were in industry only for a short time transient in industry as it were.

It has also been made to appear that their earnings were of no very great <sup>social</sup> significance, because "The family", the unit of modern civilization was dependent upon women not <sup>as</sup> a wage earner, but as a housekeeper.

(2)

Modern industrial studies however show that women wage earners have a double social industrial significance.

3.

It is being found that they are contributing by no means an insignificant proportion of the family wage, in many cases being entire support of a good sized family. In addition many of them are not only chief wage earner but are also fulfilling their other age old function of home keeper.

4.

Then it is being found that sons are not as ready to assume the responsibilities for mother, father, sister and brothers as are girls - One need hardly go to the trouble of statistical studies to find this - just look about among your own acquaintances. I am quite certain you will find that brothers have married and left sisters to look after

5.

mother and younger children. Girls do assume family responsibilities which - to use a slangy phrase have been washed upon them by fate - while the boys of the family establish a new home with the responsibilities it may bring.

6.

We now know that living at home - in large numbers of cases means a deep family obligation that it not only means helping support others by turning in money but by working additional hours, sewing - washing dishes, etc.

7.  
a man's wages are not based on whether he lives at home and has cheap board, supports a widowed mother or lives in a high priced lodging house. Men's wages are based on the job he does. The only other outside matter affecting his wages - being supply and demand.

8.  
yet how often have we not heard the phrase "Why all my girls live at home," or "I won't hire a girl unless she lives at home." This is excuse for low wages. While those of us who have had experience know that girls say they live at home to get the job, and only in occasional cases any effort made to follow it up. Soothing salve to conscience.

9.

men use this argument to keep women out of certain industries and organizations." - take in women - "Why if we go before a wage board it will mean women's wages" is what they say. The men in Cleveland used this argument effectively in keeping women off the city street car lines.

The Detroit men tried to keep them off same.

9½.

It would therefore seem of importance that effort be put forth to secure data which would show in part, at least. The extent of family responsibility among wage earning women.

Manchester.

Preliminary statistics  
on home responsibilities and  
dependants of men and  
women in Manchester, N.H.,  
1920.

I. Number interviewed	men	776
	women	562
	<u>Total</u>	<u>1338</u>

2. Conjugal condition 50.1% of men were  
 married  
 23.8% of women  
 were married.

THE FILSON HISTORICAL SOCIETY  
 1800 N. 10TH ST.  
 PHILADELPHIA, PA.  
 NOVEMBER 1915

1915

### 3 Relationship to family.

Men		Women	
13.5	percent were husbands (no children)	9.4	percent were wives (no children)
3	" " were <sup>widowers</sup> fathers (no wife)	3.5	" " widowed mothers (no husband)
40.0	" " were husbands	15.4	" " were wives and mothers.
43.7	" " were sons	67.8	" " were daughters.
.6	" " were brothers	3.1	" " were sisters.
2.0	" " were other relatives	.6	" " were other relatives.

### 4. Weekly contribution to family.

	Men	Women
\$ 3 and under \$ 5	.3	.4
5 " " 8	4.9	10.4
8 " " 10	4.0	2.2
10 or more but not all	13.3	7.9
all earnings	69.6	67.8
Indefinite amount	7.9	9.0



5. Length of time contributing all earnings.

Less than 6 months

6 months but not 1 year

1 but not 2 years

2 but not 3 "

3 but not 4 "

4 " " 5 "

5 " " 10 "

10 years and over

Men Women

1.8 3.0

1.8 3.6

7.4 10.3

12.2 15.8

7.4 13.7

7.4 7.6

25.3 27.4

36.5 18.5

6. Length of time continuously employed.

Less than 1 year

1 but not 2 years

2 " " 3 "

3 " " 4 "

4 " " 5 "

5 " " 10 "

10 " " 15 "

15 years and over

Men Women

2.0 6.3

4.4 8.7

7.2 14.2

5.4 14.2

5.2 9.0

17.7 23.5

20.1 14.8

38.0 9.4

67.8

21.6 per cent of the 37 per cent who contributed all they earned had been doing so for 10 years or more; 20 per cent for more than 5 years but less than 10.

11. 15.7 per cent earning  $\$17.50$  to  $\$20$  supported total dependents.
- 13.4 per cent earning  $\$20$  to  $\$25$  a week supported total dependents.
- 13.0 per cent earning  $\$25$  and over supported total dependents.

These percentages include only the women who were entirely supporting others. They do not include any woman who is not the sole wage earner for her family group.

21.6 per cent of the <sup>67.8</sup> 37 per cent who contributed all they earned had been doing so for 10 years or more; 20 per cent for more than 5 years but less than 10.

10a)

6 per cent of the women reporting on their earnings were entirely responsible for support of one or more dependents.

12.4 per cent of women earning \$15- to \$17.50 a week supported total dependents.

11. 15.7 per cent earning  $\$17.50$  to  $\$20$  supported total dependents.

13.4 per cent earning  $\$20$  to  $\$25$  a week supported total dependents.

13.0 per cent earning  $\$25$  and over supported total dependents.

These percentages include only the women who were entirely supporting others. They do not include any woman who is not the sole wage-earner for her family group.

12) Manchester - 1920

541 families. have total family income for family

of workers earning a proportional share of family income - that is, one third - of the amount if there were three workers, one fourth if four workers, etc.

16.8 per cent were sons, 13.7 per cent were daughters and 4.1 per cent were mothers.

13) Importance of mothers and daughters as wage earners therefore, equals that of sons.

56.1 men married

23.8 women "

69.6 men all earning 67.8 women

5 See (4)

14) 198 daughters and 199 sons gave figures showing per cent of earnings contributed to the family.

116 daughters and 63 sons turned in 100 per cent of their earnings to family fund.

135 daughters and 86 sons turned in 90 per cent of earnings to family fund.

15. all but two wives and mothers, and all but one husband and father turned in all their earnings to the family fund.

Daughters and sons had practically similar position therefore significant that so many more daughters than son contributed the greater part of all of their earnings.

group for whom foregoing figures are all American born.

70285

The Filson Historical Society