

## **Hours, wages and conditions surrounding women in industry in Kansas**

This report was the result of a survey by the Women's Bureau, U.S. Department of Labor in cooperation with the Industrial Welfare Commission of Kansas.

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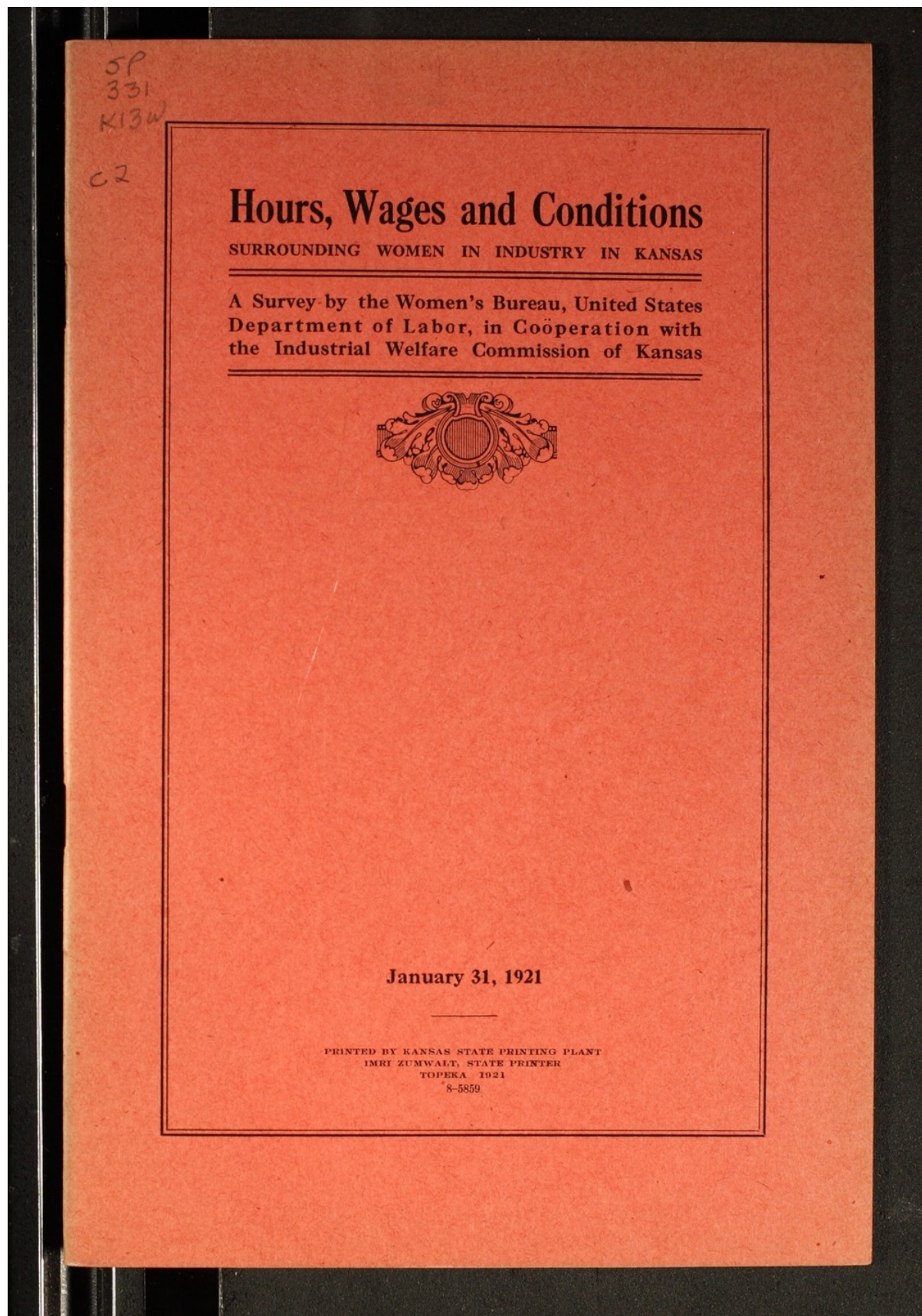
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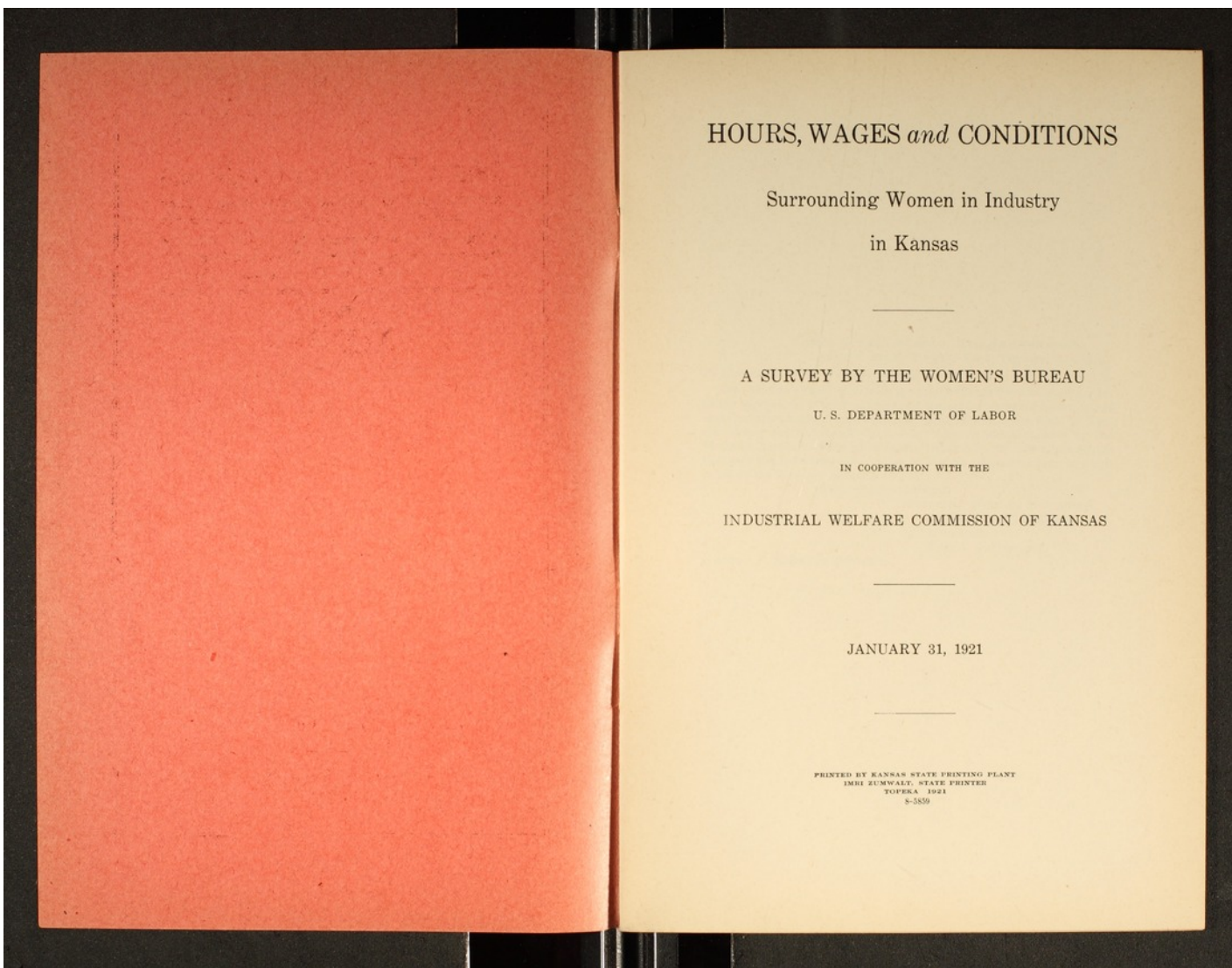
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## Hours, wages and conditions surrounding women in industry in Kansas





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OFFICE OF THE INDUSTRIAL WELFARE COMMISSION,  
STATE CAPITOL, TOPEKA, KAN., January 31, 1921.

*To Honorable Henry J. Allen, Governor of Kansas:*

SIR—We are pleased to submit to you and through you to the members of the legislature, a brief summary of the survey covering hours, wages and conditions surrounding women in industry which was made in Kansas during the months of June, July, August and September by the Women's Bureau of the United States Department of Labor in cooperation with the Industrial Commission of Kansas. This summary was prepared by the Women's Bureau.

Respectfully submitted,

INDUSTRIAL WELFARE COMMISSION.

J. H. CRAWFORD, *Chairman.*

R. R. BAER

MRS. A. C. MITCHELL.

LINNA E. BRESETTE, *Secretary.*

(5)



## Hours, wages and conditions surrounding women in industry in Kansas

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### INTRODUCTION.

The investigations for this report were made during the summer of 1920 in thirty-one cities of Kansas. Three of these cities had a population of over 50,000; eleven had a population of from 10,000 to 50,000, six had a population of from 5,000 to 10,000, and eleven were under 5,000. The method of investigation was through personal interviews with the employees at their places of work, for whom data on hours worked and wages were obtained wherever possible from the employer's office records. These were secured for as much of the year between June, 1919, and June, 1920, as the worker had been employed at the establishment where interviewed. This period probably covers as high wage rates as have ever been paid in this country. The accompanying tabulations are based upon the data obtained from the personal interviews with the employees and from the employers' books. The tabulations are made on a few general industrial groups. The group designated as "other food" includes all food factories not packing meat or poultry;\* in this list occur confectionery, cracker, bakery, cereal and salt establishments. Miscellaneous manufacturing comprises all factories not specially enumerated, and includes several soap, box and cigar factories. The mercantile establishments have been divided into two groups, the 5- and 10-cent stores having been separated from the other mercantile establishments on account of the differences in wages and in the experience of the employees. The mercantile group includes the sales force and the general-service workers; the higher wages paid to assistant buyers are generally balanced by the lower wages paid to bundle girls.

The restaurant group includes the kitchen and dining-room help of cafeterias, lunch counters, tea rooms, cafes, restaurants, and the dining room of one small hotel. In the telephone group are included only telephone operators. The investigation did not cover establishments employing only an office force, such as banks and insurance companies. The office workers scheduled are those interviewed while working in one of the other industrial groups; they are tabulated separately, and are not included with the factory workers or sales people.

Similarly the laundry workers in the packing plants have been classed with the laundry group; restaurant workers in stores have been classed with the restaurant industry, and not with the mercantile group; telephone operators on private branch exchanges in stores or factories have been classed with the telephone operators of the commercial exchanges.

The total number of employees of each sex, and the number and per cent of women employees for whom payroll data were obtained, are shown in Table I.

This preliminary summary does not include women for whom no payroll information was available, nor any minor boys, nor women who were regular part-time workers. The brief analysis is based upon the following tabulations:

\* Poultry packing has usually been treated separately from meat packing on account of the difference in the wage rate prevalent in the two industries and the very seasonal character of the poultry industry.

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TABLE I. Number of employees of the establishments studied, and number of female employees for whom payroll data were obtained, by industry.\*

INDUSTRY.	Number of establishments.	Number of employees.			Number and per cent of female employees for whom payroll data were obtained.	
		Total.	Male.	Female.	Number.	Per cent.
Meat and poultry packing.....	9	7,579	6,668	971	694	71.5
Other food manufacturing.....	14	1,175	918	257	187	72.8
Clothing manufacturing.....	15	726	126	610	485	80.0
Miscellaneous manufacturing.....	25	3,977	3,339	638	476	74.6
General merchandise.....	50	1,986	539	1,447	765	52.9
Five and Ten Cent stores.....	30	388	52	336	237	70.5
Laundries.....	42	1,100	293	807	599	74.2
Restaurants.....	20	492	290	202	191	94.6
Telephones.....	21	969	58	911	382	42.0
Offices.....	4	4	4	4	313	4
Total.....	230	18,312	12,133	6,179	4,329	70.1

\* Office workers (see last item) are not tabulated separately in first section of table.

† Mail-order department included in general mercantile, but tabulated as office workers.

‡ Not tabulated separately.

1. Total number of employees and number of plants investigated.
2. Hourly earnings.
3. Weekly earnings, by age groups.
4. Median weekly earnings, by classification of cities and by industries.
5. Number of hours worked, by industries.
6. Age.
7. Nativity.
8. Conjugal condition, by age and industry.
9. Living conditions, by age (at home or adrift).
10. Weekly earnings, with total dependents.
11. Weekly earnings and contributions to the family.

A further analysis of some of these tabulations is in process of preparation. Weekly earnings by age, weekly earnings by experience, annual earnings, and the amount of family contribution per week all are being analyzed by industrial groupings.

Other information about the women for whom payroll data were obtained is in course of preparation as follows:

1. The age of the worker in relation to the amount of contribution to the family.
2. Time contributing to the family, by age.
3. The division of the worker's families, showing wage-earners and nonwage-earners, and the workers' relationship to the families.

The analysis of the investigation of those for whom no payroll data could be obtained will be limited to the following classifications:

1. Age.
2. Conjugal condition.
3. Nativity.
4. Living conditions.
5. Family relationship.
6. Contributions by age.
7. Length of time contributing.

### HOURLY EARNINGS.

Table II.

Reliable office records showing the number of hours worked and the earnings per hour could be obtained for only 1,602 employees, a little over one-third of all the employees for whom payroll data were available. These records of hourly earnings are for 61 establishments—5 packing plants, 7 other food factories, 6 clothing factories, 15 other manufacturing establishments, 6 general mercantile establishments, 4 5- and 10-cent stores, 12 laundries, and 6 small telephone exchanges. There were no records for the actual hours of office employees, and in restaurants the hours were so indefinite and irregular that the managers rarely made any effort to keep a record showing the hours worked.

The totals for the tabulation showing the hourly earnings received by the women in the different industries are divided into those receiving less than 26 cents an hour, which expressed in an 8-hour daily wage would be under \$2.08 a day; those receiving between 26 and 36 cents an hour, those receiving 36 and not 50 cents, and those receiving 50 cents or over.

The total averages for all the industries are quite evenly divided in wage groups under 26 cents, 26 to 36 cents, 36 to 50 cents, 50 and over, but the divisions by industries tell a decidedly different story. A list of the industries in which the largest per cent of employees earn less than 26 cents an hour is here presented:

1. 5- and 10-cent stores, 97.1 per cent.
2. Telephones, 76.5 per cent.
3. Laundries, 74.6 per cent.
4. General mercantile, 65.4 per cent.
5. Other food manufacturing, 64.7 per cent.
6. Clothing manufacturing, 45.3 per cent.

The miscellaneous manufacturing group is the only one which has the greatest per cent of its workers receiving between 26 and 36 cents an hour; that is, between \$2.08 and \$2.88 for a day of eight hours. A very small percentage of the workers have actual hourly earnings above 36 cents, except in the packing plants, where 95 per cent of all the workers receive 36 cents an hour or more, and one-fifth of them received over 50 cents an hour. This is a decided contrast to the 5- and 10-cent store group, where none received as much as 28 cents an hour.

It is well to remember that almost all of the women in the meat-packing industry had records of hourly earnings, and this being the highest paid industry in the survey would, in a percentage of total hourly earnings for all industries, overbalance the smaller percentages of women in the other industries for whom hourly earnings were not obtained in such large proportions.





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### Women in Industry in Kansas.

TABLE II. Number of women earning each specified amount per hour worked, by industry.

Average earnings per hour worked. (Cents.)	All industries.		Number of women receiving each classified amount in—							
			Meat and poultry packing	Other food manufacturing	Clothing manufacturing	Other manufacturing	General mercantile	Five and ten cent stores	Lumber	Telephone
	No.	Per cent.								
Under \$12	7	0.4	1	1	1	2	2	1	1	1
12 but not 14	20	1.2	1	1	1	2	8	1	1	1
14 but not 16	28	1.7	1	1	1	3	8	1	1	1
16 but not 18	59	3.7	8	22	13	13	13	8	18	12
18 but not 20	81	5.1	2	6	13	12	12	8	18	12
20 but not 22	92	5.7	2	8	13	12	12	10	20	10
22 but not 24	85	5.4	2	11	14	27	7	1	22	4
24 but not 26	87	5.4	9	13	13	28	11	1	11	1
26 but not 28	66	4.1	1	6	3	31	9	1	12	1
28 but not 30	87	5.4	5	10	13	44	4	1	10	1
30 but not 32	103	6.4	1	1	1	47	5	1	2	1
32 but not 34	82	5.1	1	4	1	61	5	1	1	1
34 but not 36	58	3.6	1	1	8	35	4	1	1	1
36 but not 38	49	2.5	14	9	10	5	1	1	1	1
38 but not 40	125	7.8	114	7	9	1	1	1	1	1
40 but not 42	91	5.7	76	3	2	1	1	1	1	1
42 but not 44	105	6.6	99	3	2	1	1	1	1	1
44 but not 46	88	5.5	78	1	6	2	1	1	1	1
46 but not 48	63	3.9	55	1	6	2	1	1	1	1
48 but not 50	68	4.2	58	1	8	1	1	1	1	1
50 but not 55	67	4.2	58	1	9	1	1	1	1	1
55 but not 60	37	2.3	25	10	1	1	1	1	1	1
60 and over	62	3.9	47	12	2	1	1	1	1	1
Total	1,602	100.0	655	68	203	372	104	35	114	51
Per cent receiving less than 26 cents	28.7	1.7	64.7	45.3	23.4	65.4	97.1	74.6	76.5	76.5
26 but not 30 cents	24.7	1.5	32.8	16.7	66.4	24.0	2.9	21.9	19.6	19.6
30 but not 50 cents	36.2	2.3	1.5	22.7	6.5	8.7	3.5	3.5	3.5	3.5
50 cents or more	10.4	0.6	15.3	0.8	1.9					

### WEEKLY EARNINGS BY AGE.

Table III.

There are some striking facts that are brought out in considering weekly earnings for over one-half of all the 4,307 women for whom pay-roll data were secured are receiving under \$12. Ten per cent of the total number of women are receiving under \$8; 19.9 per cent (one-fifth) are receiving under \$9; 30.4 per cent (almost one-third) are receiving under \$10 a week. The total per cent distribution by wages is arranged in three groups at the bottom of the table for convenience of comparison—namely under \$12, \$12 to \$17.50, and \$17.50 and over. A comparison of the three wage groups in the table shows that the number in each age division receiving under \$12 gradually decrease in the successive age divisions from under 16 years to 40 years, but beyond 40 years the number gradually increases in each successive age division. As the scale in the first group, under \$12, decreases, the scale in the two higher groups, receiving from \$12 to \$17.50 and over, increases quite uniformly to 40 years, and as the number of women receiving under \$12 increases in

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the lowest wage group above 40 years, so the per cent decreases in the two higher wage groups above 40 years. It is evident that in the 30 to 40 age group the wage-earning woman reaches the zenith of her earning power and from that time faces steadily a lowering wage scale. After 40 years her earnings revert to the average earnings of about 20 to 25 years, and her maturity is overbalanced by the vigor of youth. The decrease in the number receiving under \$12 is greater from 16 years to 25 years, and there is little fluctuation in the three age groups from 25 to 50 years, which indicates that beyond 25 years the wage-earning woman cannot hope for as rapid increases in her wage as previous to that time.

TABLE III. Number of women earning each classified amount, by age.

AVERAGE WEEKLY EARNINGS.	Number of women whose age was—										Total.
	Under 16 years.	16 but not 18 years.	18 but not 20 years.	20 but not 25 years.	25 but not 30 years.	30 but not 40 years.	40 but not 50 years.	50 years and over.			
		No.	No.	No.	No.	No.	No.	No.			
Under \$5.00	3	1	1	1	2	2	1	3	23	6	
\$5.00 but not \$5.50	10	3	2	2	2	1	1	3	18	23	
\$5.50 but not 6.00	1	10	4	1	3	1	1	1	3	18	
6.00 but not 6.50	3	26	17	6	3	1	1	1	64	116	
6.50 but not 7.00	2	32	13	10	2	4	4	4	71	142	
7.00 but not 7.50	4	48	25	21	3	6	6	3	181	237	
7.50 but not 8.00	7	59	32	18	6	8	9	3	309	455	
8.00 but not 8.50	4	64	33	38	12	11	13	6	321	521	
8.50 but not 9.00	4	60	55	54	16	26	14	8	322	521	
9.00 but not 10.00	6	90	98	113	47	49	31	21	455	521	
10.00 but not 11.00	4	94	115	103	50	71	52	32	521	521	
11.00 but not 12.00	1	51	61	112	48	72	29	16	399	521	
12.00 but not 13.00	1	36	55	83	42	49	44	18	328	521	
13.00 but not 14.00	1	21	45	77	36	63	22	11	283	521	
14.00 but not 15.00	1	11	28	60	33	42	24	11	209	521	
15.00 but not 17.50	25	44	148	102	172	88	29	69	609	521	
17.50 but not 20.00	3	16	83	75	101	57	20	354	521		
20.00 but not 25.00	3	10	47	37	78	33	6	215	521		
25.00 and over	1	2	8	13	41	10	1	76	521		
Total	37	645	657	983	527	801	457	198	4,307		
Per cent distribution	0.9	15.0	15.3	22.9	12.2	18.6	10.6	4.6	100.0		
Per cent receiving under \$12.00	94.6	84.8	69.6	48.6	35.9	31.8	37.6	50.0	51.8		
\$12.00 but not \$17.50	5.4	14.4	28.2	17.4	40.4	40.7	34.8	33.2	33.2		
\$17.50 and over	0.8	0.8	4.3	14.0	23.7	27.5	21.9	15.2	15.0		

\* Of the 4,329 women for whom pay-roll records were secured, 22 did not report their age.

TABLE IV. Median weekly earnings,\* by industry and by size of town.

Industry.†	Median earnings in cities and towns of—				
	Class 1.	Class 2.	Class 3.	Class 4.	All classes.
Meat packing	\$17.55	\$10.40	\$10.00		\$17.50
Poultry packing	10.00	12.15	8.55		10.70
Other food manufacturing	10.25	11.95	8.55		10.15
Clothing manufacturing	15.00	9.20	11.50		\$11.40
Other manufacturing	13.25	10.80			12.70
General mercantile	11.70	12.15	11.20		11.65
Five and ten cent stores	8.70	7.85	7.55		8.10
Launderies	10.80	10.25	10.45		10.50
Telephone	12.15	10.65	10.45		10.80
Offices	16.35	14.00	10.40		13.55
All industries but restaurants	14.25	10.50	10.00		11.95
Restaurants	10.20	10.45	10.30		10.30

\* Based on average earnings for a considerable period.

† Restaurants excluded, because of custom of giving meals to employees.

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### MEDIAN WEEKLY EARNINGS.

Table IV.

For comparative purposes the cities covered by the investigation are divided into four classes, based upon their population.

Class 1 includes the records from three cities of over 50,000 population; class 2 for eleven cities, between 10,000 and 50,000 population; class 3 for six cities, from 5,000 to 10,000; and class 4 for eleven cities, under 5,000.

The median earnings for all women in all industries except restaurants in cities of the first class are \$14.25; for those in cities of the second class, \$10.50. This decrease of \$3.75 is due partly to the presence of a great majority of the women in the highest paid industry in the first-class cities. The median rate in the third class, \$10, is somewhat smaller than that for the second class, but it rises again in cities of the fourth class to \$10.85. That the median rate is higher in the fourth class than in the second and third class cities may be due to the higher earnings in the mercantile and office occupations in the fourth class. Stores and offices are differently organized in the small towns, where there is a smaller proportion of young girls employed, and the mature women have more varied duties and greater responsibilities. While the median is higher in the fourth class, the scale of individual earnings rarely rises above \$20 a week. The per cent of those receiving over \$20 a week in the second- and third-class cities is slightly higher. The variable in the median of cities of the second, third, and fourth classes is only 85 cents. The median earnings of all workers in all cities are \$11.95, which means that one-half of 4,138 women are earning less than \$11.95 a week.

#### MEDIAN EARNINGS—RESTAURANTS.

The median earnings for the women employed in restaurants are considered separately on account of the custom of furnishing meals as a part compensation to the employees. Without reference to the number or value of meals received, the average median earnings for the women employed in restaurants in all cities is \$10.30, which continues quite constant in cities of first, second, and third classes. The lower earnings in cities of the fourth class is not representative of this class, since only three people are included in this group. When one considers that in addition to the average median earnings of \$10.30 most of the workers in this trade are also receiving one or more meals, or even three meals and room, one realizes that \$10.30 is not really as low as for other industries.

A comparison of the median earnings for restaurant workers with the extras received in the nature of board and room shows that there is no close connection between the wages paid and the amount of other compensation given. For example, if a median were computed for the three girls receiving one meal it would not be representative, as the group is composed of workers of contrasting experience and ability, a cook receiving \$15.50 and a young girl just out of school working in her first job at \$4.50 a week. The median for the 76 girls receiving three meals is \$10.75, whereas that for the girls receiving two meals is only \$9.90. The earnings of the girl who receives her board and room are slightly less than those of the girl receiving only her board, but in no other grouping

is there a reasonable relation between the wage and additional compensation.

#### MEDIAN EARNINGS—BY INDUSTRIES.

The table showing the median earnings in towns of the first, second, third, and fourth class by industries is as accurate a presentation of earnings as is possible to arrive at. Half of the women in these industries received earnings less than the amount designated by the median figure. Arranged according to descending scale, we find the median rates as follows:

Meat packing .....	\$17.50
Offices .....	13.55
Miscellaneous manufacturing .....	12.70
General mercantile .....	11.95
Clothing manufacture .....	11.75
Telephones .....	10.80
Poultry packing .....	10.70
Laundries .....	10.50
Other food manufacturing .....	10.15
5- and 10-cent stores .....	8.10

It is very apparent that the expectation of one-half the women employed even in the meat packing industry could not be above a \$17.50 wage per week. The next highest rate is in offices, and so on down the scale to \$8.10 in the 5- and 10-cent stores, while the median rate for all the women in all the industries is \$11.95.

The striking decline in the median earnings in the meat packing industry in cities of the second class is not representative of rates prevailing in such cities, since only one small independent meat packing plant is here included. In the poultry packing industry the numbers tabulated are too few to be representative for the separate classes of cities, though the median of \$10.70 is probably fair as a total for all cities. In the group of miscellaneous manufacturing, the median in the cities of the fourth class is not representative for all cities of this group, since this figure is based on the returns from only one firm with but few employees. The higher median prevailing in the cities of the first class is probably due to the fact that it contains the records from a few large plants with high working standards rather than to their chance location in cities of the first class. In "other food" manufacturing the median is highest for workers in the second class cities, due in part to a prevailing fair rate paid in several salt companies. The decline in the median in the third class cities of this same group is due largely to the irregularity of employment in the canning industry.

The extremes in the median earnings in the clothing manufacture for employees in the first and second class cities are due to the fact that the first class cities include two factories paying higher than the average wage for the group, while the second class cities include rates from two factories paying less than the average.

The distinction between the word "clothing" as used in this report and the so-called "garment trades" must be borne in mind, the present tabulation includes articles of wearing apparel not commonly considered to be "garments."



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The presence in cities of the fourth class of the maximum median in the general mercantile trade is surprising, but seems to be due to the larger proportion of mature women employed. There are no stock or bundle girls in the group, and none of them is under 18 years of age.

In the 5- and 10-cent stores the median is nearly constant for the different classification of cities, and in all cases it is decidedly the lowest of all industry groupings. In laundries the median rate is quite constant until the last grouping, where there is a decline. The highest median in the telephone industry occurs in cities of the first class, but these cities constitute the only group in which occur no records for independent telephone companies.

Next to the meat-packing industry the median earnings are highest for office workers, the women specially trained for their jobs and all ranked as skilled workers. In cities of the third and fourth classes very few received over \$20 a week, while this rate is not unusual in the cities of the first class. The comparatively low median for office workers in cities of the third class is due to the influence of the mail-order department of one firm whose workers furnish three-fifths of the records in this subdivision of cities. On the other hand, the comparatively high rate in cities of the first class is for many firms, and is largely for the most skilled types of office work, such as stenography and bookkeeping.

### HOURS WORKED.

Table V.

The number of firms which kept records of hours worked was decidedly limited, there being in all industries only 61, with a total of 1,602 individual records. The "average weekly hours worked" represents the average per week for all the weeks the women interviewed had worked in the one establishment in which she was working at the time of the interview. The aggregate of all industries shows that 31.5 per cent of all the women worked between 40 and 44 hours a week, and that 24.6 per cent worked from 44 to 48 hours per week. Thus more than one-half (56.1 per cent) of all the women averaged from 40 to 48 hours per week. Only 2.2 per cent of the women worked over 54 hours. That about one-fourth of the women worked under 40 hours per week tells a tale of short days and unemployment. An analysis by industry shows that all but two of the women employed in the meat-packing industry worked less than 48 hours a week. The women employed in other food manufacturing establishments had the widest range of hours, from less than 25 to 60 or more; one-half were employed less than 48 hours and one-half over 48 hours, one-fifth being employed over 54 hours. In the clothing industry 41 per cent worked less than 40 hours, and 42 per cent worked from 40 to 48 hours. In the miscellaneous manufacturing group 81 per cent averaged from 38 to 48 hours, and a few averaged over 54 hours. In the mercantile trade we find that 99 per cent worked over 44 hours, and 19.2 per cent worked 54 hours or more.

The record for the 5- and 10-cent stores includes five of the largest in the state. The range of average hours here shows 27 of the 35 women

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working 46 to 54 hours a week. In the laundries one-half of the women (50.2 per cent) averaged from 40 to 48 hours; two-fifths (39.47 per cent) worked from 48 to 54 hours. The women in the telephone industry tabulated here were working in some of the smaller exchanges. Almost two-thirds (62.7 per cent) were averaging 48 to 54 hours per week; those working below 48 hours were very scattering, and nearly one-seventh worked over 54 hours. The most striking instances of long hours are found in the food factories (other than meat packing plants) and general mercantile establishments, where one-fifth worked over 54 hours, and in the telephone exchanges, where one-seventh worked over 54 hours. The per cent working over 54 hours in the miscellaneous manufacturing establishments and the laundries was very small.

Contrasted with the women averaging decidedly long periods is the group employed for what seem to be undertime periods. In the miscellaneous manufacturing and other food factories we find over one-fifth of the women (22 per cent) working less than 40 hours; in the clothing manufacture two-fifths (41 per cent), and in the meat packing industry over one-third (33.6 per cent) averaged less than 40 hours.

The extreme cases of long hours, reaching 60 and over per week, were found only in other food manufacturing, laundries, and telephone exchanges.

TABLE V. Number of women averaging each specified number of hours worked, by industry.

AVERAGE WEEKLY HOURS WORKED.	Number of women in—									
	All industries.		Meat and poultry packing.	Other food manufacturing.	Clothing manufacturing.	Other manufacturing.	General mercantile.	Five and ten cent stores.	Laundries.	Telephone.
	No.	Per cent.								
Under 25	5	0.3	4	1						1
25 but not 28	6	0.4	3	2						1
28 but not 30	8	0.5	5	1						1
30 but not 32	17	1.1	8	4	3	1				1
32 but not 34	29	1.8	12	8	3	5				2
34 but not 36	69	4.3	27	28	16	3				2
36 but not 38	125	7.8	53	34	21	1				1
38 but not 40	177	11.0	81	36	31					
40 but not 42	235	14.7	118	22	83					
42 but not 44	272	17.0	158	26	89					
44 but not 46	213	13.3	126	5	17	36				
46 but not 48	181	11.3	11	10	22	60	24			
48	12	0.8			3					
Over 48 but not 50	72	4.5			12	11	2			
50 but not 52	59	3.7			14	5	2			
52 but not 54	68	4.2		2	7	6	17			
54	38	2.4					19			
Over 54 but not 57	21	1.3					9			
57 but not 60	8	0.5					1			
60 or over	6	0.4								
Total	1,602		655	68	203	372	191	35	114	51

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#### AGE.

Table VI.

The per cent distribution of ages for the total of all industries shows that 15 per cent are between 16 and 18 years and 15 per cent between 18 and 20 years of age; that is, about three-tenths of all the workers are under 20 years. The largest per cent of all the women employed in any age group (22.9 per cent) is found in the group from 20 to 25 years, and the two groups covering 20 to 30 years include more than one-third of all the workers. The surprising fact is that 33.8 per cent (about one-third) are 30 years or over and 46 per cent (almost one-half) are 25 years or over. The contention that young girls usually work a few years and then drop out of industry permanently is not substantiated by these figures. About half of these 4,307 women are mature, being 25 years of age and over. There are more than twice as many employed women in the groups above 20 years as under 20 years, and there are actually more who are 30 years and over (1,456) than under 20 years (1,339).

The industries in which the largest proportion of adult women are employed are meat packing, clothing manufacture, general mercantile, and laundries.

Comparatively few women under 20 years of age are employed in the meat packing industry, and about as many are 40 to 50 years as are in the groups 20 to 25 years and 25 to 30 years. Over one-half of the women in this industry are at least 30 years of age, and almost one-fourth are 40 years or over. The largest actual number in this industrial group represents the women from 30 to 40 years of age.

In the manufacture of clothing, also, the greatest number is found in the 30 to 40 year group. It is interesting that as many are employed in the group 50 years and over as from 18 to 20 years or 25 to 30 years. In this industry also more than one-half are as much as 30 years of age, and more than one-fourth are 40 years old or more.

Unlike the packing industry and clothing manufacture, only 39 per cent of the women in the general mercantile trade are over 30 years of age; that is, about two-fifths, instead of one-half. Almost as many women in this mercantile group are from 20 to 30 years of age as are 30 years and over. Like the clothing manufacturing industry, about one-fourth of the women are under 20 years.

In the laundry trade the largest numbers of employees are found in the two age groups 30 to 40 years and 40 to 50 years. Not quite one-half (45 per cent) of the women in this industrial group are 30 years or over, but one-fourth of them are 40 years and over, and more than one-fourth (27 per cent) are less than 20 years of age.

The industries which employ a larger proportion of the younger women and girls—those under 25 years of age—are other food factories, other miscellaneous manufacturing plants, restaurants, offices, telephones and the 5- and 10-cent stores. In the manufacture of food other than meat packing almost two-thirds (62.9 per cent) of the women are under 25 years of age. The largest number in any one group is 16 but not 18 years. In the miscellaneous manufacturing group a little more than two-thirds

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are less than 25 years old, and the largest number in any one group are from 20 to 25 years of age. In the restaurants 63 per cent of the women are under 25 years of age, almost one-third being in the group 20 to 25 years. Among the office workers a noticeably large number of those employed are in the 20 to 25 year age group; somewhat more than two-thirds are under 25 years of age, while those above 40 years are so small in number as to be hardly worth mentioning. The telephone industry is the only one which employs no women under 16 years, and is one of the two industries which employ none over 50 years of age. The great majority (85.9 per cent) of all the telephone operators are under 25 years of age, and above 30 years the numbers are so small as to form unimportant groups. In the 5- and 10-cent stores 88.6 per cent are under 25 years of age, and only 6 per cent are 30 years or more.

TABLE VI. Number of women in each age group, by industry.

INDUSTRY.	Number of women whose age was—								Total.
	Under 16 years.	16 but not 18 years.	18 but not 20 years.	20 but not 25 years.	25 but not 30 years.	30 but not 40 years.	40 but not 50 years.	50 years and over.	
Meat packing.....	2	16	37	137	113	105	116	33	647
Poultry packing.....	2	4	5	12	5	7	7	3	45
Other food manufactur- ing.....	4	45	32	36	14	34	15	6	186
Clothing manufacturing.....	2	50	53	77	53	118	75	55	483
Other manufacturing.....	1	92	102	126	52	64	21	21	415
General mercantile.....	7	82	96	166	105	172	82	71	731
5 and 10 cent stores.....	9	106	53	41	13	7	7	7	236
Laundries.....	7	96	68	91	65	122	104	76	569
Restaurants.....	4	27	29	61	24	28	7	10	190
Telephone.....	1	104	111	113	37	12	5	5	382
Offices.....	1	25	71	125	46	33	11	11	313
All industries.....	37	645	657	985	527	801	457	198	4,307
Per cent distribution.....	1.9	15.0	15.3	22.9	12.2	18.6	10.6	4.6	103.0

\* Of the 4,323 women for whom a payroll record was secured, 22 did not report their age.

#### NATIVITY.

Table VII.

A glance at the totals of the tabulation on the nativity of women employees shows that 89.7 per cent, or about nine-tenths of all the women are native-born white, and only 5.7 per cent are colored. Only 4.5 per cent are foreign born, a striking contrast to conditions in some of the industrial centers, where one must speak a foreign language to be understood in the workshop. This is especially true in the garment trades, but in the Kansas clothing factories the female employees are 97 per cent American born.

The employment of foreign women is so slight as to be almost negligible in all but the packing industry, and even here the personal interviews between the employees and the investigators were carried on in English with complete understanding.

The 248 colored women also are employed principally in the packing industry, though more than one-fourth of these (27.4 per cent) are in restaurants and laundries.



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### Women in Industry in Kansas.

TABLE VII. Nativity of the employees scheduled, by industry.

INDUSTRY.	Native born.				Foreign born.		Total.
	White.		Colored.		Number.	Per cent.	
	No.	Per cent.	No.	Per cent.			
Manufacturing:							
Meat packing	351	54.3	156	24.1	140	21.6	647
Poultry packing	27	60.0	8	17.8	10	22.2	45
Other food	187	100.00					187
Clothing	472	97.3			13	2.7	485
Other manufacturing	458	96.6	5	1.1	11	2.3	474
Total manufacturing	1,495	81.3	169	9.2	174	9.5	1,669
Mercantile:							
General	747	97.9	11	1.4	5	0.7	763
Live- and ten-cent stores	237	100.0					237
Laundries	562	94.0	26	4.3	10	1.7	598
Restaurants	143	75.7	42	22.2	4	2.1	189
Telephones	280	100.0					280
Offices	310	99.4			2	.6	312
Grand total	3,874	89.7	218	5.7	185	4.5	*4,317

\*Of the 4,329 women for whom pay-roll records were secured, 12 did not report their nativity.

### CONJUGAL CONDITION.

Tables VIII and VIII A.

Of the total 4,303 women included in the tabulation of conjugal condition, 59.8 per cent are single, 23.2 per cent are married, and 17 per cent are widowed or divorced. Thus two-fifths of the women are married, widowed, or divorced, the term divorced as used in this survey including those who are deserted and separated as well as those legally divorced.

The actual numbers of single women employed in each successively older age group decrease, as is to be expected, and also the per cent of single women in each age group decreases. Of the entire number between 20 and 30 years of age 23.5 per cent are married, almost one-fourth of the group working in the first few years of married life. There are somewhat more than one-third as many married as single women in the 20 to 30 age group, and about two-fifths of all the married women are under 30 years of age. Although the actual numbers of married women gradually decrease in the groups from 30 on, the per cent of married women in these groups increases till the 50 year group is reached, at which age the percentage of widows suddenly rises to almost one-half of this entire group. The fact that 66 married women 50 years of age and over are in industry would seem to indicate the necessity of working, possibly because of invalid or crippled husbands. The actual numbers of widows in the 30 to 40 year and the 40 to 50 year groups remain essentially the same, although the per cents differ greatly.

It is a surprise to find 11 divorced women under 20 years of age constituting not quite 1 per cent of all the women in this age group. Between 20

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and 30 years the number of divorcees increases in a marked degree, so that over two-fifths (43.8 per cent) of all the divorced women are less than 30 years old. The largest per cent of the divorced women by age groups occurs between 30 and 40 years, after which the numbers and per cent both decline.

In the total for all age groups we find in the manufacturing industries that 898, or about one-half the women employed in these industries are single. Between one-fourth and one-third of them are married, more than one-half of all being married, widowed, or divorced. Married women constitute two-fifths of the entire number in the packing industry, one-fourth in clothing manufacturing, almost one-fifth in food manufacture, and over one-sixth in miscellaneous manufacturing. In meat and poultry packing, over two-thirds of the entire number are married, widowed, or divorced. In the clothing manufacturing group the numbers are about evenly divided, one-half being single and one-half married, widowed, or divorced, while in the "other food" group the proportion of married, widowed and divorced women decreases to one-third. In the general mercantile group 22 per cent of the women are married, and about 37 per cent are married, widowed, and divorced. The proportion of married, widowed, and divorced women rises among laundry workers to more than one-half. Almost one-third of the laundry workers are married women. Among the restaurant workers more than two-fifths are married, widowed, or divorced, over one-fourth being married. The married, widowed, and divorced women contribute a very small percentage of the total employees in the other industrial groups, 9.4 per cent in the 5- and 10-cent stores, 11.8 per cent in the telephone industry, and 15.3 per cent in the offices. The actual number of married women exceeds the number of single women in the packing industry. The actual number of divorced women exceeds the number of widows in laundries, restaurants, and telephone establishments, and equals it among the office workers.

TABLE VIII. Conjugal condition of employees, scheduled by age groups.

Age Groups.	Single.		Married.		Widowed.		Divorced.		Total.
	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	
Under 20	1,289	95.8	41	3.1	4	0.3	11	0.8	1,338
20 but not 30	974	64.5	355	23.5	54	3.6	127	8.4	1,510
30 but not 40	232	29.0	327	40.8	131	16.4	111	13.9	801
40 but not 50	64	14.0	298	65.6	132	28.9	52	11.4	456
50 and over	23	11.6	66	33.3	95	48.0	14	7.1	158
Total	2,575	59.8	997	23.2	416	9.7	215	7.3	4,303

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TABLE VIII A. Conjugal condition of the employees scheduled, by age group and industry.

INDUSTRY.	Under 20 years of age.					20 but not 30 years of age.					30 but not 40 years of age.				
	Number reporting.	Number who were—				Number reporting.	Number who were—				Number reporting.	Number who were—			
		Single.	Married.	Widowed.	Divorced.		Single.	Married.	Widowed.	Divorced.		Single.	Married.	Widowed.	Divorced.
<i>Manufacturing:</i>															
Meat packing.....	52	49	3			250	115	86	14	35	195	22	98	46	29
Poultry packing.....	11	10	1			17	4	11		2	7	7			
Other food manufacturing.....	81	78	1			50	34	8	3	5	34	7	15	7	5
Clothing manufacturing.....	105	101	2	1	1	133	89	21	7	13	118	38	46	21	13
Other manufacturing.....	195	192		1	2	178	114	40	9	15	64	16	33	7	8
Total manufacturing.....	444	430	7	2	5	625	356	166	33	70	418	83	199	81	55
General mercantile.....	185	177	8			270	179	71	9	11	179	86	56	22	21
Five and ten cent stores.....	168	166	1	1		53	43	7	3		7	1	4		2
Laundries.....	171	155	13		3	156	84	48	1	23	122	28	52	20	22
Restaurants.....	60	53	5	1	1	85	48	24	1	12	28	7	14	3	4
Telephones.....	215	209	5		1	150	121	18	5	6	12	5	2		5
Offices.....	95	92	2			171	143	21	2	5	35	22	6		2
Grand total.....	1,338	1,282	41	4	11	1,510	974	335	54	127	801	232	327	131	111
Per cent distribution.....	100.0	95.8	3.1	0.3	0.8	100.0	69.5	23.5	3.6	8.4	100.0	29.0	40.8	16.4	13.9

TABLE VIII A.—CONCLUDED.

INDUSTRY.	40 but not 50 years of age.					50 years of age or over.					Total for all age groups.				
	Number reporting.	Number who were—				Number reporting.	Number who were—				Number reporting.	Number who were—			
		Single.	Married.	Widowed.	Divorced.		Single.	Married.	Widowed.	Divorced.		Single.	Married.	Widowed.	Divorced.
<i>Manufacturing:</i>															
Meat packing.....	116	7	49	46	14	33	2	16	12	3	646*	195	252	118	81
Poultry packing.....	7		6	1		3		2	1		45	14	27	2	
Other food manuf'g.....	15		8	6		6	1	3	2		186	120	35	18	13
Clothing manufacturing.....	75	12	37	21	5	55	6	15	28	6	483	246	121	78	38
Other manufacturing.....	21		9	10	2	17	1	2	13	1	475	323	84	40	28
Total manufacturing.....	234	19	109	84	22	114	10	38	56	10	1,835	898	519	256	162
General mercantile.....	89	26	28	24	11	27	7	8	12		750*	475	165	67	43
Five and ten cent stores.....	7	3	3	1		6		3	2		235*	213	15	5	2
Laundries.....	103	6	60	20	17	46	6	16	21	3	598*	279	189	62	68
Restaurants.....	7		4	1	2	10		4	5	1	382	190	108	51	11
Telephones.....	5	2	1	2							382	337	26	7	12
Offices.....	11	8	3			1			1		313	265	32	8	8
Grand total.....	456	64	208	132	52	198	23	66	95	14	4,303*	2,575	997	416	315
Per cent distribution.....	100.0	14.0	45.6	28.9	11.4	100.0	11.6	33.3	48.0	7.1	100.0	59.8	23.2	9.7	7.3

\* Of the 4,329 women for whom pay-roll records were secured, 22 did not report their age, and 4 did not report their conjugal condition.

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### LIVING CONDITIONS.

Tables IX, IX A.

The most striking fact brought out in the table showing a comparison between the number of women living at home or with relatives and the number of women living independently is the small proportion who are adrift—i. e., boarding or doing light housekeeping. For all industries the women at home comprise 85.1 per cent and those adrift 14.9 per cent. Restaurants have the largest percentage adrift (40 per cent) due perhaps indirectly to the custom of giving meals as part payment for waitress service, which makes it possible for a girl to have greater freedom and not be dependent on the family life. The industrial groups showing the largest percentage of women at home are poultry packing and the 5- and 10-cent stores, the former due perhaps to the very seasonal character of the work, which would keep the girl adrift from seeking such employment, and the latter to the youthfulness of the workers and the low wage rate. The proportions at home and adrift in the various age groups do not vary strikingly from those for all age groups combined (85.1 and 14.9 per cent, already referred to), except (as is natural) in the groups under 18 years of age and that of 60 years and over.

In the age groupings it is not surprising that no girl under 16 is living away from home, but it is surprising to find that almost one-fifth (18.4 per cent) of the women adrift are under 20 and almost one-third (31.9 per cent) are between 20 and 25 years of age. In other words, one-half of all the women who are not living at home are less than 25 years of age.

There is a very even distribution by age groups of those living at home, about one-third being under 20 years, one-third 20 but not 30, and one-third 30 years of age or over.

TABLE IX. Number and per cent of women at home and adrift by age distribution.

Age.	At home.		A drif.	
	Number.	Per cent.	Number.	Per cent.
Under 16.....	36	1.0	34	5.3
16 but not 18.....	612	16.7	84	13.1
18 but not 20.....	573	15.6	84	13.1
20 but not 25.....	780	21.3	215	31.9
25 but not 30.....	431	11.8	96	14.9
30 but not 40.....	687	18.8	113	17.6
40 but not 50.....	297	10.8	56	9.2
50 but not 60.....	127	3.5	39	6.1
60 and over.....	19	.5	13	1.9
Total.....	3,662	100	643	100

TABLE IX A.\* Number of women living at home or with relatives and number living independently, by age group and by industry.

INDUSTRY.	Under 16 years of age.		16 but not 18 years of age.		18 but not 20 years of age.	
	Number reporting.	Number who are—		Number reporting.	Number who are—	
		At home.	Adrift.		At home.	Adrift.
Manufacturing:						
Meat packing.....	16	15	1	37	34	3
Poultry packing.....	4	4	0	5	5	0
Other food.....	4	4	0	32	30	2
Clothing.....	2	2	0	53	48	5
Other mfg.....	1	1	0	102	89	13
Total mfg.....	9	9	0	229	206	23
General mercantile.....	7	7	0	82	78	4
Five- and ten-cent stores.....	9	9	0	106	103	3
Laundries.....	7	7	0	96	88	8
Restaurants.....	3	3	0	28	23	5
Telephone.....	1	1	0	104	100	4
Offices.....	1	1	0	23	22	1
Grand total.....	36	36	0	646	612	34
Per cent distribution.....	100.0	100.0	0.0	100.0	94.7	5.3

\* Of the 4,329 women for whom pay-roll records were secured, 22 did not report age, and 2 did not report living conditions.

TABLE IX A.—CONTINUED. Number of women living at home or with relatives and number living independently, by age group and by industry.

INDUSTRY.	20 but not 25 years of age.		25 but not 30 years of age.		30 but not 40 years of age.	
	Number reporting.	Number who are—		Number reporting.	Number who are—	
		At home.	Adrift.		At home.	Adrift.
Manufacturing:						
Meat packing.....	137	114	23	113	93	20
Poultry packing.....	12	10	2	5	5	0
Other food.....	36	32	4	14	11	3
Clothing.....	77	61	16	53	47	6
Other mfg.....	126	97	29	32	45	7
Total mfg.....	388	314	74	237	201	36
General mercantile.....	166	137	29	105	81	24
Five- and ten-cent stores.....	41	36	5	13	11	2
Laundries.....	91	74	17	65	56	9
Restaurants.....	61	27	34	24	14	10
Telephone.....	113	96	17	37	32	5
Offices.....	125	96	29	46	36	10
Grand total.....	985	780	205	527	431	96
Per cent distribution.....	100.0	79.2	20.8	100.0	81.8	18.2

\* Of the 4,329 women for whom pay-roll records were secured, 22 did not report age, and 2 did not report living conditions.



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TABLE IX A.\*—CONTINUED. Number of women living at home or with relatives and number living independently, by age group and by industry.

INDUSTRY.	40 but not 50 years of age.				50 but not 60 years of age.				60 years of age and over.			
	Number reporting.	Number who are—		Number reporting.	Number who are—		Number reporting.	Number who are—		Number reporting.	Number who are—	
		At home.	Adrift.		At home.	Adrift.		At home.	Adrift.		At home.	Adrift.
Manufacturing:												
Meat packing .....	116	104	12	32	28	4	1	1				
Poultry packing .....	7	7		2	2		1	1				
Other food .....	15	14	1	6	5	1						
Clothing .....	75	68	7	46	34	12	9	5	4			
Other mfg. ....	21	19	2	9	8	1						
Total mfg. ....	234	212	22	95	77	18	19	10	9			
General mercantile .....	89	71	18	22	17	5	5	3	2			
Five- and ten-cent stores .....	7	6	1									
Laundries .....	103	89	14	42	28	14	4	3	1			
Restaurants .....	7	6	1	7	5	2						
Telephone .....	5	4	1									
Offices .....	11	9	2				1					
Grand total .....	456	397	59	166	127	39	32	19	13			
Per cent distribution .....	100.0	87.1	12.9	100.0	76.5	23.5	100.0	50.4	49.6			

\*Of the 4,329 women for whom payroll records were secured, 22 did not report age, and 2 did not report living conditions.

TABLE IX A.\*—CONCLUDED. Number of women living at home or with relatives and number living independently, by age group and by industry.

INDUSTRY.	Total for all age groups.					
	Number reporting.	Number who are—		Per cent who are—		
		At home.	Adrift.	At home.	Adrift.	
Manufacturing:						
Meat packing .....	647	558	89	86.2	13.8	
Poultry packing .....	45	43	2	95.6	4.4	
Other food .....	185	170	15	91.4	8.6	
Clothing .....	482	415	68	85.9	14.1	
Other manufacturing .....	475	408	67	85.9	14.1	
Total manufacturing .....	1,836	1,594	242	86.8	13.1	
General mercantile .....	751	630	121	83.9	16.1	
Five- and ten-cent stores .....	236	223	13	94.5	5.5	
Laundries .....	597	510	87	85.4	14.6	
Restaurants .....	190	174	16	91.6	8.4	
Telephone .....	382	338	44	88.5	11.5	
Offices .....	313	253	60	80.8	19.2	
Grand total .....	4,305*	3,662	643	85.1	14.9	
Per cent distribution .....	100.0	85.1	14.9			

\*Of the 4,329 women for whom payroll records were secured, 22 did not report age, and 2 did not report living conditions.

### TOTAL DEPENDENTS.

Table X.

The tabulation of the number of women who were responsible for the entire support of others shows that only 6 per cent of all the women for whom payroll information was obtained are included in this group.

The average number of persons dependent upon each of these 266 women is 1.76. Individual cases show that there were three women each supporting two children on \$8.50 to \$9 a week, which means three people living on such an amount. Another case of a large number of dependents is that of a mother with four children on a weekly income of only \$9 to \$10 a week, and one woman earning from \$17.50 to \$20 a week was supporting seven children. These 266 women were entirely responsible for the support of 74 parents (8 fathers and 66 mothers), 31 husbands and 329 children; in fact the mothers of these 329 children numbered only 187. Nor did the women shirk their responsibilities for other relatives who had claims upon them, 33 dependents falling in this classification.

The responsibility of most frequent occurrence was, naturally, that of a mother supporting one child. It is not surprising to find that women with the larger earnings support total dependents to a greater extent than do women whose earnings are small. By far the greatest number of dependents are supported by women in the wage groups from \$15 to \$20 a week. The 132 wage-earning women in this group constitute about one-half of all the women with total dependents and are supporting 238 (slightly more than one-half) of the dependents. The women in the four wage groups above \$15 have marked responsibilities for others:

12.4 per cent of the women receiving \$15.00 to \$17.50 are supporting total dependents.  
15.7 per cent of the women receiving \$17.50 to \$20.00 are supporting total dependents.  
13.4 per cent of the women receiving \$20.00 to \$25.00 are supporting total dependents.  
13 per cent of the women receiving \$25.00 and over are supporting total dependents.

Eighteen and five-tenths per cent of all the women employed in the meat packing industry are supporting 250 dependents. All but 14 of these dependents are supported by women earning from \$15 to \$25 and over. No women earning \$13 or less in this industry are supporting others. The average number of dependents per woman wage-earner in this group is 2.08. The women in this group have a larger number of children dependent on them than in any other industry—13 have 2 children, 20 have 3, 10 have 4, and 4 have five or more children dependent upon them.

In the "other food" manufacturing one-third of the dependents are supported by women receiving from \$15 to \$17.50 a week, although there are instances of women supporting others on wages from \$8 to \$8.50 and \$9 to \$9.50 a week. There are only 14 dependents in this group and only 5.3 per cent of all the women in this industry have others totally dependent upon them for support.

In the clothing industry women earning from \$9 to \$12 have the greatest number of dependents, and only 5.8 per cent of all the women





## Hours, wages and conditions surrounding women in industry in Kansas

employed in this industry have others dependent on them solely for support. In this group there is one woman with two children dependent upon her, whose earnings are only \$6 to \$6.50 a week. There is, in this group, one mother with three children dependent upon her, but the average number of persons dependent upon these women in this group is 1.68.

In the group of miscellaneous manufacturing establishments the women earning \$12 to \$14 have the greatest number of dependents, although only 4 per cent of all the women employed in the industry are responsible for others. The lowest wage earned by a woman responsible for 2 children is \$8.50 to \$9 a week in this group. For the entire group the average number of dependents per woman is 1.84.

In the 5- and 10-cent stores there is only one woman with dependents, 2 children, and her wage is from \$10 to \$11 a week. In the general mercantile establishments, however, 5 per cent of the women are supporting others, the greatest number of dependents are found for the women earning from \$15 to \$20 a week. The lowest wage in this group upon which any woman attempts to support others is from \$9 to \$10 a week, where we find one woman with two children dependent upon her alone. The average number of dependents per woman in this group is the lowest for all industrial groups, that is 1.16 persons.

In the laundries 4.9 per cent of all the women employed were supporting dependents. The greatest number of dependents were for women receiving from \$10 to \$11 a week, although one woman was supporting one child, whose wages were only \$6.50 to \$7 a week. The average number of dependents per woman supporting others was 1.55 persons. In the restaurants only 3 per cent of the women were supporting 8 dependents, and none was responsible for more than one dependent.

Among the telephone workers only 1.6 per cent of all the women were supporting others, and in this case there were only 8 total dependents in the entire industry. The average number of dependents per person was 1.33, higher than in the restaurants, for two women were responsible for 2 children.

Among the office workers we find only 3.2 per cent of all the women in the trade solely responsible for 14 dependents; the most of these women were in the high-wage group earning from \$20 to \$25 a week, and the average number of dependents per woman was only 1.4.

In summarizing the number of total dependents by industries the meat packing industry stands by itself, for 18.5 per cent of all the women employed were supporting total dependents.

In the other food factories, clothing, miscellaneous, manufacturing, mercantile establishments, and laundries only 4 to 6 per cent of the women were responsible for others, whereas in the restaurants, offices, telephones, and the 5- and 10-cent stores numerically very few of the women were carrying total dependents.

TABLE X. Number of women earning each classified amount, by number of total dependents—all industries.

AVERAGE WEEKLY EARNING.	Total number of women in this class.	Women with no total dependents.		Women with 1 total dependent.		Women with 2 total dependents.		Women with 3 total dependents.		Women with 4 total dependents.		Women with 5 total dependents.		Women with 6 total dependents.		Women with 7 total dependents.		Women with 8 total dependents.		Women with 9 total dependents.		Women with 10 total dependents.		Women with 11 total dependents.		Women with 12 total dependents.		Women with 13 total dependents.		Women with 14 total dependents.		Women with 15 total dependents.		Women with 16 total dependents.		Women with 17 total dependents.		Women with 18 total dependents.		Women with 19 total dependents.		Women with 20 total dependents.		Women with 21 total dependents.		Women with 22 total dependents.		Women with 23 total dependents.		Women with 24 total dependents.		Women with 25 total dependents.		Women with 26 total dependents.		Women with 27 total dependents.		Women with 28 total dependents.		Women with 29 total dependents.		Women with 30 total dependents.		Women with 31 total dependents.		Women with 32 total dependents.		Women with 33 total dependents.		Women with 34 total dependents.		Women with 35 total dependents.		Women with 36 total dependents.		Women with 37 total dependents.		Women with 38 total dependents.		Women with 39 total dependents.		Women with 40 total dependents.		Women with 41 total dependents.		Women with 42 total dependents.		Women with 43 total dependents.		Women with 44 total dependents.		Women with 45 total dependents.		Women with 46 total dependents.		Women with 47 total dependents.		Women with 48 total dependents.		Women with 49 total dependents.		Women with 50 total dependents.		Women with 51 total dependents.		Women with 52 total dependents.		Women with 53 total dependents.		Women with 54 total dependents.		Women with 55 total dependents.		Women with 56 total dependents.		Women with 57 total dependents.		Women with 58 total dependents.		Women with 59 total dependents.		Women with 60 total dependents.		Women with 61 total dependents.		Women with 62 total dependents.		Women with 63 total dependents.		Women with 64 total dependents.		Women with 65 total dependents.		Women with 66 total dependents.		Women with 67 total dependents.		Women with 68 total dependents.		Women with 69 total dependents.		Women with 70 total dependents.		Women with 71 total dependents.		Women with 72 total dependents.		Women with 73 total dependents.		Women with 74 total dependents.		Women with 75 total dependents.		Women with 76 total dependents.		Women with 77 total dependents.		Women with 78 total dependents.		Women with 79 total dependents.		Women with 80 total dependents.		Women with 81 total dependents.		Women with 82 total dependents.		Women with 83 total dependents.		Women with 84 total dependents.		Women with 85 total dependents.		Women with 86 total dependents.		Women with 87 total dependents.		Women with 88 total dependents.		Women with 89 total dependents.		Women with 90 total dependents.		Women with 91 total dependents.		Women with 92 total dependents.		Women with 93 total dependents.		Women with 94 total dependents.		Women with 95 total dependents.		Women with 96 total dependents.		Women with 97 total dependents.		Women with 98 total dependents.		Women with 99 total dependents.		Women with 100 total dependents.		Women with 101 total dependents.		Women with 102 total dependents.		Women with 103 total dependents.		Women with 104 total dependents.		Women with 105 total dependents.		Women with 106 total dependents.		Women with 107 total dependents.		Women with 108 total dependents.		Women with 109 total dependents.		Women with 110 total dependents.		Women with 111 total dependents.		Women with 112 total dependents.		Women with 113 total dependents.		Women with 114 total dependents.		Women with 115 total dependents.		Women with 116 total dependents.		Women with 117 total dependents.		Women with 118 total dependents.		Women with 119 total dependents.		Women with 120 total dependents.		Women with 121 total dependents.		Women with 122 total dependents.		Women with 123 total dependents.		Women with 124 total dependents.		Women with 125 total dependents.		Women with 126 total dependents.		Women with 127 total dependents.		Women with 128 total dependents.		Women with 129 total dependents.		Women with 130 total dependents.		Women with 131 total dependents.		Women with 132 total dependents.		Women with 133 total dependents.		Women with 134 total dependents.		Women with 135 total dependents.		Women with 136 total dependents.		Women with 137 total dependents.		Women with 138 total dependents.		Women with 139 total dependents.		Women with 140 total dependents.		Women with 141 total dependents.		Women with 142 total dependents.		Women with 143 total dependents.		Women with 144 total dependents.		Women with 145 total dependents.		Women with 146 total dependents.		Women with 147 total dependents.		Women with 148 total dependents.		Women with 149 total dependents.		Women with 150 total dependents.		Women with 151 total dependents.		Women with 152 total dependents.		Women with 153 total dependents.		Women with 154 total dependents.		Women with 155 total dependents.		Women with 156 total dependents.		Women with 157 total dependents.		Women with 158 total dependents.		Women with 159 total dependents.		Women with 160 total dependents.		Women with 161 total dependents.		Women with 162 total dependents.		Women with 163 total dependents.		Women with 164 total dependents.		Women with 165 total dependents.		Women with 166 total dependents.		Women with 167 total dependents.		Women with 168 total dependents.		Women with 169 total dependents.		Women with 170 total dependents.		Women with 171 total dependents.		Women with 172 total dependents.		Women with 173 total dependents.		Women with 174 total dependents.		Women with 175 total dependents.		Women with 176 total dependents.		Women with 177 total dependents.		Women with 178 total dependents.		Women with 179 total dependents.		Women with 180 total dependents.		Women with 181 total dependents.		Women with 182 total dependents.		Women with 183 total dependents.		Women with 184 total dependents.		Women with 185 total dependents.		Women with 186 total dependents.		Women with 187 total dependents.		Women with 188 total dependents.		Women with 189 total dependents.		Women with 190 total dependents.		Women with 191 total dependents.		Women with 192 total dependents.		Women with 193 total dependents.		Women with 194 total dependents.		Women with 195 total dependents.		Women with 196 total dependents.		Women with 197 total dependents.		Women with 198 total dependents.		Women with 199 total dependents.		Women with 200 total dependents.		Women with 201 total dependents.		Women with 202 total dependents.		Women with 203 total dependents.		Women with 204 total dependents.		Women with 205 total dependents.		Women with 206 total dependents.		Women with 207 total dependents.		Women with 208 total dependents.		Women with 209 total dependents.		Women with 210 total dependents.		Women with 211 total dependents.		Women with 212 total dependents.		Women with 213 total dependents.		Women with 214 total dependents.		Women with 215 total dependents.		Women with 216 total dependents.		Women with 217 total dependents.		Women with 218 total dependents.		Women with 219 total dependents.		Women with 220 total dependents.		Women with 221 total dependents.		Women with 222 total dependents.		Women with 223 total dependents.		Women with 224 total dependents.		Women with 225 total dependents.		Women with 226 total dependents.		Women with 227 total dependents.		Women with 228 total dependents.		Women with 229 total dependents.		Women with 230 total dependents.		Women with 231 total dependents.		Women with 232 total dependents.		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Women with 697 total dependents.		Women with 698 total dependents.		Women with 699 total dependents.		Women with 700 total dependents.		Women with 701 total dependents.		Women with 702 total dependents.		Women with 703 total dependents.		Women with 704 total dependents.		Women with 705 total dependents.		Women with 706 total dependents.		Women with 707 total dependents.		Women with 708 total dependents.		Women with 709 total dependents.		Women with 710 total dependents.		Women with 711 total dependents.		Women with 712 total dependents.		Women with 713 total dependents.		Women with 714 total dependents.		Women with 715 total dependents.		Women with 716 total dependents.		Women with 717 total dependents.		Women with 718 total dependents.		Women with 719 total dependents.		Women with 720 total dependents.		Women with 721 total dependents.		Women with 722 total dependents.		Women with 723 total dependents.		Women with 724 total dependents.		Women with 725 total dependents.		Women with 726 total dependents.		Women with 727 total dependents.		Women with 728 total dependents.		Women with 729 total dependents.		Women with 730 total dependents.		Women with 731 total dependents.		Women with 732 total dependents.	
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## Hours, wages and conditions surrounding women in industry in Kansas

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### Women in Industry in Kansas.

\* TABLE X.—Continued.

AVERAGE WEEKLY EARNINGS.	1. Number and per cent of women with dependents who supported—										Total number dependents.	Average number dependents per woman.		
	3 children.		4 children.		5 or more children.		1 other relative.		2 other relatives.				3 or more other relatives.	
	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.			No.	Per cent.
Less than \$5.00														
\$5.00 but not \$5.50													2	2.00
5.50 but not 6.00													1	1.00
6.00 but not 6.50													4	2.00
6.50 but not 7.00													1	1.00
7.00 but not 7.50													1	1.00
7.50 but not 8.00													1	1.00
8.00 but not 8.50													1	1.00
8.50 but not 9.00													1	1.00
9.00 but not 9.50													1	1.00
9.50 but not 10.00													1	1.00
10.00 but not 10.50													1	1.00
10.50 but not 11.00													1	1.00
11.00 but not 11.50													1	1.00
11.50 but not 12.00													1	1.00
12.00 but not 12.50													1	1.00
12.50 but not 13.00													1	1.00
13.00 but not 13.50													1	1.00
13.50 but not 14.00													1	1.00
14.00 but not 14.50													1	1.00
14.50 but not 15.00													1	1.00
15.00 but not 15.50													1	1.00
15.50 but not 16.00													1	1.00
16.00 but not 16.50													1	1.00
16.50 but not 17.00													1	1.00
17.00 but not 17.50													1	1.00
17.50 but not 18.00													1	1.00
18.00 but not 18.50													1	1.00
18.50 but not 19.00													1	1.00
19.00 but not 19.50													1	1.00
19.50 but not 20.00													1	1.00
20.00 but not 20.50													1	1.00
20.50 but not 21.00													1	1.00
21.00 but not 21.50													1	1.00
21.50 but not 22.00													1	1.00
22.00 but not 22.50													1	1.00
22.50 but not 23.00													1	1.00
23.00 but not 23.50													1	1.00
23.50 but not 24.00													1	1.00
24.00 but not 24.50													1	1.00
24.50 but not 25.00													1	1.00
25.00 and over.													1	1.00
Total	25	9.4	11	4.1	41	15.5	23	8.6	3	1.1	11	0.4	467	26

\* Including mother making, not tabulated separately because the 45 women had no total dependents.

† This number necessarily exceeds number of women with total dependents in cases where a woman had more than one dependent.

‡ The women with 1 dependent are those who supported 1 other relative.

§ Of the 4,329 women for whom pay-roll records were secured, 2 did not report number of total dependents.

### Women in Industry in Kansas.

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#### CONTRIBUTIONS TO THE FAMILY.

Table XI.

The number of women contributing to the home includes both those at home and those adrift. The tabulation shows that about one-fourth (24.8 per cent) of all these women made no contribution to their family and were independent of any financial responsibility to their home, but almost two-fifths (39 per cent) are contributing all their earnings. The contributions of the 36 per cent who give part but not all of their earnings range in amounts from less than \$2 to more than \$10 a week. As the weekly earnings increase in amount the per cent of those not contributing to the family generally decreases and conversely the per cent of those contributing all their earnings is larger. Over one-half of the women earning from \$15 to \$25 are contributing all their earnings to the family and about 15 per cent in the same wage groups contribute nothing. In all the groupings of those contributing part of their earnings the greatest proportion (11.5 per cent) are giving from \$5 to \$8 a week, probably considered the equivalent of board only.

In many cases the contributions were such that they could not be tabulated except as indefinite amounts; as, for example, the case of the woman who paid half the food bills, but they varied so that she could not estimate the actual amount. One young girl was responsible for the shoes and clothing of five younger children in addition to paying a stated amount into the family purse each week for her board. Another woman paid for the coal, light and telephone besides her board, but could not estimate it in terms of weekly amounts.



## Hours, wages and conditions surrounding women in industry in Kansas

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### Women in Industry in Kansas.

TABLE XI. Number of women contributing to the hours each classified amount per week, by average weekly earnings. All industries.

Average Weekly Earnings	Total number of women		All		Less than \$2.		\$2 but not \$3.		\$3 but not \$4.		\$4 but not \$5.		\$5 but not \$8.		\$8 but not \$10.		\$10 or more but not all.		Indefinite amount.	
	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.	No.	Per cent.
Under \$5.00	6	83.3	1	16.7																
\$5.00 but not \$5.50	23	12.52	1	39.4																
\$5.50 but not 6.00	4	8.8	1	25.0																
6.00 but not 6.50	64	45.3	29	31.3																
6.50 but not 7.00	17	23.8	22	25.9																
7.00 but not 7.50	142	53.3	37	26.0																
7.50 but not 8.00	142	53.3	37	26.0																
8.00 but not 8.50	237	172	89	37.5																
8.50 but not 9.00	237	172	89	37.5																
9.00 but not 9.50	237	172	89	37.5																
9.50 but not 10.00	237	172	89	37.5																
10.00 but not 10.50	400	92	23	5.8																
10.50 but not 11.00	400	92	23	5.8																
11.00 but not 12.00	280	47	16	5.7																
12.00 but not 14.00	280	47	16	5.7																
14.00 but not 16.00	280	47	16	5.7																
16.00 but not 17.50	612	85	34	5.6																
17.50 but not 20.00	356	37	11	3.1																
20.00 but not 25.00	77	11	14	18.2																
25.00 and over	77	11	14	18.2																
Total	4,321	1,072	24	8	1,686	39.0	41	5	105	2.4	231	5.3	498	11.5	57	1.3	74	1.7	557	12.9

\* Of the 4,329 women for whom pay-roll records were secured, 8 did not report amount contributed.

### Women in Industry in Kansas.

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#### SUMMARY.

##### SCOPE.

The investigation was made during June, July, August, November and September, 1920, and covered 230 establishments, employing 6,179 women, in 31 cities and towns in the state.

The industries from which facts were secured included meat and poultry packing, other food manufacturing, clothing manufacturing, miscellaneous manufacturing, general mercantile stores, 5- and 10-cent stores, laundries, restaurants, telephone exchanges and offices.

##### EARNINGS.

**Hourly.** Records of hourly earnings were secured from 61 firms employing 1,602 women. Less than 26 cents an hour was earned by 28.7 per cent of these women. From 26 to 36 cents an hour was earned by 24.7 per cent. From 36 to 50 cents an hour was earned by 36.2 per cent. Fifty cents or more an hour was earned by 10.4 per cent of the women. Less than 26 cents an hour, or \$2.08 for an 8-hour day, was the rate of pay for 97 per cent of the women in the 5- and 10-cent stores, 76.5 per cent of the telephone operators, 74.6 per cent of the laundry workers, 65.4 per cent of the general mercantile workers, 64.7 per cent of those employed in other food manufacturing and 45.3 per cent of the women who worked in clothing manufacturing. In the 5- and 10-cent stores no woman in the group for whom records were secured earned as much as 28 cents an hour.

**Weekly.** Pay-roll data showing weekly earnings was secured from 4,307 women. In this group more than one-half were receiving under \$12 a week. Ten per cent were receiving less than \$8, 19.9 per cent were receiving less than \$9, and 30.4 per cent were receiving less than \$10 a week.

In all industries except restaurants the median weekly earnings for women were:

In cities of the first class	\$14.25
In cities of the second class	10.50
In cities of the third class	10.00
In cities of the fourth class	10.85

In restaurants the median weekly earnings for women were:

In cities of the first class	\$10.20
In cities of the second class	10.45
In cities of the third class	10.30
In cities of the fourth class	7.50

For all the industries in all the cities and towns investigated the median weekly earnings were \$11.95.

By industries the median weekly earnings were:

Meat packing	\$17.50
Office	13.55
Miscellaneous manufacturing	12.70
General mercantile	11.95
Clothing manufacture	11.75
Telephones	10.80
Poultry packing	10.70
Laundries	10.50
Other food manufacturing	10.15
5- and 10-cent stores	8.10

## Hours, wages and conditions surrounding women in industry in Kansas

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### *Women in Industry in Kansas.*

#### HOURS.

Records of weekly hours of work were secured from 61 plants employing 1,692 women. More than one-half, 56.1 per cent of these women worked from 40 to 48 hours a week. About one-fourth of them worked less than 40 hours a week.

In the mercantile trade 19.2 per cent, nearly one-fifth, worked 54 hours a week or more.

Cases of extremely long hours, 60 and over per week, were found in food manufacturing, laundries and telephone exchanges.

#### THE WORKERS.

*Age.* Almost one-half (46 per cent) of the women were 25 years of age or over. 33.8 per cent were 30 years of age or over.

The industries in which the largest proportion of adult women were employed were meat packing, clothing manufacture, general mercantile and stores.

*Nativity.* Eighty-nine and seven-tenths per cent of all the women were native born white, and 5.7 per cent were colored, making over 94 per cent American born women in the industries of Kansas.

*Conjugal Condition.* Among the 4,303 women from whom information on this subject was obtained only 59.8 per cent were single, 23.2 per cent were married and 17 per cent were widowed, divorced, separated or deserted.

*Living Conditions.* Eighty-five and one-tenth per cent of all the women from whom information was secured were living at home.

*Dependents.* Two hundred and sixty-six, or 6 per cent, of all the women reporting on the subject were supporting total dependents. These 266 women were entirely responsible for the support of 74 parents, 8 fathers and 66 mothers, 31 husbands and 329 children.

The greatest number of dependents were supported by women earning from \$15 to \$20 a week.

Eighteen and five-tenths per cent of the women in the meat packing industry were supporting dependents, the largest percentage of dependency in any of the industrial groupings.

*Contributions to the Family.* Almost two-fifths, 39 per cent, of the women were contributing all of their earnings to their homes. A part, but not all of their earnings, was contributed by 36 per cent of the women.

□



## Hours, wages and conditions surrounding women in industry in Kansas



## Hours, wages and conditions surrounding women in industry in Kansas

