

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

January 9, 1922.

Miss Frances Ingram,
Neighborhood House,
Louisville, Ky.

My dear Miss Ingram:

I feel so badly about not having been able to send you one of the first reports of the survey. We only had a few copies and expected that the Department would mimeograph others immediately but I left for Chicago over the holidays and when I came back I had a memorandum saying the report could not be mimeographed. However I was finally able to persuade them to do it but it delayed things. We hope to have another table in a few days which will tell of the hours worked and the wages received for those hours which will be more illuminating than the first table.

With best wishes for the New Year,

Sincerely yours,

Mary Anderson

Mary Anderson, Director.

MA/L

The Filson

55276

Louisville, Ky. February 17, 1923.

Mrs. Robert Cowley, Chairman,
Child Welfare Division,
Berea, Ky.

My dear Mrs. Cowley:

The enclosed copy of Mrs. Reynolds' letter explains
itself. I will be very glad to receive the material from
you for the annual report, at your earliest convenience.

Hoping that you can send it to me in the near future,
I am,

Sincerely yours,

Frances Ingram, *Chairman*
Department of Public Welfare

(enc.)

This letter written to:

Mrs. J. E. Sampson, Chairman,
Health Division,
Harlan, Ky.

Miss Alice Lloyd, Chairman,
Health Committee on Social Hygiene, (*Sub-Committee under health*)
Maysville, Ky.

Mrs. James Darnell, Chairman,
Industrial and Social Hygiene Division,
Frankfort, Ky.

Mrs. Chas. B. Semple, Chairman of the Committee on Institutional
2941 Cherokee Rd., Relations.
Louisville, Ky.

Hy. Fed of Women's Clubs -
Social + Ind
Conditions

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

Louisville, Kentucky, October 26, 1921,
NEIGHBORHOOD HOUSE, 428 South First St.

Dear Miss

Miss Mary Anderson, Director of the Women's Bureau, Department of Labor, Washington, is to be with us Friday evening, October 28, at 8 o'clock, and I would like very much to have you meet her. She also wants to meet you, being especially interested in the problems of working women. I do hope you can be with us to talk over informally local conditions, which Miss Palmer of the Y.W.C.A., tells me you know so well. Miss Palmer will be here also.

We will be glad to have you bring any of your friends interested in these matters, and we are especially anxious to meet you at this important conference.

Yours very truly,

FRANCES INGRAM.

97255

The Filson Historical Society

3/24/09

Page 7
Brandis
Dred
Jan 1909
pg - good points
pg - working child

The Disintegration of
The Family.
The Working Woman and the
Working Child

According to the United States Census in 1900, there were more than 800,000 widows who were working at that time. There were more than 700,000 married women and more than 60,000 divorced women, making a total of more than 1,600,000 which is more than one-third of all the working women in this country.

The number has increased since 1900. There are more women in the working world to-day than there were nine years ago - more women who are supposedly home makers on account of their married state.

This afternoon, we will deal with the woman whose absence from home causes the breaking up of that home. Her problem is one of the serious questions facing the Charity Organizations to-day. If large families are desirable and the

father dies or deserts, shall the mother be forced into the factory, her children on to the streets. Shall the mother exhaust her strength and finally become a public charge and her children delinquents. If a woman is fortunate in having kindly disposed relatives, she may leave her children with or at least the baby with them. Sometimes an older child can look after the little ones. The following story illustrates the struggle of one woman last winter. She had

six children. Her husband
~~was~~ ^{delivered} ~~all~~ ^{ill} ~~in~~ ^{able} ~~to~~ ^{to} ~~work.~~
 was only able to ~~do~~ ^{do} ~~work~~
 The relatives gave some assistance
 in a factory on half time.
 The oldest child was twelve.

It was necessary for the mother
 to supplement the family
 income. This she did by
^{earning} ~~working~~ ^{75 a week} in a woollen mill.
 In the morning, the mother pre-
 pared the breakfast, dressed
 the two youngest children. Took
 the baby to her sisters and
 sent the other children to school.
 On her return, even tho assisted
 by the children, there were
 duties for the mother until
 bed time. She continued on
 this strain several months.

Brighter days, ^{finally} came to ^{her} ~~this~~ mother. In the case of many however, adequate relief from the Charity Organization during a stress period ^{may} ~~with~~ save a mother to her children.

Many mothers solve their problem by engaging in some home occupation such as sewing or washing.

The day nursery offers a safe keeping place for the babies ^{of} ~~of~~ ^{of the arms of} ~~of~~ ^{working} ~~of~~ ^{women}. In large cities, a carefully supervised play ground will help ~~solve~~ this problem.

6.

The better trained working women are, the more their efficiency is increased. And the more their efficiency is increased, the better able they will be to bring about an adaptation of industrial conditions to fit women. As far as the physical conditions goes, there is a tendency on the part of the employers to adjust their plants, their hours and their speed to the great numbers of women workers pouring into almost every branch of industry. But the majority of employers

1955

will have to be forced by legislation.

The decision of the supreme court of the United States in the famous Oregon ten-hour law case conducted by Mr. Louis Brandeis of Boston has been a landmark in the progress toward adjustment for women in the industrial world. It has been a means of supporting wise state laws and all sorts of factory regulations since.

When science determines the amount of nerve strain a woman can undergo in

different capacities in the industrial world, it will fix the responsibility on the state of protecting its women. The state may then demand three hour shifts, four hour shifts or five hour shifts in order to conserve woman's energy. Then may the working woman also be a home maker. The state is tending more and more to protect its women. Last year Minnesota appointed a commission to look into the condition of working women ^{in that state}, with a view to bettering those conditions.

Why should the working child be a factor in the disintegration of the home? ~~Science is daily~~ We look to science for the answer. It adds daily to its statistics showing that premature toil brings physical deterioration.

The young child is not able to stand the strain of long hours - the whip of the factory debauches his nerves. Soon he reaches the point of fatigue & reaching this point many times causes degeneration. With his strength gone and vitality sapped

the child labour follows
 one of two roads, one leading
 to pauperism, the other
 to criminality.

George is a striking example
 of one who followed the
 road to criminality. He
 came into the Juvenile Court
 at the age of fifteen branded
 a thief. He seemed but
 twelve, he was so stunted
 in growth. His mother said that
 at 10, he had earned \$9 a
 week ^{spinning to brass} ~~at~~ 15, he had little
 energy and was unable to
 keep a place paying three
 dollars a week. After much

6574/6

Little fingers become
very skillful at ~~this work~~
~~to be so~~. A child can
earn more than an adult.

The Filson Historical Society

hard work on the probation officer's part, it was thought best to place George in the Reform School.

There is a phase of the child labor question with which Louisville ought to deal in the near future and that in ridding the streets of the new young children engaged in street trades. The street is an excellent school for crime. We all know that isolation is the remedy for child labor.

In a community, where

60.90 of the number children
finding their way into
the juvenile court have
been engaged in street
trades.

The Filson Historical Society

the standard is suddenly raised by passing a good law, it is often necessary to ease over the adjustment period by adapting the scholarship system. This we have done here. In Boston, where for half a century the compulsory school age has been fourteen years there has been no question of the scholarship. The community has accepted help as being just as necessary for a child of thirteen as for one of five.

May each and every one
of us never miss an oppor-
tunity to lend our help
to a movement for better-
ing the condition of our
women and children.

Frances Ingram

March 24, 1909.

The Filson Historical Society

REPORT OF THE INDUSTRIAL AND SOCIAL CONDITIONS COMMITTEE
of the
KENTUCKY FEDERATION OF WOMEN'S CLUBS
DANVILLE, KENTUCKY
May 11, 1921.

Frances Ingram, Chairman.

Last year, the General Federation of Women's Clubs made the Industrial and Social Conditions Committee a division of the Department of Public Welfare. The work of this Division falls under two Committees, one known as the Committee on Industrial and Business Relations, the other as the Committee on Institutional Relations. Altho the Kentucky Federation established no Department of Public Welfare, its Committee on Industrial and Social Conditions accepted the program of the Division of Industrial and Social Conditions of the General Federation without further organizing the two Committees.

The Committee on Industrial and Business Relations believes that the reconstruction following the late war has stressed adequate production; and that club women should acquire adequate and contemporaneous knowledge of industrial conditions before they can intelligently prescribe for industrial needs. The Committee therefore urges club women:

- 1st. To Study the purposes, policies and methods of the labor movement.
- 2nd. To provide opportunities for hearing the viewpoints of employees, employers, and specialists dealing with man power, and
- 3rd. To arrange monthly study circles designed to bring community forces together, thereby promoting harmonious relations.

The Committee will assist the club women by suggesting the outline for these study circles and by sending month by month to each study group, a guide which will include suggestions for supplementing the outlines with information concerning speakers, discussion topics, magazines, books and community adaptations of subjects outlined.

Owing to the fact that all the States were not ready to begin the actual work last February, it has been necessary to initiate the proposed Study Plan next September, 1921. The general Federation hopes that each state will arrange for at least twenty groups of women thruout the state to form study circles and be ready to use the Industrial Outlines for study in September.

The outline in brief for the proposed course is as follows:

SUBJECT	MONTH TO BE STUDIED
Resources of the United States	September 1921
Industrial Development	October, 1921
The Employe As A Factor In Industry	November 1921.
Women In Industry	December 1921
Women At Work In The Home	January 1922
The Employer As a Factor In Industry	February 1922
The Public As A Factor In Industry	March 1922.
The Closed Shop and the Open Shop	April 1922.
Findings and Recommendations	May, 1922
Exhibits for Industrial Conferences	June, 1922.

55146

For those interested in Minimum Wage Legislation, may I suggest a study course that appeared in the May 7th issue of the Woman Citizen. This course was outlined by Miss Dwson of the National Consumer's League at the request of the National League of Women Voters. It may be of interest to members of the Federation to know that the General Federation endorsed Minimum Wage Commissions.

For years, women of this country urged the creation of a bureau in the Department of Labor for looking into and reporting on conditions of employment of women. This important subject received little consideration until we were at war, then such a bureau was created in the interest of production, in July 1918, in the Department of Labor thru the war powers given the President and Secretary of Labor. Congress made an appropriation for conducting the work of this bureau during the fiscal year 1919 but before the close of its session enacted a bill creating a statutory bureau.

"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. It represents and advises the secretary 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 Department of Labor." It works with and thru State Departments of Labor.

The first step of the Bureau toward carrying out its policies was the publishing of Bulletin 3, a small pamphlet on Standards of Employment of Women, covering: hours, working conditions and wages. The same pay for the same work.

No more valuable lesson was brought home by the war than that output cannot be increased by extending the work day beyond a certain period and that output can be increased by limiting the work day to a reasonable number of hours. In accordance with this principle thinking and progressive employers and public adopted the plan of eight hours work, eight hours sleep and eight hours play.

In the United States, it must be remembered that legislation comes thru 48 individual states whereas in European countries the national government enacts a law and it applies thruout the country.

At the time the Industrial Committee of Oregon limited the hours of employment for women to eight hours a day, the Committee said that the women of the State should have time in which to prepare for citizenship, that all human beings need rest and recreation; and the shorter working day would make this possible.

Two recent publications of the Woman's Bureau will be of interest to those who care to look into the question.

1. A Physiological Basis for the Shorter Working Day for Women.
2. Some Effects of Legislation Limiting Hours of Work for Women.

For years the belief has been popular that women are in industry only for a short time. The belief has also been current that their earnings were of little social significance because "The Family," was dependent upon women, not as a wage earner but as a homekeeper. ^

Recent industrial studies however, show that women are contributing

the unit of modern civilization.

5540

a large part of the income. In many instances they not only support a large sized family but also fulfill their other age old function of homekeeper. It is also being shown that girls are more ready to assume the responsibilities for mother, father, sister and brother than the boys. It is hardly necessary to resort to statistical studies to discover this. Just observe among your own circle of acquaintances and you will find that brothers have married and left sisters to look after mother and the younger children. Girls assume more often family responsibilities while the boys of the family establish a new home with the responsibilities it may bring. Living at home, in many cases means a deep family obligation. It means helping support others by turning in money and by working additional hours; sewing, washing dishes etc.

During 1920, a survey was made in Kansas in which 4748 women were interviewed. 37% of these women contributed all their earning to their families. These women knew family responsibility even tho they were in the industrial field. The wages of more than half of these women were less than sufficient to maintain a satisfactory standard of life for one person. Oh, ye women of the Kentucky Federation, is it now our Christian duty to stand for a living wage for our Industrial sisters?

Most wage earning women who live at home take some part in making that home a place to live in. It is, of course, the married woman with children who pays most heavily for her home life. The following instances from a recent industrial survey are cited as typical:

Mrs. Williams who worked as a sales woman made an average wage of \$12.39 a week. She was a widow with three children to support. She lived on a small farm and in her spare moments took care of a cow, chickens and a garden besides doing the housework. This meant at least five hours work at home in addition to the eight hours spent daily in the store. But she did not feel she could get along without the milk, eggs, and garden truck to help reduce the grocery bills.

A laundry worker of Kansas was the sole support of a husband who had been paralyzed for two years and two children. She earned \$15.00 a week. If her husband has been still the sole wage earner, his wage would probably have not been less than \$21.00.

A man's wages are based on the job he does and not on whether he lives at home and has cheap board, supports a widowed mother or lives in a high priced lodging house. The law of supply and demand is the only other outside factor affecting his wages. Yet how often do we hear the phrase "Why, all my girls live at home," or "I won't hire a girl unless she lives at home." Is this an excuse for low wages? Those who have had experience know that girls say they live at home to get the job, and only occasionally is any effort made to follow up the statement of the girl. How long shall the conscience be soothed in this manner?

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

According to Miss Agnes Peterson, Assistant Director of the Woman's Bureau, the results of such studies recently made in Kansas and New Hampshire are on the eve of publication by the Woman's Bureau.

The Committee on Industrial and Social Conditions of the Kentucky Federation, in order to further supplement the Industrial Study recommended by the General Federation of Women's Clubs, recommends---- that the Kentucky Federation of Women's Clubs invite the Women's

Bureau of the Department of Labor to make a survey of wages, working conditions, cost of living of women in industry in Kentucky during the year 1921, asking other women's organizations to join in this invitation and respectfully request Governor Morrow to add his invitation to that of the Federation. The Governors of Indiana, Rhode Island, Kansas, Virginia, Georgia and New Hampshire have issued such invitations. We have not had a regular industrial survey in Kentucky since 1911 and this would give us the facts we need before expressing a judgment.

The industrial situation in America is critical and there should be an obvious effort on the part of all factors of industrial life to get together. Employers and employees with the representatives of the public should carefully work out the industrial problem of every community. Good citizenship demands that club women lend their aid in bringing these three groups of industry together. It is a distinct part of the public's business to know facts because all relationships between employer and employee effect public life. The employers of Kentucky, speaking thru the Kentucky Manufacturers' Association of Louisville have manifested great interest in this plan of the General Federation. In a bulletin dated January 13th, they urged employers to carry out such a plan in association with club women. The Association's Secretary, C.C. Owsley, stated: "A welcome awaits committees from women's clubs at the respective plants."

Now in regard to the Committee on Institutional Relations:

At the Biennial Convention of the General Federation of Women's Clubs at Des Moines, June 1920, a resolution was passed urging club women thruout the country to cooperate with the Committee on the Care and Training of Delinquent Women and Girls of the National Committee on Prisons and Prison Labor in meeting the many problems arising in connection with the care and training of delinquent women and girls.

A conference was called at the National Training School for Girls in Washing, D.C., last December, by the Committee on the Care and Training of Delinquent Women and Girls of the National Committee on Prisons and Prison Labor, which was attended by the superintendents of fifteen state institutions for the care and training of delinquent women and girls and others ingerested in this work, representing in all twenty-five states.

At this Conference Minimum Standards for the care and training of delinquent women and girls were worked out, and a resolution adopted that the Committee bring these standards to the attention of the General Federation of Women's Clubs, in the hope that the club women thruout the country will cooperate with the institutional heads in bringing about the adoption of the Standards.

In this Statement of Standards", the committee stands for the principle that delinquent girls and women should be cared for by women from the time they are arrested until they are returned to the Community. The Committee recommends standards for State Training School and Reformatories for delinquent girls and women and endorses requests made by heads of such institutions for appropriations necessary to maintain staffs adequate in number and type; and also efforts made by such superintendents to secure a fair standard of hours of work for employees and a fair scale of salaries on the basis of equal pay with men for equal work, the standard to be decided by comparison with the hours of labor and salaries in the community. This Committee resolved to endeavor to impress upon the Women's

organizations of the country the fact that the delinquent girl or woman being a community product, is a community problem; and to urge that they cooperate with heads of institutions and others engaged in preventive work in meeting this joint obligation.

During the past year, Kentucky has taken a tremendous stride forward in its institutional work under the direction of its splendid Board of Charities and Corrections. Many changes have been made by this Board for the betterment of the institutions under their care.

May I close with a tribute to our President Mrs. Riker and the other members of that Board for giving so unselfishly of their time and energy in the performance of the difficult tasks with which they were confronted and for so unflinchingly facing their herculean problems.

Respectfully submitted,

Frances Ingram, Chairman,
Industrial and Social Conditions Committee

The Filson Historical Society

0PKS5

DEPARTMENT OF PUBLIC WELFARE - following Danville
Kentucky Federation of Women's Clubs Conference

Plan of Work for 1921-22.
Frances Ingram, Chairman.

preparing for
Hopkinsville Conf.

The Department of Public Welfare of the Kentucky Federation of Women's Clubs plans as follows for 1921 and 1922, through its different divisions:

I. DIVISION OF CHILD WELFARE:

The Division of Child Welfare will base its program on the three ideals fundamental to child life.

1. The public protection of maternity and infancy.
2. Universal child Health
3. Abolition of child labor

Toward this end, the Child Welfare Division asks the Board of the Kentucky Federation to endorse the following resolutions:

1. That every Club in the state be asked to secure one pupil for a Training School for Nurses.
2. That the Clubs be urged to bring about the employment of a Public Health nurse in every county.
3. That the Clubs be urged to bring about the installation of a full time health officer in every County, where none such exists, and ultimately the establishment of County Departments of Health in all counties where this is possible.

In order that the State Board of Health may more adequately and efficiently conduct its work throughout the state, the committee asks that the Kentucky Federation of Women's Clubs:-

1. Support the State Board of Health in its request for an increase in the basic appropriation for its department.
2. In view of the fact that the Shepherd-Towner Bill will pass Congress before the next session of the Kentucky Legislature, the Federation is asked to support the State Board of Health in securing an Enabling Act for the Shepherd-Towner Bill.

In its work of abolishing child labor in Kentucky the Division asks the Federation to indorse the Kentucky Child Labor Association in its efforts to bring about a more effective enforcement of the Child Labor Law.

The Federation is also asked to support the Kentucky Children's Code Commission in its effort to bring about better protection for the childhood of Kentucky, mainly:

1. By working out more adequately a state department with increased supervisory powers for the dependent children of the state.
2. By the revision of the Juvenile Court law.

Miss Mary Anderson
Head of the Women's
Bureau of the
Department of Labor
at Washington.

The Director of Child Welfare will have the program on the
three main fundamental to child life.

1. The public protection of maternity and infancy.
2. Universal child health.
3. Application of child labor.

Toward this the Child Welfare Division asks the aid of
the Kentucky Federation to enforce the following resolutions:

1. That every child in the state be asked to receive
one pupil per Training School for Nurses.
2. That the Child Welfare Division be urged to bring about the employment
of a Public Health Nurse in every county.
3. That the Child Welfare Division be urged to bring about the installation
of a full time health officer in every county, where
none such exists, and to insist that the establishment of
County Departments of Health in all counties where this
is possible.

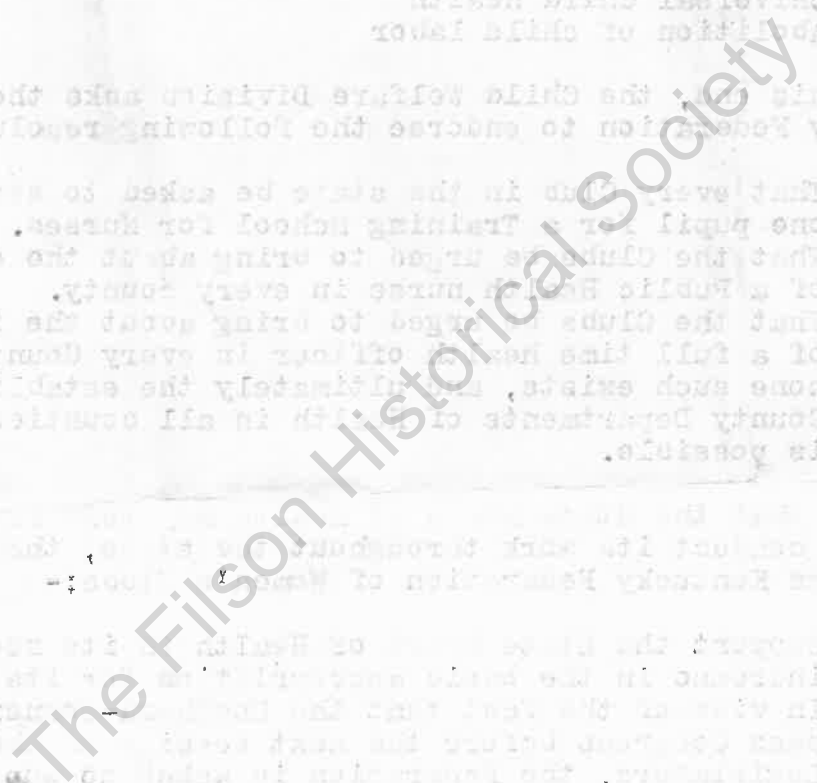
In order that the health of the state be improved and the
efficiency of the state be increased, the Kentucky Federation of Women
asks that the Kentucky Federation of Women:

1. Support the Child Welfare Division of Health in the request for an
increase in the state health budget to the Department
of Health in the year 1921 and 1922.
2. In view of the fact that the Child Welfare Division of Health
has not been able to carry out its program in the
past year, the Federation of Women asks that the
state budget of 1921 be increased to include the
amount of \$1,000,000 for the Child Welfare Division.

It is the wish of the Federation of Women that the
state budget for 1921 be increased to include the
amount of \$1,000,000 for the Child Welfare Division.

The Federation of Women is also in the habit of
conducting a campaign for the Child Welfare Division
in the state of Kentucky.

1. To increase the state health budget to the Department
of Health in the year 1921 and 1922.
2. To increase the state health budget to the Department
of Health in the year 1921 and 1922.



II. PUBLIC HEALTH DIVISION:

The Public Health Division, in line with the General Federation in its national plan, will work for the centralization of the various health activities, either in a Federal Department of Health or as a distinct division of a Department of Public Welfare, whichever plan may be decided upon after a thorough survey of present Federal health activities, has been made.

The Public Health Division joins the Child Welfare Division in the endorsement of the same health measures. In order to make legislation more effective the committee will make an effort to bring home to the individual club women the meaning of the necessity of health rules-- to bring home to her, her responsibility for her health.

In following out this plan the committee hopes to do three things:

1. To create a new constructive conception of health.
2. To stress the value of a personal inventory of health, reached through a health examination.
3. To aid in the campaign for correct posture and approved shoes.

The Social Hygiene Committee of the Division of Public Health asks endorsement for the following measures:-

1. Raising the age of consent to 18, extending equal protection to the youth of both sexes.
2. Penalizing unlawful carnal knowledge of idiot, lunatic and feeble minded persons.
3. Making unlawful any immoral, improper and indecent liberties with children.
4. A standard form of law for the repression of prostitution.
5. A measure for the removal from office of officers guilty of misfeasance and nonfeasance in office.
6. An act to establish and regulate an Institution for the confinement, care and reformation of delinquent women, and to make an appropriation therefor.

III. DIVISION OF INDUSTRIAL AND SOCIAL CONDITIONS.

In line with the General Federation of Women's Clubs, the work of this Division should fall under two Committees:

1. The Committee on Industrial and Business Relations.
2. The Committee on Institutional Relations.

The Chairman of the Division has gone ahead with the work of the Committee on Industrial and Business Relations. This Committee has for its slogan "Industrial Cooperation, Safeguarding the Rights of the Employer, Employee and the Public."

To this end, the Committee is endeavoring to organize groups who are willing to carry on an intensive community and national program of industrial research. The view point of the employer, employee and the public will be sought without partial trend toward any of these groups identified with industry.

So far this year, work has not been undertaken under the Committee on Institutional Relations, due to the fact that Chairman of the two Committees under this division were not authorized last spring, at the meeting of the Federation.

In view of the fact that the institutions of the state, whether housing dependents or delinquents, are part of the general public welfare problem of Kentucky, the Department of Public Welfare recommends that a Chairman be appointed for the Committee on Institutional Relations under the Division of Industrial and Social Conditions, and also that a Chairman be appointed for the Committee on Industrial and Business Relations under this same division.

Since the work of this department deals with the conditions of Kentucky fundamental to life itself and the general welfare of the state, the Department asks that the Federation urge the Governors of the Districts to encourage the Clubs in their districts to establish public welfare departments in their various clubs. The interest of the Club Women will mean more rapid progress along these lines.

The Filson Historical Society

omit

210

1921

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

PRELIMINARY REPORT

HOURS WAGES AND WORKING CONDITIONS FOR WOMEN IN INDUSTRY
IN KENTUCKY

The Filson Historical Society

Preliminary Report

Hours, Wages and Working Conditions for Women in Industry in Kentucky

Introduction

In September 1921, the Women's Bureau of the U. S. Department of Labor was requested by the Governor of the State of Kentucky and by the Kentucky Federation of Women's Clubs to undertake a survey of wages, hours, and working conditions for women throughout the state. This survey was made during October and November and the preliminary findings are outlined in the following pages. These findings are based upon figures secured from the industries in 17 towns and cities of the state: Ashland, Augusta, Carrollton, Covington, Dayton, Elizabethtown, Frankfort, Henderson, Hickman, Leitchfield, Lexington, Louisville, Mayfield, Maysville, Newport, Owensboro, and Paducah. The figures were secured by agents of the Women's Bureau who personally inspected the establishments, copied from the payrolls such information as was necessary, and interviewed some of the workers in their homes.

The work of the agents was much facilitated by the cooperation of state officials who gave the benefit of their experience and knowledge of local conditions. Among these cooperating agencies were the Department of Agriculture, Labor, and Statistics, the State Department of Health, and the Department of Health of Louisville. A number of women's organizations also cooperated with the agents of the Women's Bureau. Among these were the State Federation of Women's Clubs, the League of Women Voters, the Consumers' League, and the Young Women's Christian Association. To the managements of the establishments visited special credit is due for their courtesy and helpfulness in supplying the desired information. In only three cases was all

information refused, while in three others information as to wages was refused but the agents were allowed to inspect the working conditions and to secure scheduled hours.

For this preliminary report of the investigation, figures for 149 establishments are summarized. A very few establishments for whom information was secured have not been included because of incomplete information or unfinished reports.

The findings given here are based on preliminary figures, compiled so that information may be immediately available. For this reason it must be emphasized that the figures given are not final - such careful editing, checking, and other statistical work must be done before the final figures are issued. The Women's Bureau feels, however, that the preliminary figures in the following pages are so nearly accurate that they can serve as a basis for whatever action the people of the state may care to take to remedy conditions.

Scope.

In the 149 establishments for which information was secured there were employed at the time of the investigation 3786 white and 1145 colored women, a total of 4,931. These women were distributed through many different industries and the following table 1 gives the details of their industrial classification.

Table 1.

15476

Table 1 - Number of establishments inspected and number of white and colored women employed, by industry.

Industry.	Establishments	White Women	Colored Women.
Manufacture of -			
Boxes, paper.....	2	120	1
Boxes, wooden.....	5	143	1
Clothing.....	14	1275	8
Cordage and thread.....	7	488	4
Food.....	12	624	23
Furniture.....	4	82	3
Metal goods.....	5	357	1
Printing and publishing.....	4	263	1
Shoes.....	6	550	-
Textiles, including knitting.....	4	577	6
Tobacco, cigars.....	6	862	1
Tobacco, other than cigars.....	14	991	973
Miscellaneous.....	11	352	1
General mercantile.....	15	855	11
5-and 10-cent stores.....	9	226	10
Laundries.....	17	442	101
Telephones.....	14	579	-
Total.....	149	8786	1145

20740

The greatest number of white women were employed in the clothing industry and by far the greatest number of colored women in the manufacture of tobacco. Other industries employing especially large groups of white women were the manufacture of cigars and other forms of tobacco, of food, shoes, textiles, cordage and thread, and the general mercantile industry, laundries, and telephones.

Colored women did not figure prominently in any industries except the manufacture of tobacco and laundries. Where they were employed, their hours were usually the same as those of the white women, so in this connection the two races are not discussed separately in this report. There was, however, sufficient difference between the wages of the white and those of the colored to justify the presentation of separate wage figures for these groups.

Because of their number and their industrial distribution, the women included in this survey can be considered to be representative of the entire group of those gainfully employed in the state. The census of 1920 reports 89,345 persons gainfully employed in the industries of Kentucky. It is not yet stated what percentage of these persons were women, but estimating on a basis of the same proportion of women as was found in the group of those gainfully employed in industry in 1914 (13.5 per cent) there are probably between 9,000 and 10,000 women in this group.

Omitting from the total of this survey the women who were employed in stores, laundries, and telephone exchanges - not included in the classification of "all industries" in the Census--there remain 7,751 women employed in the industries surveyed, a very fair proportion of the estimated total number of these women according to the Census of 1920.

SUMMARY

For this representative group of working women of the state, material describing the wages, hours, and working conditions has been secured as accurately as possible. The outstanding facts which have emerged after a study of the preliminary figures on these. Subjects are as follows:

Hours

Scheduled hours for more than one-fourth of the women (26.2 per cent) were 10 a day, and for more than one-fourth (28.7 per cent) more than 54 hours a week. Such hours as these are a decided menace not only to the health of the women themselves, but to their efficient employment in industry, and the well being of the community of which they form a part. That this drain on strength and vitality - the unavoidable accompaniment of long working hours - is not essential to successful production, is illustrated by the fact that many establishments were found to be operating on much shorter hours. In fact, 23.4 per cent of the women were scheduled for 48 hours a week or less, and 15.4 per cent for 8 hours a day or less. The establishment of reasonable hours for such large groups of women surely indicates the practicability of including all women in the group of those who are now working hours which are not so long as to be a menace to health and efficiency.

Wages

The figures on weekly wages paid to women throughout the state show an even more serious condition.

One-half of the white women were receiving less than \$11.05 a week and one-half of the colored women less than \$8.30. Even in those industries which ranked highest in the weekly earnings, large numbers of the women were receiving less than a living wage; as in the telephone exchanges,

where half the women received less than \$14.30, and in the manufacture of metal goods, where half received less than \$14.05. At the other end of the scale were the establishments manufacturing wooden boxes, where one-half of the white women earned less than \$7.50 a week, and the 5-and-10-cent stores, where one-half of the white women earned less than \$8.75.

Wages of colored women were on an even lower scale. In the three groups where they are employed in sufficient numbers to justify the drawing of conclusions as to wages--laundries and the manufacture of food and tobacco--half of them received less than \$8.10 in laundries, \$9.05 in food manufacturing, and \$8.35 in tobacco manufacturing.

The results of such extensive underpayment of large groups of women--lowering the standard of living below the level not only of comfort but of health itself, and eliminating all chance of saving or provision for the future cannot be too strongly emphasized. This form of exploitation of women for the benefit of industry - but at the expense of the community and of human life and happiness - is contrary to all standards, economic as well as social. The provision of an adequate wage is the first step toward the elevation of women in industry to a plane where due recognition is given the value of their work in the industrial world and of their health, vitality, and happiness in the community as a whole; and it seems to be a step which has not yet been taken in many of the industries of Kentucky.

HOURS

In each state and in every industry in each state there is a general standard of working hours which governs the working life of large groups of women. This standard for the state is voiced in the law which regulates women's hours, and in the industries, it is shown by the hours generally

77x20

prevailing. Kentucky does not rank high in either case. By law the 10-hour day and 60-hour week is recognized as the standard. By custom, the standard is somewhat higher, as shown by the figures gathered during this survey, although many of the women worked the full number of hours permitted by law.

The fact that 23 states require for women in some occupations a working day shorter than 10 hours, and 31 states a working week shorter than 60 hours, shows how far below the accepted standard is the 10-hour day and 60-hour week. The following figures are indications of the practicability of shorter working hours in Kentucky, as indicated by the number of establishments which, without legal compulsion, are operating with a reasonable requirement of hours.

In this discussion of hours it must be remembered that the hours given are those scheduled and are not necessarily the actual hours worked. They represent the normal hours of the establishments and do not take into account overtime or time worked less than the normal schedule. These matters will be discussed in full detail in the final report. The following figures, however, represent accurately the plans of the industries and the adjustments they have made toward establishing satisfactory working hours for ^{women} their employees.

Hours in the telephone exchanges have not been included because the irregularity of the schedules in this work is so great as to require separate discussion in much greater detail.

Daily hours.

Table 2 shows the length of the daily working hours for the women employed in the industries scheduled. These daily hours do not include Saturday hours, which are usually shorter, nor do they include other

occasional short days which were sometimes reported. On the whole they may be considered to represent the schedule for from Monday to Friday inclusive, but in one or two cases they represent the schedule for only four days in the week.

According to this table the greatest proportion of women (28.5 per cent) had scheduled hours of 9 a day, closely followed by the 26.3 per cent with hours of 10 a day, in which group is also the greatest proportion of establishments, 28.9 per cent. On the other hand, a considerable number of women (29.5 per cent) worked less than 9 hours, and of these 1396 (14.9 per cent) were scheduled for an 8-hour day. In certain industries, however, the 10-hour day was prevalent, notably the manufacture of paper and wooden boxes, food, and furniture, in all of which more than 60 per cent of the women were scheduled for 10 hours' work each day.

The per cent of women in each industry whose scheduled hours were 10, is as follows:

Boxes, paper	69.4	Laundries	41.6
Furniture	65.9	Tobacco, cigars	35.2
Food	62.4	Gordage	34.6
Boxes, wooden	61.8	Tobacco, other than cigars	33.4
Textiles and knit goods	56.6	Miscellaneous manufacturing	32.3

In the manufacture of metal goods and of clothing, in printing and publishing, and in general mercantile and 5-and-10-cent stores, there were no women who worked as much as 10 hours a day. On the contrary, in the general mercantile and 5-and-10-cent stores 78.5 and 78.4 per cent, respectively, of the women were scheduled for an 8-hour day.

Two other industrial groups - the manufacture of clothing and the miscel-

15426

laneous manufacturing establishments - had considerable proportions (33.5 and 23.4 per cent respectively) of their women employees scheduled for 8 hours a day; but in 10 industries not one woman was scheduled for as few as 8 hours.

Table 2.

The Filson Historical Society

TABLE 2.--SCHEDULED DAILY HOURS, BY INDUSTRY.

INDUSTRY	NUMBER OF ESTABLISHMENTS AND NUMBER OF WOMEN WHOSE DAILY HOURS WERE--														
	Total number		UNDER				Over 8 and				Over 9 and		10		
	of -		8	8	8	Under 9	9	under 10	10						
	Estab:	Women	Estab:	Women	Estab:	Women	Estab:	Women	Estab:	Women	Estab:	Women	Estab:	Women	
Manufacture of--															
Boxes, paper	2	121					1	37						1	84
" wooden	5	144							2	55				3	89
Clothing	14	1283			5	417	4	490	4	156	1	220			
Cordage	7	492					1	47	1	41	2	234	3	170	
Food	12	647	a/1	41	1	21	a/2	54	2	88	1	39	6	404	
Furniture	4	85							2	29			2	56	
Metal goods	5	358					2	52	2	293	1	13			
Printing and publishing	4	264					4	264							
Shoes	6	550							5	531				1	19
Textiles and knit goods	4	583									a/2	253	a/3	330	
Tobacco, cigars	6	863			1	14	1	131			3	414	1	304	
Tobacco, other than cigars	14	1964							3	1063	4	248	7	656	
Miscellaneous	11	353			2	79	2	36	3	85	1	39	3	114	
General mercantile	15	866			7	680	5	134	3	82					
5-and-10-cent stores	9	236			5	185	2	30	2	21					
Laundries	17	543					1	30	6	253	1	34	9	226	
TOTAL	135	9352	1	41	21	1396	25	1305	35	2667	16	1491	39	245	
Per cent distribution	100.0	100.0	0.7	0.4	15.6	14.9	18.5	14.0	25.9	28.5	11.9	15.9	28.9	26.	

a/ Same firm entered twice, as all employees do not work the same hours.
 b/ Per cent of establishments total to more than 100 because of 2 firms which appear in more than 1 hour group.

Weekly Hours.

Table 3 shows the scheduled weekly hours of the women employed in the different industries. The greatest number of women, 2535, were working in 31 establishments whose scheduled weekly hours were 50, but there were 2,393 (26.0 per cent) who were working over 54 but less than 60 hours, and 253 (2.7 per cent) who were working 60 hours a week. These long hours were not confined to any one group, but were found in each industry. In six industries more than half the women were scheduled for more than 54 hours' work each week.

The per cent of women in each industry scheduled for more than 54 hours a week was as follows:

All industries	36.7	Cordage	34.6
Tobacco, cigars	79.7	Miscellaneous manufacturing	32.3
Boxes, paper	69.4	Tobacco	26.5
Furniture	65.9	Laundries	24.5
Boxes, wooden	61.8	5-and-10-cent stores	8.9
Textile and knit goods	56.6	General mercantile	6.0
Food	55.0	Metal goods	5.9

That long hours are not necessarily inherent in the occupations of these industries is shown by the fact that 48 hours or less were scheduled for 30.6 per cent of the women employed in the manufacture of paper boxes, for 9.6 per cent in the manufacture of food, and for 16.8 per cent in the manufacture of cigars. Although in the three other industries where more than 50 per cent of the women were scheduled for more than 54 hours a week no women were scheduled for as short hours as 48, in the furniture industry 34.1 per cent were scheduled for 50

hours, in the manufacture of wooden boxes 38.2 per cent for 50 hours, and in the textile industry 43.4 per cent for between 50 and 54 hours.

In contrast to these industries are a few where the great majority of the women worked 48 hours or less. Of these industries the most conspicuous is printing and publishing, where 100 per cent of the women, and the clothing industry, where 70.7 per cent of the women, had scheduled hours of 48 or less.

Of the stores investigated, hours were found to be longer in the 5-and-10-cent than in the general mercantile establishments. No women in the 5-and-10-cent stores worked as short hours as 48, while 43.1 per cent of those in general mercantile worked 48 hours or less.

On the whole, both the daily and weekly hours show much variety, and in this variety lies the promise of the possibility of a more equitable adjustment of hours for all women. For what has been found satisfactory in one case can surely be brought about in another, if the will and understanding of all concerned are brought to bear on the matter.

The Filson Historical Society

912-55

TABLE 3.--SCHEDULED WEEKLY HOURS, BY INDUSTRY.

INDUSTRY	TOTAL		NUMBER OF ESTABLISHMENTS AND NUMBER OF WOMEN WHOSE WEEKLY HOURS WERE--																			
	NUMBER OF--		Under 44		44 and under 48		48 and under 50		50 and under 54		54 and under 60		60 and over		Over 60							
	EST	WOM	Est	Wom	Est	Wom	Est	Wom	Est	Wom	Est	Wom	Est	Wom	Est	Wom						
Manufacture of:																						
Boxes, paper	2	121			1	37									1	64						
Boxes, wooden	5	144							2	55					3	89						
Clothing	14	1255			5	417			4	490	2	47	2	109	1	220						
Cordage	7	492				1	18						1	41	1	47						
Food	12	647			a/2	62			b/3	91	a/2	80	b/2	58								
Furniture	4	85									2	29										
Metal goods	4	219						2	52	1	154											
Printing and publishing	4	264						4	264													
Shoes	6	550							1	58	3	338	1	136								
Textiles and:																						
knit goods	4	533										a/2	253		a/3	330						
Tobacco, cigars	6	863				2	145						1	30		3	588					
Tobacco, other than cigars	14	1964									5	398	4	245		4	470					
Miscellaneous	11	353				2	79	1	28	1	10	2	75	2	47							
General mercantile	15	866				1	8	1	368	1	6	5	301	5	134		3	52				
5-and-10-cent stores	9	236						2		2	24	3	161	2	30		2	21				
Laundries	17	443	1	500		1	20	1	31	2	47	4	148	3	89	1	15	4	135			
TOTAL	134	9213	1	500	5	417	10	576	13	1222	13	437	31	255	24	1268	2	231	36	2393	3	253
Per cent distribution/	100.0	100.0	0.7	0.5	3.7	4.5	7.5	6.1	9.7	13.4	9.7	4.7	23.1	27.5	2.9	14.0	1.5	2.5	26.9	26.0	2.2	2.7

A OR B. Same firm entered twice, as all employees do not work the same hours.
 a/ In this group 18 establishments, employing 1406 women, worked a 55-hour week.
 d/ Percent of establishments total to more than 100 because of 2 firms which appear in more than 1 hour group.

WAGES

The amount of the actual weekly wage received is the fact of primary importance to the wage earner in industry. From the standpoint of the industry, and the community, and the worker herself, it is important to know also qualifying factors such as age, experience, and hours of work. These factors it is not possible to discuss here because the limited time given to the preparation of these preliminary figures has made such correlations impossible. In the full report on this investigation these details will be given and fully discussed. For the present it is possible to give only the amount received by the women for whom figures were obtained in each industry, during a recent working week. In selecting the week for which payroll records were taken, attempt was made to secure figures for a recent week which was representative of the usual working hours of the firm. For instance, a week in which there had been a holiday such as Armistice or Thanksgiving Day was not chosen, but rather one in which weekly hours would be more normal. If a plant had been running undertime for several months, a recent week was taken but care was exercised in selecting this week to make sure that not more than the usual number of hours had been lost. The following figures give, therefore, a statement of the weekly earnings of the women of Kentucky during a representative working week in the autumn of 1921.

TABLE 4. -- ACTUAL AND MEDIAN EARNINGS OF WHITE WOMEN, BY INDUSTRY.

WEEKLY EARNINGS	NUMBER OF WHITE WOMEN EARNING EACH SPECIFIED AMOUNT IN --																	
	ALL INDUSTRIES	Boxes, paper	Boxes, wooden	Cloth-ing	Cord-age	Food	Furni-ture	Metal goods	Printing and pub'g	Shoes	Tex-tile & knit g.	Tobac-co, cigars	Tobac-co, other	Misc.	Gen'l amer-can-tile	5-and-10-stores	Laun-dries	Tel-ephone
Under \$1	40	3	5	5	7					4	1	3	13	2	1		1	
\$1 & under \$2	107	5	5	20	10	16	1		1	3	6	8	19	2	2	3	2	
2 "	98		4	13	4	7	2	1		6	3	17	33		2	3		
3 "	109	4	1	13	5	19				9	9	11	24	4	5	3	2	
4 "	173	6	7	30	10	17	4	4	1	15	3	12	33	8	10	5	7	
5 "	237	3	28	36	9	31	3	4	1	12	20	29	25	4	11	8	4	
6 "	420	4	12	34	18	49	8	5	2	26	16	108	53	10	45	19	9	
7 "	520	11	27	53	40	38	3	8	7	50	37	55	47	17	58	25	22	21
8 "	624	24	12	74	38	66	6	17	6	58	56	40	60	19	61	57	38	11
9 "	760	15	19	77	63	79	9	21	8	51	41	54	89	42	83	27	57	25
10 "	814	16	18	79	74	53	10	16	4	61	28	67	141	29	89	21	70	38
11 "	715	7	2	76	55	43	12	17	9	30	46	61	192	29	51	12	51	22
12 "	620	4	3	70	55	43	5	31	2	45	31	55	63	36	83	9	51	34
13 "	467	3	1	62	29	38	3	31	5	26	20	48	33	21	33	7	16	91
14 "	417	3	1	49	29	19	5	34	10	30	13	55	35	13	38	6	9	68
15 "	412	6	1	70	18	12	4	27	8	36	12	35	29	26	50	6	15	57
16 "	275	2	1	50	7	9	1	17	4	21	4	41	28	10	27		11	42
17 "	201	1		42	11	4		22	3	12	3	19	13	5	25	1	2	38
18 "	194	1		42	2	2		19	7	8	4	25	12	16	25	1	3	27
19 "	123			37	5			8	1	10	6	8	8	3	7		4	26
20 "	138			38	2	1	2	12		7	10	12	11	4	14		4	21
21 "	71	1		24	/					9	3	6	2	1	9		1	14
22 "	63			21				3	1	10	7	5	1	1	9		2	3
23 "	46			6				8	1	5	10	2	2	1	4		2	5
24 "	29			16				2				1			2	2		6
25 "	110	1		55				4	1	6	2	3	2		29		3	4
30 "	37			10				1	1	2	2	2		1	17		1	
35 and Over	20			7					1			1			9			2
TOTAL	7840	120	142	1107	485	553	78	312	84	551	373	780	968	304	799	215	387	562
Median earnings	\$11.05	\$9.00	\$7.50	\$12.65	\$10.60	\$9.35	\$10.30	\$14.05	\$13.20	\$10.70	\$10.50	\$10.85	\$10.60	\$11.50	\$11.65	\$8.75	\$10.75	\$14.30

Table 5 - Actual and Median Earnings of Colored Women, by Industry.

Weekly Earnings	Number of colored women earning each specified amount in -				
	All industries	Food	The manufacture of - Tobacco	Laundries	Other industries.
Under \$1	23	1	20	2	
\$1 and under \$2	35	2	31	2	
\$2 " " \$3	44	-	44	-	
\$3 " " \$4	45	1	43	2	
\$4 " " \$5	69	1	63	2	3
\$5 " " \$6	92	1	84	6	1
\$6 " " \$7	129	3	105	14	7
\$7 " " \$8	132	1	118	9	4
\$8 " " \$9	176	3	154	14	5
\$9 " " 10	130	7	108	12	3
10 " " 11	118	3	98	13	4
11 " " 12	94	2	91	-	1
12 " " 13	77	-	75	1	1
13 " " 14	30	2	27	-	1
14 " " 15	27	-	26	-	1
15 " " 16	13	-	12	-	-
16 " " 17	8	-	7	-	1
17 " " 18	11	-	11	-	-
Total	1253	27	1117	77	32
Median earnings	\$8.30	\$9.05	\$8.35	\$8.10	\$8.20

The Filson Historical Society

20544

According to the figures given in this table the earnings of the women ranged all the way from less than \$1 to \$60 for the week's work. Those two extremes represent, of course, unusual cases which indicate nothing significant. It is significant, however, to find the massing of the women in groups of from five to eight hundred in the wage groups ranging from \$7 to \$12. In nearly every industry it is these wage groups that contain the large numbers of women, and it is from these groups that the prevailing standards of earnings may be judged.

In some industries the massing comes a little higher up the scale, and in some a little lower, but in most cases the variation is not very great. The following figures give the median weekly earnings of white women in each industry:

All industries	\$11.05	Shoes	\$10.70
Telephones	14.30	Tobacco, other than cigars	10.60
Metal goods	14.05	Cordage	10.60
Printing and publishing	13.20	Textiles and knit goods	10.50
Clothing	12.65	Furniture	10.30
General mercantile	11.65	Food	9.35
Misc. mfg.	11.50	Boxes, paper	9.00
Tobacco, cigars	10.85	5-4-10-cent stores	8.75
Laundries	10.75	Boxes, wooden	7.50

Median earnings of \$11.05 in all industries means that one-half of the white women in the industries of Kentucky earned less than \$11.05 a week.

In the industry which employed the greatest number of white women,

the manufacture of clothing, half of the women received weekly earnings of less than \$12.65 and of the next largest industrial group of women, 968 in the manufacture of tobacco, half received less than \$10.50.

By any standard whatever, such earnings as these cannot be considered adequate.

The Women's Bureau has conducted investigations similar to this one in three other states in very different sections of the country, and in no one of them were wages found to be as low as in Kentucky. In Kansas the median weekly earnings for women were \$11.80, in Georgia, \$12.20, and in Rhode Island \$16.85. Beside these figures the \$11.05 median wage of Kentucky seems particularly striking as an instance of the condition with which the women wage earners of the state are confronted. Individual industries which show such figures as \$7.50 and \$8.75 as the rate below which one-half the women employees are earning, may perhaps be considered isolated instances of underpayment-deplorable it is true, but not necessarily representative of the conditions throughout the state. But when the combined industries, the so-called "well paid" together with the poorly paid, show a median rate as low as \$11.05; when, grouping all of the wages, high and low, half of the women are found to earn less than \$11.05; a challenge for action is laid down before the people of the community.

The wages of the colored women were even more insufficient than those of the white. Of the 1253 colored women for whom figures were secured, half received less than \$8.30 a week. The greatest number of these women (1117) were employed in the tobacco industry, where half of them received less than \$8.35. A fairly large group (77) were in

laundries, where half of them received less than \$8.10 a week. The rest of the colored women were scattered through the different industries in such small numbers that general wage figures cannot be quoted for them. Except for 18 women in the tobacco industry, in only one case did the earnings of colored women exceed \$15.00 a week.

WORKING CONDITIONS

The conditions under which women worked in the 149 establishments visited differed greatly. Although the record in some plants was extremely good, the lack of satisfactory equipment and facilities in others makes a definite reference to such defects advisable as a basis for the consideration of needed improvements.

Cleaning.

Taking into consideration both the condition of the workroom and the system of cleaning, workroom cleaning was inadequate in some respect in 59 of the 149 establishments. Among these were 8 of the 12 food establishments visited.

Lighting.

In the consideration of lighting, both the artificial and natural lighting were taken into account. The general lighting situation was found unsatisfactory in 45 plants. In 13 of these there was insufficient light for some or all of the women employees, and in 37 there was glare when workers faced unshaded windows or unshaded electric lights, or reflection from a polished metal surface.

Seating.

Seating was inadequate in 87 establishments. Of these 11 had no

07250

seats at all except occasionally boxes for the women workers, and 33 others had provided no seats for women who stood at their work to use for an occasional rest. In all, 65 establishments had failed to supply a sufficient number of seats. Forty-six had provided the wrong kind of seats, such as seats without backs, stools, benches or boxes which were furnished for some or all of the women who sat constantly at their work. Occasionally, women who could perform their jobs either sitting or standing, were obliged to use trucks, boxes, or even the floor, as no other seats were available.

Fire Hazard.

Of the 98 establishments reported as being inadequate in the matter of fire protection, 23 had failed to provide fire escapes where they were required for safety. Sixty-nine establishments had all of the entrance doors opening inward instead of outward. In some cases exits were obstructed, aisles were narrow, or stairways were winding, narrow, or steep.

Sanitation.

The report on the drinking, washing, and toilet facilities for women workers showed need of great improvement. In 108 establishments the drinking arrangements were unsatisfactory, where insanitary bidders, common cups, or no cups at all were provided. Common cups were found in 38 plants. In regard to washing facilities, 131 establishments were reported unsatisfactory, because of the failure to provide hot water, soap, and individual towels. Of these, 10 were establishments handling food products. Toilet facilities were inadequate in 134 establishments. In 4 of these the women employees were compelled

to use the same toilets used by men, and in 6 others to use the public toilets. In a number of instances toilets were not properly cleaned and ventilated. In other cases they were inconveniently located or inadequately screened. Two establishments had provided no toilet for the women, and 44 others an insufficient number.

Service facilities.

The record for service facilities, such as lunchrooms, restrooms, cloakrooms, and first-aid equipment showed, on the whole, low standards. In only 52 plants was a lunchroom of any sort provided, and of this number 24 were reported as unsatisfactory in regard to equipment, ventilation, or cleaning. Of the restrooms found in 61 establishments, 35 were entirely inadequate in equipment. The record for cloakrooms, was better, since 123 of the 149 plants had made such provisions. In 70 of these, however, the cloakrooms were reported unsatisfactory. A hospital room was found in only 8 establishments, a first-aid equipment in 131. In 8 of these, however, there was no definite person in charge of administering aid in case of emergency. A nurse was found in only two plants, and a doctor in one.

1921

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

PRELIMINARY REPORT

HOURS, WAGES AND WORKING CONDITIONS FOR WOMEN IN INDUSTRY
IN KENTUCKY

The Filson Historical Society

216

Preliminary Report

Hours, Wages and Working Conditions for Women in Industry in Kentucky

Introduction

In September, 1921, the Women's Bureau of the U. S. Department of Labor was requested by the Governor of the State of Kentucky and by the Kentucky Federation of Women's Clubs to undertake a survey of wages, hours, and working conditions for women throughout the State. This survey was made during October and November and the preliminary findings are outlined in the following pages. These findings are based upon figures secured from the industries in 17 towns and cities of the State: Ashland, Augusta, Carrollton, Covington, Dayton, Elizabethtown, Frankfort, Henderson, Hickman, Leitchfield, Lexington, Louisville, Mayfield, Maysville, Newport, Owensboro, and Paducah. The figures were secured by agents of the Women's Bureau who personally inspected the establishments, copied from the payrolls such information as was necessary, and interviewed some of the workers in their homes.

The work of the agents was much facilitated by the cooperation of State officials who gave the benefit of their experience and knowledge of local conditions. Among these cooperating agencies were the Department of Agriculture, Labor, and Statistics, the State Department of Health, and the Department of Health of Louisville. A number of women's organizations also cooperated with the agents of the Women's Bureau. Among those were the State Federation of Women's Clubs, the League of Women Voters, the Consumers' League, and the Young Women's Christian Association. To the managements of the establishments visited especial credit is due for their courtesy and helpfulness in supplying the desired information. In only three cases was all information refused, while in three others information as to wages was refused but the agents were allowed to inspect the working conditions and to secure scheduled hours.

For this preliminary report of the investigation, figures for 149 establishments are summarized. A very few establishments for whom information was secured have not been included because of incomplete information or unfinished reports.

The findings given here are based on preliminary figures, compiled so that information may be immediately available. For this reason, it must be emphasized that the figures given are not final - much careful editing, checking, and other statistical work must be done before the final figures are issued. The Women's Bureau feels, however, that the preliminary figures in the following pages are so nearly accurate that they can serve as a basis for whatever action the people of the State may care to take to remedy conditions.

Scope omitted from Consumers' League Report

In the 149 establishments for which information was secured there were employed at the time of the investigation 8,786 white and 1,145 colored women, a total of 9,931. These women were distributed through many different industries and the following table 1 gives the details of their industrial classification.

Table 1 - Number of establishments inspected and number of white and colored women employed, by industry

Industry	Establishments	White Women	Colored Women
Manufacture of -			
Boxes, paper.....	2	120	1
Boxes, wooden.....	5	143	1
Clothing.....	14	1,275	8
Cordage and thread...	7	488	4
Food.....	12	624	23
Furniture.....	4	82	3
Metal goods.....	5	357	1
Printing and publishing.....	4	263	1
Shoes.....	6	550	-
Textiles, including knitting.....	4	577	6
Tobacco, cigars.....	6	862	1
Tobacco, other than cigars.....	14	991	973
Miscellaneous.....	11	352	1
General mercantile.....	15	855	11
5-and-10-cent stores....	9	226	10
Laundries.....	17	442	101
Telephones.....	14	579	-
Total.....	149	8,786	1,145

The greatest number of white women were employed in the clothing industry and by far the greatest number of colored women in the manufacture of tobacco. Other industries employing especially large groups of white women were the manufacture of cigars and other forms of tobacco, of food, shoes, textiles, cordage and thread, and the general mercantile industry, laundries, and telephones.

100

Colored women did not figure prominently in any industries except the manufacture of tobacco and laundries. Where they were employed, their hours were usually the same as those of the white women, so in this connection the two races are not discussed separately in this report. There was, however, sufficient difference between the wages of the white and those of the colored to justify the presentation of separate wage figures for these groups.

Because of their number and their industrial distribution, the women included in this survey can be considered to be representative of the entire group of those gainfully employed in the State. The census of 1920 reports 69,345 persons gainfully employed in the industries of Kentucky.^{1/} It is not yet stated what percentage of these persons were women, but estimating on a basis of the same proportion of women as was found in the group of those gainfully employed in industry in 1914 (13.5 per cent) there are probably between 9,000 and 10,000 women in this group.

Omitting from the total of this survey the women who were employed in stores, laundries, and telephone exchanges - not included in the classification of "all industries" in the Census - there remain 7,751 women employed in the industries surveyed, a very fair proportion of the estimated total number of these women according to the Census of 1920.

SUMMARY

For this representative group of working women of the State, material describing the wages, hours, and working conditions has been secured as accurately as possible. The outstanding facts which have emerged after a study of the preliminary figures on these subjects are as follows:

Hours

Scheduled hours for more than one-fourth of the women (26.2 per cent) were 10 a day, and for more than one-fourth (28.7 per cent) more than 54 hours a week. Such hours as these are a decided menace not only to the health of the women themselves, but to their efficient employment in industry, and the well-being of the community of which they form a part. That this drain on strength and vitality - the unavoidable accompaniment of long working hours - is not essential to successful production, is illustrated by the fact that many establishments were found to be operating on much shorter hours. In fact, 22.4 per cent of the women were scheduled for 48 hours a week or less, and 15.4 per cent for 8 hours a day or less. The establishment of reasonable hours for such large groups of women surely indicates the practicability of including all women in the group of those who are now working hours which are not so long as to be a menace to health and efficiency.

^{1/} Census of 1920. Preliminary report on manufactures.

Report

Wages

This is modified in C's League Report

The figures on weekly wages paid to women throughout the State show an even more serious condition.

One-half of the white women were receiving less than \$11.05 a week and one-half of the colored women less than \$8.30. Even in those industries which ranked highest in the weekly earnings, large numbers of the women were receiving less than a living wage; as in the telephone exchanges, where half the women received less than \$14.30, and in the manufacture of metal goods, where half received less than \$14.05. At the other end of the scale were the establishments manufacturing wooden boxes, where one-half of the white women earned less than \$7.50 a week, and the 5-and-10-cent stores, where one-half of the white women earned less than \$8.75.

Wages of colored women were on an even lower scale. In the three groups where they are employed in sufficient numbers to justify the drawing of conclusions as to wages -- laundries and the manufacture of food and tobacco -- half of them received less than \$8.10 in laundries, \$9.05 in food manufacturing, and \$8.35 in tobacco manufacturing.

The results of such extensive underpayment of large groups of women -- lowering the standard of living below the level not only of comfort but of health itself, and eliminating all chance of saving or provision for the future can not be too strongly emphasized. This form of exploitation of women for the benefit of industry -- but at the expense of the community and of human life and happiness -- is contrary to all standards, economic as well as social. The provision of an adequate wage is the first step toward the elevation of women in industry to a plane where due recognition is given the value of their work in the industrial world and of their health, vitality, and happiness in the community as a whole; and it seems to be a step which has not yet been taken in many of the industries of Kentucky.

HOURS

In each State and in every industry in each State there is a general standard of working hours which governs the working life of large groups of women. This standard for the State is voiced in the law which regulates women's hours, and in the industries it is shown by the hours generally prevailing. Kentucky does not rank high in either case. By law the 10-hour day and 60-hour week is recognized as the standard. By custom the standard is somewhat higher, as shown by the figures gathered during this survey, although many of the women worked the full number of hours permitted by law.

The fact that 22 States require for women in some occupations a working day shorter than 10 hours, and 31 States a working week shorter than 60 hours, shows how far below the accepted standard is the 10-hour day and 60-hour week. The following figures are indications of the practicability of shorter working hours in Kentucky, as indicated by the number of establishments which, without legal compulsion, are operating with a reasonable requirement of hours.

In this discussion of hours it must be remembered that the hours given are those scheduled and are not necessarily the actual hours worked. They represent the normal hours of the establishments and do not take into account overtime or time worked less than the normal schedule. These matters will be discussed in full detail in the final report. The following figures, however, represent accurately the plans of the industries and the adjustments they have made toward establishing satisfactory working hours for their women employees.

Hours in the telephone exchanges have not been included because the irregularity of the schedules in this work is so great as to require separate discussion in much greater detail.

Daily hours

Table 2 shows the length of the daily working hours for the women employed in the industries scheduled. These daily hours do not include Saturday hours, which are usually shorter, nor do they include other occasional short days which were sometimes reported. On the whole they may be considered to represent the schedule for from Monday to Friday inclusive, but in one or two cases they represent the schedule for only four days in the week.

According to this table the greatest proportion of women (28.5 per cent) had scheduled hours of 9 a day, closely followed by the 26.2 per cent with hours of 10 a day, in which group is also the greatest proportion of establishments, 28.9 per cent. On the other hand, a considerable number of women (29.5 per cent) worked less than 9 hours, and of these 1,396 (14.9 per cent) were scheduled for an 8-hour day. In certain industries, however, the 10-hour day was prevalent, notably the manufacture of paper and wooden boxes, food, and furniture, in all of which more than 60 per cent of the women were scheduled for 10 hours' work each day.

The per cent of women in each industry whose scheduled hours were 10, is as follows:

Boxes, paper	69.4	Laundries	41.6
Furniture	65.9	Tobacco, cigars	35.2
Food	62.4	Cordage	34.6
Boxes, wooden	61.8	Tobacco, other than cigars	33.4
Textiles and knit goods	56.6	Miscellaneous manufacturing	32.3

In the manufacture of metal goods and of clothing, in printing and publishing, and in general mercantile and 5-and-10-cent stores, there were no women who worked as much as 10 hours a day. On the contrary, in the general mercantile and 5-and-10-cent stores 78.5 and 78.4 per cent, respectively, of the women were scheduled for an 8-hour day. Two other industrial groups - the manufacture of clothing and the miscellaneous manufacturing establishments - had considerable proportions (32.5 and 22.4 per cent respectively) of their women employees scheduled for 8 hours a day; but in 10 industries not one woman was scheduled for as few as 8 hours.

TABLE 2.--SCHEDULED DAILY HOURS, BY INDUSTRY.

INDUSTRY	Total number of -	NUMBER OF ESTABLISHMENTS AND NUMBER OF WOMEN WHOSE DAILY HOURS WERE -				Total number of -								
		Under 8	8	Over 8 and under 9	9									
Manufacture of --		Estab.	Women	Estab.	Women	Estab.	Women	Estab.	Women	Estab.	Women			
Boxes, paper	2	121				1				1				
" wooden	5	144												
Clothing	14	1283				2				3				
Cor dage	7	492				4				1				
Food	12	647	a/ 1	41	1	21	a/ 2	54		1				
Furniture	4	85								2				
Metal goods	5	358				2		52		2				
Printing and publishing	4	264				4		264						
Shoes	6	550								5				
Textiles and knit goods	4	583									531			
Tobacco, cigars	6	863				1	14	1	131					
Tobacco, other than cigars	14	1964								a/ 2	253			
Miscellaneous	11	353				2	79	2	36	3	1063			
General mercantile: 5-and-10-cent stores	15	866				7	680	5	134	3	52			
Laundries	9	236				5	185	2	30	2	21			
	17	543						1	30	6	253			
TOTAL	135	9352	1	41	21	1396	25	1305	35	2667	16	1491	39	2452
Per cent distribution	b/ 100.0	100.0	0.7	0.4	15.6	14.9	18.5	14.0	25.9	28.5	11.9	15.9	28.9	26.2

a/ Same firm entered twice, as all employees do not work the same hours.
 b/ Per cents of establishments total to more than 100 because of 2 firms which appear in more than 1 hour group.

Weekly Hours

Table 3 shows the scheduled weekly hours of the women employed in the different industries. The greatest number of women, 2,535, were working in 31 establishments whose scheduled weekly hours were 50, but there were 2,393 (26.0 per cent) who were working over 54 but less than 60 hours, and 253 (2.7 per cent) who were working 60 hours a week. These long hours were not confined to any one group, but were found in each industry. In six industries more than half the women were scheduled for more than 54 hours' work each week.

The per cent of women in each industry scheduled for more than 54 hours a week was as follows:

All industries	28.7	Cordage	34.6
Tobacco, cigars	79.7	Miscellaneous manufacturing	32.3
Boxes, paper	69.4	Tobacco	26.5
Furniture	65.9	Laundries	24.5
Boxes, wooden	61.8	5-and-10-cent stores	8.9
Textile and knit goods	56.6	General mercantile	6.0
Food	55.0	Metal goods	5.9

That long hours are not necessarily inherent in the occupations of these industries is shown by the fact that 48 hours or less were scheduled for 30.6 per cent of the women employed in the manufacture of paper boxes, for 9.6 per cent in the manufacture of food, and for 16.8 per cent in the manufacture of cigars. Although in the three other industries where more than 50 per cent of the women were scheduled for more than 54 hours a week no women were scheduled for as short hours as 48, in the furniture industry 34.1 per cent were scheduled for 50 hours, in the manufacture of wooden boxes 38.2 per cent for 50 hours, and in the textile industry 43.4 per cent for between 50 and 54 hours.

In contrast to these industries are a few where the great majority of the women worked 48 hours or less. Of these industries the most conspicuous is printing and publishing, where 100 per cent of the women, and the clothing industry, where 70.7 per cent of the women, had scheduled hours of 48 or less.

Of the stores investigated, hours were found to be longer in the 5-and-10-cent than in the general mercantile establishments. No women in the 5-and-10-cent stores worked as short hours as 48, while 43.1 per cent of those in general mercantile worked 48 hours or less.

On the whole, both the daily and weekly hours show much variety, and in this variety lies the promise of the possibility of a more equitable adjustment of hours for all women. For what has been found satisfactory in one case can surely be brought about in another, if the will and understanding of all concerned are brought to bear on the matter.

TABLE 3. -- SCHEDULED WEEKLY HOURS, BY INDUSTRY

INDUSTRY	: Total number :		NUMBER OF ESTABLISHMENTS AND NUMBER OF WOMEN WHOSE WEEKLY HOURS WERE --																				
	: of - :		: Under :		: 44 :		: Over 44 and :		: 48 :		: Over 48 and :		: 50 :		: Over 50 and :		: 54 :		: Over 54 and :		: 60 :		
	: Estab. :	: Women :	: 44 :	: 44 :	: under 48 :	: 48 :	: under 50 :	: 50 :	: under 54 :	: 54 :	: under 60 :	: 60 :	: Estab. :	: Women :	: Estab. :	: Women :	: Estab. :	: Women :	: Estab. :	: Women :	: Estab. :	: Women :	
Manufacture of --	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	
Boxes, paper	: 2	: 121	:	:	:	: 1	: 37	:	:	:	:	:	:	:	:	:	:	:	: 1	: 84	:	:	
Boxes, wooden	: 5	: 144	:	:	:	:	:	:	:	:	:	: 2	: 55	:	:	:	:	:	: 3	: 89	:	:	
Clothing	: 14	: 1283	:	:	: 5	: 417	:	:	: 4	: 490	: 2	: 47	: 2	: 109	: 1	: 220	:	:	:	:	:	:	
Cordage	: 7	: 492	:	:	:	:	: 1	: 18	:	:	:	:	: 1	: 41	: 1	: 47	: 1	: 216	: 2	: 109	: 1	: 61	
Food	: 12	: 647	:	:	:	:	: a/ 2	: 62	:	:	: b/ 3	: 91	: a/ 2	: 80	: b/ 2	: 58	:	:	:	: 4	: 215	: 1	: 141
Furniture	: 4	: 85	:	:	:	:	:	:	:	:	:	: 2	: 29	:	:	:	:	:	:	: 2	: 56	:	:
Metal goods	: 4	: 219	:	:	:	:	:	: 2	: 52	: 1	: 154	:	:	:	:	:	:	:	:	: 1	: 13	:	:
Printing and publishing	: 4	: 264	:	:	:	:	:	: 4	: 264	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Shoes	: 6	: 550	:	:	:	:	:	:	:	: 1	: 58	: 3	: 338	: 1	: 135	:	:	:	:	: 1	: 19	:	:
Textiles and knit goods	: 4	: 583	:	:	:	:	:	:	:	:	:	:	:	: a/ 2	: 253	:	:	:	: a/ 3	: 330	:	:	:
Tobacco, cigars	: 6	: 863	:	:	:	:	: 2	: 145	:	:	:	:	:	: 1	: 30	:	:	:	:	: 3	: 688	:	:
Tobacco, other than cigars	: 14	: 1964	:	:	:	:	:	:	:	:	:	: 5	: 1198	: 4	: 245	:	:	:	:	: 4	: 470	: 1	: 51
Miscellaneous	: 11	: 353	:	:	:	:	: 2	: 79	: 1	: 28	: 1	: 10	: 2	: 75	: 2	: 47	:	:	:	: 3	: 114	:	:
General mercantile	: 15	: 866	:	:	:	:	: a/ 1	: 5	: 1	: 368	: 1	: 6	: a/ 5	: 301	: 5	: 134	:	:	:	: 3	: 52	:	:
5-and-10-cent stores	: 9	: 236	:	:	:	:	:	:	:	:	: 2	: 24	: 3	: 161	: 2	: 30	:	:	:	: 2	: 21	:	:
Laundries	: 17	: 443	: 1	: 50	:	:	: 1	: 20	: 1	: 31	: 2	: 47	: 4	: 148	: 3	: 89	: 1	: 15	: 4	: 133	:	:	
TOTAL	: 134	: 9213	: 1	: 50	: 5	: 417	: 10	: 376	: 13	: 1233	: 13	: 437	: 31	: 2335	: 24	: 1288	: 2	: 231	: 36	: c/ 2393	: 3	: 253	
Per cent distribution	: d/ 100.0	: 100.0	: 0.7	: 0.5	: 3.7	: 4.5	: 7.5	: 4.1	: 9.7	: 13.4	: 9.7	: 4.7	: 23.1	: 27.5	: 17.9	: 14.0	: 1.5	: 2.5	: 26.9	: 26.0	: 2.2	: 2.7	

a/ or b/ Same firm entered twice, as all employees do not work the same hours.

c/ In this group 18 establishments, employing 1406 women, worked a 55-hour week.

d/ Per cents of establishments total to more than 100 because of 2 firms which appear in more than 1 hour group.

WAGES

used

The amount of the actual weekly wage received is the fact of primary importance to the wage earner in industry. From the standpoint of the industry, and the community, and the worker herself, it is important to know also qualifying factors such as age, experience, and hours of work. These factors it is not possible to discuss here because the limited time given to the preparation of these preliminary figures has made such correlations impossible. In the full report on this investigation these details will be given and fully discussed. For the present it is possible to give only the amount received by the women for whom figures were obtained in each industry, during a recent working week. In selecting the week for which payroll records were taken, attempt was made to secure figures for a recent week which was representative of the usual working hours of the firm. For instance, a week in which there had been a holiday such as Armistice or Thanksgiving Day was not chosen, but rather one in which weekly hours would be more normal. If a plant had been running undertime for several months, a recent week was taken but care was exercised in selecting this week to make sure that not more than the usual number of hours had been lost. The following figures give, therefore, a statement of the weekly earnings of the women of Kentucky during a representative working week in the autumn of 1921.

used this

TABLE 4. -- ACTUAL AND MEDIAN EARNINGS OF WHITE WOMEN, BY INDUSTRY.

Weekly earnings	NUMBER OF WHITE WOMEN EARNING EACH SPECIFIED AMOUNT IN --																	
	All industries	Boxes, paper	Boxes, wooden	Clothing	Cordage	Food	Furniture	Metal goods	Printing & pub'g	Shoes	Textile & knit'g	Tobacco, co.	Tobacco, other	Misc. mercan- tile	5-and-10¢ stores	Laundries	Tele- phones	
Under \$1	40	3		3		7				4	1	3	13	2		1		2
\$1 & under \$2	107	5	5	20	10	16	1		1	3	6	8	19	2	2	3	2	4
2 "	98		4	13	4	7	2	1		6	3	17	33		2	3		3
3 "	109	4	1	13	5	19				8	9	11	24	4	5	3	2	1
4 "	173	6	7	30	10	17	4	4	1	15	3	12	33	8	10	5	7	1
5 "	237	3	28	36	9	31	3	4	1	12	20	29	25	4	11	8	4	9
6 "	420	4	12	34	18	49	8	5	2	26	16	105	53	10	45	19	9	5
7 "	520	11	27	53	40	38	3	8	7	50	37	55	47	17	58	25	22	22
8 "	624	24	12	74	38	66	6	17	6	58	36	40	60	19	61	57	38	12
9 "	760	15	19	77	63	79	9	21	8	51	41	54	89	42	83	27	57	25
10 "	814	16	18	79	74	53	10	16	4	61	28	67	141	29	89	21	70	38
11 "	715	7	2	76	55	43	12	17	9	30	46	61	192	29	51	12	51	22
12 "	620	4	3	70	55	43	5	31	2	45	31	55	63	36	83	9	51	34
13 "	467	3	1	62	29	38	3	31	5	26	20	48	33	21	33	7	16	91
14 "	417	3	1	49	29	19	5	34	10	30	13	55	35	13	38	6	9	68
15 "	412	6	1	70	18	12	4	27	8	36	12	35	29	26	50	6	15	57
16 "	275	2	1	50	7	9	1	17	4	21	4	41	28	10	27		11	42
17 "	201	1		42	11	4		22	3	12	3	19	13	5	25	1	2	38
18 "	194	1		42	2	2		19	7	8	4	25	12	16	25	1	3	27
19 "	123			37	5			8	1	10	6	8	8	3	7		4	26
20 "	138			38	2	1	2	12		7	10	12	11	4	14		4	21
21 "	71	1		24	1					9	3	6	2	1	9		1	14
22 "	63			21				3	1	10	7	5	1	1	9		2	3
23 "	46			6				8	1	5	10	2	2	1	4		2	5
24 "	29			16				2				1			2	2		6
25 "	110	1		55				4	1	6	2	3	2		29		3	4
30 "	37			10				1	1	2	2	2		1	17		1	
35 & over	20			7					1			1			9			2
TOTAL	7840	120	142	1107	485	553	78	312	84	551	373	780	968	304	799	215	387	582
MEDIAN EARNINGS	\$11.05	\$9.00	\$7.50	\$12.65	\$10.60	\$9.35	\$10.30	\$14.05	\$13.20	\$10.70	\$10.50	\$10.85	\$10.60	\$11.50	\$11.65	\$8.75	\$10.75	\$14.30

-10-

01255

This table was used

Table 5 - Actual and Median Earnings of Colored Women, by Industry

Weekly Earnings	Number of colored women earning each specified amount in -				
	All industries	The manufacture of -		Laundries	Other industries
		Food	Tobacco		
Under \$1	23	1	20	2	
\$1 and under \$2	35	2	31	2	
\$2 " " \$3	44	-	44	-	
\$3 " " \$4	46	1	43	2	
\$4 " " \$5	69	1	63	2	3
\$5 " " \$6	92	1	84	6	1
\$6 " " \$7	129	3	105	14	7
\$7 " " \$8	132	1	118	9	4
\$8 " " \$9	176	3	154	14	5
\$9 " " \$10	130	7	108	12	3
\$10 " " \$11	118	3	98	13	4
\$11 " " \$12	94	2	91	-	1
\$12 " " \$13	77	-	75	1	1
\$13 " " \$14	30	2	27	-	1
\$14 " " \$15	27	-	26	-	1
\$15 " " \$16	12	-	12	-	-
\$16 " " \$17	8	-	7	-	1
\$17 " " \$18	11	-	11	-	-
Total,.....	1,253	27	1,117	77	32
Median earnings :	\$8.30	\$9.05	\$8.35	\$8.10	\$8.20

used

According to the figures given in this table the earnings of the women ranged all the way from less than \$1 to \$60 for the week's work. Those two extremes represent, of course, unusual cases which indicate nothing significant. It is significant, however, to find the massing of the women in groups of from five to eight hundred in the wage groups ranging from \$7 to \$12. In nearly every industry it is these wage groups that contain the large numbers of women, and it is from these groups that the prevailing standards of earnings may be judged.

used

In some industries the massing comes a little higher up the scale, and in some a little lower, but in most cases the variation is not very great. The following figures give the median weekly earnings of white women in each industry:

All industries.....	\$11.05	Shoes.....	\$10.70
Telephones.....	14.30	Tobacco, other than cigars.	10.60
Metal goods.....	14.05	Cordage.....	10.60
Printing and publishing...	13.20	Textiles and knit goods....	10.50
Clothing.....	12.65	Furniture.....	10.30
General mercantile.....	11.65	Food.....	9.35
Miscellaneous manufacturing	11.50	Boxes, paper.....	9.00
Tobacco, cigars.....	10.85	5-and-10-cent stores.....	8.75
Laundries.....	10.75	Boxes, wooden.....	7.50

✓ Median earnings of \$11.05 in all industries means that one-half of the white women in the industries of Kentucky earned less than \$11.05 a week.

✓ In the industry which employed the greatest number of white women, the manufacture of clothing, half of the women received weekly earnings of less than \$12.65 and of the next largest industrial group of women, 968 in the manufacture of tobacco, half received less than \$10.60.

✓ By any standard whatever, such earnings as these can not be considered adequate.

(C.S. omitted)
The Women's Bureau has conducted investigations similar to this one in three other States in very different sections of the country, and in no one of them were wages found to be as low as in Kentucky. In Kansas the median weekly earnings for women were \$11.80, in Georgia \$12.20, and in Rhode Island \$16.85. Beside these figures the \$11.05 median wage of Kentucky seems particularly striking as an instance of the condition with which the women wage earners of the State are confronted. ✓ Individual industries which show such figures as \$7.50 and \$8.75 as the rate below which one-half the women employees are earning, may perhaps be considered isolated instances of underpayment - deplorable it is true, but not necessarily representative of the conditions throughout the State. But when the combined industries, the so-called "well paid" together with the poorly paid, show a median rate as low as \$11.05; when, grouping all of the wages, high and low, half of the women are found to earn less than \$11.05; a challenge for action is laid down before the people of the community.

used ✓ The wages of the colored women were even more insufficient than those of the white. Of the 1,253 colored women for whom figures were secured, half received less than \$8.30 a week. The greatest number of these women (1,117) were employed in the tobacco industry, where half of them received less than \$8.35. A fairly large group (77) were in laundries, where half of them received less than \$8.10 a week. The rest of the colored women were scattered through the different industries in such small numbers that general wage figures can not be quoted for them. Except for 18 women in the tobacco industry, in only one case did the earnings of colored women exceed \$15.00 a week.

C.S. omitted WORKING CONDITIONS

The conditions under which women worked in the 149 establishments visited differed greatly. Although the record in some plants was extremely good, the lack of satisfactory equipment and facilities in others makes a definite reference to such defects advisable as a basis for the consideration of needed improvements.

Cleaning

Taking into consideration both the condition of the workroom and the system of cleaning, workroom cleaning was inadequate in some respect in 59 of the 149 establishments. Among these were 8 of the 12 food establishments visited.

Lighting

In the consideration of lighting, both the artificial and natural lighting were taken into account. The general lighting situation was found unsatisfactory in 45 plants. In 13 of these there was insufficient light for some or all of the

07x00

women employees, and in 37 there was glare when workers faced unshaded windows or unshaded electric lights, or reflection from a polished metal surface.

Seating

Seating was inadequate in 87 establishments. Of these 11 had no seats at all except occasionally boxes for the women workers, and 32 others had provided no seats for women who stood at their work to use for an occasional rest. In all, 65 establishments had failed to supply a sufficient number of seats. Forty-six had provided the wrong kind of seats, such as seats without backs, stools, benches or boxes which were furnished for some or all of the women who sat constantly at their work. Occasionally, women who could perform their jobs either sitting or standing were obliged to use trucks, boxes, or even the floor, as no other seats were available.

Fire Hazard

Of the 98 establishments reported as being inadequate in the matter of fire protection, 22 had failed to provide fire escapes where they were required for safety. Sixty-nine establishments had all of the entrance doors opening inward instead of outward. In some cases exits were obstructed, aisles were narrow, or stairways were winding, narrow, or steep.

Sanitation

The report on the drinking, washing, and toilet facilities for women workers showed need of great improvement. In 108 establishments the drinking arrangements were unsatisfactory, where insanitary bubblers, common cups, or no cups at all were provided. Common cups were found in 38 plants. In regard to washing facilities, 131 establishments were reported unsatisfactory, because of the failure to provide hot water, soap, and individual towels. Of these, 10 were establishments handling food products. Toilet facilities were inadequate in 134 establishments. In 4 of these the women employees were compelled to use the same toilets used by men, and in 6 others to use the public toilets. In a number of instances toilets were not properly cleaned and ventilated. In other cases they were inconveniently located or inadequately screened. Two establishments had provided no toilet for the women, and 44 others an insufficient number.

Service Facilities

The record for service facilities, such as lunchrooms, restrooms, cloakrooms, and first-aid equipment showed, on the whole, low standards. In only 52 plants was a lunchroom of any sort provided, and of this number 24 were reported as unsatisfactory in regard to equipment, ventilation, or cleaning. Of the restrooms found in 61 establishments, 35 were entirely inadequate in equipment. The record for cloakrooms, was better, since 123 of the 149 plants had made such provisions. In 70 of these, however, the cloakrooms were reported unsatisfactory. A hospital room was found in only 8 establishments, a first-aid equipment in 121. In 8 of these, however, there was no definite person in charge of administering aid in case of emergency. A nurse was found in only two plants, and a doctor in one.

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 WOMEN	Under 3 hours	3 and under 6 hrs.	6 and under 9 hrs.	9 and under 12 hrs.	12 and under 15 hrs.	15 and under 18 hrs.	18 and under 21 hrs.	21 and under 24 hrs
	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 " " \$3	58			3	7	13	15	13	5
\$3 " " \$4	70	1		1	2	6	9	23	2
\$4 " " \$5	116			1		3	8	11	6
\$5 " " \$6	165						1	5	5
\$6 " " \$7	328						3		4
\$7 " " \$8	391			1				2	2
\$8 " " \$9	470					1			1
\$9 " " \$10	612								1
\$10 " " \$11	638								1
\$11 " " \$12	555							1	1
\$12 " " \$13	451								1
\$13 " " \$14	276								1
\$14 " " \$15	247								
\$15 " " \$16	252								
\$16 " " \$17	141								
\$17 " " \$18	121								
\$18 " " \$19	115								
\$19 " " \$20	58								
\$20 " " \$21	77								
\$21 " " \$22	31								
\$22 " " \$23	43								
\$23 " " \$24	33								
\$24 " " \$25	14								
\$25 " " \$30	83								
\$30 " " \$35	31								
\$35 " " \$40	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	44	Over	
	and	and	and	and	and	and	and	hours	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 earnings</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.

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

February 8, 1922.

Dear Sir:

Inclosed you will find the additional table on
earnings in correlation with the hours worked.

Very truly yours,

Mary Anderson

Mary Anderson, Director.

Inc.

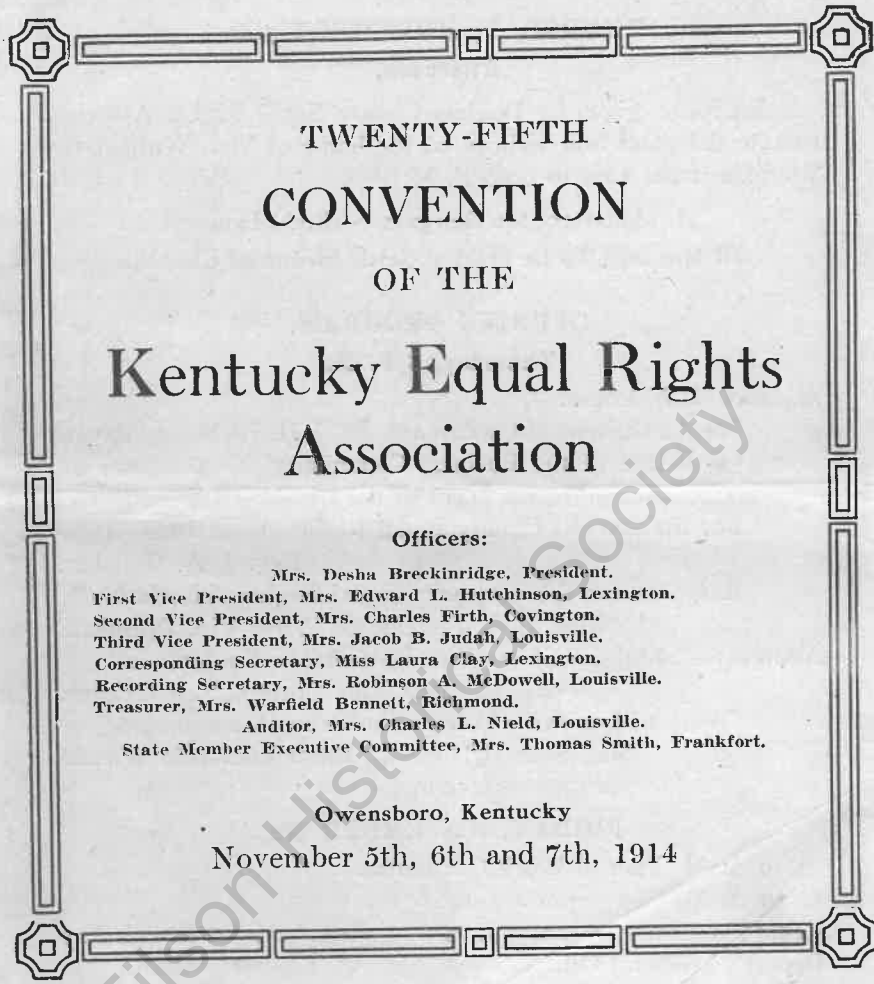
55-216

The Filson Historical Society

you?
I came up to
get her. He
Kentucky." made a
hood
very good
I. both tonight
Mrs. Breckinridge
I was aw of his
that my grand.
was an old
of his.
sincerely,
Frances

S. Pettit.
phis, Tenn.
eckinridge.

2



TWENTY-FIFTH
CONVENTION

OF THE

Kentucky Equal Rights
Association

Officers:

- Mrs. Desha Breckinridge, President.
- First Vice President, Mrs. Edward L. Hutchinson, Lexington.
- Second Vice President, Mrs. Charles Firth, Covington.
- Third Vice President, Mrs. Jacob B. Judah, Louisville.
- Corresponding Secretary, Miss Laura Clay, Lexington.
- Recording Secretary, Mrs. Robinson A. McDowell, Louisville.
- Treasurer, Mrs. Warfield Bennett, Richmond.
- Auditor, Mrs. Charles L. Nield, Louisville.
- State Member Executive Committee, Mrs. Thomas Smith, Frankfort.

Owensboro, Kentucky

November 5th, 6th and 7th, 1914

The Filson Historical Society

55594

THURSDAY, NOVEMBER 5th.

Afternoon.

Reception given by Daviess County Equal Rights Association, to delegates and visitors, at the home of Mrs. William H. Brannon, from 4:00 to 6:00 P. M.

Headquarters for Delegates:—Rudd House.

All Meetings To Be Held at Settle Memorial Church.

OPENING PROGRAM.

Thursday, 8 P. M.

Address of Welcome:

For the Citizens of Owensboro, Dr. J. H. Hickman, Mayor.

On Behalf of the Business Community,

Mr. E. W. Smith, President of the Chamber of Commerce.

For the Daviess County Equal Rights Association.

Rev. J. A. Gallaher.

Response for the Kentucky Equal Rights Association,

Mrs. E. L. Hutchinson, First Vice President.

Address:—"Southern States Woman Suffrage Conference,"

Miss Kate Gordon, New Orleans.

"Work of Louisville Women For School Commission,"

Mrs. Samuel Henning, Pres., Louisville Woman Suffrage Association.

FRIDAY, NOVEMBER 6th.

9:30 A. M. Plan of Work Committee.

10:30 A. M. Convention Opens.

Report of Executive Committee - - - - Miss Laura Clay

Report of General Officers,

5th.

Equal Rights Association
of Mrs. William H.
Add House.
Memorial Church.

Report of Legislative Work - - - Mrs. J. B. Judah
Mrs. R. A. McDowell.

Appointment of Committees:
On Credentials;
On Courtesies;
On Resolutions;
On Subscriptions to Woman's Journal, Sale of Literature
and Supplies.
Reports:—Plan of Work Committee—Discussion.
From Local Leagues.

FRIDAY, 2:00 P. M.

H. Hickman, Mayor.
City,
Member of Commerce.
ts Association.
Rev. J. A. Gallaher.
Rights Association,
First Vice President.
age Conference,"
Gordon, New Orleans.
ool Commission,"
s., Louisville Woman

Reports from State Committees:
Congressional Committee, - - Mrs. Murray Hubbard,
Covington.
Education Committee, - Mrs. Lee Bernheim, Louisville.
Prize Committee - Mrs. Morris Bartlett, Lawrenceburg.
Press Committee - - - Mrs. Dow Husbands, Paducah.
Self-Sacrifice Day, - - Mrs. John Graham, Louisville.
Universal Suffrage Day, - - - Mrs. E. L. Hutchinson,
Lexington.

Address:—"Suffrage in England," - - - Mrs. James Leech,
Louisville.

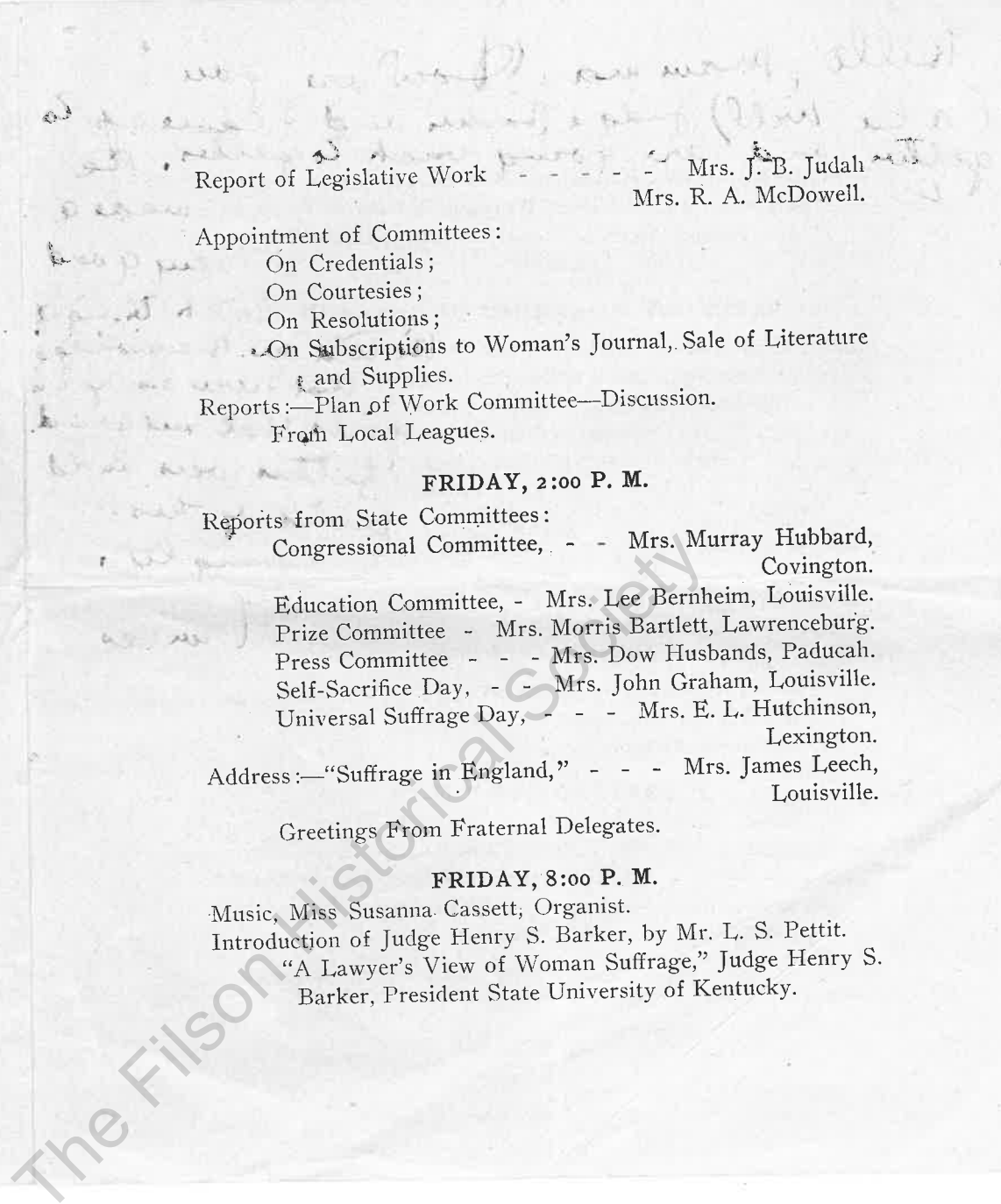
Greetings From Fraternal Delegates.

FRIDAY, 8:00 P. M.

Music, Miss Susanna Cassett, Organist.
Introduction of Judge Henry S. Barker, by Mr. L. S. Pettit.
"A Lawyer's View of Woman Suffrage," Judge Henry S.
Barker, President State University of Kentucky.

6th.

Miss Laura Clay



Bello, mamma. How are you?
(a la Will) Judge Parker and I came up to
gettin and are going back together. He

Introduction of Miss Ingram by Miss Laura Clay.

"Conditions and Needs of Working Women in Kentucky." made a
Miss Frances Ingram, Head Resident Neighborhood
House, Louisville. *very good*

SATURDAY, NOVEMBER 7th, 10:30 A. M. *both to night*

Report of Credentials Committee.

Reports from Organizers and Institute Speakers. *He told Mrs. Breckinridge*

Mrs. James Mitchell, Bowling Green.

Mrs. C. M. Freeman, Ashland.

Mrs. Charles P. Weaver, Louisville.

Mrs. Catherine Collins Cobb, Covington.

Mrs. Charles Firth, Covington.

Miss Lily Ray Glenn, Washington, D. C.

Miss Ruth Van Pelt, Frankfort.

Election of Officers and of National Delegates.

SATURDAY, 2 P. M.

Forward Movement: Work of 1915.

Miscellaneous Business.

Report of Resolutions Committee.

SATURDAY, 8 P. M.

Music.

Introduction of Rabbi W. H. Fineshriber, by Mr. L. S. Pettit.

Address - - - - Rabbi W. H. Fineshriber, Memphis, Tenn.

President's Address - - - - Mrs. Desha Breckinridge.

Adjournment.



The Filson Historical Society

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

EXTRACTS * FROM
**PRELIMINARY
REPORT**

HOURS, WAGES AND WORKING
CONDITIONS FOR WOMEN IN
INDUSTRY IN KENTUCKY

PRINTED BY
CONSUMERS' LEAGUE OF KENTUCKY
LOUISVILLE, KY.

*The material omitted had reference to hours
and working conditions.

PRELIMINARY REPORT

Hours, Wages and Working Conditions In Industry In Kentucky.

INTRODUCTION

In September, 1921, the Women's Bureau of the U. S. Department of Labor was requested by the Governor of the State of Kentucky and by the Kentucky Federation of Women's Clubs to undertake a survey of wages, hours and working conditions for women throughout the State. This survey was made during October and November and the preliminary findings are outlined in the following pages. These findings are based upon figures secured from the industries in seventeen towns and cities of the State: Ashland, Augusta, Carrollton, Covington, Dayton, Elizabethtown, Frankfort, Henderson, Hickman, Leitchfield, Lexington, Louisville, Mayfield, Maysville, Newport, Owensboro and Paducah. The figures were secured by agents of the Women's Bureau, who personally inspected the establishments, copied from the payrolls such information as was necessary, and interviewed some of the workers in their homes.

The work of the agents was much facilitated by the co-operation of State officials, who gave the benefit of their

experience and knowledge of local conditions. Among these co-operating agencies were the Departments of Agriculture, Labor and Statistics, the State Department of Health, and the Department of Health of Louisville. A number of women's organizations also co-operated with the agents of the Women's Bureau. Among those were the State Federation of Women's Clubs, the League of Women Voters, the Consumers' League, and the Young Women's Christian Association. To the managements of the establishments visited especial credit is due for their courtesy and helpfulness in supplying the desired information. In only three cases was all the information refused, while in three others information as to wages was refused, but the agents were allowed to inspect the working conditions and to secure scheduled hours.

For this preliminary report of the investigation, figures for 149 establishments are summarized. A very few establishments from whom information was secured have not been included because of incomplete information or unfinished reports.

The findings given here are based on preliminary figures, compiled so that information may be immediately available. For this reason it must be emphasized that the figures given are not final—much careful editing, checking and other statistical work must be done before the final figures are issued. The Women's Bureau feels, however, that the preliminary figures in the following

pages are so nearly accurate that they can serve as a basis for whatever action the people of the State may care to take to remedy conditions.

SUMMARY

For this representative group of working women of the State, material describing the wages, hours and working conditions has been secured as far as possible. The outstanding facts which have emerged after a study of the preliminary figures are these. Subjects are as follows:

HOURS

Scheduled hours for more than one-fourth of the women (26.2 per cent) were 10 a day, and for more than one-fourth (28.7 per cent) more than 54 hours a week. Such hours as these are a decided menace not only to the health of the women themselves, but to their efficient employment in industry, and the well-being of the community of which they form a part. That this drain on strength and vitality—the unavoidable accompaniment of long working hours—is not essential to successful production, is illustrated by the fact that many establishments were found to be operating on much shorter hours. In fact, 22.4 per cent of the women were scheduled for 48 hours a week or less, and 15.4 per cent for 8 hours a day or less. The establishment of reasonable hours for such large groups of women surely indicates the practicability of including all women in the group of those

who are now working hours which are not so long as to be a menace to health and efficiency.

WAGES

The figures on weekly wages paid to women throughout the State show an even more serious condition.

One-half of the white women were receiving less than \$11.05 a week, and one-half of the colored women less than \$8.30. Even in those industries which ranked highest in the weekly earnings, large numbers of the women were receiving less than \$14.50; as in the telephone exchanges, where half the women received less than \$14.30, and in the manufacture of metal goods, where half received less than \$14.05. At the other end of the scale were the establishments manufacturing wooden boxes, where one-half of the white women earned less than \$7.50 a week, and the 5-and-10-cent stores, where one-half of the white women earned less than \$8.75.

Wages of colored women were on an even lower scale. In the three groups where they are employed in sufficient numbers to justify the drawing of conclusions as to wages—laundries and the manufacture of food and tobacco—half of them received less than \$8.10 in laundries, \$9.05 in food manufacturing, and \$8.35 in tobacco manufacturing.

The results of such extensive underpayment of large groups of women—lowering the standard of living below the level not only of comfort but of health itself, and eliminating all chance

of saving or provision for the future—cannot be too strongly emphasized. This form of exploitation of women for the benefit of industry—but at the expense of the community and of human life and happiness—is contrary to all standards, economic as well as social. The provisions of an adequate wage is the first step toward the elevation of women in industry to a plane where due recognition is given the value of their work in the industrial world and of their health, vitality and happiness in the community as a whole; and it seems to be a step which has not yet been taken in many of the industries of Kentucky.

WAGES

The amount of the actual weekly wage received is the fact of primary importance to the wage-earner in industry. From the standpoint of the industry and the community, and the worker herself, it is important to know also qualifying factors such as age, experience and hours of work. These factors it is not possible to discuss here because the limited time given to the preparation of these preliminary figures has made such correlations impossible. In the full report on this investigation these details will be given and fully discussed. For the present it is possible to give only the amount received by the women for whom figures were obtained in each industry, during a recent working week. In selecting the week for which payroll records were taken, attempt was made to secure figures for a recent week

which was representative of the usual working hours of the firm. For instance, a week in which there had been a holiday such as Armistice or Thanksgiving Day was not chosen, but rather one in which weekly hours would be more normal. If a plant had been running under-time for several months, a recent week was taken but care was exercised in selecting this week to make sure that not more than the usual number of hours had been lost. The following figures give, therefore, a statement of the weekly earnings of the women of Kentucky during a representative working week in the autumn of 1921:

TABLE 4.—ACTUAL AND MEDIAN EARNINGS OF WHITE

Weekly Earnings	NUMBER OF WHITE WOMEN EARNING EACH WEEK IN THE MANUFACTURING INDUSTRY									
	All Industries	Boxes, Paper	Boxes, Wooden	Clothing	Cordage	Food	Furniture	Metal Goods	Printing and Pub.	Shoes
Under \$1	40	3		3		7				4
\$1 and under \$2.....	107	5	5	20	10	16	1		1	3
\$2 and under \$3.....	98		4	13	4	7	2	1		6
\$3 and under \$4.....	109	4	1	13	5	19				8
\$4 and under \$5.....	173	6	7	30	10	17	4	4	1	15
\$5 and under \$6.....	237	3	28	36	9	31	3	4	1	12
\$6 and under \$7.....	420	4	12	34	18	49	8	5	2	26
\$7 and under \$8.....	520	11	27	53	40	38	3	8	7	50
\$8 and under \$9.....	624	24	12	74	38	66	6	17	6	58
\$9 and under \$10.....	760	15	19	77	63	79	9	21	8	51
\$10 and under \$11.....	814	16	18	79	74	53	10	16	4	61
\$11 and under \$12.....	715	7	2	76	55	43	12	17	9	30
\$12 and under \$13.....	620	4	3	70	55	43	5	31	2	45
\$13 and under \$14.....	467	3	1	62	29	38	3	31	5	26
\$14 and under \$15.....	417	3	1	49	29	19	5	34	10	30
\$15 and under \$16.....	412	6	1	70	18	12	4	27	8	36
\$16 and under \$17.....	275	2	1	50	7	9	1	17	4	21
\$17 and under \$18.....	201	1		42	11	4		22	3	12
\$18 and under \$19.....	194	1		42	2	2		19	7	8
\$19 and under \$20.....	123			37	5			8	1	10
\$20 and under \$21.....	138			38	2	1	2	12		7
\$21 and under \$22.....	71	1		24	1					9
\$22 and under \$23.....	63			21				3	1	10
\$23 and under \$24.....	46			6				8	1	5
\$24 and under \$25.....	29			16				2		
\$25 and under \$30.....	110	1		55				4	1	6
\$30 and under \$35.....	37			10				1	1	2
\$35 and over	20			7				1	1	
Total	7840	120	142	1107	485	553	78	312	84	551
Median earnings	\$11.05	\$9.00	\$7.50	\$12.65	\$10.60	\$9.35	\$10.30	\$14.05	\$13.20	\$10.70

ACTUAL AND MEDIAN EARNINGS OF WHITE WOMEN, BY INDUSTRY

NUMBER OF WHITE WOMEN EARNING EACH SPECIFIED AMOUNT IN THE MANUFACTURE OF

Food	Furniture	Metal Goods	Printing and Pub.	Shoes	Textile and Knitting	Tobacco, Cigars	Tobacco, Other	Miscellaneous	General Mercantile	5-and-10-cent Stores	Laundries	Tele-phones
7				4	1	3	13	2	1		1	2
16	1		1	3	6	8	19	2	2	3	2	4
7	2	1		6	3	17	33		2	3		3
19				8	9	11	24	4	5	3	2	1
17	4	4	1	15	3	12	33	8	10	5	7	1
31	3	4	1	12	20	29	25	4	11	8	4	9
49	8	5	2	26	16	105	53	10	45	19	9	5
38	3	8	7	50	37	55	47	17	58	25	22	22
66	6	17	6	58	36	40	60	19	61	57	38	12
79	9	21	8	51	41	54	89	42	83	27	57	25
53	10	16	4	61	28	67	141	29	89	21	70	38
43	12	17	9	30	46	61	192	29	51	12	51	22
43	5	31	2	45	31	55	63	36	88	9	51	34
38	3	31	5	26	20	48	33	21	33	6	16	91
19	5	34	10	30	13	55	35	13	38	6	9	68
12	4	27	8	36	12	35	29	26	50	6	15	57
9	1	17	4	21	4	41	28	10	27		11	42
4		22	3	12	3	19	13	5	25	1	2	38
2		19	7	8	4	25	12	16	25	1	3	27
		8	1	10	6	8	8	3	7		4	26
1	2	12		7	10	12	11	4	14		4	21
				9	3	6	2	1	9		1	14
		3	1	10	7	5	1	1	9		2	3
		8	1	5	10	2	2	1	4		2	5
		2				1			2	2		6
		4	1	6	2	3	2		29		3	4
		1	1	2	2	2	1	1	17		1	
			1			1			9			2
553	78	312	84	551	373	780	968	304	799	215	387	582
\$9.35	\$10.30	\$14.05	\$13.20	\$10.70	\$10.50	\$10.85	\$10.60	\$11.50	\$11.65	\$8.75	\$10.75	\$14.30

According to the figures given in this table the earnings of the women ranged all the way from less than \$1 to \$60 for the week's work. Those two extremes represent, of course, unusual cases which indicate nothing significant. It is significant, however, to find the massing of the women in groups of from five to 800 in the wage groups ranging from \$7 to \$12. In nearly every industry it is these wage groups that contain the large numbers of women, and it is from these groups that the prevailing standards of earnings may be judged.

In some industries the massing comes a little higher up the scale, and in some a little lower, but in most cases the variation is not very great. The following figures give the median weekly earnings of white women in each industry:

All industries	\$11.05
Telephones	14.30
Metal goods	14.05
Printing and publishing	13.20
Clothing	12.65
General mercantile	11.65
Miscellaneous manufactur- ing	11.50
Tobacco, cigars	10.85
Laundries	10.75
Shoes	10.70
Tobacco, other than cigars	10.60
Cordage	10.60
Textiles and knit goods	10.50
Furniture	10.30
Food	9.35
Boxes, paper	9.00
5-and-10-cent stores	8.75
Boxes, wooden	7.50

TABLE 5.—ACTUAL AND MEDIAN EARNINGS OF COLORED WOMEN, BY INDUSTRY.

Weekly Earnings	Number of colored women earning each specified amount in				
	All Industries	Food	The Manufacture of Tobacco	Laundries	Other Industries
Under \$1	23	1	20	2	3
\$1 and under	35	2	31	2	7
\$2 and under	44	1	44	2	1
\$3 and under	46	1	43	2	1
\$4 and under	69	1	63	2	1
\$5 and under	92	1	84	6	1
\$6 and under	129	1	105	14	1
\$7 and under	132	3	118	9	4
\$8 and under	176	1	154	14	7
\$9 and under	180	3	108	12	5
\$10 and under	118	7	98	13	4
\$11 and under	94	2	91	1	4
\$12 and under	77	2	75	1	1
\$13 and under	30	2	27	1	1
\$14 and under	27		26		1
\$15 and under	12		12		1
\$16 and under	8		7		
\$17 and under	11		11		1
Total	1253	27	1117	77	32
Median earnings	\$8.30	\$9.05	\$8.35	\$8.10	\$8.20

Median earnings of \$11.05 in all industries means that one-half of the white women in the industries of Kentucky earned less than \$11.05 a week.

In the industry which employed the greatest number of white women, the manufacture of clothing, half of the women received weekly earnings of less than \$12.65 and of the next largest industrial group of women, 968 in the manufacture of tobacco, half received less than \$10.60.

By any standard whatever, such earnings as these cannot be considered adequate.

Individual industries which show such figures as \$7.50 and \$8.75 as the rate below which one-half the women employes are earning, may perhaps be considered isolated instances of underpayment—deplorable it is true, but not necessarily representative of the condition throughout the State. But when the combined industries, the so-called "well paid" together with the poorly paid, show a median rate as low as \$11.05; when, grouping all of the wages, high and low, half of the women are found to earn less than \$11.05; a challenge for action is laid down before the people of the community.

The wages of the colored women were even more insufficient than those of the white. Of the 1,253 colored women for whom figures were secured, half received less than \$8.30 a week. The greatest number of these women (1,117) were employed in the tobacco industry, where half of them received less than \$8.35. A

fairly large group (77) were in laundries, where half of them received less than \$8.10 a week. The rest of the colored women were scattered through the different industries in such small numbers that general wage figures cannot be quoted for them. Except for eighteen women in the tobacco industry, in only one case did the earnings of colored women exceed \$15.00 a week.

THE WOMEN'S BUREAU is charged with the responsibility of developing policies and standards and conducting investigations in the industries of the country which shall safeguard the interests of women workers and thus make their service effective for the national good. It represents and advises the Secretary 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 of the Department of Labor. It works with and through State departments of labor.

STANDARDS FOR THE EMPLOYMENT OF WOMEN IN INDUSTRY.

The words "women in industry" are becoming more and more a familiar phrase as the number of women in industrial pursuits is growing larger year by year and becoming a more important factor in the development, in the very life itself, of the American people.

When the spinning, the weaving, the making of clothes and shoes, and all the other industrial pursuits once followed in the home were taken away and developed into factory industries, women were called upon still to conduct many of the operations, and thereby became part of the army of those gainfully employed. Naturally they have not been restricted to these transplanted industries, but have entered other avenues of employment as occasion offered.

The public is inclined to forget this gradual development, and to think that women entered industry in large numbers only during and since the war. It is because women wage earners have become so numerous, and are being relied upon more and more to supply the working force of the factories, that we have come to realize the importance of women in industry.

The number of women gainfully employed increased in the decade ending in 1910 from

five million to eight million. Two and one-half million of these women were in manufacturing, trade, transportation, and public service. Since that time indications are that in number and proportion women have become increasingly important in industry. The large number of women in industrial pursuits therefore present a special problem of their own.

The greater necessity for control of the standards of women's employment is due to the fact that women have been in a weaker position economically than have men. Therefore it is necessary to give an opportunity for the upbuilding of safeguards to conserve alike the industrial efficiency and the health of women and to make it impossible for selfish interests to exploit them as unwilling competitors in lowering those standards of wages, hours, working conditions, and industrial relations which are for the best interests of the workers, the industries, and society as a whole.

During the war, by vote of the War Labor Policies Board, all contracts of the Federal departments contained a clause requiring full compliance with State labor laws, and in each State an official of the State labor department was deputized by the heads of the contracting departments of the Federal Government to cooperate with Federal agencies in enforcing these provisions of the contracts. This afforded a basis and a precedent for continued relations between State and Federal agencies in the upbuilding of standards for women's labor. After the war closed the Government contracts became fewer and fewer and therefore the responsibility of the States increased. But the

recognition of the national and international importance of the standards of labor conditions is still paramount, since the Nation depends for its prosperity upon the productive efficiency of its workers. No other foundation for commercial success will be so sure as the conservation of those practices in industry which make for the free and effective cooperation of the workers. Protection of the health of women workers is vital as an economic as well as a social measure.

Therefore at this time, in recognition of the national importance of women's work and its conditions, the Federal Government calls upon the industries of the country to cooperate with State and Federal agencies in maintaining the standards herein set forth as a vital part of the industrial program of the Nation.

STANDARDS RECOMMENDED.

I. HOURS OF LABOR.

1. **Daily hours.**—No woman should be employed or permitted to work more than eight hours in any one day. The time when the work of women employees shall begin and end and the time allowed for meals should be posted in a conspicuous place in each workroom.

2. **Half holiday on Saturday.**—The half holiday on Saturday should be the custom.

3. **One day of rest in seven.**—There should be one day of rest in every seven days.

4. **Time for meals.**—At least 30 minutes should be allowed for a meal.

5. **Rest periods.**—A rest period of 10 minutes should be allowed in the middle of each working period without thereby increasing the length of the working day.

6. **Night work.**—No woman should be employed between the hours of midnight and 6 a. m.

II. WAGES.

The basis of determination of wages.—Wages should be established on the basis of occupation and not on the basis of sex or race. The minimum wage rate should cover the cost of living for dependents and not merely for the individual.

(4)

III. WORKING CONDITIONS.

1. **Comfort and sanitation.**—State labor laws and industrial codes should be consulted with reference to provisions for comfort and sanitation.

Workroom floors should be kept clean. Lighting should be without glare and so arranged that direct rays do not shine into the workers' eyes. Ventilation should be adequate and heat sufficient but not excessive.

Drinking water should be cool and accessible, with individual drinking cups or sanitary bubble fountain provided. Washing facilities, with hot and cold water, soap, and individual towels, should be provided in sufficient number and in accessible locations to make washing before meals and at the close of the workday convenient. Dressing rooms should be provided adjacent to washing facilities, making possible change of clothing outside the workrooms. Rest rooms should be provided. A room separate from the workroom should be provided wherein meals may be eaten and whenever practicable hot and nourishing food should be served. Toilets should be clean and accessible and separate for men and women. Their number should have a standard ratio of one toilet to every 15 workers employed.

2. **Posture at work.**—Continuous standing and continuous sitting are both injurious. A chair should be provided for every woman and its use encouraged. It is possible and desirable to adjust the height of the chairs in relation to the height of machines or work tables, so that the workers may with equal convenience and

(5)

efficiency stand or sit at their work. The seats should have backs. If the chairs are high, foot rests should be provided.

3. **Safety.**—Risks from machinery, danger from fire, and exposure to dust, fumes, or other occupational hazards should be scrupulously guarded against. First-aid equipment should be provided. Adequate fire protection should be assured. Fire drills and other forms of education of the workers in the observance of safety regulations should be instituted.

4. **Conditions needing correction.**—Work is more efficiently performed by either men or women if healthful conditions are established. It is usually possible to make changes which will remove such hazards to health as the following:

- (a) Constant standing or other posture causing physical strain.
- (b) Repeated lifting of heavy weights, or other abnormally fatiguing motions.
- (c) Operation of mechanical devices requiring undue strength.
- (d) Exposure to excessive heat, humidity, or cold.
- (e) Exposure to dust, fumes, or other occupational poisons, without adequate safeguards against disease.

5. **Prohibited occupations.**—Women should not be prohibited from employment in any occupation except those which have been proved to be more injurious to women than to men, such as certain processes in the lead industries.

(6)

IV. HOME WORK.

No work should be given out to be done in rooms used for living or sleeping purposes or in rooms directly connected with living or sleeping rooms in any dwelling or tenement.

V. EMPLOYMENT MANAGEMENT.

1. **Hiring, separations, and determination of conditions.**—In establishing satisfactory relations between a company and its employees a personnel department is important, charged with responsibility for selection, assignment, transfer, or withdrawal of workers and the establishment of proper working conditions.

2. **Women in supervisory positions.**—Where women are employed, a competent woman should be appointed as employment executive with responsibility for conditions affecting women. Women should also be appointed in supervisory positions in the departments employing women.

3. **Choice of occupation.**—The opportunity for a worker to choose an occupation for which she is best adapted is important in insuring success in the work to be done.

VI. COOPERATION OF WORKERS IN ESTABLISHING STANDARDS.

The responsibility should not rest upon the management alone of determining wisely and effectively the conditions which should be established. The genuine cooperation essential to production can be secured only if provision is made for the workers as a group, acting

(7)

through their chosen representatives, to share in the control of the conditions of their employment. In proportion to their numbers women should have full representation in the organization necessary for collective bargaining.

VII. COOPERATION WITH OFFICIAL AGENCIES.

The United States Government and State and local communities have established agencies to deal with conditions of labor, including standards of working conditions, wages, hours, employment, and training. These should be called upon for assistance.

Inquiries regarding the employment of women may be addressed to the Women's Bureau, U. S. Department of Labor, Washington, D. C., and these will be dealt with directly or referred to the Federal or State agency best equipped to give the assistance needed in each instance.

ADDITIONAL COPIES

OF THIS PUBLICATION MAY BE PROCURED FROM
THE SUPERINTENDENT OF DOCUMENTS
GOVERNMENT PRINTING OFFICE
WASHINGTON, D. C.

AT

5 CENTS PER COPY

▽

1921

STANDARDS

for the Employment of

WOMEN IN INDUSTRY



BULLETIN No. 3

Issued by

**THE WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR**

**FIRST EDITION - - DECEMBER 12, 1918
SECOND EDITION - - - MARCH 1, 1919
THIRD EDITION - - - OCTOBER 15, 1921**

The Filson Historical Society

But women as well as men must work to live,—and they should have the same seniority standing with men generally, based on a rule that is uniform and equal for all workers.

The Right to Legal Safeguards

THE OVER-ALL EMERGENCY necessitating the relaxation of industrial laws no longer exists. All legal safeguards should be immediately restored. Laws and regulations authorizing such relaxations should be terminated. Many millions of women wage earners do not have the protection of union contracts. Many more millions of women in the service industries and in intra-state employment do not come under the Federal Wage and Hour Law. These millions of wage earners should be guaranteed minimum working standards through improvement in State labor laws and full enforcement of such legislation.

★ ★ ★

Purposes and Functions

THE PURPOSES of the Women's Trade Union League are to serve the interests of wage-earning women through organization of workers into trade unions, collective bargaining agreements between trade unions and employers, legislation

for the workers' economic and social good, workers' education, and interpretation of labor problems to the public.

The League deals with all problems affecting wage-earning women. It provides a common meeting ground for women of all groups who endorse the principles of democracy and wish to see them applied to industry, and it develops leadership among women workers, inspiring them with a sense of personal responsibility for the conditions under which they work.

Local Branches

Birmingham, Ala.	Kelso-Longview,
Bloomington-	Wash.
Normal, Ill.	Kenosha, Wis.
Boston, Mass.	New York City
Chicago, Ill.	Racine, Wis.
Fort Frances,	St. Louis, Mo.
Ont., Canada	Toledo, Ohio
Illinois	Washington, D. C.
Kansas City, Mo.	Worcester, Mass.

**National Women's Trade Union League
of America**

**317-18 Machinists' Building
Washington 1, D. C.**



OUR PROGRAM

"FOUR FREEDOMS"

FOR

WOMEN WORKERS



92455

IN A CHANGING WORLD women's work has changed. Great-grandmother was busy in the home making candles, weaving cloth, churning butter, preserving food—while grand-dad plowed the south quarter. Work was a duty, and not to work was indolence. Women didn't choose to leave the home for the factory. It was a natural transition. Industrialization shifted weaving to the textile mill, churning butter to the dairy, and preserving food to the cannery. Women didn't choose to work in steam laundries. They needed the money. Men went to war and women began "pinch-hitting." Food, child care, more women workers, safety on the home front became problems deeply concerning women. And so women helped. They learned by doing as men do. Women can't be chased back home now. They are part of the permanent labor force, part of the 60 million who want, need and must have jobs. They cannot be denied the right to work, the right to equal pay, the right to seniority, the right to legal safeguards on the job. These are basic rights of working women, and a fundamental part of the American way of life. The Women's Trade Union League dedicates itself to the attainment of these rights. Our program is to make them common, everyday practices.

The Right to Work

IN DAYS of almost full employment, no one questions the basic right of any woman to work. On the contrary, they are pressured to take jobs. However, in times of unemployment—when plans are being made to provide work for as many as possible, in particular for the neediest—the basic right of women to hold jobs becomes confused with separate questions such as "advisability" of mothers with young children and household responsibilities to take on additional outside work. People begin to question whether women have the general right to work. We hold it is the right of any woman who so desires to be gainfully employed without prior determination of her "means" or her "need to work,"—just as it is the right of any man, irrespective of his means, to have gainful employment. Large numbers of women must earn a living. Many need jobs not only to support themselves but also dependents. The present supply of trained woman-power is a challenge to American labor, industry and Government—not to discourage employment after the war but to provide jobs for them in the transition period when their skills can be used to reconstruct a better world. To develop a high standard of living for all our people this country needs full employment for both men and women.

The Right to Equal Pay

IN ACCORDANCE with the principle of equal pay for equal work, there must be one wage structure for all workers in a plant. Women must not be paid less because they are women. Where men and women are engaged in work that is substantially the same, there is no justification for paying one less than the other. The war has brought about gains on the equal pay front. Government, industry and labor have helped to extend this principle. But there is still a long way to go before sex differentials in pay are uprooted and equal pay made common practice. Six states have passed an equal pay law aimed to do away with the dual wage system which is against the interests of both men and women, because it weakens the whole wage structure.

The Right to Uniform Seniority

SENIORITY means security on the job. It is the method through which employment is safeguarded. It should be fair and just for men and women alike. Seniority should depend primarily on length of service. In war time it is right to protect the seniority of men gone from the plant into the Armed Forces. Women do not expect nor want to hold jobs of men who were called into service.

1942

WOMEN'S



BUREAU

PROGRESS HAS BEEN MADE
ON THE HOME FRONT
 WITH MINIMUM WAGE

ALERT FIGURES are moving to and fro. Nimble fingers are flying back and forth. These belong to the millions of women workers who at work benches, power-driven machines, assembly tables—behind counters and desks, as stenographers, typists, clerical workers, spotters, checkers—in stores, laundries, and restaurants—are also serving. Eager, efficient, loyal, each worker in her own way is helping to protect America.

IS AMERICA PROTECTING THEM?

THAT GIRL in the laundry who whisks sheets through the ironer, what is her life like? Is there enough money in her pay envelope for a new dress, an occasional movie, a Sunday at the beach? Or the girl in a retail store who packs and wraps seemingly endless rows of boxes. Do her earnings permit nourishing meals, a decent home, medical care? Or for that matter, the whole army of women workers—in return for their labors—are they being guaranteed health, reasonable comfort, and security?

PROGRESS HAS BEEN MADE

SINCE THE WORLD WAR REAL PROGRESS has been made. There is now a Federal law which assures every woman—and man, too—who works in a plant or for a firm where business crosses State lines, of at least 30 cents an hour or perhaps as much as 40 cents where industry wage orders have been issued. If the worker should be employed over 40 hours a week this same law requires that at least time and a half be paid for overtime. And by the fall of 1945 the required minimum wage will be raised to 40 cents an hour. After that date no man or woman covered by the Fair Labor Standards Act can legally be paid less than \$16 for 40 hours of work.

BUT MILLIONS OF WOMEN, as well as men, are not covered by the Fair Labor Standards Act. Waitresses are not, nor are employees of laundries, dry-cleaning establishments, 10-cent stores. Girls who curl our hair and manicure our nails, women who clean the offices in which we work, and make the beds and straighten the rooms each day of thousands of hotel guests are not engaged in producing goods that cross State lines. These women workers must look to the State governments for protection. In many States—in 26 in fact (and the District of Columbia)—women workers have not looked in vain. In these States laws requiring employers to pay women not less than a certain wage have been passed. These laws mean real benefits to thousands of women—a little more in the pay envelope each week.

THESE LAWS mean security for women, not only in a period of depression but even in good times. It was not in 1933, but from June 1940 to June 1941—a prosperous year—that women working in restaurants were paid, as a group, \$110,000 less than they were entitled to under the minimum-wage laws of their States. Every cent of this amount was collected by the State labor departments and refunded to the women. But what would have happened if there had been no State minimum-wage law? These women would have had \$110,000 less, for food, or clothing, or medical care during the year, than they had actually earned.

UNDERPAYMENT is not the only hardship, either. There are the innumerable “extra” charges, which so often reduce the women workers’ earnings. Probably no one knows how much workers contribute from their pay envelopes each year toward the so-called “atmosphere” of the restaurants in which they work. It is probable that the waitress pays for the fetching shepherdess or Colonial costume which she wears and which harmonizes so perfectly with the wall and table decorations. And she may have to meet sizable laundry bills to keep her uniforms clean.

ONE DAY a young woman reported to the office of a State minimum-wage department, “They take 20 percent of our wages every week; are they allowed to do that? When we asked what this is for, they said it is to help stand the expenses of the plant.”

This girl lived in a State in which the wage order applicable to her occupation provides that no deductions can be made from the minimum wage except those required by law for social security taxes. An inspector was assigned to investigate the case. He found that the girl's complaint was justified. Within a few weeks \$725 was restored to 12 women who had been "helping stand the expenses of the plant."

MUCH REMAINS TO BE DONE

HOWEVER, MANY THOUSANDS OF WOMEN are not so fortunate, for as yet their wages have not been safeguarded. Twenty-two States have failed to pass minimum-wage laws. If these women are not covered by the Fair Labor Standards Act they are completely without protection. Of course, they can sit down, as did one girl, and write to the State Department of Labor, "Won't you please do something to make our boss pay us decent wages? He makes us work for a dollar a day. How can anyone live on that money, pay rent and gas? We have no money for food. I thought the days of slavery were gone, but it doesn't look like it in this laundry."

BUT SUCH APPEALS cannot bring the desired results in a State that has no minimum-wage law. Labor officials are helpless. Although they may sympathize with the women who turn to them with their stories of low wages in laundries and restaurants, kind words help little in paying the rent, or the doctor, or the grocer.

IF THESE WOMEN lived in a State with minimum-wage legislation something could be done about it. The Department of Labor could look into the matter. An investigation could be made to find out if women working for other firms doing the same kind of business were also being underpaid. If they were, a wage order could be issued forbidding employers to pay women in that occupation less than the minimum wage.

THE DEMOCRATIC WAY

ALL OF THIS would be done in a democratic way. Wage boards composed of persons representing the different groups who would be affected by the order when issued would recommend the minimum wage. These boards proceed carefully. Conditions differ in each occupation, and each board must study thoroughly the industry for which it is called in order to find the best possible solution for the problems that exist. Their recommendations must be based upon facts as presented to them by the State and other authorities.

EVERY STEP OF THE WAY the public interest is safeguarded. All parties concerned have an opportunity to be heard. It's a convincing demonstration of how a democracy reasonably and painstakingly provides for the participation of its citizens in the processes that immediately affect them. What we need is more wage boards, more wage orders, more women enjoying the benefits of the laws already passed, and the passage of more minimum-wage laws.

NEVER WAS IT SO NECESSARY to finish the job of protecting women workers as it is today. Production must be increased, but it can be increased only if faith in America is preserved. Much has been said about how big and strong and enduring that faith is, and it's true. Through all kinds of difficulties the belief has persisted that the American way of doing things brings more opportunity, more security, more freedom, than any other way in the world.

AND IT WILL CONTINUE to persist as long as working men and women wherever they may be—behind store counters, at factory benches—find in reasonable employment schedules and adequate earnings tangible evidence that their well-being is of primary concern to the Nation.

HOW YOU CAN HELP

EVERY DAY people are asking, "How can I help? I want to do my part." The answer is that the home front should be our immediate concern. If you are in a community without minimum-wage legislation for women—take the offensive. Insist upon legislation to protect women workers. If you are in a State where this has already been done—you can still help. Urge increased appropriations so that enforcement methods may be improved. Point out the need to issue wage orders for all occupations. If you are in a trade union—keep in mind that while collective bargaining may safeguard your interests your sister and mother may be in an industry that is unorganized and in need of benefits that a minimum-wage law will bring.

REMEMBER that however we help on the home front we shall be defending our country just as surely as though we were driving a tank or piloting a plane. This is a war of workshops, which will be won by the nation which gives its individual citizen the greatest stake in the future.



BUREAU

WOMEN'S

For further details about minimum-wage legislation for women write to:

WOMEN'S BUREAU
UNITED STATES DEPARTMENT OF LABOR
Washington, D. C.

BANISH THE BUG-BEAR!

CIVIC OPINION



DEDICATED TO THE BETTERMENT & PROSPERITY OF LOUISVILLE

VOL. 2, No. 2.

LOUISVILLE, KY., JANUARY 14, 1922.

\$1.00 PER YEAR
5c PER COPY

OPINIONS OF THE PEOPLE

General Opinion of Women Contributors to This Issue, Favors Minimum Wage For Employed Women

NEXT WEEK'S QUESTION.

Are you in favor of a change to place all city and county fee offices on a salary basis, and why?

STATEMENT TO CIVIC OPINION FROM MRS. R. P. HALLECK.

The Consumers' League of Kentucky is proposing a Minimum Wage Commission Bill to the Kentucky Legislature, in order to safeguard the wage-earning women of the State from wages far below the level that properly sustains life. The preliminary report of a recent survey made of wages, hours and general working conditions of employed women in the State of Kentucky, made by the Women's Bureau of the Department of Labor showed 3,951 women out of the 9,100 covered by the survey, employed at wages of from \$7.00 to \$12.00.

These women are not necessarily incompetent. They are only too weak to force the employer to give them more. They are helpless. They are not organized. They must make something at once or suffer intensely. They cannot wait until the employer relents and gives them more.

The employers are strong. They are organized. They stand together. They bargain for the cheapest labor. The employer who is the most unscrupulous and the hardest bargainer sets the low wage. These men can afford to wait until they find a girl who will accept their figure.

Kentucky certainly does not want to build her Commonwealth upon a race of underfed and underpaid women. Women should be paid enough to keep them in the health needed for their daily work. Less than this undermines the race of the future.

MARIE E. MALONEY,

1327 Bardstown Road.—I believe in the Minimum Wage Law, for, by means of this law the fair employer, with a conscience, who pays his employees a living wage, does not have to meet the competition of the unscrupulous employer who pays his labor the lowest possible price.

DR. FLORENCE BRANDEIS,

1145 South Fourth Street.—A Minimum Wage Law for women would improve employment conditions by raising the standard of workers and their output; it would improve and standardize requirements and results, and improve the physical well-being of the women and their dependents, thus insuring a moral safeguard. That which benefits the employee

redounds to the credit and profit of the employer.

S. GERTRUDE BUSH,

Registered Nurse.—A Minimum Wage Law for women, I believe, would be a good health measure. It would give the wage-earner a chance to buy nourishing food; it would improve her living conditions, she, thereby, having less illness and better health, and, as a result, would be able to do more efficient work.

MRS. H. C. STANLEY, R. S.

105 S. 32nd.—Local No. 130, W. I. U. L. L. T. U. A., of Louisville, Ky., heartily endorse a Minimum Wage Law for women. We feel certain it would improve employment conditions.

We, the women of the world, who are classed as belonging to the wage-earning system, deem the time opportune for us to place ourselves in touch and band ourselves under one banner that shall say to the world at large: This part of humanity stands on its motto, which is Elevation and Education for the Laborers of the World.

EMMA SAUER,

Room 307 Tyler Bldg., City—My opinion would a Minimum Wage Law for women improve employment conditions is YES, because:

It gives the employer more efficient service. A woman receiving a living wage is more interested, and more honest to her employer and his business.

For the employee it gives more contentment, a sweet feeling of inde-

pendence, chance for improving the standard of living, and also opportunity for better education of how to live and take care of her health.

Any woman likes to feel she is self-supporting, and not a burden on other members of her family or charity. When a woman is forced to work for less than a living wage, she is forced to do without the necessary things of life.

The woman worker should be at least worth a living wage.

ARTHUR CLARK,

2024 Alia Avenue.—Answering your request for an expression of opinion from me as to the value of a Minimum Wage Law for women:

I think that a liberal law of this character would be of inestimable benefit, both from a moral and economic standpoint. On the moral side first, it should seem to the mind of any thinking observer that the good of a community would depend very largely upon the financial independence of its women who work. I could discuss this phase in much greater detail, but is that not plain enough?

On the economic side, is it not also a fact that the purchasing power of a community depends upon the wages paid therein and the higher the wages, the more prosperous the business houses, particularly retail.

Henry Ford, of flivver fame, predicts that by 1940 all business will be done on a basis of five days a week, six hours a day and that this of itself alone, will cure non-employment ills and make all business pros-

(Continued on page 2.)

What Louisville Needs

A Jay Walking Ordinance

A suggestion was made recently by a member of the Board of Councilmen that Fourth Ave. sidewalks be divided by painted lines and that pedestrian traffic be regulated by having north-bound "traffic" stick to one side of the line, and south-bound to the other. If Fourth Ave. was a wider street the suggestion might be a good one, but due to the narrowness of the sidewalk, the best that can be said is that the idea is good but impractical for that thoro fare.

However, this suggestion calls to mind a much-needed reform in this city. The congestion of pedestrian traffic may be great, but there is little, if any danger of broken bones, or lost lives from one person jostling another on the sidewalk. Of course, it really would be far better if one could walk at a moderate rate of speed along Fourth Avenue without dodging out into the street occasionally. However, as stated above this is merely a matter of a possible waste of a little time, and a little inconvenience. Such things may be borne without too much grumbling.

On the other hand, the manner of lots of Louisville's citizens is such when they cross the streets of the city that they endanger their own lives, and cause many accidents. These accidents often result from the driver of a machine attempting to stop too suddenly, or having to turn without warning, as someone steps out from the curb in the direct path of the machine.

These are things which could easily be avoided, and which should be avoided. There are enough accidents which are caused by reckless and careless handling of machines, without encouraging more accidents by careless and inexcusable walking.

What Louisville needs, therefore, and needs badly, is a "Jay-Walking Ordinance." On the face of it, this may seem an impractical suggestion, and one which could not be carried out. However, this is not the case, and the practicability of such an ordinance depends on the way it is framed, and the teeth that are put into it.

To be effective, an ordinance of this kind should carry penalties for its violation the same as the violation of any other traffic ordinance entails punishment. And then, too, the regulatory measure should be so framed as to be enforced rigidly in the downtown districts where there are traffic officers stationed. The enforcement in other parts of the city, of course, could be no more rigid than is the enforcement of any other traffic ordinance. That would depend on the presence of officers of the law, but the educational end of the enforcement could not but leave its mark, and those who were forced to obey the law in the downtown districts would not be prone to follow other than the normal course in crossing streets, a course they had learned from the downtown area.

The regulations for jay-walking should be so framed that pedestrian traffic would move north and south while machine traffic is moving in the same direction; likewise, of course,

(Continued on page 12)

MEET THEM FACE TO FACE



MISS FRANCES INGRAM

Miss Ingram is Head Resident of Neighborhood House, a social settlement of Louisville. She has for some years taken part in the civic life of the community. She is President of the Louisville Fresh Air Home, which gives summer outings to mothers and babies who otherwise would not have this privilege. She is also Secretary of the Kentucky Child Labor Association.

Miss Ingram has taken part in many movements for the betterment of child welfare conditions, not only in Louisville, but throughout Kentucky. Governor Morrow appointed Miss Ingram a member of the Kentucky Children's Code Commission, authorized by the last session of the legislature. Miss Ingram is Chairman of this Commission, which has been looking into child welfare conditions in Kentucky throughout the past year. The Commission has just issued an outline of legislation pertaining to child welfare, recommended for enactment in 1922.

Because of Miss Ingram's splendid work for the advancement of child welfare in Louisville, we want you to meet her "Face to Face."

55226

OPINIONS OF THE PEOPLE

(Continued from page 1)

per through the wage earner having the money to spend for the things he (or she) needs and some luxuries he should have. When that time arrives, wages will take care of themselves.

In the Herald of January 9th appeared an article by the Kentucky Manufacturers Association denying the statements of representatives of the U. S. Department of Labor as to women's wages in Kentucky. The wages claimed to be paid by this association in this article are higher than there is any danger of their being put by any Minimum Wage Commission. Why then, their objection to and fight on this bill? Are they afraid that the maximum and intermediate wages will base themselves on the minimum? Answer the question for yourself.

For the good and prosperity of this community in particular and the country at large in general, I am heartily in favor of the passage of this bill.

ROSE LANDOLT.

The Minimum Wage Law will raise the standards of efficiency. When women receive a living wage it will make them feel as tho they were an asset rather than a liability. It makes them feel as tho their services were of value and creates a desire to make their services become of greater value and usefulness.

When women receive a living wage they have a chance to safeguard their health and self respect.

Without proper food and clothing one's health is impaired, and no one in poor health can work with the same amount of energy and ambition as they could with good health.

The Minimum Wage Law will enable a girl to provide herself with the things necessary for health.

If the Minimum Wage Law will safeguard the health of the young women in industry it will do a great deal for future generations.

MRS. LAWRENCE S. LEOPOLD.

A Minimum Wage Law for women would improve employment conditions if it did little more than assure the meeting of the employers and employees on wage boards, where there can be free discussion of the needs of both. An adequate wage makes for a contented employee—increasing the morale; insuring loyalty and thereby decreasing the labor turnover.

Through our public schools we are trying to raise the standard of living in Kentucky. How can girls put into practice these teachings if we do not supplement them with at least a bare existence wage?

When the community awakens to the fact that women are not paid enough to give them sufficient food to carry on their next day's work there will be little opposition to a living wage law for women.

FLORENCE PALMER.

After seventeen years of intimate knowledge of industrial girls, and after having gone in and out of thirty of Louisville's industrial plants during the last ten years, there is no question in my mind but that in general the industries which employ girls at a living wage have an air of efficiency thru the entire plant not found in low wage establishments.

The apathy and lack of initiative among low paid girls is pathetic and cannot help but react on their work. In the light of the present knowledge of the effect of under-nourishment, and with my acquaintance with individual girls I am convinced that this is not innate, but is the direct result of inadequate living conditions.

Among the men of my acquaintance there seems to be prevailing judgment that in making a purchase when one has invested enough to get something of inferior or of medium grade, it is wise to add the few dollars necessary to secure a satisfactory article. In this they show their wisdom, and some of them know that the same principle holds in the employment of women. For those who have not yet comprehended this fact the Minimum Wage Commission Law is necessary both to improve

their own business and to increase the efficiency of the girls they employ.

WOOD F. AXTON,

President Axton—Fisher Tobacco Co.—Replying to your inquiry, "In Your Opinion Would a Minimum Wage Law for Women Improve Employment Conditions, and Why?" would say: That anything that makes for better wages makes for better business conditions and for more steady employment. Anything that lowers the earnings of the wage-worker, destroys business and makes for unemployment.

Any employer of women who argues that he cannot pay a living wage to women whom he employs, argues that he is not making his profits out of his business but is mulcting it out of the women who work for him. And a business that cannot pay a living wage to its employees has no right to exist, because any business that pauperizes the people in it is a detriment to any community.

I sometimes wonder what is in the hearts and souls of men when they go to their own homes and see their wives and daughters surrounded by all of the luxuries that women can be surrounded with, when he knows that women have been working for him all day and he has not paid them enough for them to live on, knowing, as he must know, what want and necessity is liable to drive some of them to.

Of course, I have heard the old story about men who claim that the women they employ live in their own homes and therefore do not have the expenses that women have who have to board. In answer to this argument would say that the man who makes this kind of an excuse forgets that the parents of these girls would not have them engage in the field of industry if they were well able to support them without it, and why should an employer ask the mothers of these girls to board them for less than cost so he could employ them more cheaply and thereby ease his conscience with the fact that possibly they did not have to suffer, not through any generosity of his, but because the needy family donated part of the support of these girls when it should have come from their employment.

None of us are so sure of our retaining our goods in this world that we can afford to not protect womanhood. The day may come when our sisters, daughters, and possibly our grandchildren, will have to be forced into the fields of industry, and let us now help to pass a law which will not let it be possible for the greedy to exploit them.

MRS. G. A. BRANDT,

647 S. 38th.—A Minimum Wage Law is not theoretical, new, or untried. On the contrary, living wage laws, or the same general type as the one proposed for Kentucky, have successfully stood the test of twenty-seven years' operation. Beginning in New Zealand, in 1894, they have become almost universal in English-speaking countries, outside of the United States.

Great Britain, in 1909, passed a Trades Board Act, experimentally including four industries. This proved so satisfactory that four more trades were included in 1913 and in 1918, a further extension was made. Beginning in 1912 similar laws have been put into operation in twelve States and the District of Columbia, as follows:

Arizona, Arkansas, California, Colorado, Kansas, Massachusetts, Minnesota, Oregon, Utah, Washington, Wisconsin, North Dakota.

A large number of letters have been received from employers in those States where a living wage law has been in operation for some time, warmly endorsing its operation.

A minimum wage is one that gives to the worker a living wage. That is, the amount necessary to furnish food, clothing, shelter, and a freedom from worry of procuring these things. It is the starvation wage that takes the self-respect, initiative and ambition out of a worker. The employer who safeguards his employee with an adequate wage gains thereby, as a well-paid worker

is better fed, housed and clothed and has the strength to render more efficient service, producing more.

President Harding says, "Justice and American standards demand that women who are employed should be paid a living wage, and it is entirely unfair to the State which fills its obligations to humanity in any piece of humanitarian legislation affecting industry that other States by failing to perform their obligations, gain a temporary advantage in costs of production."

NORMAN J. WARE,

Professor of Applied Sociology, University of Louisville.—The bill is an attempt by the community to prevent the exploitation of certain classes of workers who are unable to protect themselves. The laws of this and other civilized communities frequently and rightly extend the aid of the State to those of its citizens who are recognized as needing protection. This principle has already been recognized in the law restricting employment of women to ten hours per day and sixty hours per week.

But the principle of State aid is not confined to the weak. Many of the opponents of this bill are members of industrial and mercantile corporations, and every one of those corporations has been assisted by the State and every shareholder is protected by the State. Not so very long ago each new corporation required a separate statute and a group of men wanting to engage in business as a corporation had to solicit this statute at the hands of the legislatures. That proceeding has been done away with by the General Incorporation Laws, but the fact remains that no corporation in Kentucky could continue to exist without the continuous aid that is rendered by State action.

If, then, a group of business men may rightly ask the aid of the State in the pursuit of their business, may not women and young girls and boys be equally protected in their standards of living?

It is obvious that persons who lack surplus wealth are at a disadvantage in dealing with persons who have such a surplus. Thus industrial wage earners, who must work at once or starve, and individual farmers, who must sell their product at once or go broke, are handicapped in dealing with persons who can wait as can employers and dealers in farm products. One way in which this handicap can be removed is by organization—the pooling of the individuals' resources—thus giving to the wage earner and farmer a greater waiting power. This is the method recently adopted by Kentucky farmers and for many years by unionized wage earners.

But there are some classes of wage earners—women and children—who are so greatly handicapped because of the peculiar weakness of their economic position that unionization is extremely difficult. And for this reason their wages tend to fall below even minimum standards of existence—in other words, they work for what is offered them.

Someone has to make up the difference between what it costs these people to live and that they receive as wages. That "someone" is private or public charity. And thus the low paying industry becomes indirectly a private or public charge, a parasite upon the community.

I do not believe any industry has the right to demand that the community shall help support its competent wage earners. I do believe that the community has the right and duty to demand that wages for women and children shall be sufficient for their support.

TILL M. CUNIFF,

1121 S. Brook.—In reply to your card received asking for my opinion in regard to Minimum Wage Law, I am delighted to give you my honest and candid opinion of such a law.

If the State of Kentucky is fortunate to ever have such a law, which I hope and pray it will, I trust that the ones who were instrumental in the passing of the God-sent law will live in the memories of those benefited by same forever. I feel sure that every individual in our grand old State will be benefited and

(Continued on page 3)

MATT IRION & SONS
JEWELERS AND OPTICIANS
404-406 W. MARKET



"The Man Behind The Camera"

The close-up of the motion picture with its charming lights and shadows is being reproduced in our studio today in still life.

J. C. RIEGER

Studio, 810 Baxter Ave. Opp. Cave Hill

FIRST

With KENTUCKY'S Smartly

- Groomed Women -

Besten & Langer

ALT
BILT
HOMES

Let George Do It
CITY 1604
George Alt Co.
COLEMAN BLDG. LOUISVILLE, KY.

ALMSTEDT BROTHERS
ESTABLISHED 1885

INVESTMENT SECURITIES

119 S. Fifth St. Louisville, Ky.

BRAKMEIER BROS.



City 2752, Main 2752 112 S. Fourth

Just Tell 'Em

Always
FROZNPURE
ICE CREAM

L. & L. TIRE and BATTERY CO.

INCORPORATED

307-9 W. Kentucky

Distributors of

PRESTO-LITE Storage Batteries and GOODRICH Tires

CITY 2760

SOUTH 2760

Milliken Battery Service Co.

Incorporated

435 E. BROADWAY

Phones—City 896; Main 178

"Through Service We Grow"

**Willard
Batteries**



The CHRONICLER

Published Monthly by the Y. M. H. A. of LOUISVILLE, KY.



Vol. XI.

APRIL, 1923

No. 1

A Challenge To Young Women In Industry

Mrs. Reuben Post Halleck

Mrs. Halleck founded the Women's City Club, was its first president, and is a member of other organizations of cultural and civic purposes. But her greatest interest is centered in the woman and the girl who work—and she is doing all in her power to see that they work under decent working conditions in order to insure a race of women who will be happy, helpful, and healthful.—Editor's Note.



"The roof has caved in at the Big Theater! Go at once!"

Such was the call received by dozens of doctors one night in 1921. The alert telephone operators in the district where the disaster occurred, grasped its seriousness at once. Without waiting for orders, they refused incoming calls and used the wires to get the doctors to the scene of suffering.

This is not an unusual instance of the initiative that we have come to expect from our telephone girls. Telegraph operators have also given some remarkable exhibitions of heroism and quick decisions when robberies or collisions occurred. Dramatic moments do not come to every-

work. You will soon desire to accomplish something for yourself either in the employment you now have, in some more responsible position, or in art or music as young people are doing in Louisville's Art Colony. Other people cannot do things for you. You must be alert to seize chances to act for yourself and for others if you desire to be happy and to be ready for an emergency when it comes.

The last ten years have offered many new opportunities for women, both in the field of education and in the variety of occupations opened to them. There were about a half million more women employed in 1920 than in 1910. The most notable feature of the last few years has been, not the numbers of new women going into industry, but the way that women are leaving the old-type work in the home, on the farm, private dress making and millinery, and going into stenography, business, nursing, and other types of trained service. The old traditions regarding women's prescribed occupations have broken down. In a pamphlet entitled, "Occupational Progress of Women," published by the Women's Bureau, Department of Labor, it is stated that "of the five hundred and seventy-two occupations and occupational groups established by the census classification, women were employed in all but thirty-five."

With the changing status of women in industry, there are certain new dangers that confront you and present a serious challenge especially to the more successful and capable among young women. One of the most harmful situations is the tendency in certain groups to forget that while women have won a valuable position in the business world they must perforce at the same time be the home makers and the mothers of the nation. Anything that endangers the home or weakens the childhood of the future is to be guarded against.

An outstanding challenge to thoughtful young women is found in the publications of the National Women's Party. This party, which is a successor to the old militant suffrage party, is so obsessed with the sound of the word "equality" that it is seeking to annul all legislation for women which is in any way different from legislation for men. This means that the protective labor laws regulating the hours for women's work or prescribing decent surroundings, shall be repealed unless the men will consent to have the same laws. It is an over-developed feminism which is demanding the repeal of these laws as well as a selfish egotism. Many of these women are quite strong enough and keen enough to look after their own interests without laws, but the vast number of women in industry are not able to secure healthful conditions for themselves and both they and their children will suffer if these safeguarding laws are removed by the efforts of the Woman's Party.

The Consumers' League is standing for the protective laws for women. It holds that no statement from any party can make men and women equal in physical strength. Boys and men may perhaps stand on their feet for ten hours or more, may work at night, may lift heavy weights without grave dangers to themselves, but women cannot. Their own lives and their children's risk permanent injury by over-fatigue and over strain.

(Continued on Page 21)

body. Nevertheless, it is well to raise in every young mind the following question:

"Are you preparing yourself to meet an emergency or a grave responsibility if it should come?"

The modern young person is telling older people that they do not understand that the girl of today is thinking for herself. The challenge that I want to throw down to you young women is this:

1. Are you really thinking for yourselves?

2. Do you want to be truly happy by entering upon a life of service, or do you want merely to be amused?

Do your own testing by asking yourself if you believe certain things because "all the girls" do, or because some boy friend does, or because you have decided the matter for yourself after giving it consideration. It is easy to drift with the crowd. That is what you are accusing your elders of doing so be sure you are not following suit.

It is not a crime to want to be amused. Everybody needs amusement. Far more exhilaration comes, however, from a pleasure toward which you make a contribution than one you accept passively. Go to a picture show when you need relaxation and let the star do the work for you. But, when you feel fit, enter into some game, go to the Y. M. H. A. for a basketball contest, club meeting, a debate, or a lesson. If you put your whole soul into your recreation you will find it easier to put yourself into your

150
9.80
7470.20
1170.71

The Art Of Sir Moses Ezekiel

The Jew in Art—By Bessie Laub.

(This is the first of two papers given to the Chronicler by Miss Laub who is well known locally as a member of the staff of the Louisville Times. Miss Laub spent several years in Europe and has written a number of articles and stories based upon those years of study and observation.)

I was terribly worn out. For days I had been knocking about art galleries and various life classes. Rome to me had been merely a big school and I was tired, tired of paintings, tired of Rome, above all, tired of studying. I returned wearily to the Castellane Stelzer, an old palace where I lived, which had been turned into a modern pension. As I entered the salon a young Italian musician called, "You just missed it! Some of your American friends called to take you to tea at the studio of Moses Ezekiel."

"Moses Ezekiel," I inquired, "who is he?"

The Italian looked astonished. "Why, he is an American sculptor. Very prominent. The King," here his voice rose fervently, "has knighted him. His studio is not far off in the old walls of Rome."

A studio in the old walls of Rome! How fascinating it sounded. What an artistic temperament must one have to convert ancient ruins into a modern work-shop. The Spaniard Zuloaga, whose pictures are now being shown for the first time in this country, paints chiefly in a mediaeval church where owls and birds have built their nests amid broken stones and marbles.

Moses Ezekiel has won fame. Larado Taft claims he is a big figure in the evolution of modern American art. His style of sculpture helped kindle the flame which made clas-

(Continued on Page 21)

Louisville Public Forum: Dr. Holmes Says Fate of Greece and Rome is Impending



The same forces that wrought the destruction of ancient Rome and Greece are at work today in Europe and give promise of levying a heavy toll, Dr. John Haynes Holmes, pastor of Community Church, New York City, and widely-known author, declared April 5th in an address before a public meeting under auspices of the Louisville Public Forum at Kosair Auditorium.

Four factors that produced and are instrumental in aggravating that continent's desperate condition were listed by Dr. Holmes. They follow: Complete collapse of material civilization; terrific inflation of currency; rapid disappearance of culture, and almost total loss of religion.

"There is more hatred and suspicion per square mile in Europe today than ever before in its history," Dr. Holmes said, "this being particularly reflected in the intense enmity toward Jews. Walter Rathenau, great German statesman, was slain for no other reason than that he was a Jew. In Poland several hundred Jewish leaders were slain, this fate awaiting all Jews who enter public life."

As a remedy for Europe, Dr. Holmes suggested American intervention, saying that without this the continent will be utterly lost to civilization.

"If the world is lost the responsibility is America's: if the world is saved, the glory is ours," he said.

England can not do the task, according to Dr. Holmes, for in all Europe there is no country more hated, despised or suspected.

"America, on the other hand, is trusted by all," he said.

Dr. Holmes outlined steps he thought America should take to bring order out of chaos. First and foremost, he declared, America should enter the League of Nations; second, an economic conference should be called as suggested by Senator Borah, who was described by Dr. Holmes as the only American in public life with an "international mind;" third, war debts of foreign countries should be cancelled, for, he said, let not America exact her pound of flesh; fourth, the Russian Soviet republic should be recognized.

Lack of world leadership at Washington is being shown at the present time, said Dr. Holmes, when it is in most dire need.

"If there was any constructive leadership at the capitol, advantage would be taken of the present situation."

"In this connection," he asserted, "Nicolai Lenin has shown himself to be the greatest statesman of modern times."

Dr. Holmes' address was based on a lengthy tour of Europe, from which he returned several months ago, England, France, Germany,

Poland, Italy, Russia, Austria and Hungary were among the countries visited.

He urged his audience to abandon all prejudice and suspicion about the Germans and Austrians and to "realize that over there, are millions who are each day struggling with might and main to merely exist and with poor success." The hundreds of thousands of emigrants and enormous toll taken by starvation and disease are eloquent testimony of this, according to Dr. Holmes. These conditions were principally induced by the inflation of the currencies which has almost obliterated middle class people. The greatest crime and tragedy in history, he said, is the advantage which Americans and English are taking of this monetary situation.

"Conditions of sanitation in countries like Austria and Russia because of lack of repairs to plumbing are such as can not be described in a public meeting," Dr. Holmes said.

"There is no definite guarantee of what is to come in Europe save that unless the forces that are at work in Europe are arrested, the whole continent will, within a very few years be in the same condition as Russia at present.

"The clergymen, physicians, lawyers, teachers and other salaried persons of the middle class are starving to death. In the great university of Berlin there has been no replacement of books, particularly Bibles. Culture has in most places disappeared altogether.

"Money has no value. As fast as wages are received, articles are purchased, only to be resold later in order to maintain existence. In this way have the family treasures of years disappeared.

The middle classes in Europe have disappeared, just as in Russia there are only two groups, the political aristocracy of the Communists, and the proletariat.

"The laboring element is the only group possessing power in Germany today. This is, however, widely used because labor leaders are of higher order than in America," he said.

"We will have to go to Europe again to right matters, as in 1917, but this time instead of armies and munitions we will send physicians, philanthropists, teachers and real statesmen," Dr. Holmes concluded.

PRINCIPAL CONTENTS

	Page
A Challenge to Young Women in Industry	1
The Art of Sir Moses Ezekiel	2
Louisville Public Forum	2
Y. M. H. A. and Music Week	3
Girls Declam. Winner	3
Our Girls—Hoos Hoo	6
Editorials	8
Book Reviews	9
Business Men's League	12
Our Girls	13
Club News	14
Athletics	17
Boy Scouts	19
Council Jewish Women	20
Current Jewish Events	23

Fine Arts Program

Y. M. H. A.

PLAYERS

April 22nd and 23rd



The CHRONICLER

Published Monthly by the Y. M. H. A. of LOUISVILLE, KY.



Vol. XI.

APRIL, 1923

No. 1

A Challenge To Young Women In Industry

Mrs. Reuben Post Halleck

Mrs. Halleck founded the Women's City Club, was its first president, and is a member of other organizations of cultural and civic purposes. But her greatest interest is centered in the woman and the girl who work—and she is doing all in her power to see that they work under decent working conditions in order to insure a race of women who will be happy, helpful, and healthful.—Editor's Note.



"The roof has caved in at the Big Theater! Go at once!"

Such was the call received by dozens of doctors one night in 1921. The alert telephone operators in the district where the disaster occurred, grasped its seriousness at once. Without waiting for orders, they refused incoming calls and used the wires to get the doctors to the scene of suffering.

This is not an unusual instance of the initiative that we have come to expect from our telephone girls. Telegraph operators have also given some remarkable exhibitions of heroism and quick decisions when robberies or collisions occurred. Dramatic moments do not come to every-

work. You will soon desire to accomplish something for yourself either in the employment you now have, in some more responsible position, or in art or music as young people are doing in Louisville's Art Colony. Other people cannot do things for you. You must be alert to seize chances to act for yourself and for others if you desire to be happy and to be ready for an emergency when it comes.

The last ten years have offered many new opportunities for women, both in the field of education and in the variety of occupations opened to them. There were about a half million more women employed in 1920 than in 1910. The most notable feature of the last few years has been, not the numbers of new women going into industry, but the way that women are leaving the old-type work in the home, on the farm, private dress making and millinery, and going into stenography, business, nursing, and other types of trained service. The old traditions regarding women's prescribed occupations have broken down. In a pamphlet entitled, "Occupational Progress of Women," published by the Women's Bureau, Department of Labor, it is stated that "of the five hundred and seventy-two occupations and occupational groups established by the census classification, women were employed in all but thirty-five."

With the changing status of women in industry, there are certain new dangers that confront you and present a serious challenge especially to the more successful and capable among young women. One of the most harmful situations is the tendency in certain groups to forget that while women have won a valuable position in the business world they must perforce at the same time be the home makers and the mothers of the nation. Anything that endangers the home or weakens the childhood of the future is to be guarded against.

An outstanding challenge to thoughtful young women is found in the publications of the National Women's Party. This party, which is a successor to the old militant suffrage party, is so obsessed with the sound of the word "equality" that it is seeking to annul all legislation for women which is in any way different from legislation for men. This means that the protective labor laws regulating the hours for women's work or prescribing decent surroundings, shall be repealed unless the men will consent to have the same laws. It is an over-developed feminism which is demanding the repeal of these laws as well as a selfish egotism. Many of these women are quite strong enough and keen enough to look after their own interests without laws, but the vast number of women in industry are not able to secure healthful conditions for themselves and both they and their children will suffer if these safeguarding laws are removed by the efforts of the Woman's Party.

The Consumers' League is standing for the protective laws for women. It holds that no statement from any party can make men and women equal in physical strength. Boys and men may perhaps stand on their feet for ten hours or more, may work at night, may lift heavy weights without grave dangers to themselves, but women cannot. Their own lives and their children's risk permanent injury by over-fatigue and over strain.

(Continued on Page 21)

body. Nevertheless, it is well to raise in every young mind the following question:

"Are you preparing yourself to meet an emergency or a grave responsibility if it should come?"

The modern young person is telling older people that they do not understand that the girl of today is thinking for herself. The challenge that I want to throw down to you young women is this:

1. Are you really thinking for yourselves?
2. Do you want to be truly happy by entering upon a life of service, or do you want merely to be amused?

Do your own testing by asking yourself if you believe certain things because "all the girls" do, or because some boy friend does, or because you have decided the matter for yourself after giving it consideration. It is easy to drift with the crowd. That is what you are accusing your elders of doing so be sure you are not following suit.

It is not a crime to want to be amused. Everybody needs amusement. Far more exhilaration comes, however, from a pleasure toward which you make a contribution than one you accept passively. Go to a picture show when you need relaxation and let the star do the work for you. But, when you feel fit, enter into some game, go to the Y. M. H. A. for a basketball contest, club meeting, a debate, or a lesson. If you put your whole soul into your recreation you will find it easier to put yourself into your

53726
150
9.80
170.071



Women Workers' Wages

By JOSEPHINE GOLDMARK

AUTHOR OF "FATIGUE AND EFFICIENCY"



THOSE who recently read in the newspapers that for the second time a minimum wage law for women had been declared invalid by the Supreme Court of the United States may have asked themselves in some bewilderment what it meant, and whether the social policy of maintaining standards in industry where they are most needed is finally defeated.

In answering any such questions it should be stated at the outset that the Arizona minimum wage law now overthrown—following the adverse decision in the District of Columbia case two years ago—was not a valuable nor indeed a desirable statute. Its death need cause no regrets.

What is, however, keenly to be regretted is the chance by which this case gained precedence in reaching the Supreme Court over another minimum wage case from the State of California. And the manner in which the Arizona case gained precedence was by a strange series of events, appropriate rather to the movie drama than to the sober realm of social legislation. How this came to pass may perhaps better be related after a brief discussion of minimum wage legislation for women up to the year 1925.

The Arizona law now overthrown undertook to do what no law should undertake and what the advocates of such legislation have constantly opposed: it fixed a specific flat wage for women in all industries. But the essential feature of all desirable minimum wage laws has been the establishment of separate wage boards for different industries, boards on which employers, employees and the general public have been represented and have deliberated together to fix minimum wages for their trade.

The Massachusetts Law

The first minimum wage law for women in this country was enacted by Massachusetts in 1912, following the successful operation of the trades boards acts in England and Australasia. During the next few years similar legislation was passed in about a dozen states. The Massachusetts act differed from most of the others in not making its recommendations compulsory, but using a different method—that of publicity—for enforcing its rulings.

In 1914 the validity of one of these laws was first passed on. The Supreme Court of Oregon decided that the Oregon law was a reasonable and, hence, a valid exercise of the police powers of the state. The *reasonableness*, we must re-

member, is all that must be established to sustain the validity of these statutes; not whether they are abstractly right or wrong, but whether the facts before Congress or state legislature justified the legislators in passing the restrictive act. After deliberating two years, the Supreme Court at Washington allowed the Oregon decision to stand, and the law was thus held valid by the highest authority.

But six years later, in 1922, another minimum wage law was attacked as unconstitutional. This was the District of Columbia act, which had been passed by Congress after careful investigation by the Federal Women's Bureau, showing for the District facts similar to those found to exist in various states; namely, that women were being paid far less than the least amount deemed necessary for a woman to support herself; that the overwhelming proportion of wage-earning women were either supporting themselves or were the partial or total supporters of their families. These facts were presented to the Court in the law's defense, together with others bearing on the economic benefit of such legislation.

But, by a bare majority of one, the Supreme Court, in the Adkins case, held the District of Columbia law invalid on the ground that it violated constitutional rights. Chief Justice Taft and Justice Holmes dissented; Justice Brandeis did not take part in the case. In his dissenting opinion, the Chief Justice said: "It is not the function of this Court to hold Congressional acts invalid simply because they are passed to carry out economic views which the Court believes to be unwise or unsound." And Justice Holmes added: "When so many intelligent persons who have studied the matter more than we can, have thought that the means are effective and are worth the price, it seems to me impossible to deny that the belief reasonably may be held by reasonable men."

The Adkins decision affected the District of Columbia alone. Would it, however, govern any subsequent case from one of the states? The question was soon to be answered. A case arose in California, where the minimum wage law had been for ten years in successful operation and where official statistics were available covering the specific issues raised in the Adkins decision; that is, the law's effect upon industry, upon the number of women employed, upon wages and earnings, etc. A brief embodying these facts was prepared by Felix Frankfurter, of the Harvard Law School, unpaid counsel for the National Consum-

ers' League, with the assistance of Mary W. Dewson, the League's Research Secretary. It was submitted to the California Supreme Court on behalf of prominent women's organizations of the state.

The California Case

By the irony of fate, this case was wrecked upon an unsuspected obstacle. It was brought apparently by a young stenographer on the ground that the law interfered with her freedom of contract. The case proved, however, to be, in a manner, "faked"; brought, that is, without the consent or even the knowledge of the young woman who had been made plaintiff by a lawyer reported to be at the time attorney of the California Manufacturers' Association. When confronted by the facts, the plaintiff repudiated her part; the Supreme Court of California threw the case out of court, and the minimum wage law of California stood once more unchallenged. Its enlightened provisions continued to afford a satisfactory means of wage adjustment to the working women of California.

Meantime, the Arizona statute was carried to Washington for trial and, with no new facts, it was promptly declared unconstitutional. Justice Brandeis dissented; Justice Holmes rested his assent solely on the previous Adkins decision.

Thus runs the legal history of the acts. In Oregon, Washington, South Dakota, as well as in California, the laws still stand. In Minnesota injunctions are pending. Wisconsin has recently enacted a new statute. In other states such legislation is being enforced for minors only. Under the Massachusetts act, wage boards have sat and legal minimum rates are in effect in over twenty different trades.

Meantime, in all the states, whether or not minimum wage laws exist, women everywhere should see to it that the wages paid to working women should not be allowed to remain in obscurity but should be continuously scrutinized. With the spectacular increase in rents common to most communities, the low pay of women workers, particularly in unorganized trades, is of bitter significance. One of the main benefits of the minimum wage laws has been to *turn on the light*. This can still be done, if far less satisfactorily, without legislation. And when the facts have sufficiently impressed public opinion, doubtless a way will be reopened to combat the evil of underpay by legislation.

The Industrial And Social Conditions Committee of the Kentucky Federation of Women's Clubs recommends that the Federation invite the Women's Bureau of the Department of Labor to make a survey of Wages, Working Conditions, cost of living of women in industry in Kentucky during the year 1921 asking ~~the~~ ^{the other women's organizations} ~~State Leagues of Women~~ ^{respectfully} Voters and the Y.W.C.A. to join in the invitation, and also request the Governor to add his invitation to that of the Federation.

Educational Work of the National Women's Trade Union League

By Alice Henry

A VERY distinct impetus to the cause of workers' education in the United States was given when the National Women's Trade Union League of America, at its Fourth Biennial Convention, held in St. Louis in 1913, authorized the establishment of a Training School for Women Labor Leaders, the first labor school in this country. The spirit that prompted this action was well expressed in the words of the National president, Mrs. Raymond Robins, in her opening address:

"If we are to serve our time as we ought to serve it, representing as we do, the hope and aspirations of the great working women's group of America, organized and unorganized, we have to make possible an equipment to train and send forth women organizers. The best women organizers without question are the trade union girls. Many a girl capable of leadership and service is held within the ranks because neither she as an individual nor her organization has money enough to set her free for service. Will it be possible for the National Women's Trade Union League to establish a training school for women organizers, even though in the beginning it be only a training class, offering every trade union girl a scholarship for a year?"

It was found possible to make a start in this direction, and in the fall of the same year the first two pupils arrived. Except for one year, during the war, when the classes were broken and irregular, the doors of the school have remained open ever since.

Students have come from a great variety of occupations. They have been shoe workers, glove workers, brewery workers, textile workers, garment workers, telephone operators, and even one ex-teacher, who said that she did not feel that she was leaving educational work, but only carrying it over on fresh lines and through new channels. Girls have come from all over the East and the Middle West. Some have been of long-back American descent, and others of foreign birth and training. With these latter, helping them to acquire a thorough knowledge of English, spoken and written, makes one of the most immediate claims upon the staff.

But English, in some form, is needed for all. The other subjects of study in-

clude the labor movement in its past and present developments, giving attention to judicial decisions affecting labor; the trade agreement in theory and practice; the position of women in industry, and organization among women. Classes in public speaking and parliamentary law equip the young organizer to handle business meetings and to face all kinds of audiences with poise, confidence and tact. Simple bookkeeping, typing and filing at headquarters give her office practice. In a large industrial city important cases are continually coming up for hearing before permanent or special commissions, and before arbitration or trade boards on labor questions and industrial practice. Many of these the students are able to attend.

IN the field work there are visits to unions, the approach to non-union girls, taking reports of grievances, adjusting grievances, conferences with employers, and possibly strike experiences.

The Training School for Women Labor Leaders and its students owe much to the cordial cooperation of the University of Chicago and of the Northwestern University, also to the Chicago School of Civics and Philanthropy, now incorporated with the School of Commerce and Business Administration of the University of Chicago.

The excellent educational department of the Central Branch of the Young Women's Christian Association has been drawn upon for instruction in English, French (for a student qualifying for work in Canada), and for physical training, including class gymnastics and swimming. The students have always been entered in the ever-popular classes of the Chicago Women's Trade Union League in public speaking and parliamentary law. Private and individual instruction is given whenever found necessary. Some expert teachers belonging to the public schools have given their services in such subjects as English, bookkeeping and business arithmetic. Lessons in drafting trade union agreements and training in field activities have always been under skilled women

because the Mens' Federation deemed \$8.00 the minimum living wage, and any girl receiving less would be forced to supplement her income by leading an illicit life, or by accepting charity. Again I should like to repeat that although we have much for which to be grateful in restrictions of hours of labor for children and for women, we have much for which to strive. For however high the plane on which we live now, in comparison with the past, it is a very low plane when the virtue of the working women of Kentucky is at stake.

organizers connected with one of the local leagues.

The evidence of the university teachers who have had league students in their classes is that their influence has been uniformly excellent, stimulating the rest of the class by bringing forward the point of view of the worker in industry, and also enabling the worker-students themselves to take broader views and to gain experience in viewing labor questions in their larger aspects.

Graduates of the school have given a good record of themselves. Several were called into government service during the war. Two were field representatives in the Women's Division of the National War Labor Board, and another was in the Public Information Service. Yet another was appointed on the commission to investigate wages and conditions in the telephone service. Until quite recently two had been working in local League offices, one having been the first woman organizer of the Wisconsin State Federation of Labor. Some have gone back to their own trades, but the larger number are holding responsible positions under their own international unions.

The School is under the control of the Executive Board of the National Women's Trade Union League, of which a majority must always be trade unionists. The actual management is exercised through the director, and a sub-committee resident in Chicago. The writer is at present secretary of the Educational Department and director of the school.

The Educational Department of the National Women's Trade Union League is now constantly appealed to by central labor bodies and state federations of labor to send them trained women. The Department's opportunities, therefore, to equip as organizers women trade unionists who in their own locality have shown ability, energy and devotion in reaching their fellow workers, are limited only by its resources.

THE need for the woman organizer, and the special place for her in the labor movement is now generally acknowledged. It is only a few years since the

League and its local branches were appealing to the American Federation of Labor to appoint one woman organizer. Now, not only the Federation, but almost all the international unions with women members employ women in this branch of their work.

As the students are all self-supporting women (some of them even with family claims), who could ill afford to devote a whole year of training without special provision, a plan of scholarships has been worked out, to cover the cost of residence and tuition. The funds upon which to draw either for scholarships or for the running expenses of the Educational Department have, up to the present, been entirely inadequate. It is hoped, however, that, as the school becomes better known, this difficulty will lessen, and funds, contributed both by the trade unions and by interested friends, will be generously forthcoming for the support of the only school in the United States giving a full twelve months' training in both academic and field work to women organizers.

Although the course for the full year is the rule, there are students already with some experience in labor organizing who come to the school for one or more terms of academic work.

A year ago a group of telephone girls were even given a three-weeks' course covering the labor movement as it affects women; the handling of the trade union agreement, parliamentary law and public speaking, including the drafting of resolutions, and the duties of a chairman.

The experience of the Director and of the Educational Committee of the League were drawn upon by the Alumnae of Bryn Mawr College, when they planned the Summer School for Women Workers in Industry.

So from small beginnings the School for Women Labor Leaders is gradually expanding its work directly, while indirectly its influence is felt in all the recent developments of workers' education.

Published by the
EDUCATIONAL DEPARTMENT
of the
National Women's Trade Union League
311 South Ashland Boulevard
CHICAGO



It is the privilege as well as obligation of
the social worker to bear witness to
witness to social needs & to social condi-
tions needing remedy
See also of Chocoma

Faith in the fundamental power of
personality for good.

1937 - Social work training
good point in announcement of School
of social work -
varied degrees of resourcefulness