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Frances Ingram

# REPORT

OF THE

## Commission to Investigate the Conditions of Working Women in Kentucky

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December, 1911



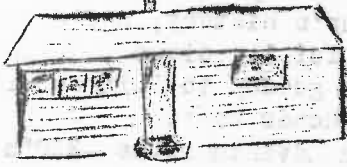
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Report of Investment House  
Commission of Louisville  
p 22 - 24 - 35 - 36

The Filson Historical Society

# B.B.C.

LATE  
SUMMERTIME



# NEWS

BERKSHIRE BOYS CAMP East Otis, Mass. August 31, 1951 No.31

### NOW LONG DISTANCE SWIMMER (By Eugene Smith -10Yrs.)

I could not swim a stroke at the start of the summer. I never liked water.

I went to the beginners class and Joe Robinson taught me.

I got my beginners swimmer's award, and went after the Intermediate. This took three or four weeks, but I got it.

Today I swam to the island and back (Aug.29) and now I am to go in a marathon swim contest.

### FIRST WEEK-END TRIP SEPT.28

The first of the Fall weekend BBC camping trips is planned to start Friday evening Sept. 28.

Two cars will bring the boys up from Boston.

BBC boys in the Springfield area will be on the October week-end list.

### POST-SEASON TOWER BUILDERS

(by Jackie Mansfield - 14 Yrs.)

We cut down some trees for logs on top of Spruce Mountain, hooked them on to a block and tackle, and hoisted them into place on the look-out tower being built there.

These were used for floor beams.

We built the ladderway up to the second landing. On this landing we have part of the flooring on.

The tower is about 40 feet high.

We hope to complete the tower the first two weeks of the 1952 season.

### MARATHON SWIMMERS

(by Ned Hutchinson 13 yrs)

We started from Fisherman's Rock, at the far end of the lake, on a long distance marathon swim that was to end nearly one mile away.

Earl Beacham dropped out at BBC Raft, a distance of about 900 feet.

Toward the bend we found the water pretty shallow.

Further on we had to shift our course due to lilly pads.

Mike Green made the whole course non-stop in 58 minutes, which is a record.

Four started the swim and three finished.

I took one hour and fifteen minutes.

### CURTIN TO REMAIN AT CAMP

George Curtin (Curt) will remain in camp as caretaker this year.

George will work on camp improvement and handle week-end campers.

The BBC is open all year, to all BBC boys. The Winter camping trips are liked most it seems.

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### BOYS REMAIN at BBC after SEASON

Although the official eight week camp season ended August 22nd, the majority of the campers remained at BBC for the special ninth week, and some will be here until September 8.

It seems that they don't want to leave.

In amazement, some parents wonder what had happened. As one mother told her son at the end of the Farewell Dinner:

"I miss you very much, but you are so happy here I'll have to let you stay on like you wish."

Another said, much perplexed, "What are we going to do? They don't want to leave. We are ready to leave. Well, we'll come up in a few days."

### Modern Pioneers

It was a ridiculous situation the other night, around half-past seven.

The camp-Spruce Mountain phone whistled (no bell) and camper Ned Hutchinson, on top the mountain, wanted to know what time it was, and how soon would it be dark.

He was told he had one-half hour to make his, and his companion's beds for the night in their lean-to on top the wild height. Game Jay Adams was his companion.

At eight-thirty the camp office phoned the mountain top to check up. Yes, they were all set for the night, and had the telephone right in the lean-to.

Shades of the old pioneers! A telephone in a lean-to!

At ten o'clock a call went through to them. No, they said, they were still awake. Then came instructions to them: In case of a storm the office will phone you, and don't try to come off that mountain top!

This modernage.

### RECOGNITION TO FOUR GOOD PEOPLE

Special BBC Awards were issued at the Farewell Dinner to four staunch, loyal and helpful people -- in recognition of their unselfish volunteer efforts on behalf of the camp.

These Special Awards went to Miss Margaret McKeogh of East Boston, Mr. and Mrs. Pat De Flumeri of Roslindale, and Mr. Thomas Cooke, camp's woodsman neighbor.

### HARD SURFACE

Another stretch of road has been paved this week, bringing the camp nearer and nearer to the hard surface.

Work is now going on to fill and grade beyond this new stretch of black top, bringing good year-round road from Rt.23 to camp's Ligoria Cooney mail box. Camp road is open all winter.

MEMBER RANGERS

Veteran members of the BBC Rangers, camp's honor organization, carried out the initiation rites last week whereby the season's "high point" boys were inducted in to the very secret society.

What happened can never be revealed, but the new Rangers will never forget a most mysterious and exciting evening.

New 1951 BBC Rangers are Alan Caswell, Jack Goss, Craig Dolan, Eugene Smith, Jay Adams, Michael Green and Gerald Hutchinson.

WHAT FAREWELL DINNER

Jimmy Smith, Jack Gos Jr., and Michael Green received the coveted Star Camper Award at camp's annual Farewell Dinner, Tuesday, August 21.

The festively decorated dining hall was filled with boys, parents and friends. The overflow crowd filled the kitchen. People came from as far as 130 miles of camp to attend the affair.

Visitors remarked over and over again about the fine, healthy appearance of BBC boys, and of their radiantly happy spirits.

Short talks were given by Star Campers Jack Gos Jr., Michael Green and Barry Smith. Counselors were introduced, and each gave a minute talk. Dick Anderson spoke for the Junior Counselor's in training.

"CRASHING THROUGH the UNDERBRUSH"

Camper Jackie Mansfield of Dorchester and Counselor George Curtin came crashing through the underbrush, after dark, without flashlights, from the top of old Spruce Mountain.

"We stayed up there watching two wild cats up trees, and listening to them cry. It surely was something to hear", said George.

Then it got dark, and green eyes peered at them.

As we started to say, camper Jackie Mansfield of Dorchester and Counselor George Curtin came crashing through the underbrush, after dark, without flashlight.

SENIOR STAFF SCATTERS

Joe Robinson, Waterfront Director, has returned to Boston, and will continue his social work studies at Boston College.

Al Sancho left camp Tuesday, and will enter his third year at Danbury (Conn.) Teachers College. Tony Balski, BBC'S assistant director, will join Al at teacher's college.

American International College, Springfield, will be Jerry Denman's place of study. He is majoring in Social Science.

Phil Ward continues his second year college studies near Boston.

Austin (Pop Welch), after October 15th will be in Springfield, at the Springfield Boys' Club.

SNAP SHOT NOTES

Highest program participation "point" boy of the year is Michael Green, with 83 points. This equals last year's high record.

P.O. BLANDBORF

by Uncle Willie

Recorded as probably the shortest 7 weeks in the camp's history, BBC's 1951 season will unofficially close when the boys say good-bye to Whippoorwill Headquarters and heads home.

Education thru Adventure was BBC's School of the Out-Doors goal. Fun, firmness and kindness the approach.

Have we succeeded in giving every boy who attended BBC an experience in purposeful living? The creative and constructive qualities of a well-conducted program assure us that we did. Those staunch, but young, "pioneers" who plied their best energies in every phase of BBC's adventurous program will certainly reap a harvest of self-reliance, good sportsmanship and an appreciation of the beauty and purpose of nature.

It's lonely here today. There are only about 20 people in camp, most of them are guests and adults although at this late date (now Sept. 1st) there are still six boys in camp. We miss you fellows who have gone home and wish all of you a very happy and pleasant school year.

From Pop, the staff and myself,  
So long,

FAREWELL, 1951 SEASON

(by Austin Welch, Director)

The time has come to bid the 1951 season farewell.

For all those nice letters from parents of boys -- thank you!

For the grand performance given and devotion shown by the counselors -- thank you!

For the most unselfish assistance given to our beloved BBC by zealous volunteers -- thank you!

To those real, live, American boys who made the trails and paths of BBC echo with shouts and laughter, and who were so well behaved that not one boy was disciplined -- may God bless you!

And for nine weeks of adventurous camping with no serious accidents (one minor cut) -- thank God!

SNAP SHOT NOTES

Challenging Church Hill, a mountain next to camp, kept the campers busy last week. This time they made the top all right, and got back, not too much overdue.

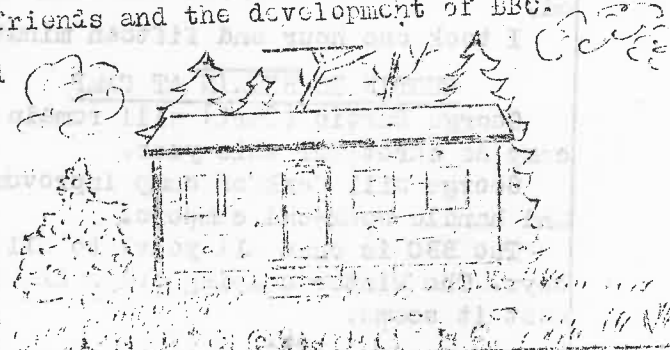
The BBC News, we hear from Germany, is passed out to some German camp directors. We would like very much to hear from them.

LAST SUMMER EDITION

This No. 31 edition of the BBC News ends the 1951 summer issues.

A Fall, Winter and Spring edition will be put out as usual.

Thus all campers will hear of their friends and the development of BBC.





# BERKSHIRE BOYS CAMP

ESTABLISHED IN 1941

A FRIENDLY CAMP OF HAPPY CAMPERS

## MENU

Fruit Cup  
Stuffed Celery  
Radishes  
Roast Turkey  
Baked Stuffed Lasagne  
Corn on Cob  
Washed Potato and Gravy  
Tossed Mixed Greens with  
Florentine Dressing  
Berkshire Blueberry Cake  
Cardinal Punch  
Potato Chips

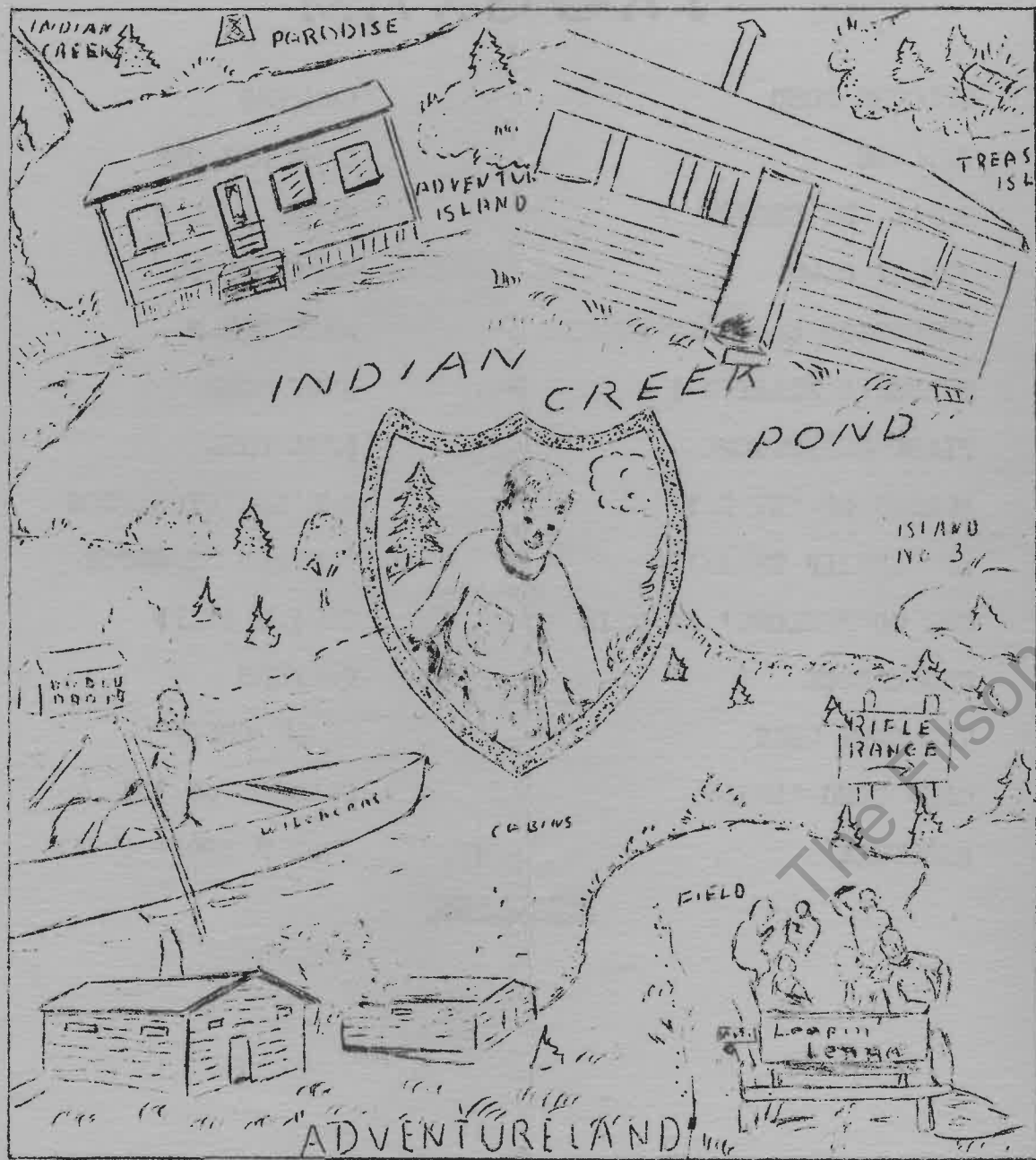
Menu donated and prepared by  
P.J. De Flumeri, Private Caterer

"A School of the Out-Doors"

## PROGRAM

WELCOME SONG	CAMPERS
WELCOME	CAMP MANAGER
SMALL FRY CHORUS	YOUNG EAGLES
FUN AT CAMP	BARRY SMITH
EDUCATION thru ADVENTURE	MIKE GREEN
THANKS A MILLION !	JACK GOSS
PIANO SELECTIONS	PHIL WARD
ORDERS OF THE DAY	GERALD HUTCHINSON
LEADERSHIP TRAINING	RICHARD ANDERSON
THE COUNSELORS' QUICKIE	SENIOR STAFF
DUNDERBECK	CAMPERS
THE PUSH WEST	DRAMA GROUP
CAMP SONG REVIEW	CAMPERS of '51
FAREWELL	AUSTIN "POP" WELCH

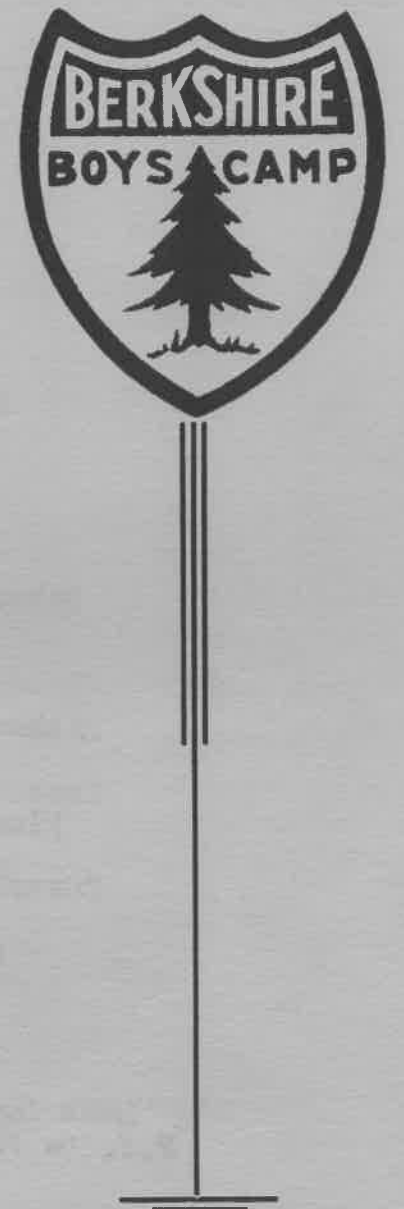
AUTOGRAPHS



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TUESDAY,  
AUGUST 21, 1951  
BERKSHIRE BOYS CAMP  
BLANDFORD, MASS.



"EDUCATION  
thru  
ADVENTURE"

1047

OUR FAVORITE CAMP SONGS

BBC WILL SHINE TONIGHT  
WELCOME SONG  
MARTINS AND THE COYS  
WE COME FROM BERKSHIRE BOYS CAMP  
WITCHCRAFT  
DUNDERBECK  
JOHN JACOB JINGLEHEIMER SCHMIDT  
I'VE GOT SIX PENCE  
BINGO  
CLEMINTINE  
GREEN GROW THE RUSS ES HO !  
BRAVO BRAVISSIMO  
PATSY OREE CREEAY !  
INDIAN PADDLE SONG (DIP DIP & SWING)  
CAMPED LAST NIGHT  
DEM BONES  
YOU CAN'T GET TO HEAVEN  
VIVA LA COMPANY  
MEERSCHAUM PIPE  
HOLE IN THE BOTTOM OF THE SEA  
ONE DARK NIGHT  
McNAMARA'S BAND  
HOME ON THE RANGE  
YOU ARE MY SUNSHINE  
FOR BOSTON  
HEY MAMUMAMU STOIMI  
FOUR LEAF CLOVER  
ON TOP OF OLD SMOKEY  
WHIFFENPOOF SONG  
THERE'S A LONG, LONG TRAIL WINDING  
IN THE EVENING BY THE MOONLIGHT  
ALLOUETTE  
STOUT HEARTED MEN  
THAT BERKSHIRE GOAT  
DAY IS DONE

Miss Mhl's Paper Sociology 307,  
entitled "Gainfully Employed Women and their  
Children Nov 28, 1933, - Dr. Strong

## Gainfully Employed Women and their Children.

The employment of married women in industry and the problems concerned with their employment are not new. Married women have worked outside their homes for a long time but their numbers have increased rapidly since 1890. There was an increase of "50% between 1890 and 1900, 121% between 1900 and 1910, and 29% between 1910 and 1920. In 1890, 1 in 30 married women 16 years of age and over was gainfully employed in nonagricultural occupations; 1920, 1 in 14 was so employed".<sup>1</sup> Authorities do not always agree as to the per cent of married women outside their homes. The Family, May, 1927, gives the figure as 20% and quotes the December Survey Graphic, 1926, as giving 40%. The American Journal of Sociology says "In 1900 married women composes 15% of all women working, in 1930 the corresponding figure was 29%. The number of married women working outside the home increased 60% between 1920 and 1930, while the total number of married women in the urban population increased only 34%.<sup>2</sup> The exact per cent is not so important, but the rapidly increasing number of married women gainfully employed outside the home is important. The question arises as to the mothers in the group. How does this employment effect their health and the health and welfare of their children? The welfare of such children is not separable from the welfare of the mother but is in general dependent upon it.

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1. U.S. Department of Labor, Children's Bureau. Publication 204  
"Children of Working Mothers in Philadelphia". By Clara M. Beyer 1933
  2. American Journal of Sociology May 1933.  
"The Woman". Ernest R. Groves.



In the numerous publications of the Department of Labor, there is ample proof of the ill-effects to both the mother and her children when it is necessary that she become the breadwinner of the family. Whether the study was made in Chicago, Philadelphia, or the beet fields of Colorado, somewhat the same conclusions were reached. Again and again cases were cited of the breakdown of the mother under her "triple burden of wage earner, housekeeper, and mother." It was generally agreed that the working mother so endangers her health and the health and welfare of her children that the U. S. Department of Labor expressed the hope that its report "May be of some help in promoting plans for the special protection which is needed for these children, and, more important still, may lead to consideration of measures which will render the employment of the mothers of young children unnecessary."<sup>3</sup> All of the studies considered in this paper were made in families of the lower income level, since it is in this group that the working mother is usually found.

An article in The Family, May, 1928, called "Working Mothers and their Children," takes the other side of the question. It paints a rosy picture of the working mother and her children, and would have us believe that the advantages far outweigh the disadvantages. Its conclusions are based on "a simple little survey" of 100 working mothers in eight states. It shows that 74% of the children were in good health, 19% average and only 6% in poor health (1 unknown). School standing, behavior, and general home conditions showed much the same results, although in general home conditions there was a rather high per cent (15)

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3. Letter presenting report of-  
U.S. Department of Labor, Children's Bureau. Publication 102.  
"Children of Wage Earning Mothers." By Helen Russell Wright. 1922.

in the "poor" column. The author says that it is "perhaps significant that on health and behavior there were so few in the 'poor' column," and hastens to explain that of the 15 with poor home conditions only eight were due to bad economic conditions which forced the mother to work, and 5 were because of poor management "which would have resulted in confusion even if she had been at home all the time." The author of this article in The Family takes issue with Breckinridge and Abbott's Delinquent Child and the Home in assuming that the working mother is "a factor of importance in child delinquency."<sup>4</sup> "They (Breckinridge and Abbott according to this article in The Family) are unable to credit their own figures and produce excellent reasons why their number of delinquents with working mothers is too small." In Delinquent Child and the Home, I cannot find any reason for this statement. It seems to me that their figures indicate a clear connection between the behavior problems of the children and the employment of the mother. In table 19, p. 91, of 4841 children from broken homes appearing before the Juvenile Court from 1899 to 1909, 2051 were fatherless and it is stated that "many of these are children of working mothers." Since it is the child from the lower income level family that finds his way into the Juvenile Court, and it is also in this same group that the working mother is found, it may be assumed that, in addition, a large number of children coming from the normal home (both parents living and at home) are also children of working mothers. The U. S. Department of Labor

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4. Abbott & Breckinridge, Sophonisba P, The Delinquent Child and the Home. New York City. 1912.

in its findings strengthens the statement of Breckinridge and Abbott that the working mother is a factor of importance in child delinquency. "There is no single cause of juvenile delinquency. The foundations of delinquent behavior are usually laid in very early childhood. Among the familiar contributing factors are unhappy home conditions. Large numbers of children coming to the attention of juvenile courts are from homes broken by death, desertion, separation, or divorce of parents."<sup>5</sup> The author of the article in The Family admits that many faults could be found with her little study, and I quite agree with her on that. In addition to the two criticisms that she suggests, another could be added--that not enough of her study concerned families of the lower income level.

#### Reasons for Employment

The reason is usually an economic one. Either it is necessary for the mother to become the breadwinner in the family, or she must supplement the inadequate income of the breadwinner. In the Chicago study<sup>6</sup> the largest number of women were working because the husband's support had been withdrawn (68.2%). In 12% of the cases the father's support was irregular. However the facts in the Philadelphia study<sup>7</sup> were just the reverse. There in 90% of the families the father, mother, and children were living together at the time of the inquiry. This per cent is unusually high. In the Florida group<sup>8</sup> only 50% of the women were living with their husbands.

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5. U.S. Department of Labor, Children's Bureau. Publication 215. "Facts About Juvenile Delinquency." 1932.
  6. U.S. Department of Labor. Children's Bureau. Publication 102. "Children of Wage Earning Mothers." By Helen Russell Wright. 1922.
  7. U.S. Department of Labor. Children's Bureau. Publication 204. "Children of Working Mothers in Philadelphia". By Clara M. Beyer. 1931
  8. U.S. Department of Labor. Women's Bureau. Publication 80. "Women in Florida Industries." Mary Anderson 1930.

Care of the Children during the Mother's working hours.

The largest number of children, 265, of the 1328 in the Chicago study had no supervision. Of the others, 299 were left in the care of a relative in the house, and 161 under the supervision of a neighbor. This last usually meant that the neighbor just "keeps an eye on them." (The nursery group was not considered here). The seriousness of leaving children to take care of themselves needs no further comment. The long hours that the mother is away from home further complicates the situation. In Chicago, nearly 60% of the women work 8 hours and less than 9 hours, and 22% work 9 hours and less than 10. The day nursery, where it is available, is quite an aid to the working mother of small children. It, too, has its disadvantages. The mother must awake her child very early in the morning in order to get it ready for the nursery. She may have to take it there herself before she goes to work, and if the distance is great, the mother often gives up the effort and leaves her child in less capable hands. Usually the day nursery or the nursery school has no provision for the child over 10 years of age.

Sometimes the mother attempts to take care of her child or children while she is at work. Whether the work is in the home or outside, the child is likely to get little attention. In the best fields of Colorado, the babies are usually brought to the fields in a box or basket and left within sight of the mother. Often there is little or no protection from the sun. The irrigation ditches offer a special source of danger to the little one who is just able to walk. At the time the Bureau was making the study, two children under 3 years of age

had been drowned recently. In this same study the children who were left at home fared no better than the ones taken to the fields. Only those who were too young to work in the fields were left at home. Frequently a child under one year was left in the care of a child of seven. The Family,<sup>May</sup> 1927, says "The inverse ratio between the family income and infant mortality has been pretty clearly established, particularly in a series of studies made by the Federal Children's Bureau. The scanty figures available also appear to indicate that infant mortality jumps when the mother is employed outside the home."<sup>9</sup>

#### Housekeeping Problems.

It was learned from the Chicago study that 125 of the 361 mothers questioned did all the housekeeping themselves, 118 received some help from the children, and 38 had husbands who helped, 64 received help from relatives, lodgers etc. If the mother must do a large part of her housekeeping at night and on Sunday, her children will receive little care during her hours at home. In a study of the slaughtering and meat packing industry, more than one-third of the women had no assistance with the housekeeping. The planning of the meals plays an important part in the health of the entire family. The working mother has little time to plan menus carefully, even if she has the knowledge, and no time in her crowded hours to get any training in home making, if she lacks this knowledge. Of the Chicago mothers questioned, 252 got the meals unaided, 81 were assisted, and 47 had no responsibility. Fatigue of the mother is also a factor here, making her irritable, and impatient with the children.

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9. The Family. May 1927.

"Some Industrial Management Aspects of Married Women's Work and their Bearing on the Family." Arthur J. Todd. P. 90



A report in the Seventh Conference of the National Federation of Settlements says, "How can we expect the ignorant mother, worn by long hours of manual labor and harrassed by many anxieties, to respond brightly to our suggestions for evening's mothers' meetings--for church attendance or family picnics on her one home day, the Sunday in which she must wash, iron, bake, clean and mend for her family?"<sup>10</sup>

#### Health and Fatigue of the Mother.

Only a wage earning mother in very good health could meet successfully the demands upon her strength in her daily routine. It is doubtful if even a woman in excellent health could carry this burden long without serious impairment to her health. Many of the women in the Chicago study were in very poor health, and some of them apparently as a result of overwork and undernourishment. Out of a group of 463 women, 120 had some form of tuberculosis and 99 others had diseases usually associated with over-work and malnutrition.

#### The Family Income.

While the earnings of the mothers in the Chicago study at this time seem to have been greater than the earnings of women at an earlier period, still more than  $\frac{1}{2}$  of them were inadequate to provide for their families according to the standard set by the Chicago budget for independent families. An exception to the general rule of low pay for women is shown in women engaged in household work. According to a study of household employment in Philadelphia, these women are usually fairly well paid. However, the high wages do not entirely compensate for the long hours, separation from friends and relatives, lack of sociability, and a sense of inferiority.

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10. Seventh Conference of National Federation of Settlements. Valencia, Pa. 1917. "Working Mothers and the Home." By I. McCausland.

Regularity of School Attendance.

Over one third of the children in the Chicago group were not up to the standard grade in their schooling, four were in the room for subnormal children, and two in the room for truants. The attendance for this group compared unfavorably with those of a group of children not selected on the basis of the employment of the mother. In the first group 17% of the children of working mothers had lost 20% or more of the time they could have spent in school, whereas only 7% of the children in the second group had lost so large a proportion of their school year.

Mothers Gainfully Employed in their Homes.

In a study made of working mothers in Philadelphia, it was indicated that the great majority of mothers employed in work in the home (72%) were not the chief bread winners, but were supplementing the inadequate income of the breadwinner. Such mothers had the advantage of "looking after" their children, although this advantage was greatly offset by the disadvantage of poor pay for their labor and long hours. Where the mother was the chief breadwinner, it was necessary for her to seek employment outside the home and make whatever arrangements she could for the care of her children. However, children of pre-school age were a strong influence in keeping the mother in the home. When the mother is gainfully employed in her home, the problem of child labor is usually present. The industrial commission of Wisconsin, has adopted a stand that it would be well for the country as a whole to consider. It "is not opposed to home work, but insists that the rate paid should be adequate."<sup>11</sup>

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11. Social Work Year Book. 1933. Fred S. Hall, Editor.  
"Hours of work in Industry." By Mary V. Robinson.

2027

Conclusion.

The facts brought out by the above studies clearly indicate that in general the employment of mothers of young children is undesirable. It then becomes the duty of society to make this employment unnecessary. This problem is bound up with other problems of general social maladjustment. The following might be suggested as goals toward which to strive:

1. Father's earnings sufficient to maintain adequate standards of living.
2. Training of Mothers in household management and care of children.
3. Preserving the normal family group--reducing hazards in industry promotion of public health (such as elimination of tuberculosis) and housing reform.
4. Adequate relief for family when father's aid is removed.

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1932
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U. S. DEPARTMENT OF LABOR  
WOMEN'S BUREAU  
WASHINGTON

WOMEN'S HOURS AND EARNINGS IN THE LAUNDRY AND DRY-CLEANING INDUSTRIES IN  
KENTUCKY

The Filson Historical Society



U. S. DEPARTMENT OF LABOR  
 Women's Bureau  
 Washington

WOMEN'S HOURS AND EARNINGS IN THE LAUNDRY AND DRY-CLEANING INDUSTRIES  
 IN KENTUCKY

INTRODUCTORY

The 1935 Census of Manufactures reported for Kentucky a total of 103 laundries, together employing an average of 3,144 wage earners. Thirty-five of these laundries, with an average of 1,375 wage earners, were in Louisville. The Women's Bureau survey in the fall of 1937 covered 52 commercial laundries, employing 1,952 wage earners. Twenty-two of these, with 1,058 wage earners, were in Louisville. In addition, 105 wage earners employed as laundry workers in 8 hotels or restaurants were included in the study, bringing the total number of laundry workers to 2,057. Of this number 1,715 were women—1,444 being white and only 271 Negro.

The women studied are the operatives engaged in such occupations as marking and sorting, hand ironing or operation of presses, starching, folding, assembling, wrapping, and so forth. Complete records of wages received and hours worked were secured for these employees from the pay roll for a normal workweek in the late summer or early fall of 1937, all but three plants furnishing records for a week in September. The records secured cover all women employed in the scheduled week regardless of the time worked, which ranged anywhere from a full workweek to as short a period as five hours (one case).

Table 1. - Number of establishments visited and number of women they employed, by race

Type of laundry and race of women	State	Louisville	Other places
<b>Commercial:</b>			
Number of establishments	52	22	30
Number of women	1,626	902	724
White	1,358	755	603
Negro	268	147	121
<b>Hotel and restaurant:</b>			
Number of establishments	8	5	3
Number of women	89	79	10
White	86	79	7
Negro	3	-	3

## COMMERCIAL LAUNDRIES

### Location and size.

The commercial laundries included in this study are in the following towns: Bowling Green, Elizabethtown, Frankfort, Fulton, Henderson, Hopkinsville, Lebanon, Lexington, Louisville, Madisonville, Mayfield, Maysville, Middlesboro, Owensboro, Paducah, Princeton, Ravenna, Richmond, and Somerset. Failure to include laundries in the Covington and Newport area was due to the fact that such laundries were closed down by a strike at the time of the study.

The laundries ranged in size from 6 to more than 150 wage earners, only 3 having more than 100. Fifty percent employed less than 30 wage earners, somewhat over 25 percent employed from 30 to 49, and the remainder had 50 or more.

### Hours of work.

The Kentucky law regulating the hours of work of women prohibits their employment for more than 10 hours in any one day or 60 hours in any one week. Of the 43 States that regulate weekly hours for women by limiting either the number of hours that may be worked in a week or the number that may be worked in a day, only 9 permit a workweek as long as 60 hours.

The scheduled hours of an establishment are the usual hours required of employees, day after day, by the management, deviations from the schedule constituting overtime or undertime.

In 9 laundries, with 208 women wage earners, the scheduled hours varied so greatly from day to day that they are classed as irregular. In the remaining 43 laundries the weekly schedule that affected the largest number of women was over 48 and under 54 hours, 505 women working under this schedule; 494 women had a schedule of more than 44 but under 48 hours; almost equal numbers - 123 and 129 - had a schedule of over 40 and under 44 hours, and a schedule of 54 or 55 hours. Only 47 women had so short a week as 40 hours.

Since the Kentucky law permits women to be employed 10 hours a day and 60 a week, it is of interest to see how many of the laundries had a schedule of this length. Though 9 laundries, 6 in Louisville, reported a schedule day of 10 hours, only 1 of these had a scheduled week of 60 hours. In all the others the week was reduced to less than 60 hours by a 5- or a 5½-day week. The laundry with a scheduled week of 60 hours was in a small town, and the records for the week studied showed that only 1 woman worked as much as 54 hours.

In actual practice, few women in the Kentucky laundries worked the full scheduled hours of the plants. As is common in this industry, in certain occupations there was no work at the beginning of the day on Monday, and on other days women who completed their work left the laundry before the end of the scheduled hours. Further, in some laundries most of the work was completed by Friday night and few or no women worked on Saturday. This being true, the data show great differences between the scheduled hours and the hours worked. Only 31 percent of the women worked 48 hours and more, as compared with 53

percent on such a schedule; 38 percent worked 40 and under 48 hours, as against 47 percent with this schedule; and 31 percent worked less than 40 hours though none had so short a schedule and only 3 percent had a week of 40 hours. The number at the shortest hours probably includes most of the part-time employees and many of the full-time employees who for personal or industrial reasons did not work full time in this particular week.

Twenty-three percent of the women worked 50 hours or more, but only 1 percent worked as much as 55 hours.

Detailed figures for Louisville and the group of other places are shown in the table that follows.

Table 2. -- Hours worked by women in pay-roll week -- Commercial laundries

Hours worked	Percent of women		
	State	Louisville	Other places
Women with hours worked reported -- Number	1,479	874	605
Under 40	30.8	33.4	26.9
40, under 48	38.3	43.1	31.2
48, under 50	8.3	7.1	10.1
50, under 55	21.8	15.7	30.6
55 and over	.9	.7	1.2

Week's earnings.

In all but one of the Louisville laundries, most of the women workers were paid hourly rates, only a small proportion being paid piece rates or by the week. In the one exception practically all the women were paid by the week. In the places other than Louisville, about a fourth of the laundries paid the majority of their workers daily or weekly rates. Whatever the basis of payment, laundry workers usually are paid only for the time worked and the week's wages vary greatly on that account. The women in this study who worked less than a full workweek include persons who lost time for work for personal reasons, those employed for part-time work at extra busy periods or to substitute for absent employees, some regular employees for whom there was not a full week's work, and still a few others who regularly worked only part time. The last named include, for example, several women in one small laundry who worked only 2, 3, or 4 days a week, at their own request, and in another laundry two high-school girls who were given work after school hours.

Regardless of time worked, the average week's earnings<sup>1/</sup> of all women in commercial laundries were \$9.05. For the State as a whole, there is little difference by race, the averages for white and Negro being respectively \$9.10 and \$8.70. In Louisville especially were the averages comparable, being \$9.60 and \$9.40, respectively, but in other places the white women averaged \$8.45 and the Negroes only \$7.50.

Table 3. -- Week's earnings of women - Commercial laundries

Week's earnings	State	Louisville	Other places
Number of women reported	1,626	902	724
Average week's earnings	\$9.05	\$9.55	\$8.25
Percent of women			
Under \$5	6.8	4.5	9.7
\$5, under \$6	4.2	2.4	6.5
\$6, under \$7	8.0	4.5	12.3
\$7, under \$8	13.6	10.4	17.5
\$8, under \$9	16.3	17.5	14.8
\$9, under \$10	18.4	19.3	17.3
\$10, under \$11	12.7	14.0	11.0
\$11, under \$12	7.1	8.5	5.4
\$12, under \$13	7.4	10.5	3.6
\$13 and over	5.4	8.2	1.9
Cumulative percents			
Under \$6	11.0	6.9	16.2
Under \$8	32.6	21.8	46.0
Under \$10	67.3	58.6	78.1
Under \$12	87.1	81.1	94.5
\$12 and over	12.8	18.7	5.5

This table shows no concentration of earnings at any dollar interval. In the State as a whole, 35 percent of the women had earnings of \$8 and under \$10; considerable proportions were in the 1-dollar groups immediately above and below these; 19 percent earned less than \$7; and 20 percent earned \$11 or more, only 13 percent earning as much as \$12.

<sup>1/</sup> The average used throughout this report is the median, or midpoint, half the earnings falling above and half falling below the figures reported.

In Louisville just over one-half of the women (51 percent) had week's earnings of \$8 and under \$11 and about one-fifth (19 percent) earned \$12 or more. Eleven percent earned less than \$7. In the group of other places 50 percent of the women had earnings in the wage groups \$7 and under \$10, 29 percent earned less than \$7, and only 6 percent earned \$12 or more.

The group with earnings of less than \$5 is composed almost wholly of women who worked less than 35 hours. However, one small-town laundry, employing less than 10 women and operating only part time in the scheduled week, paid such low hourly rates as to warrant the conclusion that a full week's earnings would have been but little more than \$5 for some of its employees.

The foregoing data indicate to women their earnings opportunities in the laundry industry. It is equally interesting to know what week's wages represent in terms of return for labor expended, that is, the wage in relation to time worked. In table 4 the hours worked by 1,479 women are correlated with their earnings. These figures show that there was an increase in earnings with hours worked up to and including 50 hours; above 50 hours, earnings fell, illustrating the condition so commonly found in industry that long hours are accompanied by low pay.

In considering the averages shown for the various hour groups, it should be kept in mind that the figure reported is the midpoint with half the amounts below and half above the figure shown.

Table 4. - Average week's earnings,<sup>1/</sup> by hours worked - Commercial laundries

Hours worked	Average week's earnings		
	State	Louisville	Other places
Women with hours worked reported - Number:	1,479	874	605
Average earnings	\$9.15	\$9.50	\$8.50
Under 35	\$5.85	\$6.30	\$4.80
35, under 40	8.25	8.75	7.45
40, under 44	8.90	9.30	7.90
44, under 48	9.60	9.95	8.70
48, under 50	9.70	12.00	8.70
50	10.70	(2)	10.65
Over 50	10.30	11.15	9.25
40 hours and over	9.75	10.15	9.20

<sup>1/</sup> The average used is the median, with half the earnings below and half above the figure quoted.

<sup>2/</sup> Not computed; base less than 50.



Hourly earnings.

In an industry such as laundry work, where week's earnings vary so greatly with hours worked, hourly earnings are better than weekly earnings as a key to the adequacy of rates.

In the commercial laundries studied, the average hourly earnings for women were 22.5 cents in Louisville and 19 cents in the group of other places. Analyzed by 1-cent intervals, the heaviest concentration in Louisville occurs at the 20-cent interval, with 29 percent of the women; in the other places there was fairly heavy concentration at both 18 cents and 20 cents, with respectively 22 percent and 24 percent of the women.

In the absence of any other standard for the laundry industry in Kentucky, the rates established under the N.R.A. laundry code may be used as a basis for comparison. These were 20 cents an hour for Louisville and 18 cents an hour for other places, but it should be kept in mind that these inadequate rates, which would yield for 40 hours only \$8 and \$7.20, respectively, were intended to be the minimum below which no one should be paid. The concentration at 20 cents and 18 cents referred to, and the very large proportions of women with hourly earnings above these amounts, indicate code adherence or better on the part of many employers. This is especially true of Louisville, where only 13 percent of the women had average hourly earnings below 20 cents. In other places, unfortunately, as many as 28 percent of the women had earnings below the 18 cents set by the code.

It is of interest further to compare hourly earnings in Kentucky laundries with rates established under the provisions of minimum-wage laws for women in two adjacent States, Illinois and Ohio. For purposes of wage fixing in the laundry industry, the State administrative body having this matter in charge divided Illinois into three districts. In District III, comprising the southern counties of the State and the ones most nearly comparable to Kentucky, the rate fixed is 23 cents an hour. The rate set under the Ohio minimum-wage law is 27½ cents, and it is applicable to the entire State.

Table 5. - Hourly earnings of women - Commercial laundries

Hourly earnings (cents)	State	Louisville	Other places
Women with hours worked reported --			
Number	1,479	874	605
Average earnings <sup>1/</sup>	\$0.208	\$0.225	\$0.19

	Percent of women		
Under 15	4.9	0.2	11.7
15, under 16	3.2	2.6	4.1
16, under 17	6.0	4.5	8.3
17, under 18	2.4	1.3	4.0
18, under 19	10.8	3.1	22.0
19, under 20	1.2	.8	1.8
20, under 21	26.9	28.7	24.3
21, under 22	2.2	1.7	2.8
22, under 23	12.0	15.4	7.1
23, under 24	2.0	3.1	.5
24, under 25	5.3	8.4	1.0
25, under 30	17.1	21.2	11.2
30 and over	5.8	9.0	1.2

<sup>1/</sup> The average used is the median, with half the earnings below and half above the figure quoted.

Year's earnings.

Each laundry operator was asked to furnish a record of a year's earnings for 10 percent of his women workers. Several commercial laundries were unable to furnish this information, so the number of records obtained represents only about two-thirds of the establishments and 8 percent of the women included in the study. In choosing the women for whom the year's records were to be furnished, the employers were asked to include only persons who worked regularly and to make selections from each occupational group.

All but 2 of the 137 women for whom records of a year's earnings were obtained had worked at least 48 weeks, 91 having worked 48 but under 52, and 44 having worked the whole year. Most of the Louisville workers and a few of those in other places lost from 1 to 3 weeks' time on account of the flood.

The average year's earnings for the whole group were \$512.50. Approximately 12 percent of the women earned less than \$400; 34 percent earned \$400 and under \$500; 29 percent, \$500 and under \$600; and 15 percent, \$600 and under \$700. The remaining 11 percent of the women had earnings of \$700 or more, 3 women earning \$850 or better.

The lowest earnings for the year of women who worked 48 weeks or more were \$353 in Louisville and \$295 in the group of other places. The highest earnings were \$921 in Louisville and \$718 in the other places.

#### HOTEL AND RESTAURANT LAUNDRIES

In addition to the women in commercial laundries, 89 women in 1 restaurant and 7 hotel laundries were included in the study. All but 3 were white women. Five of the establishments, employing 79 women, were in Louisville.

#### Hours worked.

The number of hours worked during the week for which data were secured was reported for only 30 of the women in hotel and restaurant laundries, but two-fifths of these had exceeded 50 hours. Obviously, the supply of work in a hotel laundry is fairly constant.

#### Earnings.

The average week's earnings for this group of women were \$10.50; for Louisville, with all but 10 of the women, the average was \$10.80.

Of the total group of 89 women, 11 percent earned less than \$5, but only 2 of these had worked a full week; 43 percent earned less than \$10. Thirty-two percent of all the women (35 percent in Louisville) earned \$12 or more.

The distribution of week's earnings by dollar intervals is shown in Table 6.

Table 6. - Week's earnings of women - Hotel and restaurant laundries

Week's earnings	State	Louisville	Other places
Number of women reported	89	79	10
Average earnings <sup>1/</sup>	\$10.50	\$10.80	(2)
Percent of women			
Under \$5	11.2	7.6	(2)
\$5, under \$6	5.6	5.1	(2)
\$6, under \$7	2.2	2.5	-
\$7, under \$8	2.2	2.5	-
\$8, under \$9	11.2	12.7	-
\$9, under \$10	10.1	6.3	(2)
\$10, under \$11	14.6	16.5	-
\$11, under \$12	11.2	11.4	(2)
\$12, under \$13	19.1	21.5	-
\$13, and over	12.4	13.9	-
Cumulative percents			
Under \$6	16.8	12.7	(2)
Under \$8	21.2	17.7	(2)
Under \$10	42.7	36.7	(2)
Under \$12	68.5	64.6	(2)
\$12 and over	31.5	35.4	-

<sup>1/</sup>The average used is the median, with half the earnings below and half above, the figure quoted.

<sup>2/</sup>Not computed; base too small.

### DRY-CLEANING ESTABLISHMENTS

Twenty-eight dry-cleaning establishments were included in the Kentucky study. According to the 1935 Census of Manufactures, this number represents approximately one-third of such establishments in the State. The cities and towns represented are Louisville (with 10 establishments, employing 113 women), Bowling Green, Elizabethtown, Frankfort, Fulton, Hopkinsville, Lebanon, Lexington, Mayfield, Owensboro, Paducah, and Richmond.

The total number of women wage earners was 196, of whom only 5 were Negroes.

Of the 28 establishments, 21 were operated as departments of laundries. Only those independent establishments that had at least 5 women wage earners were studied, but in laundries large enough to be included as such, the data secured for all women included those in the dry-cleaning department, however few.

#### Wages and hours.

Prevailing hours were longer and wages were higher in the dry-cleaning industry than in the laundry industry. Data on hours worked were secured for 169 women; only 19 percent worked less than 40 hours and more than half (54 percent) worked 48 hours or more, 7 percent working at least 60 hours. The following summary shows the percent distribution of women according to the hours worked.

Number of women with hours worked reported .....	169
	<u>Percent</u>
Under 40 hours .....	18.9
40, under 48 hours .....	26.7
48, under 50 hours .....	16.5
50, under 55 hours .....	27.2
55, under 60 hours .....	3.6
60 hours and over .....	7.1

#### Week's earnings.

The average week's earnings of the women in dry-cleaning establishments were \$13.60 in Louisville and \$11.90 in the group of other places. Both averages are very much higher than those for the laundry industry. Only 21 percent of the women in dry-cleaning establishments, in contrast to 67 percent of those in laundries, earned less than \$10. In dry cleaning 58 percent earned \$12 or more and 28 percent earned at least \$15.



Table 7. - Week's earnings of women - Dry-cleaning establishments

Week's earnings	State	Louisville	Other places
Number of women reported	196	113	83
Average earnings <u>1/</u>	\$12.65	\$13.60	\$11.90
Percent of women			
Under \$5	4.1	5.3	2.4
\$5, under \$6	1.5	-	3.6
\$6, under \$7	2.6	3.5	1.2
\$7, under \$8	2.0	2.7	1.2
\$8, under \$9	5.1	7.1	2.4
\$9, under \$10	6.1	3.5	9.6
\$10, under \$11	8.2	5.3	12.0
\$11, under \$12	12.2	7.1	19.3
\$12, under \$13	12.8	9.7	16.9
\$13, under \$14	10.2	9.7	10.8
\$14, under \$15	7.7	9.7	4.8
\$15, under \$20	19.9	26.5	10.8
\$20 and over	7.7	9.7	4.8
Cumulative percents			
Under \$8	10.2	11.5	8.4
Under \$10	21.4	22.1	20.4
Under \$12	41.8	34.5	51.7
Under \$15	72.4	63.7	84.3
\$15 and over	27.6	36.3	15.7

1/ The average used is the median, with half the earnings below and half above the figure quoted.

Hourly earnings.

Hourly earnings ranged from 16 cents to as high as 83 cents, the latter amount being earned by one woman only who received both salary and commission. Average hourly earnings were 29.9 cents in Louisville and 24.3 cents in the group of other places. Eight percent of the women earned less than 20 cents an hour and 25 percent earned 20 and under 25 cents; but 29 percent averaged 25 and under 30 cents, 24 percent averaged 30 and under 35, and as many as 15 percent averaged at least 35 cents. Eighty percent of the women in Louisville, in contrast to 42 percent of those in the other places, earned at least 25 cents an hour.

Table 8. - Hourly earnings of women - Dry-cleaning establishments

Hourly earnings (cents)	State	Louisville	Other places
Women with hours worked reported -			
Number	: 169	: 112	: 57
Average earnings <sup>1/</sup>	: \$0.276	: \$0.299	: \$0.243
	Percent of women		
16, under 17	: 3.6	: 4.5	: 1.8
18, under 19	: 3.6	: -	: 10.5
19, under 20	: .6	: .9	: -
20, under 21	: 7.7	: 2.7	: 17.5
21, under 22	: 4.1	: 2.7	: 7.0
22, under 23	: 5.9	: 4.5	: 8.8
23, under 24	: 2.4	: 2.7	: 1.8
24, under 25	: 4.7	: 1.8	: 10.5
25, under 30	: 29.0	: 31.2	: 24.6
30, under 35	: 23.7	: 28.6	: 14.0
35 and over	: 14.8	: 20.5	: 3.5

<sup>1/</sup> The average used is the median, with half the earnings below and half above the figure quoted.

Year's earnings.

Data on year's earnings were secured for 16 women, or not quite 10 percent of the total. Records of some establishments had been lost in the flood, and loss of time from the same cause reduced the year's earnings of more than two-thirds of the women for whom records were obtained.

For the 16 women, year's earnings ranged from a low of \$551, the equivalent of \$10.60 a week for 52 weeks, to a high of \$1,294, equivalent to \$24.89 a week. Five women earned less than \$650, 4 earned \$650 and under \$750, 3 earned \$750 and under \$850, and 4 earned more than \$850.

The Filson Historical Society