But above all others to whom our tribute is made and our gratitude must be expressed is Margaret Dreier Robins, for 38 years the President or Honorary President of the League. She was our guiding spirit from the early days of the League until the end of her life in 1945. Her spirit and understanding, her exhilarating leadership, opened the door to a wider and more useful life for countless women workers.

As the program of the League developed over the years there was practically no facet of the worker's life that it did not influence. The primary task of organizing women into trade unions was carried out successfully in many parts of the country. Women in the garment industry and other needle trades, in the textile industry, in many other trades and industries, were helped by the League to organize and become part of the labor movement. During the months of the bitter strike in the clothing industry in Chicago in 1910 the League organized and supported the commissary for the striking workers. The President of the League was one of three signers of the famous Hart, Schaffner and Marx agreement which resulted from this strike and which set up collective bargaining machinery in the industry.

Elimination of home work and the sweat shop was part of the League's successful achievements. The League established the first training school for women labor leaders in 1913. The first summer school for women workers at Bryn Mawr College followed the resolution adopted by the League at its convention in 1915.

As early as 1905 the League initiated a movement for a federal investigation of the conditions of women and child wage earners, which led eventually to the establishment of the Women's Bureau and the Children's Bureau in the Federal Government. It inaugerated health instruction and medical care for women workers in Chicago in 1912, and in 1908 it was instrumental in setting up an Immigrants' Protective League and in developing an Americanization program for immigrants, who were a neglected group in that great city.

The first international gathering of working women in history, in 1919, was inaugerated and supported by the National Women's Trade Union League, and in 1922 the League was the first national woman's organization to go on record for international cooperation to abolish war.

The complete history of the League's work for women and for the labor movement will be found in the advanced opportunities for women, in the improved working conditions in industry and in the greater understanding that exists today of the problems of all workers. The League can justly be proud of its record of achievement. We have ploughed the hard fields and planted them with the seeds of accomplishment. Some of the crops have been harvested, others are yet to come to fruition. We ask our friends and supporters to carry on in the many new ways that are now open to them until the entire harvest is in, and women workers everywhere have full opportunity to play their part in the economic and social life of the nation.

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AN APPRECIATION

You, dear friends of the National Women's Trade Union League, have through the years stood by and supported the League through good days and bad. My letters have gone to you many times. I have never met most of you in person but have regarded you as devoted friends. Now we in the League have come to a parting of the ways. In bidding you goodbye I feel a lasting indebtedness and say - thanks, a thousand times.

--Elisabeth Christman

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NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA

LIFE AND LABOR BULLETIN

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NO. 103 JUNE, 1949

MARRIED WOMEN WORKERS

Widespread interest - some sympathetic, some not - has been expressed recently in the numbers of married women gainfully employed. It is likely that the unsympathetic questioner hasn't become altogether adjusted mentally to the economic changes over the past 50 to 80 years. These have done away with the self-sufficient family, and the many household needs of today must be met largely by cash income. Accompanying this are changes in customs related both to women's economic status and to marriage. For example, most girls today expect to take jobs, and they prepare for this. Later, when marriage is planned, it frequently is necessary to count on the wife's earnings to establish the new family.

It is a well known fact that during part of the war period and after the war, the marriage rate increased markedly, though it now is levelling off to about prewar status. The result is that there are over 5 million more couples in the postwar population than in 1940. In about 20 percent of the couples with husband head of the family (nearly 6½ million of them) both spouses are at work. In over a fourth of all working couples the husband was a veteran of World War II.

Married women always greatly outnumber single women in the population. From 1940 to 1948 the number of married women in the population has increased by 5 2/3 million, the number of single women has declined by nearly 2 1/3 million. Of all single women, over half are in the labor force; of all married women just under a fourth are in the labor force. This should be remembered when it is stated that in the postwar world married women have come to outnumber single women as workers by about 2 1/3 million.

The next question asked refers to mothers in gainful work, though all those with children under 18 constitute less than 7 percent of the labor force. The fact is, too, that when their children are small mothers prefer to remain at home. Of the women with no children under 18, not far from a third are in the labor force; of all women who have children below school age, but little over a tenth are in the labor force, and these constitute only about 3 percent of the total labor force.

The absence of the husband from home is one potent reason why women with young children go to work. Of those with children under school age, only about a tenth are in the labor force where the husband is present in the family, but nearly half must work where the husband is absent.

The evidence that women ordinarily desire to remain at home while children are young emphasizes two vital social needs: the importance of advancing wages toward an adequate family living standard so that wives with young children are not forced to supply some of the cash for family support; and adequate community facilities for child care for those mothers who must work, either for family financial reasons or in some individual cases because their contribution to the working world is especially superior.

A further word should be said about women with older children. Of those with children of school age about the same proportion are employed as among those with no children under 18. Of these women about 2 2/3 million are gainful workers, and constitute only about 4 percent of the total labor force. Again the proportion varies markedly according to whether the husband is present in the family. Among wives with school age children only a fourth are in the labor force where the husband is present; but not far from two-thirds are in the labor force where the husband is absent.

--Factual material contributed by Mary Elizabeth Pidgeon,
Member, NWTUL - on staff of U.S. Women's Bureau.

"TRADE UNION WEEK"

The first annual "Trade Union Week", held April 24-30, sponsored by the St. Louis League is now history - but what history. Legislative and educational problems of the trade union movement were discussed by delegates representing a cross section of the entire labor movement. Many attended who were not delegates and each of the seven sessions was well attended. Highlights were our two distinguished guests from other lands - The Rt. Hon. Margaret Bondfield, London England, and Mrs. Ana Berta Romero de Campos, Mexico City, Mexico. Exchanging ideas and experiences with these women brought about better understanding of our mutual problems, and showing our guests about the city reawakened our civic pride and made us acutely aware of our wonderful city and its many social and cultural advantages.

"Trade Union Week" opened officially on Monday, April 25, with a session on "Child Labor - What Are We Doing About It?" This session was well attended and lively discussion followed the panel presentation by Miss Gwen Geach, U.S. Department of Labor; Miss Helen Haisch, Wage & Hour Division, Kansas City; Mrs. V.D. Abbington, Industrial Field Secretary, Urban League; Mrs. Louis Kaufmann, Chairman Child Welfare, American Legion Auxiliary; and Mrs. Charlotte Lee, Ass't. Director Industrial Inspection, State of Missouri. Much valuable information was developed by the panel and all delegates and visitors were urged to write their representatives in support of the amendment to the child labor provisions of the Fair Labor Standards Act. Miss Margaret Ritch, Vice President Office Employees Union #13, was chairman.

The subject of the second session was "Federal Aid to Education", with particular emphasis on the bill now before Congress, S.246. The speakers were Mrs. Milton Epstein, Vice President Nat'l.Council of Jewish Women, and Mr. Robert Strickler, Principal Hodgens School, St.Louis. A very spirited discussion developed, and the delegates were anxious to know more about the subject and to secure available literature. Miss Georgia Gleason, Boot & Shoe Workers Local 338, presided.

The session on "National Health Insurance" was well attended and most informative. Miss Emily Cronheim, Int'l.Ladies' Garment Workers' Union, served as chairman and at times as referee. Dr. Duff Allen, representing the Medical Society of St. Louis was hard put to answer the challenging questions of the audience, and other panel members. This panel was composed of Mr. Lou Berra, Bus. Mgr. Labor Health Institute, Dr. Allen, Mr. Carwein, Committee for the Nation's Health, and Dr. J.O. Dean, U.S. Public Health Service. Various voluntary health plans were thoroughly discussed, and Mr. Berra furnished statistics from the experiences of the Labor Health Institute, where union members participating in the plan are furnished medical care and services at prices they can afford to pay. For instance, glasses are obtained for $8 which includes the eye examination and other services. All of these things are furnished at cost, and complete examination, treatments and hospitalization supplied at a cost of 5 percent of the earnings of the union members. There are now 42 doctors on their staff, and every one is a first class man. This discussion left little doubt about the need for National Health Insurance.

The session on "International Women" was a dinner at the DeSoto Hotel. Mrs. Mary E. Ryder presided and the speakers were the Rt. Hon. Margaret Bondfield and Mrs. Ana

Berta Romero de Campos, who gave inspiring talks about the women of their own countries. Mrs. Ryder presented gardenias to the labor women leaders present, and paid a splendid tribute to them for their loyal and devoted service to the cause of trade unionism throughout the years. The old were appreciated, and the young encouraged.

Mrs. Carl Setje, Education Committee Central Trades and Labor Council, and past president of the St. Louis Women's Trade Union League, was chairman of the "Labor Education Workshop" which was one of the most important and most interesting programs of the "Week". Miss Annetta Dieckman, Dir. St. Louis Labor Education Project, led a panel discussion of representatives from the two local universities (St. Louis and Washington); Mr. Joseph Piatchek, Chairman, Education, Textile Workers, CIO; Mr. Edward Coffey, Dir. Education, United Auto Workers for this region, comprising 18 states; Miss Emily Cronheim, representing the Int'l. Ladies' Garment Workers (AFofL); and Mr. Swaite, representing Labor Education Project were other panel members. Many interesting methods of labor education were discussed and ideas exchanged for the benefit of the delegates. Dr. Joe Seidman spoke on Labor Education Extension Service and answered many questions. We were all surprised and happy to find so many opportunities for labor education in St. Louis.

At the session on "Status of Labor Laws", Mrs. Jane D. Simmons, Vice Chairman and Education Dir. Local 3000, Communication Workers of America, presided. Mr. Malcolm Bartley, attorney for various AFofL unions, and the State and Central Labor Bodies, discussed the bill to repeal the Madison Act, which has been in committee for sometime. It is hoped the Act will be repealed within the next two or three weeks. Mr. Gus Cramer, Ass't. to the President of S.W. Bell Division 20, CWA, discussed the King-Thompson, Missouri's utility act, which forbids concerted action by employees of public utilities. A repealer bill has been introduced but the prospects of positive action do not look very bright at this time. Mrs. Ruby Talbot, Inspector in the St. Louis Wage & Hour Office, did an excellent job of presenting the Wage & Hour Act and discussing the proposed amendments to that law. She answered many questions. Mrs. Mary Ryder substituted for Mr. William J. Gibbons, President Typographical Union #8, and discussed the Taft-Hartley Act. Mr. William Stix, Chairman Employment Standards, Committee Missouri Association for Social Welfare (a non-union individual who devotes his time and money to the cause) spoke on the Missouri Minimum Wage Bill. He urged positive action by the union membership at once, to get at least a 50¢ minimum passed during this session of the legislature. Prospects are not too good, but not hopeless if immediate action is taken.

The last session was held Friday evening and the subject was "Industrial Peace under Collective Bargaining". The AFofL, CIO, and independent unions were represented, and management participated. Mr. Lloyd Weber, Bus. Rep. Machinists Union, represented the employees, and Mr. Virgil Wiltse, Industrial Relations Dir., represented the management, of McDonnell Aircraft Co., employing some 5200 men and women. Their relations have been excellent for some time, and both sides had much valuable advice to give. Mr. Edward Weber, Bus. Rep. Firemen & Oilers (AFofL), represented the employees, and Mr. Al O'Brien, Industrial Relations Dir., represented the management, of Ralston Purina Co. They have some 500 employees, and their relations were pretty bad until about 1945, when the company decided the best policy was a genuine acceptance of the union and recognized the union's demands for union security. Mr. Frank Lenhardt, President Local 1108 United Electrical Workers CIO, represented the employees, and Mrs. Myrtle Norton, Ass't. Industrial Relations Dir., Century Electric Co., represented management. This group have some 1500 employees - men and women, and their relations since about 1943 have steadily improved, due primarily to a mutual understanding of the "human" factor in industrial relations.

One of the most valuable contributions of the week was the distribution of so much important material, secured in cooperation with our National League. Many unions asked for more when their delegates reporte to them. All of the federal agencies were most generous in supplying information and material, which was greatly appreciated by the League. Locally, two women who contributed more than anyone else to the success of the "Week" were Miss Ruby Talbot and Miss Virginia Jacobs of the St. Louis Wage & Hour Office. These girls not only attended every session, passing out literature, answering questions, as well as participating in our program, but they also drove members of the League and Mrs. de Campos and Miss Bondfield to the meetings, and to the various places visited during the week. They are truly "public servants", and our government is indeed fortunate to have such unselfish employees. They spent their off time and their money to help make the "Week" a success for our League and we are forever grateful.

Reported by Mrs. Catherine W. Sullivan, Vice President, St. Louis Women's Trade Union League, and dynamic chairman, Conference Committee.--Ed.

HAIL! and NOT FAREWELL

Regret at the retirement of Rose Schneiderman as President of the New York League was coupled with pride in her many achievements and her outstanding leadership over the years, as the League paid tribute to her at its annual meeting on April 25. "The New York League's Annual Meeting was a historic and festive one this year," writes Mrs. Bess W. Kaye, Executive Secretary. The festive touch was furnished by the lovely bouquet of red roses presented to Miss Schneiderman by the Executive Board, and the enormous "au revoir" cake presented by the Bakers' Union. A fitting reminder of the long distance the labor movement has traveled since Rose entered it was the fine exhibition of more than 100 pieces of pottery and sculpture made by students in the New York League's classes. The more than 150 persons present at the meeting were deeply touched by Rose's remarks on relinquishing her post, and were inspired to keep on with the work so valiantly begun by Rose and the other pioneers in the labor movement.

As Rose steps down from her arduous duties in the New York League for a well-earned rest, we rejoice that she is still President of the National League, and that we shall continue to have the benefit of her freely given help and wise counsel backed by her years of fruitful experience.

Many laudatory articles in many newspapers and journals - including an editorial in the NEW YORK TIMES - have been written about Rose since her announced retirement. We particularly like the ending of the one in the April "Labor Chronicle" by Arnold Beichman, who says:

> "A lot of hard-boiled labor leaders know Rose and it's not very likely that she's going to be undisturbed because she says she's going out of business. Everybody says sure, Rose has earned retirement, but her phone is still going to keep ringing and her advice will still be sought."

"THE GIFT OF FREEDOM"

The Bureau of Labor Statistics, U.S. Department of Labor, has recently released a 150-page illustrated book, "The Gift of Freedom", describing the level of living of the American worker. The book is "designed to inform the worker in foreign countries how his American counterpart lives," but it is also useful in reminding us all, as American citizens, of what Walt Whitman has called our "fearsome and sacred" responsibility "as an inheritor and protector of world liberty." The book warns that it is "not an economic and social system alone which guarantees prosperity and security," but rather that any system which "provides freedom to the individual, and allows him to participate to the fullest extent to the solution of problems which beset it, stands the greatest chance of maximum utilization of its human and natural resources."

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA

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WOMEN'S OCCUPATIONS THROUGH SEVEN DECADES

The Women's Bureau of the U.S. Department of Labor has recently issued a most significant report on women's occupations from 1870 to 1940. For the student and planner the pages of this report are teeming with detailed statistics that give the answer to many questions regarding the development of women's opportunity in the nation's economy. For all working women the facts shown in this report are important because they indicate not only the present status of women but provide a basis for estimation of future trends. Looking at the picture of women's occupations in the nation as a whole, in 1940 as in 1870, it is plain that women are chiefly occupied in the home. In 1940 there were nearly 51 million women aged 14 years and over in the United States. Of these about 13 million (about one-fourth) were in the labor force. Most of the remaining 38 million were engaged in their own home housework, though some were in school, unable to work, or in institutions. In 1870 less than 10 per cent of women were gainful workers, but at that time the women in the home were carrying on many of the occupations that later were shifted to the factory or shop.

The focus of women's interests and occupations on the home is further emphasized by a study of the leading occupations for women in the various decades studied. The largest number of women in any single occupation in each decennial census from 1870 to 1940 were in domestic service. Teaching was among the first ten occupations for women throughout the 70 years, and nursing was among the leading fields of work in 1940 as in 1870.

But although it is apparent from the figures given in this report that home making is still the most important occupation of the women in the United States, their status as wage earners is not insignificant.

In 1940 about 13 million women were in the labor force. Of every 10 women who were employed or seeking work 3 were clerical, sales or kindred workers, 2 were operatives or kindred workers, 2 were domestic service workers, one was a professional worker and one was a service worker in other than domestic or protective service work. Within these general classifications it is apparent that women tend to concentrate in a few occupations. For instance, nearly one-third of the women classed as "clerical, sales and kindred workers" were stenographers, typists and secretaries, over three-fourths of women "professional workers" were teachers or nurses, nearly four-fifths of women "operatives and kindred workers" were in manufacturing and of those well over one-half were engaged in the production of apparel and textiles, and nearly half of the women "service workers" were waitresses or beauticians. This concentration in a relatively few occupations is further emphasized by the fact that four-fifths of all employed women in 1940 were in 35 of the 451 detailed occupations listed in the census. More than 1,400,000 women were servants in private families, 988,081 women were stenographers, typists and secretaries, 772,044 were teachers, 630,471 were clerical workers and 515,539 were saleswomen. More than 300,000 women were occupied as bookkeepers, accountants and cashiers, as operatives in apparel and accessories manufacturing, as housekeepers in private families, as waitresses (not in private families) and as trained nurses and student nurses.

The degree to which employed women are concentrated in a limited number of occupations should not completely overshadow the fact that many women are engaged in a wide variety of other fields of work. Though over four-fifths of employed women were in the leading 350 occupations for women, nearly two million women were employed in other fields, involving many interesting types of work such as social and welfare workers, editors and reporters, librarians, laboratory technicians, store buyers and department heads, building managers and superintendents, attendents in physicians and dentists offices, insurance agents and brokers, real estate agents and brokers, in each of which occupations more than 10,000 women were employed.

So much for the "status quo" of women's employment today as indicated by the figures for 1940 which are the latest available. The question that is of chief concern to all working women is "where do we go from here?" To answer that, we can only look back and base our predictions on the experience of the past.

During the past 70 years women have increased in the labor force from less than two million to over 13 million. In 1940 women formed 24.4 per cent but in 1900 only 18.1 per cent of the labor force. Not only the actual number but the proportion of employed women has increased steadily throughout the years. These increases are due to many factors most of which will continue to operate. As various types of productive activity - textile manufacturing, the making of clothing, food processing, etc. - were transferred from home to factory, women followed them. The transfer has meant that families increasingly require money income to obtain goods and services formerly provided by unpaid labor at home. Result - more numbers of the family unit must work for wages. Urbanization of the population, smaller families, increased apartment house living, higher education of women, development of occupations for which women have special aptitudes, all these are factors which have brought about increases of women in wage-earning pursuits and these factors will continue to operate in the future.

The increased employment of married women is perhaps one of the most significant facts disclosed by the figures in the report. From 1900 to 1940 married women rose from 15 per cent of all women workers to over 35 per cent. The occupational statistics for these married women indicate that it is not as a rule the glamorous professional or semi-professional job that has lured them from the confining life of the home maker, but rather the need for additional income that has forced them into more or less routine manual jobs and domestic service work, where more than half of them were employed in 1940. Outstanding occupations for women, where more than half of the women employed were married, included several groups of operatives in manufacturing industries, charwomen, janitors and porters, and cooks who were not working in private families.

Although the proportion of all women at work has increased steadily throughout the 70 years studied, it is unexpected to find that the proportion of Negro women who are workers has declined. In 1920, 42 per cent of all Negro women were gainful workers, but by 1940 their proportion had dropped to 38 per cent. No explanation is given in the report for this decline. It is interesting to speculate on the reasons for this surprising fact and on its significance in the picture of opportunity for Negro women workers.

Although it is evident that women workers are largely massed in a comparatively few occupations, there have been notable increases in their employment in other more unusual activities, which indicates a steadily widening sphere of employment for them in the future. Many more women were employed in 1940 than in previous years as beauticians and manicurists, religious, social and welfare workers, proprietors and managers of eating and drinking places, editing and reporting. In fact, there were only 9 out of 451 occupations listed in which there were no women in 1940, and during the war women entered 6 of these 9, leaving only locomotive engineers, locomotive firemen and firemen in fire departments as exclusive fields of work for men.

The future of women in the labor force of the United States will be influenced by many factors but it is obvious from the trends of the past that they will increase in importance. Tradition, public policy, technology, prejudice, immigration, changes in living standards and tastes, and the emergencies of wars, have all played their part in expanding or limiting women's sphere of action. Reports such as this Women's Bureau Bulletin No. 218, are invaluable to all citizens whose concern is to guide and develop the occupational opportunity of women for the best interest of the nation as a whole.

NOBLESSE OBLIGE, CONGRESSMEN!

As we listened to the testimony of a laundry worker at the recent hearing on revision of the Fair Labor Standards Act before the House Committee on Education and Labor, we felt that a set of rules should be drawn up defining Congressional courtesy and fairness toward witnesses at congressional hearings.

Mrs. Gertrude Jones, a laundry worker from Hagerstown, Maryland, appeared to ask the committee to increase the 40¢ hourly minimum wage to 75¢ and to extend the bill's coverage. She is a member of the Amalgamated Clothing Workers Union and her basic wage is 53¢ an hour. She urged that Congress"do something to help us get a living wage." Mrs. Jones is the mother of two children. Her husband works in a shoe factory but does not earn enough to support the family, so that she works in a laundry to help the family income. She told the committee, "Once in a while I can make as much as $25 a week, before deductions, but usually it is much less. Last week my pay was $19. After taxes and insurance were taken out I only had about $15 left to take home." Mrs. Jones, a voter and an American citizen, had never appeared before a committee of Congress and looked rather hopefully for understanding of what a higher minimum would mean to low paid workers. Congressman Ralph W. Gwinn (R. N.Y.) looked down at her with anything but understanding and argued that passage of this legislation would amount to action by a "compulsory state", and demanded, "Have we a constitution left?" Representative Gwinn asked why Mrs. Jones did not take in washing at home if she wasn't satisfied with what the laundry paid her. He did not think it was the business of Congress to tell a laundry what it should pay its workers and told Mrs. Jones at length, and with unmistakable hostility, that she might become her own boss by running a laundry in her home. She was baffled - she had expected understanding instead of a tirade, then answered "I don't have the equipment the laundry has." Representative John Wood (D. Ga.) compared the minimum wage law to "the decree of a dictator", and said we were not far away from a "police state," if the government can fix wages and prices. Representatives Graham A. Barden (D. N.C.) and Wingate H. Lucas (D. Tex.) indicated by their questions that they shared the views expressed by Representatives Gwinn and Wood.

The NWTUL maintains that the living standards of our people cannot be raised unless the lowest paid workers get a decent wage, and it also believes that these same workers at the bottom of the wage scale are exploited simply because they are not organized and therefore have no bargaining power. Setting a minimum wage gives essential, though minimum protection to that large body of workers who have no weapon of their own.

NATIONAL CITIZENS CONFERENCE ON CIVIL LIBERTIES

A most thought-provoking and action-demanding conference was held in Washington on February 15 and 16, when representatives of 66 national organizations, plus a number of interested individuals, met as a "National Citizens Conference on Civil Liberties." The groups represented, with their diverse objectives, formed a true cross section of American citizens, and showed the very widespread interest in the field of civil liberties. The NWTUL was represented by its chairman of legislation, who acted as recorder for two of the section meetings.

The field of civil liberties was divided, for purposes of discussion, into four topics: Government and Civil Liberties, Academic Freedom, Civil Rights, and Human Rights. There was a general meeting with a speaker for each of the four topics, after which the Conference broke up into three section meetings for over an hour's discussion on each topic. Section reports were combined and presented to a plenary session, where they were again discussed, so that conclusions reached were the result of full participation by all who wished to participate.

In the field of Academic Freedom, the questions raised were complex ones "that have occupied committees of learned professors and interested laymen for months and years". However, one conclusion reached by the Conference will be of particular interest to League members, as follows: "As a citizen, the teacher has the right to speak and to write freely on any subject that interests him. Teachers should have no peculiar rights because of their occupation and, conversely, they should be deprived of no rights because of that occupation. Thus, to protect their group interest, teachers, as professional workers, have the right to organize."

In the area of Government and Civil Liberties, the main topic of discussion was, of course, the government's loyalty program. The opening paragraphs of the Conference's conclusions speak for themselves:

> "On the basis of the record of the loyalty program to date, we are opposed to its continuation in its present form. Its demonstrated undesirable effects in the way of 'thought control', and demoralization of government employees far outweigh its presumed contributions to American security.
>
> "The investigation of the loyalty of government employees should be strictly confined to employees in positions genuinely affecting the national security. We fully support the necessity for screening employees in such agencies as the Department of Defense, the State Department and the Atomic Energy Commission, or in those positions in other agencies which affect national security. But we firmly believe that the procedures by which loyalty of such employees is determined must conform to basic and time-tested procedures of fair trial, including specifically the right of cross examination, confrontation of witnesses, and in an impartial inquiry."

The Conference supported all of the proposals on the President's 10-point Civil Rights Program. However, it was emphasized that most of the items on this program "face a major hurdle until the filibuster problem is solved." At the present time "cloture", or the closing of debate on an issue in the Senate requires a two-thirds vote, almost impossible to obtain. The Senate rules should be amended to permit the ending of a filibuster by majority vote of the Senators present and voting. Since all legislation is passed under this rule (except ratification of treaties and amendments to the Constitution), it seems logical to invoke cloture in the same way. Organizations were urged to join in a campaign for majority rule in the Senate, to free the channels for the passage of civil rights legislation.

The need for widespread discussion of the text of the UNIVERSAL DECLARATION OF HUMAN RIGHTS was stressed at the Conference, and in order to cover this topic properly it will be discussed in a later issue of the Bulletin. Knowledge of citizens throughout the country as to what is in the DECLARATION is the first step in intelligent support of the United States position in UN for early adoption of an International Covenant on Human Rights.

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NO. 96 NOVEMBER, 1948

SALARIES OF WOMEN OFFICE WORKERS IN LARGE CITIES
(December 1947 - February 1948)

A series of studies recently completed provides information on the weekly salary levels of men and women office workers in 23 occupations in 11 cities - Atlanta, Boston, Buffalo, Chicago, Dallas, Denver, Milwaukee, New York, San Francisco and Oakland, and Seattle. The study was made on a cross-industry basis and the occupations within these industries ranged from the lowest paid job of the office boys or girls or the routine file clerks to the generally highest paid occupation of the hand bookkeepers.

This article summarizes the findings relating to the women employees only. The weekly salary levels of women in San Francisco exceeded those in all other cities, the lowest were found in Boston. On the basis of salary levels, the 11 cities ranked in this order: 1 San Francisco, 2 Oakland, 3 Chicago, 4 Seattle, 5 New York, 6 Dallas, 7 Denver, 8 Atlanta, 9 Milwaukee, Buffalo, Boston.

The general stenographers represented the largest occupation group of women in every city except Milwaukee and Oakland where the clerk-typists slightly outnumbered the stenographers. The highest average salary for the stenographers among the 11 cities studied was $48.13, the average earnings in San Francisco. At the other extreme, Boston paid the lowest salaries, an average of $37.31. The median city average was represented by Dallas - that is, in 5 of the cities, the averages were more than in Dallas and in 5, less. The averages above the Dallas scale ranged from $43.37 to $48.13, those below showed a narrower range, $37.31 to $39.42.

Hand bookkeeping was the highest paid job in 8 of the 11 cities and in the other 3 cities the salaries of this job closely approximated the top level in the city. The numerical importance of the women in this job, however, was out-ranked by over half the jobs in each city. New York, with an average of $55.11 represented not only the highest average in this occupation but also the highest average salary in the study. Buffalo paid the lowest average, $43.98, to the hand bookkeepers.

The average earnings of the office girls (usually the lowest or next to the lowest paid group) ranged from a high of $38.61 again in San Francisco with Oakland a close second at $37.47 to the lowest rate of $27.51, in Dallas. The averages in Buffalo, Boston, and Milwaukee were about the same - $28.50, $28.41 and $28.40, respectively. Denver, New York and Atlanta paid slightly more than the 3 preceding cities - $30.80, $30.56, $30.16. Seattle with an average of $33.19 fell short of the averages in the other 2 Pacific Coast cities.

The following table shows that in the individual cities, the differences in average salaries between the lowest and highest paid jobs amounted to between $15 and $20 in 8 of the 11 cities:

7

The Highest and Lowest Paid Jobs in Individual Cities

City	Highest Average Salary		Lowest Average Salary		1/
	Amount	Occupation	Amount	Occupation	Difference
San Francisco	$55.02	Hand Bookkeepers	$37.37	Routine File Clks.	$18
Oakland	51.38	" "	36.62	" " "	15
Chicago	52.15	Bookkeeping Mach. Op.	32.72	Office Girls	19
Seattle	52.06	Hand Bookkeepers	33.19	" "	19
New York	55.11	" "	30.56	" "	25
Dallas	48.30	" "	27.51	" "	21
Denver	47.94	Bookkeeping Mach. Op.	30.09	Routine File Clks.	18
Atlanta	44.41	Hand Bookkeepers	30.03	" " "	14
Milwaukee	48.41	" "	28.40	Office Girls	20
Buffalo	45.68	Technical Stenographers	28.50	" "	17
Boston	45.46	Hand Bookkeepers	28.41	" "	17

1/ Rounded to the nearest dollar.

The 5-day, 40-hour week was the most common single workweek standard found in all cities. Other regular workweeks generally ranged from 35 to 48 hours, with considerable variation in the proportion of establishments working these hours.

--Compiled by Women's Bureau, U.S. Department of Labor, from the B.L.S. studies.

TAFT-HARTLEY ACT INJUSTICES

The recent federal court ruling which convicted the International Typographical Union of contempt of court was "evidence of how harsh the Taft-Hartley law is against labor", commented Secretary of Labor Maurice J. Tobin. Here we have a union, once referred to in the conservative READERS' DIGEST as a "model for all" and "the most democratic union in America", fighting to preserve the very conditions that have made for stability in the printing and publishing industry for the last hundred years. But, because of the anti-closed shop provision of the Taft-Hartley Act, this union is held in contempt of court and may be subject to heavy penalties. Secretary Tobin further says, "There is something wrong with a law that would cause this type of union constant litigation and court action." As an editorial in the weekly newspaper LABOR says, "All the ancient evils of government by injunction are being revived."

Another field affected by the Taft-Hartley Act's anti-closed shop section is the building industry. Because of hiring methods in the industry, (a contractor has no regular employees, but goes to the various craft unions for carpenters, plasterers, etc.), there are no "bargaining units" in which to hold the elections specified in the Act. The NLRB spent ten months working out a new voting procedure, which it tried out in one small test vote in Pennsylvania. A full-scale "sample" ballot was scheduled for the Detroit area. The NEW YORK TIMES of October 17 had this to say: "Last week there were strong indications that the NLRB's new voting plan would have to be dropped. The Home Builders Association of Detroit, an employers' group, announced that it would not cooperate in the sample ballot, on the grounds that it might 'jeopardize its position.' The employers' cooperation was needed, the NLRB said, to get the names and records of workmen. Without their help the election could not be held. The Detroit vote was canceled.

"NLRB spokesmen said that the board would try to find another formula for the building trades, but there seemed little chance that it would succeed. The feeling was that the Detroit failure might lead to the repeal in the next Congress of the Taft-Hartley union-shop election provisions. Some building industry representatives - many of whom opposed the election plan before the law was passed on the grounds that it was 'impractical' -- are expected to support the move."

America's Town Meeting of the Air on September 28 was devoted to the subject,"Should the Taft-Hartley Law Be Repealed?" Senator O'Mahoney, speaking in the affirmative, said: "I wonder how many of us realize that 55 per cent of all workers in the country are employed by less than $1\frac{1}{4}$ per cent of the employers. Since these employers are not individuals, but complex, corporate organizations, it is essential that national legislation shall not impair the effectiveness of the workers' organizations as the Taft-Hartley Law does. For example, it deals with labor as a commodity, the value of which should rise or fall in response to supply and demand. The human individual must not be treated like a bag of salt.....

"The Taft-Hartley Law is particularly bad in that, at the time when most of its sponsors are denouncing bureaucracy in government, it establishes the most complete and powerful federal bureaucracy this country has ever seen. It concentrates in the General Counsel more power than has ever been exercised by any one government official save in time of war. He is given 'final authority', and those two words are taken from the law itself, over all investigations and all complaints. Into his hands is placed the impossible task of regimenting the labor relations of 140 million workers in 48 states without distinction between local business and national business. This is a concentration of power that simply cannot work, as thoroughly demonstrated by the backlog of undecided cases."

Secretary Tobin, also speaking in the affirmative, called attention to the plight of the 1500 workers striking against the operators of a mammoth fruit ranch in California (see LIFE AND LABOR BULLETIN for July). "The company used strike breakers, including imported Mexicans. The union attempted to press their rights before the National Labor Relations Board, but was denied because they were agricultural employees. The union sought the help of the Teamsters' Union, which is only natural. Promptly under the Taft-Hartley Act the employer secured an injunction on the grounds of a secondary boycott.

"In this case the CATHOLIC LABOR LEADER, a New York newspaper, had the following to say: 'Such is justice under the Taft-Hartley Act. Agricultural labor, which needs government protection even more than factory labor, cannot qualify for the benefits of the Act. It does qualify perfectly, however, for the penalties.'"

The Taft-Hartley law is ambiguous in its language, but not in its intent. It is aimed at breaking down the orderly process of collective bargaining and substituting chaos and government control in its place. Any law that requires constant litigation in order to clarify the meaning of its various provisions should be repealed.

ITALIAN CLOTHING PROJECT

The Amalgamated Clothing Workers of America have demonstrated what a democratic American trade union can do in spreading effective and practical good will across the seas. In response to appeals from Italy to do something about the acute unemployment situation among Italian clothing workers, and about the clothing shortage as well, the ACWA have donated a complete mass production clothing factory to the clothing workers of Italy. This factory, funds for which were raised voluntarily among Amalgamated members of Italian extraction, employs several hundred workers and is the first of a series of model cooperative factories to be established under a $500,000 program financed by union members in the United States.

REHABILITATION OF EUROPEAN WORKERS

Members of the ILGWU may be justly proud of their part in the rehabilitation of workers in France and Italy. Last summer two significant ceremonies took place: the dedication at Montreuil, France of the ORT Building (World Organization for Rehabilitation through Training), which was set up as a first-class trade school; and the opening at Palermo, Italy of the Franklin Delano Roosevelt Instituto Professionale, which was set up as a school of marine trades for orphans of Italian workers who died in the last war. Both of these schools were made possible by funds contributed by members of the International Ladies' Garment Workers' Union. In the ORT School at Montreuil, 500 boys and girls, men and women, are now being trained or retrained to take their places in the rehabilitation and reconstruction of Europe. U.S. Ambassador Jefferson Caffery, speaking at the ceremony, said: "...its significance lies in the fact that it is a gift of American labor to the working people of Europe. Both the donor and the recipient are united by one common cause, the cause of promoting a higher standard of living, progressive conditions of work, which are the absolute prerequisite for true human dignity."

NEW MINIMUM PAY RATES UNDER WALSH-HEALEY ACT

Secretary of Labor Tobin has issued orders recently raising the minimum wage rate for employes in two industries under the Walsh-Healey Public Contracts Act. Under this Act, the Secretary of Labor is empowered to determine the prevailing minimum wage for employes engaged in manufacturing or supplying materials for the government under contracts for over $10,000.

One order raised the minimum wage in the textile industry from the present 40¢ hourly rate to 87¢. This order also set a subminimum rate of 80¢ an hour for learners in certain occupations during the first six weeks of their employment. This amendment goes into effect November 16 and is based on evidence presented at a public hearing held in Washington on July 8 at the call of William R. McComb, Administrator of the Wage and Hour and Public Contracts Division, U.S. Department of Labor. Approximately 800,000 wage earners are employed in the textile industry as defined in the order.

A second order raised the 67½¢ hourly rate to 85¢ for the cap and cloth hat branch of the men's hat and cap industry. It also increased the minimum rate for auxiliary workers from 40 to 65¢ and established a 67½¢ rate for learners in non-auxiliary occupations for a 6-weeks period. Effective November 16, this order was based on evidence presented at a public hearing in Washington last June 15. It is estimated that some 3,500 men and women are employed in the type of manufacturing covered by the order.

IMPORTANT PUBLICATION

THE NATION'S HEALTH-- A report to the President by Oscar R. Ewing, Federal Security Administrator. The report consolidates the gains made by all organizations at the National Health Assembly, held in Washington, D.C., May 1-4, 1948, (June LIFE AND LABOR BULLETIN) and presents a four-phase "time table" for a national health insurance program: 1) passage of federal legislation and setting broad policies; 2) a three-year "tooling up" period to establish procedures and coordinate services; 3) initial operation geared to existing facilities; 4) ultimate expansion to include complete medical coverage for everyone. Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C. Price $1.00.

Women's Bureau, Dept. of Labor

米國労働省婦人局

米国労働省婦人局は勤労個人の福祉の増進、労働條件の改善、能率の増進、有利な職場への進出を計る為に組織され、米国労働省の一部門として一九二〇年下院議によって創設された。

これは前大戦中、一九一八年七月に労働省内に臨時に設置された産業婦人部が発展したものである。

婦人局の婦人局長は上院の推薦及び同意によって合衆国大統領が任命する。

婦人局創設以来廿六年間にわづか二人の婦人が局長の任についた。即ちメアリー・アンダースンが一九二〇年から一九四四年迄つとめ、次いでフリーダ・S・ミラーが就任今日に及んでゐる。局長就任以前アンダースン女史は十八年間製靴工場に勤務して居り、ミラー女史は労働條件の研究を数年に亘って続けてゐた。

副局長は労働省長官が任命し、その他の必要な職員は文官任用機関（シヴィル・サーヴィス）を通して就任する。

婦人局は規定された職権によって勤労婦人の為の政策及び計画を遂行すべく、すべての労働分野を調査し労働局長官に報告する。そのプログラムは、戦時平時好況不況によって変化する経済状態に則応していろいろに樹てゝ行く。婦人の雇傭状況は社會の福祉及び国家の発展と切り離す事の出来ぬ関係にあると云ふ事実に立脚

して種々な活動がなされる。

人種、宗旨、年令、未婚既婚の別なくすべての労働婦人、有職婦人を対称とする婦人局は婦人労働に関するあらゆる面をとり上げ、婦人が従事しつゝある全ての職業、工場労働、サーヴィス業、家事手傳ひ、農業、事務、専門的職業に及ぶものをもふくめる。常に婦人の労働問題に対する有利な解決をもとめ、その結果を労働省及長官に申出してゐる。

此處の仕事は調査、法令、情報の三部に大別されて行はれてゐる。

調査部に於ては、局内専門家によつて絶えず各種の調査が行はれ、常に正確な資料が提供出来る様になつてゐる。特殊な職域に於ける婦人労働者の需給状況に関する資料の調査を行ひ又最低賃金法、産業別の労働條件同一賃金、就職機会の均等等を対称として研究を行ふ。保健問題、労働婦人に関する諸問題、仕事場及び休養室の施設、婦人に対する休憩時間、託児所の必要性、職種分析、賃金決定法、家族扶養状況、労働組合加入の有無、等もとり上げられてゐる。正確な資料を得る為にはあらゆる方法がとられてゐる。即ち工場、事務所、商店、洗濯場等のすべての職場、労働婦人の家庭訪問等の各種の資料を土台にして報告書が作成される。その他労働統計局国勢調査局、国立職業紹介所、労働省等の国家機関と、

によってつくられた勤労婦人に関する統計資料の編纂及び分析も局の仕事の重要な一面である。婦人局は法律を施行する責任を持つて居らないけれども、局が勤労婦人に関する現行の法律やその施行手続を研析する。この様にして、女子の労働基準と向上問題に又公民としての女子の位置を如何にして高めるか、更に国内的婦人の為に有利な労働法の拡大に尽力し、専門のスタッフを州労働省の役人、組合婦人団体の指導者や聯邦政府当局と会合させている法律の施行を促進する。婦人局はいろいろな資料を各種の目的の為に出している。その中で最も広く知らしているものは、無料又は極めて廉價に一般に配布されている勤労婦人に関するパンフレットである。これらの出版物によって、クラブ、各種団体、勤労婦人労働組合経営者などは勤労婦人に関する最新の報告や資料を得る。又いろいろな国際団体が婦人の雇傭状況及びその趨勢について婦人局の専門家と協議をしている。婦人局が集めた資料は又新聞ラヂオによって間断なく一般に提供される。局の調査の結果をしるした印刷物は特別の郵送名簿によって定期的に送付されている。婦人局が発行した印刷物の中には「アメリカの婦人」「婦人の法的地位」「労働法」「婦人の就業機会」等がある。この様な問題についての女学生、専門学生、職業婦人団体、求職者

勤労婦人、経営者、職業指導者など、いか夫々のグループの読者に向けて、一連のパンフレットの形で発行されることがある。婦人局は合衆国内に止らず汎米部を通じて米州全体に向って活動をひろげている。汎米部はアメリカ州内共和諸国の官庁や、婦人の就業条件の改良を目標とする婦人団体その他の民間諸団体とも提携している。資料情報、出版物の交換、労働省婦人職員の養成、相互の訪問者の援助などの詳細なプログラムが行はれている。

婦人局長官はフリーダ・S・ミラー女史は今日婦人局の一番主な仕事は「戦時産業に動員されてきたが戦後失業を余儀なくされた婦人達を助けて、平和産業に於ける責任ある満足すべき地位につける事である」と云っている

労働省婦人局

設立

労働省内ニ婦人局ヲ設置ス

長官任命俸給

婦人局ハ上院ノ推薦同意ヲ得テノ大統領ニヨリ任命セラレタル婦人長官ヲ置ク 長官ハ年俸ヲ受ク

婦人局ノ権能及ビ義務

勤労婦人ノ福祉ノ増進、労働条件ノ改良、能率ノ増進有利ナ職業部門ヘノ進出、就職機会ノ増加等ニ関スル規範、政策ノ樹立ヲ婦人局ノ任務トスル

同局ハ勤労婦人ノ福祉ニ関スル諸條項ヲ調査シ労働省ニ報告スル権限ヲ持ツ.

同局長官ハ前記調査ノ結果ヲ労働省長官ノ規定スル方法ニヨリ規定ノ範圍内デ刊行スルコトヲ得.

婦人局次長ノ任命、俸給、任務

婦人局ニハ労働省ニヨツテ任命サレタル次長ヲ置ク.次長ハ年俸ヲ受ケ労働省ノ承認ヲ得テ長官ノ指定セル任務ヲ行フ.

婦人局ノ職員、報酬

婦人局ニハ事務長、助手、事務員其他議會ガ随時予算計上額ニ従ヒ許容セル人数ト報酬ニヨル職員ヲ置ク.

婦人局ノ建物

労働局長官ハ婦人局ノ業務遂行ニ必要ナル建物事務所設備ヲ提供スルモノトス

ノート

労働省婦人局設立を規定せる一九二〇下院法よりの抜萃.