

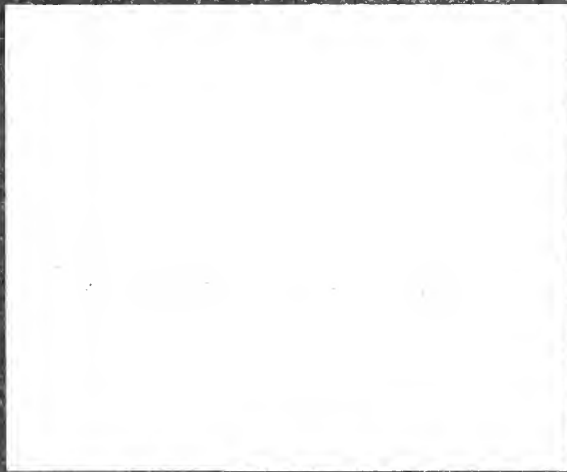
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Investigations of Industries in New York City

1905-1921

A Revision of a List of Published Reports
Compiled in 1916 by
HENRIETTE R. WALTER
and reprinted with the permission of the
RUSSELL SAGE FOUNDATION

Revised and Compiled by
MARY E. BROWN

PUBLISHED BY
VOCATIONAL GUIDANCE AND EMPLOYMENT SERVICE
FOR JUNIORS
17 LEXINGTON AVENUE
NEW YORK CITY

November, 1921

Price 10 cents

THE responsibility of advising young folks about occupations and vocations and of placing novices in industry is such a weighty one that it would seem almost as if only those who had had first hand experience in every job and every calling would be rash enough to undertake it. Yet such a wide range of experience is manifestly impossible, and in its stead teachers, vocational counsellors, and placements secretaries must needs rely on reports and studies that have been made by others. To ferret out this literature would in itself be no small task for the busy worker. It is with the aim of making such information readily available to all those who are seeking light on industrial conditions, either for themselves, or in order to guide and counsel others, that this bibliography has been undertaken.

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Helen M. Laughlin, Dean of Women

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FOREWORD

THE Bureau of Women in Industry of the State Industrial Commission welcomes the publication of the compilation of the published reports of investigations of industries in New York City by the Vocational Guidance and Employment Service for Juniors.

The publication of this compilation aims to indicate where first hand information can be secured regarding occupations in which men and women are engaged in New York City. The period covered is from 1905 to 1921, and while the list does not claim to be exhaustive, it is felt that the entries come very near to approximating the total number of published reports. Reports which deal with industrial conditions that show a cross section of many industries rather than a cross section of one industry in relation to many problems, are unmentioned here.

The text accompanying the entries is in no way a critical analysis. Its purpose is simply to explain the scope and method in investigation and the subject about which data is presented. The compilation is published with the hope that it may prove useful in guiding those who are searching for material bearing on particular industries in New York City, and also that it may prevent duplication of investigations in the future, and stimulate studies in which information is lacking.

NELLE SWARTZ, *Chief.*

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AIR BRUSH WORK

Alliance Employment Bureau. *Inquiries into Trades for Industrial Art Workers.* Air Brush Work. p. 3-6. New York, 1913.

A brief study of air brush work, based on information secured through visits to 21 firms and interviews with 18 girls. It covers general conditions in this branch of industrial art work, especially as to wages, hours and overtime, seasons, processes of work, workroom conditions, opportunities, and available means for trade training. This study and the others in the series were made for the purpose of discovering branches of industrial art work in which it was desirable to place women workers, and it is from this point of view that the material is treated.

AUTOMOBILE MAINTENANCE AND SERVICE

Federal Board for Vocational Education. January, 1919.

This report includes six groups of workers; repair shop men, starting and lighting experts, ignition experts, storage battery men, fire repair men and automobile and truck drivers. It gives a brief outline of the work of each group; opportunities, requirements, training needed, hours and wages.

AUTOMOBILE MECHANICS

New York State Department of Labor. *Juvenile Placement Bureau.* Jane Goodfriend and Marie Holl. June, 1921.

The object of this study was not to make a scientific survey, but to present in readable form those experiences of people engaged in the trade which would be of value to the vocational secretary. It gives a history of automobile mechanics and the opportunities for young men entering the trade. Forty shops were visited.

ARTIFICIAL FLOWER AND FEATHER INDUSTRY

New York State Factory Investigating Commission. *Preliminary Report, 1912.* Vol. 1. *Notes on Some Trades in which Women are Employed.* 1. *Artificial Flowers and Feathers,* by Violet Pike. p. 274-277. Albany, 1912.

A brief statement, based on inspection of 94 artificial flower and feather factories, of the importance of the trade, the branches of the trade, the processes of work, industrial hazards, the condition of work places, and the extent of home work.

New York State Department of Labor. *Wages of Artificial Flower Makers.* Bulletin No. 33, June, 1907. p. 149-151.

A statement regarding wages paid in the artificial flower industry in New York City, based on examination of payrolls in 16 establishments em-

ploying a total of 1,015 workers. Wages for men and women are compared, and there is also some information regarding home work and irregularity of employment.

Van Kleeck, Mary. *Artificial Flower Makers.* Survey Associates. New York, 1913. 261 p. Russell Sage Foundation Publication.

An intensive study of the artificial flower trade in New York City, made by the Committee on Women's Work of the Russell Sage Foundation and based on data secured through interviews with 174 shop workers in their homes, and with 110 families of home workers, as well as visits to 114 factories. It includes descriptions of general conditions in the trade, its processes of work, its problems,—especially seasonal employment and home work—wages paid in the trade, the type of workers employed, with facts about their personal and industrial histories and living conditions, and opportunities for trade training. One chapter is devoted to a comparative study of the trade in Paris.

BAKERIES

New York City Commissioner of Accounts. *A report on the Sanitary Condition of Bakeries in New York.* April 18, 1911. 16 p.

A brief report on an investigation made by the office of the Commissioner of Accounts, with the co-operation of the Consumers' League, into sanitary conditions in 145 factory and cellar bakeries in New York City. In addition to a description of bad sanitary conditions found, the questions of supervision and jurisdiction under the law are discussed, and recommendations are given for a new sanitary code relating to bakeries.

New York State Factory Investigating Commission. *Preliminary Report, 1912.* Vol. 1. *Report on Bakeries and Bakers in New York City,* by Dr. George M. Price. p. 203-268. Albany, 1912.

A full report on an investigation of New York bakeries with the chief emphasis on sanitation and the physical condition of the workers. It is based on visits to 497 bake shops and medical examination of 800 men employed in bakeries. In addition to a brief statement regarding the extent and importance of the industry in New York and comparisons with foreign countries, such subjects are treated as fire hazards, defective lighting, ventilation and other sanitary evils resulting from the location of the majority of the shops in basements, sex and age of workers, hours of work, night work, diseases found among bakers, and morbidity and mortality rates. A final section deals with suggested remedies for bad sanitary conditions and proposes minimum standards.

BOOKBINDING

Van Kleeck, Mary. *Women in the Bookbinding Trade.* Survey Associates. New York, 1913. 270 p. Russell Sage Foundation Publication.

An intensive study of women's work in the bookbinding trade, made by the Committee on Women's Work of the Russell Sage Foundation and based on data concerning 210 of the 247 binderies in Manhattan, secured

through visits to the establishments and interviews with employers, and on the industrial histories of 201 women bookbinders employed in these binderies who were interviewed in their homes. It includes descriptions of general trade conditions and of processes of work, more particularly those in which women are employed, and data and discussion on wages, irregularity of employment, hours of work and overtime, the status of trade unionism, and opportunities for learning the trade.

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples. Vol. VIII. August, 1919, New York City.

A brief report on the bookbinding industry based on visits to factories in New York City and on interviews with employers. It covers the growth and size of the industry, types of buildings, workers, wages, hours, the strength of the Union, processes, advantages and disadvantages for crippled men. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men, and it is from this point of view that the material is treated.

BRUSH INDUSTRY

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples. Vol. VIII. August, 1919, New York City.

A brief report on the brush industry based on visits to factories in New York City and on interviews with employers. It covers the variety of brushes manufactured, wages, hours, unions, physical conditions, nationalities, attitude of employers, processes and advantages and disadvantages for crippled men. This study was made for the purpose of discovering desirable trades in which to place disabled men, and it is from this point of view that the material is treated.

Paul, Charles H. Publication of the Red Cross Institute for Crippled and Disabled Men. Series II, No. 7. May, 1919.

A comprehensive study based on visits to several representative plants. The origin, history and growth of the industry are discussed as well as wages, materials, processes and various kinds of brushes.

BUILDING TRADES

United States Bureau of Labor Statistics. Conciliation and Arbitration in the Building Trades of Greater New York, by Charles H. Winslow. Washington, 1913. 95 p. (Bulletin No. 124).

An account of the history of trade agreements in the building trades of New York City, and a description of the plan of arbitration in use at present in trade disputes between employers and the unions in the building trades, with details of the machinery of the arbitration board, its work, the grievances submitted, their disposal, the financing of the plan, the wage rates paid in the different occupations, and the number of workers.

BUTTON INDUSTRY

New York State Factory Investigating Commission. Fourth Report, 1915. Vol. II. The Button Industry, by Roswell Skeel, Jr. p. 339-359. Albany, 1915.

A brief report on a study of conditions in covered and celluloid button manufacture in New York City, based on schedules from 19 celluloid and 40 covered button factories and on returns from 916 workers. Descriptions of processes of work in each of the branches studied, and of the development of the industry, together with statistics and discussion of the sex, age, nativity, and occupations of the workers and of wage rates and earnings in correlation with age, occupation, and years of experience, form the main substance of the report.

United States Tariff Commission. Tariff Information Series No. 4, Washington, 1918.

A lengthy study of the button industry, including a synopsis of the provisions of the various tariff laws relating to buttons and the raw materials consumed in their manufacture; the status of the button industry in the United States; statistical tables for the manufacture of buttons in the United States and statements of leading manufacturers and manufacturers' association concerning conditions in the industry. Wages are mentioned, but hours and working conditions are not discussed.

CANDY

See Confectionery

CANE AND WILLOW INDUSTRY

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. Preliminary Report. American Journal of Care for Cripples. Vol. VIII. August, 1919.

A brief report based on visits to factories in and near New York City and on interviews with employers. It covers the attitude of employers; strength of the union; wages; nationalities; physical conditions; location and size of factories; hours; advantages and disadvantages for cripples.

CARPENTRY AND JOINING

Board of Estimate and Apportionment. Industrial Education Survey of the City of New York. 1918.

A complete report on the carpentry and joining industry based on visits to wood-working mills and cabinet shops in New York City and on interviews with union men, employers and school men. It covers the importance of the trade; how workers are obtained; apprentices; nationality and ages of workers; regularity and conditions of employment; scale of wages, organizations; methods of contracting; analysis of the trade; mill and shop work; processes; outside agencies for the training of carpenters and joiners; and recommendations of trade committees and the report of the advisory committee.

CASE MAKING

See also under Paper Box Industry

Alliance Employment Bureau. Inquiries into Trades for Factory Workers. Case Making for Jewelry and Silverware. p. 23-29. New York, 1913.

A brief study of the trade, based on information from 45 firms, of which number 30 were visited. It covers general conditions in the trade as to wages, hours, seasons, home work, apprenticeship, nationality of workers, workroom conditions, and processes of work. This study and the others in the series were made for the purpose of discovering desirable trades in which to place women workers and are treated from this point of view.

CELLULOID INDUSTRY

Publications of the Red Cross Institute for Crippled and Disabled Men. July 24, 1918. Series 1, No. 16. pp. 26-28.

A brief report on the celluloid industry, based on visits to factories in New York City and interviews with employers. The report covers processes, wages and working conditions. This study was made for the purpose of discovering desirable trades in which to place crippled and disabled men and the material is treated from this point of view. The information is, however, largely general.

CHEMICAL INDUSTRY

New York State Department of Labor. Bulletin No. 96. November, 1919. Health Hazards of the Chemical Industry.

A thorough and extensive study of the chemical industry in New York State based on visits to 335 plants in Buffalo, Solvay, Brooklyn, Niagara Falls and New York City. The report covers a history of the chemical industry; a list of the products; the many hazards and many suggestions for improvements. Wages and hours are not discussed.

CIGAR AND CIGARETTE MANUFACTURE

See Tobacco Industry

CLOAK, SUIT AND SKIRT INDUSTRY

See Clothing Trades, Women's

CLOTH SPONGING INDUSTRY

New York State Department of Labor. Special Bulletin No. 86. Albany, November, 1919. Health Hazard of the Cloth Sponging Industry.

A comprehensive report of the cloth sponging industry based on visits to ninety establishments in New York State using cloth-sponging devices. The report covers processes, hazards, and descriptions of ten typical factories. Special emphasis is placed on the hazards of the industry, and several recommendations are made.

CLOTHING TRADES, MEN'S

Best, Harry. The Men's Garment Industry of New York and the Strike of 1913. University Settlement Studies. New York, u. d. 25 p.

A brief sketch of the history and present trade conditions in the men's garment industry in New York City, with a full story of the 1913 strike, its causes and outcome. The study is based on trade and trade union journals, daily newspapers, the observations of the writer, and several reports on investigations of the men's clothing trade.

National Civic Federation. Fine Welfare Work and Some Deplorable Conditions in Garment Trades. New York, 1909. 31 p. (Report of Industrial Employes' Welfare Committee of Woman's Department.)

An investigation of conditions in the garment trades in New York City, covering three factories manufacturing men's clothing, four manufacturing women's clothing, one neckwear factory, three tenant factories, and a number of licensed tenement houses. The report gives in descriptive form for each factory visited information regarding sanitary conditions and welfare work, and also some data on hours and wages.

New York State Factory Investigating Commission. Fourth Report, 1915. Vol. II. The Shirt Industry. p. 175-230. Albany, 1915.

An extensive and thorough study of the shirt industry in New York State, covering New York City, Troy, and Albany. One hundred and twelve factories were investigated, 76 of these, employing 6,600 workers, being located in New York City. In much of the statistical matter the data for New York City are combined with those for the other places investigated, but the descriptive matter makes distinctions throughout regarding New York City conditions, and statistics are given separately for wage rates and earnings, weekly output, and fluctuations through the year in the labor force and in earnings.

United States Bureau of Labor. Report on Condition of Woman and Child Wage-earners in the United States. Vol. II. Men's Ready-made Clothes. Washington, 1911. 878 p. (Senate Document No. 645.)

A thorough and extensive study of the men's clothing industry in the five cities which are the chief centers of the trade in the United States—New York, Chicago, Baltimore, Philadelphia, and Rochester. The investigation covered 244 factories with a labor force of 23,683 workers, 88 of which, employing 8,008 workers, were located in New York City. It was conducted through interviews with employers, transcriptions of payrolls, and cards filled by the workers, as well as home visits to 2,274 families. The report includes discussion and statistics of the sex, ages, nativity, and conjugal condition of the workers, the conditions in the trade as to child labor, hours of work and overtime, daily and weekly earnings for both shop and home workers, fluctuations in employment, workroom conditions, the organization of the industry, its history and development, processes of

work, and provisions for training workers in the trade. There are also special sections dealing in greater detail with home work and with family conditions and standards.

United States Bureau of Labor Statistics. Wages and Hours of Labor in the Clothing and Cigar Industries, 1911-1913. p. 5-59. Washington, 1915. (Bulletin No. 161.)

A study showing the prevailing full time weekly earnings and hours of labor, and the hourly rates of wages in the principal occupations in the men's clothing industry, based on data from the payrolls and time books of 158 shops in 1911 and 1912 and of 221 for 1912 and 1913, and covering 18,197 employes in seven cities in the United States. Descriptions of general trade conditions as to seasons, organization of the trade, occupation,* and method of wage payment are also included in the report.

Joint Board of Sanitary Control. Health Education. Program for Garment Workers. New York, April, 1920.

Report of a survey made by Harriet Silverman and Grace Bernheim, the Educational Staff, after three months' experience in the field, inspecting shops in New York City. This report covers the demand of the industry, the nationality of the workers, the duties of the Joint Board of Sanitary Control, the educational work done during the past year, and conclusions and recommendations.

United States Immigration Commission. Reports on Immigrants in Industries. Vol. XI. Clothing Manufacturing in New York City. p. 365-404. Washington, 1911.

A detailed study of the manufacture of both men's and women's clothing in New York City, from the point of view of the position of the immigrant in these trades. It is based on information secured from 7,258 employes in the clothing industries. Data are presented as to the history and extent of the industry in New York, racial displacements, the nationality, years in the United States, ages, conjugal condition, literacy, citizenship, ability to speak English, and occupation abroad of workers investigated, working conditions in the industry, hours of work, earnings, size of establishments, and the relation of the immigrant worker to organized labor.

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal for the Cure of Cripples. Vol. VIII. August, 1919. New York City.

A report based on visits to factories in New York City and on interviews with employers and men prominent in the clothing associations. It covers the future of the trade; piece work; seasons; physical conditions; wages; nationalities; unions; attitude of employers; processes; advantages and disadvantages for disabled men. It is a general study of the trade with methods of learning the trade and conditions as a whole; special mention is made of opportunities for the crippled.

* Bulletin No. 135 of the Bureau of Labor Statistics, which gives somewhat similar data for 1911 and 1912 only, contains fuller descriptions of the occupations in the trade.

CLOTHING TRADES, WOMEN'S

Cohen, Julius Henry. Law and Order in Industry. Macmillan Co., New York, 1916. 292 p.

A picture of the women's garment trade in New York City and a history and study of the working of the Protocol of Peace in the cloak and suit industry during the five years of its existence, based on the first-hand experience and information of the author, who was counsel for the Cloak, Suit and Skirt Manufacturers' Protective Association.

Goodman, Pearl, and Ueland, Elsa. The Shirtwaist Trade. Journal of Political Economy. p. 816-828. December, 1910.

A summary of an investigation of the shirtwaist trade, presented originally as a thesis for the New York School of Philanthropy. It is based on interviews with 100 workers and visits to a number of factories. Data are presented on hours of labor and overtime, seasons and fluctuations in employment, wages, trade union organization, the 1910 strike, and general features, extent and organization of the trade.

Joint Board of Sanitary Control in the Cloak, Suit and Skirt and in the Dress and Waist Industries.* Special Report on Sanitary Conditions in the Shops of the Dress and Waist Industry, by Dr. George M. Price. New York, May, 1913. 23 p.

An investigation of sanitary and safety provisions in 707 dress and waist factories in New York City. The report also presents material on the extent and importance of the industry, the sex, nationality, and ages of the 36,658 employes, the location and character of the shops, and a special section on the processes and organization of work in dress and waist manufacture.

National Civic Federation. Fine Welfare Work and Some Deplorable Conditions in Garment Trades. New York, 1909. 31 p. (Report of Industrial Employes' Welfare Committee of Woman's Department).

See Clothing Trades, Men's

New York State Factory Investigating Commission. Preliminary Report, 1912. Vol. 1. Women Workers in Factories in New York State. 2. Clothing (Women's Waists), by Violet Pike. p. 277-278. Albany, 1912.

A brief statement, based on the inspection of 228 shirtwaist factories, of the processes of manufacture, the general conditions of work, and the health and fire hazards in the trade.

United States Bureau of Labor Statistics. Conciliation, Arbitration and Sanitation in the Cloak, Suit, and Skirt Industry in New York City, by Charles H. Winslow. p. 203-272. Washington, 1912. (Bulletin No. 98)

A comprehensive presentation of the history, terms and provisions of the protocol established in the cloak, suit, and skirt industry in September,

* All bulletins and annual reports of this board give valuable data on conditions in these two industries, especially as to sanitation and safety provisions.

1910, and of the organization of the industry and the working and trade conditions under the administration of this agreement. It is based on first-hand study and material furnished by the Joint Board of the industry.

Conciliation, Arbitration and Sanitation in the Dress and Waist Industry of New York City, by Charles H. Winslow. Washington, 1914. 196 p. (Bulletin No. 145)

A study of the development of collective bargaining in the dress and waist industry in New York City, with comprehensive discussion of the protocol adopted in 1913, the history of its establishment, and an analysis of its provisions and its practical administration. The report also contains a brief statement of the extent and development of the industry, the number and personnel of the working force, and the type and location of the shops, as well as an appendix which presents a thorough study of the industry from the point of view of the possibility of industrial education.

Industrial Court of the Cloak, Suit, and Skirt Industry of New York City, by Charles H. Winslow. Washington, 1914. 78 p. (Bulletin No. 144)

A comprehensive description of the Industrial Court or Board of Grievances in the cloak, suit, and skirt industry of New York City, its work, the nature and disposition of cases brought before it, and an enumeration of its rulings.

Regularity of Employment in the Women's Ready-to-wear Garment Industries. p. 7-44, 74-122. Washington, 1916. (Bulletin No. 183)

A study of seasonal fluctuations in the industries manufacturing women's ready-to-wear garments, their extent as revealed in variations in the amount of the weekly payroll over a period of 52 weeks, their causes, and attempts at regularization. It also contains descriptions of the processes of work, of the character of the labor supply, and of the growth of the industries included, and a supplementary study of wages, earnings, and overtime in relation to regularity of employment for the muslin-underwear industry in New York City. The investigation covered more than 500 establishments, employing about 150,000 workers, located in four cities—New York, Chicago, Cleveland, and Boston—about 400 of these establishments being located in New York City. The different industries comprising this group are treated separately in the statistics, as are also the different cities.

Wages and Regularity of Employment in the Cloak, Suit, and Skirt Industry. p. 7-68, 109-191. Washington, 1915. (Bulletin No. 147)

A thorough study of wages and seasonal fluctuations in employment in the cloak, suit, and skirt industry in New York City, undertaken by the Arbitration Board of the Cloak, Suit, and Skirt Industry with the cooperation of the United States Bureau of Labor Statistics. It is based on an examination of payrolls in 90 shops coming under the protocol and 13 independent or non-association shops. A thorough analysis has been made of variations in the labor force and in the amount of the payroll for each of the principal occupations for week workers, week by week for a full

year. Piece workers were not included in the study. One entire section of the report is devoted to detailed descriptions of occupations in the industry and plans for apprenticeship for cutters and for the education of workers in the trade.

Wages and Regularity of Employment and Standardization of Piece Rates in the Dress and Waist Industry, New York City, by N. I. Stone. Washington, 1914. 313 p. (Bulletin No. 146)

An extensive study of the dress and waist industry in New York City, dealing primarily with the questions of wages and irregular employment in the industry, and based on payroll records from 520 establishments and information regarding 31,485 employes. The report presents comprehensive data on hours of labor, occupations and processes of work, wages, method of wage payment, effect of the protocol on wages and hours, the number and personnel of the labor force, special features in the organization of the industry, seasonal fluctuations, and apprenticeship and other systems of trade training. In addition to this general material, a large part of the report is devoted to an intensive study of processes of work in 8 establishments with a view to standardizing piece rates in the industry.

United States Bureau of Foreign and Domestic Commerce. The Women's Muslin-underwear Industry. Washington, 1915. 184 p. (Miscellaneous Series No. 29)

A study primarily of the cost of production of women's muslin underwear in the United States and the relation of costs to profits, but it contains considerable information, which is given separately for New York City, regarding general trade and working conditions, seasonal fluctuations, average number of employes, average daily and weekly wages, processes of work, machinery used, safety provisions, welfare work, and the size of establishments. The investigation covered detailed information regarding 65 establishments in nine states, 43 of which were located in New York City.

United States Immigration Commission. Reports on Immigrants in Industries. Vol. XI. Clothing Manufacturing in New York City. p. 365-404. Washington, 1911.

See Clothing Trades, Men's.

United States Public Health Service. Studies in Vocational Disease. I. Health of Garment Workers, by J. W. Schereschewsky. II. Hygienic Conditions of Illumination in Workshops of the Women's Garment Industry, by J. W. Schereschewsky and D. H. Tuck. Washington, 1915. 224 p. (Bulletin No. 71)

An intensive study of the health of workers and conditions of work in the women's garment industry, based on the investigation of a number of factories and the thorough physical examination of 3,000 men and women employed in these trades. The report includes, in addition to thorough treatment of the diseases and physical defects of the workers and their relation to the industry, general data on occupations, nativity, age, years in the United States, years in the trade, previous occupations, annual earnings, hours of labor, and home environment of workers, and a detailed study of lighting in the shops and other sanitary conditions.

CONFECTIONERY INDUSTRY

Alliance Employment Bureau. Inquiries into Trades for Factory Workers. Candy Trade. p. 19-22. New York, 1913.

A brief study of the candy trade, based on information secured through visits to 54 workrooms and interviews with 23 workers. It covers general conditions in the trade as to wages, hours and overtime, seasons, apprenticeship, processes of work, and workroom conditions. This study and the others in the series were made for the purpose of discovering desirable trades in which to place women workers, and the material is treated from this point of view.

New York State Factory Investigating Commission. Third Report, 1914. Wages in the Confectionery Industry in New York City. p. 65-103.* Albany, 1914.

An extensive and thorough study of the confectionery industry in New York City, based on schedules and payroll transcriptions from 61 factories and covering 8,656 workers. The report includes discussion and statistics of weekly and annual earnings, and wage rates, seasonal fluctuations, the personnel of the labor force, processes of work, general trade conditions, years of experience in the trade, advances in wages, and shifting in the trade.

————— Fourth Report, 1915. Vol. IV. An Investigation of the Candy Industry to Determine the Possibilities of Vocational Training, by Anna C. Phillips. p. 1347-1361. Albany, 1915.

An investigation of the confectionery industry from the point of view of the possibilities for trade training, based on a study of the processes of work in nine representative factories. The report includes analyses of the industry as a whole, of the sources from which workers are recruited, and of the processes of work—more especially those which are skilled or semi-skilled.

Red Cross Institute for Crippled and Disabled Men. Publication Series No. 16. July 24, 1918.

A brief study of the candy industry based on an interview with the President of the State Candy Manufacturers Association, a letter from the "International Confectioner" and visits to five factories. This study was made for the purpose of discovering desirable trades in which to place disabled men and the material is treated from this point of view. It covers reasons for the growth of the candy industry processes, wages, hours, conditions in factories and nationalities. This information is general, although special emphasis is placed on the opportunities for crippled men.

Lindsay, Katherine, and Atsatt, Marjorie. Public Health and the Candy Industry. Bureau of Women in Industry. July, 1919.

An extensive and thorough study of the confectionery industry in New York State based on visits to 66 candy factories in New York

*A second and somewhat fuller report of the confectionery industry was published by the Factory Investigating Commission in its Fourth Report in 1915. However, it combines the statistics for New York City with those secured for "up state."

City, Buffalo, Rochester and several other cities; fifty-one factories being located in New York City. This report includes a brief history of the growth of the candy industry; the laws regulating candy factories in New York State; the special regulations safeguarding public health; the seasonal nature of the work; the wages; the general trade conditions covering hours, methods of teaching beginners and opportunities for women. Special emphasis is placed on the relation between public health and the candy factory. Many helpful suggestions are offered.

COPPERSMITHING TRADE

Red Cross Institute for Crippled and Disabled Men. Publication Series II, No. 4. December 23, 1918. New York City.

An intensive study of the coppersmithing trade based on visits to shops, on interviews with journeymen, foremen, employment managers, owners and others; and on correspondence with numerous shops that were not visited. It covers the early uses of copper, the present and general uses, the opportunities for employment, the nature of the work; processes, health conditions, qualifications of workmen, the training needed and some economic aspects of the coppersmith trade.

COSTUME ILLUSTRATION

Alliance Employment Bureau. Inquiries into Trades for Industrial Art Workers. Costume Illustration. p. 12-19. New York, 1913

A brief study of costume illustration, covering the several branches of this field of art work. It gives descriptions of the various kinds of work, and information as to hours, seasons, salaries, requirements and opportunities for workers, and schools where fashion drawing is taught.

CROCHET BEADING

United States Employment Service. Marie S. Ornstein. Bulletin No. 2. January, 1919.

A brief report on the crochet beading industry covering the growth and extent of the industry in New York City; character and location of the factories; processes, wages, hours, seasons, piecework, nationalities, qualifications and method of teaching beginners. Recommendations are made as to the type of girl best fitted for this industry, and stress is laid on the strain of the work on the girls.

DEPARTMENT STORES

See Mercantile Establishments

DOLL INDUSTRY

Redding, Bullis, and Stein, Gertrude. American Journal of Care for Cripples. Vol. VIII. August, 1919.

A brief report on the doll industry based on visits to twenty-six factories in New York City and on interviews with employers. It covers the

attitude of employers; seasonal aspects of the trade; union connections; wages; hours; nationalities employed; the location of the trade and the type of buildings. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men and it is from this point of view that the material is treated.

DRAFTING

Federal Board for Vocational Education. Opportunity Monograph Vocational Rehabilitation. Series No. 29. 1919, Washington.

A study of drafting made for the purpose of interesting disabled soldiers and sailors but giving the main facts about the trade as a whole. It covers the definition of drafting and the general requirements for learning the trade; an explanation of mechanical drawing, mechanical drafting, machine design, architectural drafting, ship drafting, patent drafting, commercial and other drafting and also lettering. Approximate wages are given.

DRESS AND WAIST INDUSTRY

See Clothing Trades, Women's

DRESSMAKING

State Department of Labor. Juvenile Placement Bureau. Helen Williams. June, 1921.

This study was made for the purpose of furnishing the vocational counselor with information that would aid her in giving advice to juveniles entering the dressmaking trade. Both small and large establishments were visited and much valuable information is given with reference to training needed for the trade and opportunities in the trade.

DRUGS AND CHEMICALS

Red Cross Institute for Crippled and Disabled Men. Publication Series 1, No. 16. July 24, 1918. New York City.

A brief study of the drug and chemical industry made for the purpose of discovering desirable trades in which to place crippled and disabled men but giving general information about the industry. The report covers the kind of work, conditions under which the work is done, types of buildings, location of factories, physical conditions, nationalities, wages and hours. Many factories in and near New York City were visited.

ELECTRICAL TRADE

Benfer, Trean V. A Boy's Questions Answered About the Electrical Trade. New York City, 1919.

These answers are based on information obtained by making a survey of various firms engaged in electrical contracting, public service, and electrical manufacturing work. Fourteen firms were visited, representing forty-two interviews. The opportunities, the wages, hours, different branches of electrical work, the schools where the boys may take courses in electrical work and the union regulations governing apprenticeship in the trade are all presented in simple, concrete form.

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples, August, 1919, New York City.

A brief report based on visits to factories in and near New York City. It covers possibilities for blind and crippled men; type of factories; wages; union, and attitude of employers. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men; therefore the material is treated from this point of view.

Board of Estimate and Apportionment. Industrial Education Survey of the City of New York, 1918.

A comprehensive report, based on visits to small and large shops in New York City and on interviews with employers and union men. It covers a brief history of the electrical industries; a definition of inside electrical wiring; importance of the trade; nationality of the workers; types of the electrical contracting establishments; how workers are trained; scale of wages; hours; regularity of employment; licenses for contractors and electricians; trade organizations; analysis of trade; knowledge required by workers in all branches; skill required by all workers; a summary of the trade study; outside agencies for the training of electricians such as vocational day schools and evening trade schools, and recommendations of trade committees.

FIVE AND TEN CENT STORES

See Mercantile Establishments.

FOUNDRY

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples. August, 1919, New York City.

A brief report based on visits to foundries in various parts of the country. It covers wages, physical conditions, union, and advantages and disadvantages for crippled men. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men and the material is treated from this point of view.

FOUNTAIN PENS

Redding, Bullis and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples. August, 1919, New York City.

A brief report based on visits to factories and correspondence with the Association of Manufacturers of Fountain Pen Holders. It covers working conditions, wages, learners, processes, advantages and disadvantages for crippled men. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men and the material is treated from this point of view.

FUR INDUSTRY

New York City Department of Health. A Clinical and Sanitary Study of the Fur and Hatters' Fur Trade, by Louis I. Harris, M. D. New York, 1915. 24 p. (Monograph Series No. 12.)

A study of the fur trade in New York City from the point of view of the health of the workers. It is based on investigation of 113 factories and the physical examination of 889 fur workers. The report includes a careful description of processes of work and occupations, as well as age and sex of the workers, and detailed study of their physical defects and the relation of these disabilities to the work done.

FURNITURE

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples, August, 1919, New York City.

A brief report based on visits to factories in New York City. It covers the attitude of employers; learners; unions; wages; location; hours; nationalities; advantages and disadvantages for crippled men. This study is one of a series made for the purpose of discovering suitable trades in which to place disabled men and the material is treated from this point of view.

Merchants' Association of New York. Industrial Bureau. Bulletin No. 2, New York, 1919.

A report covering present conditions and the trend of new developments in the furniture industry in New York City, showing why New York logically should be the furniture centre of the country. The quality and quantity of the output, the market, the source and the cost of woods, wages, supply and efficiency of labor, manufacturing costs, and comparative wage scales are included in this report.

GAS AND ELECTRIC COMPANIES

New York State Public Service Commission for the First District. Annual Reports. Vol. III. Statistics of Gas and Electric Companies. Sections on Employes and Wages.

Statistics of gas and electric companies in Greater New York, with explanatory text, are published each year in the annual report of the Public Service Commission for the First District. It includes data regarding number of employes, fluctuations in employment, part time work, hours of labor, average earnings, increases in average earnings, number of employes, and the relation of the labor cost to operating expenses. Figures are given separately for each company and for each occupation.

HOTELS

See Restaurants and Hotels

INDUSTRIAL ARTS

See Air Brush Work
Costume Illustration
Novelty Painting

INSURANCE

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. *American Journal of Care for Cripples*, August, 1919, New York City.

A brief report based on interviews with twenty-four insurance men in New York City. It covers the attitude of employers; wages; descriptions of positions; advantages and disadvantages for cripples. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men, and the material is treated from this point of view.

JEWELRY

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. *American Journal of Care for Cripples*, August, 1919, New York City.

A brief report on the jewelry trade, based on visits to factories in New York City, and interviews with employers. It covers the attitude of employers; learners; wages; unions; location; buildings; hours; nationalities; processes and advantages and disadvantages for cripples. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men, and the material is treated from this point of view.

N. Y. State Department of Labor. Juvenile Placement Bureau. Phyllis Reid. June, 1921.

A study of the manufacturing Jewelry Trade in New York City, discussing the nature of the work, processes, working conditions, trade organizations, general outlook for the trade and vocational recommendations. The purpose of the study is to furnish information to vocational secretaries interested in guiding juveniles into industry.

LAUNDRIES

Clark, Sue Ainslie, and Wyatt, Edith. Making Both Ends Meet. Chapter VI. *Women Laundry Workers in New York*. p. 179-222. Macmillan Co. New York, 1911.

A study of conditions of women's employment in steam laundries in New York City, conducted by the National Consumers' League, covering commercial, hotel, and hospital laundries. The report is based on first-hand data secured through the employment of the League's investigators in a number of laundries of each type, and through the inspection of some additional establishments. The features of the industry chiefly observed were sanitation, danger of injury, wages, and hours of labor, especially in their relation to the health of the workers.

New York State Department of Labor. Working Conditions in New York City Steam Laundries. Bulletin No. 50, March, 1913. p. 21-36.

A summary of material gathered in hearings held by the State Board of Mediation and Arbitration to inquire into working conditions in laundries in New York City as a result of a strike of the workers in January, 1912. Data are presented on hours of work, night work, wages, sanitary conditions,

and special hardships of the work. Definite recommendations for the improvement of conditions are made.

New York State Factory Investigating Commission. Preliminary Report, 1912. Vol. I. Women Workers in Factories in New York State. 3. Steam Laundries in New York City, by Violet Pike. p. 279-286. Albany, 1912.

A brief statement, based on the inspection of 110 laundries in New York State, 84 of which were in New York City, of the branches of the industry, the processes of work, the personnel of the labor force, the general working conditions, and the hazards of the trade.

————— Fourth Report, 1915. Vol. I. Study of Hotel Laundries, by Sally M. Frankenstein. p. 921-924. Albany, 1915.

A brief report on a study of women's work in hotel laundries in New York City, covering 18 laundries, employing 477 women. Conditions as to sanitation, safety provisions, hours of labor, wages, and irregularity of work are summarized, and recommendations for correcting conditions are offered.

United States Bureau of Labor. Report on Condition of Woman and Children Wage-earners in the United States. Vol. XII. Employment of Women in Laundries. Washington, 1911. 121 p. (Senate Document No. 645)

A study of women's work in laundries in Chicago, New York, Brooklyn, Philadelphia, and, on some points, in Rockford, Ill., based on investigations of 315 laundries and interviews with 539 women laundry workers. The report covers general workroom conditions, hours of labor, occupations and processes of work, and, in considerable detail, the effect of laundry work upon the health of the workers.

Dr. Louis I. Harris and Nelle Swartz. The Cost of Clean Clothes in Terms of Health. New York City Department of Health and Consumers' League of the City of New York.

A study made with the co-operation of the Consumers' League to ascertain whether this trade is a menace to health, and if so what ways may be found to safeguard the workers and make the industry a healthful one. The material is based on careful investigations of 42 steam laundries in Manhattan and Brooklyn and on 439 visits made to the homes of women employed in laundries. The report covers the six types of laundries, the processes of work, the conditions of work, hours, wages, nationalities, relation of work to health of workers, a summary, recommendations and resolutions governing the conduct of laundries adopted by the Department of Health.

Department of Health of City of New York. Laundries and the Public Health. A Sanitary Study including Bacteriologic Tests Prepared by M. C. Schroeder and S. G. Southerland. Public Service Reprint No. 385, February, 1917, Washington.

A study made to ascertain the methods employed in New York City in laundering clothes, with especial inquiry into the efficacy of such methods in destroying pathogenic bacteria, and thus preventing the spread of disease. The survey covers the methods employed in handling clothes in the homes, in hand-laundries and in steam-laundries, and a canvass of steam-laundry managers to ascertain their opinions concerning the use of nets in laundries.

LEATHER

Industrial Survey of Leather Industries. American Journal of Care for Cripples. Vol. VIII. p. 125-60. February, 1919.

Branches of industry explained; conditions, wages, hours, nature of work, training needed, etc., with special reference to openings for disabled men.

American Journal of Care for Cripples. Vol. IV, No. 1, p. 13-15. New York City, 1917.

A brief report on the survey made by the Employment Bureau for Crippled based on visits to twenty firms in New York City, twelve being thoroughly investigated. It covers wages, the seasonal character of the work and the work cripples are able to do.

Johnston, Emily L. The Manufacture of Leather Bags, Purses and Novelties. School of Philanthropy. May 6, 1918.

A report on the manufacture of leather bags in New York City, based on visits to 57 factories. It covers location, type of buildings, processes of work, number of employes, ages, beginners, wages and hours, advancement, unions, seasons, nationalities and health conditions.

LONGSHORE WORK

Barnes, Charles B. The Longshoremen. Survey Associates. New York, 1915. 287 p. Russell Sage Foundation Publication.

A study of longshoremen in the port of New York, undertaken in 1910 and 1911 under the auspices of the Bureau of Social Research of the New York School of Philanthropy, and based on interviews with all types of waterfront workers, their employers, and others having contact with them, attendance at union meetings, and observations in all parts of the port. Irregularity of employment is stressed throughout the report as the outstanding feature of the trade. The study contains much interesting first-hand material and descriptive matter regarding characteristics of longshoremen, their nationalities, the different types of longshore labor, the methods of hiring workers, wages and earnings, irregular employment, trade union organization, strikes, and accident and health hazards of the trade. Appendices summarize data regarding dock work in Boston, London, Liverpool and Hamburg.

MACHINISTS' TRADE

Federal Board for Vocational Education. Bulletin 52, Series 13. December, 1919. Washington, D. C.

A comprehensive report made for the purpose of assisting instructors and instructor-trainers. It includes an analysis of the machinists' trade and of general trade subjects, suggestions on the organization of material and methods of instruction and a suggested part-time four-year apprentice program. Wages, hours, and conditions of work are not mentioned in this report.

Board of Estimate and Apportionment. Industrial Education Survey of the City of New York.

A comprehensive report of the machinist trade based on visits to fifteen large and many small machine shops. This study includes a historical sketch; a description of the four basic tools; local landmarks; importance of the trade; numbers engaged in the trade; nationality of the workers; training; regularity of employment; scale of wages; type of machine shops; specialization; trade organization; analysis of the trade; requirements for the machinist; summary of the trade study; outside agencies for the training of machinists and recommendations of trade committees.

MECHANICAL DENTISTRY

School of Philanthropy and New York State Employment Bureau. June, 1919, and Junior Employment Service, May, 1920.

A comprehensive survey based on visits to laboratories and training schools and interviews with dentists. It includes the general background; the size of the laboratories; numbers employed; processes; working conditions such as hours, wages, and physical conditions; trade training; the general trade outlook and the requisites for beginners.

Federal Board for Vocational Education. Vocational Rehabilitation Series, No. 41. Washington, August, 1919.

A study made for the purpose of aiding disabled soldiers and sailors in choosing a vocation. It covers the growth of this industry, the processes, hours, wages, physical conditions, opportunities, qualifications, training, and special fields, and the information is largely general.

MEN'S CLOTHING

See Clothing Trades, Men's

MERCANTILE ESTABLISHMENTS

Clark, Sue Ainslie, and Wyatt, Edith. Making Both Ends Meet. Chapter 1. The Income and Outlay of Some New York Saleswomen. p. 1-43. Macmillan Co. New York, 1911.

A study of trade histories of 50 women employed in New York department stores, conducted by the National Consumers' League through interviews with workers and the employment of an investigator in one of the stores. While chiefly a budget study, the report presents incidentally data that are typical of working conditions in department stores, especially as to wages, hours, overtime work and compensation, fines, and irregularity of employment.

National Civic Federation Review. Working Conditions in New York Stores. July 15, 1913. 32 p.

A study of 19 department stores, in New York City, employing about 39,000 employes, undertaken by the Welfare Department of the National Civic Federation and extending over a period of more than two years. A detailed description of the welfare work in these stores is a special feature of the report. A discussion of the length of the working day, touching also the allied questions of overtime work, summer closing time, and Christmas

work, with illustrative material drawn from study of the policies of the stores investigated, and statistics of classified and average wage rates, by main occupational groups, drawn from the payrolls in 17 of the stores by public accountants for the Federation, form the other two main sections of the report. There is also a section on the relation of low wages in department stores to the social evil. Definite recommendations are embodied in each of the three main sections and the special interest is centered throughout on women's work.

New York State Factory Investigating Commission. Fourth Report, 1915. Vol. II. Mercantile Establishments.* p. 51-174. Albany, 1915.

A thorough and extensive study of mercantile establishments in 19 cities and villages in New York State, including 70 department stores, 31 neighborhood shops, and 42 five and ten cent stores, employing in all 69,933 workers. Fifty-six of these stores, with a force of 56,151, were located in New York City, and, while much of the statistical matter for New York City is combined with that for the other places investigated, the descriptive matter for the most part makes special reference to conditions there, and some separate statistics are available, especially on hours of work, rise in wages, fluctuations in employment, and shift of the labor force. In addition to the data secured from payroll transcriptions and schedules filled by employes, comprehensive treatment is given to the business organization of the department store, working conditions, the occupations and divisions of labor, qualifications of workers, wage policies, and policies as to promotions, vacations, welfare work, and mutual benefit associations.

—————Fourth Report, 1915. Vol. IV. An Investigation of Department Store Work to Determine the Possibility of Vocational Training, by Iris Prouty O'Leary. p. 1363-1405. Albany, 1915.

A study of New York City department stores from the point of view of the possibility of training for occupations in this field. The report includes descriptions of the importance and extent of department store work, the sources from which the stores draw their workers, the existing methods of training, and an analysis of the industry as a whole and of the occupations in all the main branches of the work, giving for each the actual work done, the knowledge necessary for the performance of the job, and the possible line of promotion. Definite recommendations and suggestions regarding training in some branches of the work are also given.

United States Bureau of Labor. Report on Condition of Woman and Child Wage-earners in the United States. Vol. V. Wage-earning Women in Stores and Factories. Washington, 1911. 384 p. (Senate Document No. 645)

This study, which deals chiefly with living conditions and home responsibilities of women at work in both factories and stores in seven cities in the United States, contains valuable data as well regarding the wages and earnings, nationality, ages, years of experience, hours of work, night work and overtime of 391 women employed in New York City department stores, and regarding the proportion among these women who are living at home

* Preliminary reports on the investigation of mercantile establishments are given in the Second and Third Reports of the Factory Investigating Commission, 1913 and 1914, respectively.

or who are "adrift," including figures on their home responsibilities or their independent living expenses, as the case may be. There is also some discussion regarding the moral influences surrounding department store employment. Chapter VII, a section of Chapter XI, and Tables I, II, and III in the Appendix contain material relating particularly to department store employment in New York City.

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men in Mercantile Establishments. American Journal of Care for Cripples. August, 1919, New York.

A brief report based on visits to twelve leading department stores and interviews with the executives. It covers the attitude of employers, unions, wages, locations, physical conditions, hours, nationalities and advantages and disadvantages for disabled men. The study was made for the purpose of discovering desirable trades in which to place disabled men, but the material is general.

State of New York—Department of Labor. Employment of Women in 5 and 10 cent Stores. Bulletin No. 109.

A report published by the Bureau of Women in Industry, discussing the development of 5 and 10 cent stores and their policies regarding working conditions, both under chain and independent management; emphasizing the hours and wages of the workers in these stores in particular reference to their length of service and training. The wage figures for 2,626 employes copied from pay-rolls secured from the management are analyzed in detail.

METAL INDUSTRIES

Bureau of Women in Industry. Health Hazards Involved in Grinding and Polishing with special reference to Women. May, 1912, New York.

A brief report on the health hazards involved in polishing and grinding including the purpose of the report, excerpts from existing material, opinions and summary. This study was made for the purpose of determining whether women should be permitted to be employed at this work.

McMutrie, Douglas. The Cripple's Ability as a Metal Worker. Iron Age, August, 1918.

A report on the metal industry based on visits to many factories and interviews with employers. It covers wages, unions, nationalities, processes, attitude of employers, advantages and disadvantages for crippled men. The material is general, although the study was made for the purpose of discovering desirable trades in which to place disabled men.

MILLINERY TRADE

New York State Factory Investigating Commission. Fourth Report, 1915. Vol. II. Wages in the Millinery Trade, by Mary Van Kleeck. p. 361-469. Albany, 1915.

A study of wages and irregularity of employment of women employed at hat trimming in wholesale and retail millinery establishments in Manhattan, based on payroll transcriptions for an entire year in 40 shops and for 3,983 workers, and for a typical week in 56 shops, and personal data for 1,363 milliners. Thorough analysis is made of the wage statistics and the fluctuations in the labor force and annual payroll, and information is also presented regarding the ages, nativity, conjugal condition, and years of experience of the workers, the workroom conditions, method of hiring workers and determining wages, processes of work, and general features of the trade.

N. Y. State Department of Labor. Juvenile Placement Bureau. Carrie D. McComber. June, 1921.

A comprehensive survey of the Millinery Trade in New York City, made for the purpose of giving information about the trade to vocational secretaries guiding juveniles into industry. It discusses the value of training in millinery; classes of shops in New York City; types of workers needed in the different shops; ability and training required by each. Sixty-three millinery shops have been visited, of which thirty-two were wholesale; twenty retail, and eleven, departments of department stores and clothing houses. The study contains much valuable information.

Van Kleeck, Mary, and Barrows, Alice P. How Girls Learn the Millinery Trade. Survey, April 16, 1910. p. 105-113.

A brief study of opportunities for trade training in the millinery trade, based on an investigation of more than 200 shops and interviews with 200 workers. The article also outlines general features of the trade, occupations, seasonal employment, hours of work, and wages.

Van Kleeck, Mary. A Seasonal Industry. New York, 1917. A Russell Sage Foundation Publication.

A comprehensive study of the millinery industry in New York City based on visits to 149 shops, on payrolls, investigations, and on personal visits to the homes of the workers. It covers the scope and method of investigations, the significance of the trade, facts about the trade, location, organization of the work rooms, nationality of the workers, the attitude of the employer to the employees and vice-versa, seasons, wages, piecework, difficulty of organizing the workers, hours, methods of learning the trade, schooling of workers, the question of the desirability of teaching millinery in the schools, public control and supplementary report on statistics of seasons and wages.

New York City Department of Health. Division of Industrial Hygiene Conditions Affecting Health in the Millinery Industry. March, 1920.

A study of the conditions in the millinery trade that affect the health of the workers. This study covers the making of artificial flowers, velvets, frames, and feathers; the dyeing, assembling and selling, irregularity of employment, child labor, overtime, and the work done by the Division of Industrial Hygiene.

MOTION PICTURE

Publication of the Red Cross Institute for the Crippled and Disabled Men. Series 1, No. 16. July 24, 1918, New York.

A brief report on the motion picture industry based on interviews with officials of six motion picture corporations and one official of a company manufacturing the motion picture machine. The report covers the four branches of the industry, the qualifications for the many different kinds of positions, working conditions, advantages and disadvantages for cripples. This study was made for the purpose of discovering desirable trades in which to place crippled workers and the material is treated from this point of view.

Young Women's Christian Association. Brooklyn. E. W. Weaver, 1917.

A brief study of the motion picture photography based on visits to studios, interviews with employers, etc. It covers the recent growth of this business, the various branches of the industry, the duties and qualifications of specific jobs, courses of instruction, wages and hours.

MUSLIN UNDERWEAR

See Clothing Trades, Women's

NOVELTY PAINTING

Alliance Employment Bureau. Inquiries into Trades for Industrial Art Workers. Novelty Painting. p. 7-11. New York, 1913.

A brief study of three representative branches of this type of industrial art work, based on visits to 20 firms and interviews with a number of workers. It covers general conditions as to hours, wages, seasons, requirements for workers, workroom conditions, home work, and methods of learning the trade.

NURSERY MAIDS

United States Employment Service. Infant Nurses and Nursery Maids. Marie S. Ornstein. January, 1919.

A brief report, based on visits to three training schools in Brooklyn and Manhattan. It covers the course of instruction, hours, probation, graduation, and placement, qualifications of applicants and recommendations.

PAINT AND VARNISH INDUSTRY

Redding, Bullis, and Stein, Gertrude. American Journal of Care for Cripples. August, 1919.

A brief report on the paint and varnish industry based on visits to factories in and near New York City and on interviews with employers. It covers the attitude of the employers, unions, wages, location and type of buildings, physical conditions, nationalities, hours and processes. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men, but the material is largely general.

PAPER INDUSTRY

Publications of the Red Cross Institute for Crippled and Disabled Men. Series 1, No. 16, July 24, 1918. p. 11-13. New York City.

A brief report of the paper goods industry in New York State. The report covers processes, possibilities for crippled and disabled men and working conditions. This is one of a series of studies made for the purpose of discovering desirable trades in which to place crippled and disabled men, and the material is treated from this point of view.

PAPER BOX INDUSTRY

Alliance Employment Bureau. Inquiries into Trades for Factory Workers. Paper Box Making. p. 13-18. New York, 1913.

A brief study of the trade, based on information secured through visits to 54 workrooms and interviews with 23 girls. It covers general conditions in the trade as to wages, hours and overtime, seasons, home work, processes of work, apprenticeship, workroom conditions, and nationality of workers. This study, like the others in the series, was made for the purpose of discovering desirable trades in which to place women workers, and the material is treated from this point of view.

New York State Factory Investigating Commission. Third Report, 1914. The Paper Box Industry in Greater New York. p. 105-166.* Albany, 1914.

A comprehensive study of the paper box trade in New York City, based on schedules and payroll transcriptions from 191 factories and 9,105 workers. The report includes discussion and statistics of weekly and annual earnings and wage rates, seasonal fluctuations, shift of the labor force, general trade conditions, hours of labor, processes of work, personnel of the labor force, years of experience, home work, and home and living conditions for 227 women workers interviewed, including a study of personal budgets.

Fourth Report, 1915. Vol. IV. An Investigation of the Paper Box Industry to determine the Possibility of Vocational Training, by Robert J. Leonard. p. 1243-1346. Albany, 1915.

An investigation of the paper box industry in New York State from the point of view of the possibility for trade training, based on a study of 15 factories, 13 of which were in New York City, and of 1,467 workers. It includes, besides the manufacture of solid and folding boxes, the making of cardboard and corrugated containers and cases, jewelry cases, and filing cases and envelopes. The greater part of the report is devoted to elaborate analyses of the processes of work and occupations in the different branches of the trade investigated. It also includes material on the recruiting of workers, lines of promotion, personal trade histories of some of the workers, distribution of the employes as to sex and occupation, and definite plans and recommendations as to trade training.

* A second report on the paper box industry was published by the Commission in its Fourth Report in 1915. This report, however, combines the figures for New York City with those for New York State as a whole. It includes also a study of 100 accidents in the trade in New York City.

Bureau of Women in Industry. New York City, 1919.

A comprehensive report of the paper-box industry based on visits to a small but representative group of thirty factories, in all parts of greater New York and on interviews with many employers and with the American Museum of Safety. The report includes the history of the paper-box industry; the growth of the industry; laws regulating the factories in New York City; the processes of the trade; accident hazard and safety devices; statistics of accidents; posture of women; general conditions of the trade; work-room conditions; hours; wages and a summary of the strike which lasted from August 26th to October 13th. Recommendations are offered.

PARIS GREEN AND SCHEELES GREEN

New York State Department of Labor. Dangers in the Manufacture of Paris Green and Scheeles Green. July, 1917.

This bulletin was issued under the direction of the Industrial Commission and includes the extent of the industry, a brief history of physical properties, types of factories, the result of examination of many workers and recommendations to employers and employees.

PEDDLING

Mayor's Push-Cart Commission, New York City. Report of the Commission, 1906. 233 p.

A report of conditions among push-cart peddlers in New York City by a commission appointed to inquire especially into the congestion of the streets resulting from this trade and the possibilities of regulation. A census of push-cart peddlers was taken, showing the extent of the trade, and facts are presented also regarding the nationality and length of residence in the United States of the peddlers, their supplementary occupations, ownership of carts, kinds of goods sold, usual earnings, licensing of carts, congestion, night peddling, the padrone system, fire hazards, organization of peddlers, etc. In conclusion a program of recommendations is outlined.

PERFUMERY TRADE

Alliance Employment Bureau. Inquiries into Trades for Factory Workers. The Perfumery Trade. p. 8-12. New York, 1913.

A brief report on a study of the trade, based on information secured from 28 firms. It covers general conditions in the trade as to wages, hours and overtime, seasons, apprenticeship, nationality of workers, and workroom conditions. This study, like the others in the series, was made for the purpose of discovering desirable trades in which to place women workers, and the material is treated from this point of view.

PHOTOGRAPHY

Redding, Bullis, and Stein, Gertrude. Opportunities for the Employment of Disabled Men. American Journal of Care for Cripples. August, 1919, New York City.

A brief report on the photographic industry based on visits to many studios and on interviews with many photographers in New York City. It

covers the training required, nationalities, piece work, wages, unions, processes, and advantages and disadvantages for crippled men. This study is one of a series made for the purpose of discovering desirable trades in which to place disabled men, but the material is largely general.

PIANO INDUSTRY

Publications of the Red Cross Institute for Crippled and Disabled Men. Series 1, No. 16, p. 4-7. July 24, 1918, New York.

A report based on visits to small and large factories in New York City and on interviews with officials of the Manufacturers' Association. It covers processes, wages, working conditions and nationalities. This study is one of a series made for the purpose of discovering desirable trades in which to place crippled and disabled men, and the material is treated from this point of view, but much of the information is general.

POSTURE AND SEATING

State of New York—Department of Labor. Special Bulletin No. 104. Prepared by the Bureau of Women in Industry.

In a 56-page report including 52 illustrations, the Bureau discusses Posture in Industry and its relation to Fatigue. Standards for good posture and practical suggestions as to how it may be obtained are given, and the largest part of the report is devoted to a detailed discussion of standards of experiments for correct seating at different industrial processes.

PRINTING INDUSTRY

New York State Factory Investigating Commission. Second Report, 1913. Vol. II. The Printing Industry. p. 514-532. Albany, 1913.

A study of the printing trade in New York State, chiefly from the point of view of sanitary conditions and the health of the workers. Three hundred and forty-eight establishments, employing 9,047 workers, were visited, and as a majority of these were in New York City, it is to be assumed that the conditions described are typical of those prevailing in that city. In addition to descriptions of sanitary conditions and the health of the workers, material is presented on processes of work, women's work in the trade, the dangers of the industry, and some of the features of the health work of the International Typographical Union. Appendices give provisions made in Germany and in Switzerland for the protection of the workers' health.

RESTAURANT AND HOTEL WORK

United States Bureau of Labor. Report on Condition of Woman and Child Wage-earners in the United States. Vol. V. Wage-earning Women in Stores and Factories. p. 189-199, 362-374. Washington, 1910. (Senate Document No. 645)

An investigation of women employed as waitresses in 358 hotels and restaurants in 7 cities in the United States, of which 102 with a force of 1,416 waitresses were in New York City. The main interest of the report is in living conditions, such as home responsibilities, cost of living, and budget items for women living at home and for those "adrift," but valuable

data are also given on general working conditions in this occupation, hours of work, average weekly earnings, and years of experience.

The Consumers' League of New York City. Behind the Scenes in a Restaurant, 1916.

A comprehensive report based on visits to many restaurants of all types, on interviews with 1,017 women restaurant employees and also on interviews with employers. It covers age, nationality, family and home conditions, hours, typical day and night work, one rest day, wages, the tipping system, irregularity of employment, lack of opportunity, and recommendations for legislative amendment.

RUBBER INDUSTRY

Morris, Bert J., and Paull, Charles H. Opportunities for Handicapped Men in the Rubber Industry. Publication of the Red Cross Institute for Crippled and Disabled Men. June 14, 1919.

A comprehensive report based on the author's intensive study of the rubber industry. It covers the growth of the industry; its scope and future developments; the source of rubber; a description of a modern factory; organization of plants; provisions for training workers; the steps in the preparation of crude rubber; reclamation of old rubber; making rubber shoes, boots, mackintoshes, medical goods, mechanical rubber goods, tires, etc. Wages and operations as a whole are given with special reference to opportunities for the handicapped.

Publications of the Red Cross Institute for Crippled and Disabled Men. Series 1, July 24, 1918. No. 16. p. 8-11. New York.

A report based on visits to factories in New York City, where various types of rubber goods are manufactured. The report covers processes, working conditions, hours, wages, and nationalities. This study is one of a series made for the purpose of determining desirable trades in which to place crippled and disabled men, and the material is treated from this point of view.

SAMPLE MOUNTING AND CASE MAKING

Alliance Employment Bureau. Inquiries into Trades for Factory Workers. Sample Mounting and Sample Case Making. p 3-7. New York, 1913.

A brief report on a study of these trades, based on visits to 45 workrooms and interviews with a number of workers. It covers general conditions in the trades as to wages, hours and overtime, apprenticeship, seasons, home work, requirements for workers, and workroom conditions. This study, like the others in the series, was made for the purpose of discovering desirable trades in which to place women workers, and the material is treated from this point of view.

SHEET METAL GOODS INDUSTRY

Publications of the Red Cross Institute for Crippled and Disabled Men. Series 1, No. 16, p. 15-18. July 24, 1918, New York City.

A report based on visits to factories in New York City, and interviews with employers. It covers processes, working conditions, wages, and nationalities. This study was made for the purpose of discovering desirable trades in which to place crippled and disabled men, and the material is treated from this point of view.

SHIRT INDUSTRY

See Clothing Trades, Men's

SHIRTWAIST INDUSTRY

See Clothing Trades, Women's

SHOE INDUSTRY

Allen, Frederick J. Opportunities for the Employment of Handicapped Men in the Shoe Industry. Publication of the Red Cross Institute for Crippled and Disabled Men. May 15, 1919.

A comprehensive report based on the author's intensive study of the boot and shoe industry, covering visits to factories and interviews with manufacturers and employees. It covers the employment of handicapped men; the description of a modern shoe factory; the magnitude of the industry; the cities leading in this industry; organization of a shoe factory; methods in shoe manufacture; wages; the shoe repairing industry; training of employees; employment conditions such as piece work and time payment; shoe machinery and seasonal aspect of the trade.

Publications of the Red Cross Institute for Crippled and Disabled Men. Series 1, No. 16, p. 13-15, July 24, 1918. New York City.

A report, based on interviews with employers and visits to factories in New York City. It covers processes, working conditions, wages, hours, buildings, fire risk safety and nationalities. This study was made for the purpose of discovering desirable trades in which to place crippled and disabled men, and the material is treated from this point of view.

Survey Made by Mary Lattimer of the State Employment Bureau. November, 1918.

A comprehensive study of the shoe industry in Brooklyn, based on visits to seventeen factories, representing the makers of the finest footwear for women in the United States. This report covers the processes, such as sorting, cutting, fitting, lasting, finishing and packing; working conditions, such as types of buildings, physical conditions, hours, nationalities, wages, seasons, and unions.

SILK INDUSTRY

Publications of the Red Cross Institute for Crippled and Disabled Men. Series 1, No. 16, p. 18-19. July 24, 1918. New York City.

A brief report, based on visits to factories in New York City and interviews with employers. Although this study was made for the purpose of discovering desirable trades in which to place crippled and disabled men and the material is treated from this point of view, most of the information is general. The report includes data on processes, wages, and working conditions.

STRAW SEWING

New York State Department of Labor. Wages of Straw-braid Sewers. Bulletin No. 32, March, 1907. p. 57-58.

A brief statement regarding wages and seasonal fluctuations in employment for straw-braid sewers, based on an analysis of the payroll of a representative straw hat manufacturer in New York City, and the observations of a labor inspector who had had considerable contact with the trade in the course of his work.

STREET RAILWAYS

See Transportation

TELEGRAPH OPERATING

United States Bureau of Labor. Investigation of Western Union and Postal Telegraph-Cable Companies. Washington, February, 1909. 554 p. (Senate Document No. 725)

A comprehensive investigation into the volume, extent, and methods of handling business, the wages, hours of labor and other working conditions in telegraph companies engaged in interstate activity. It is based on schedules and payroll data from the companies, interviews with employees, and visits to places of work in 27 important cities, including New York City. Separate statistics for New York are available throughout.

TELEPHONE OPERATING

New York State Department of Labor. Statistics of Night Telephone Operators. Bulletin No. 53, December, 1912. p. 389-404.

An investigation of night work among women telephone operators in New York State, based on information from 150 companies and concerning 10,547 operators. The report presents data showing the occupation and number of operators, the number employed at night work, their ages, hours of work, time of beginning and ending work, wages, years of service, and whether living at home or boarding. New York City figures are given separately on every point treated.

New York State Factory Investigating Commission. Fourth Report, 1915. Vol. II. Wages Paid by the New York Telephone Company to Various Classes of Operatives in the Different Cities of New York State. p. 471-478. Albany, 1915.

A statement prepared by the New York Telephone Company for the Factory Investigating Commission, giving the organization of the force, the regulations regarding Sunday and holiday work, information regarding payments for overtime work, vacations, bonuses, pensions, benefits, and full presentation of wage rate scales for New York City by boroughs and for other cities in the state. All data other than those on wages are given separately for "upstate" and "downstate" divisions, not for separate cities, but "downstate" conditions in general are probably typical of New York City.

United States Bureau of Labor. Investigation of Telephone Companies. Washington, February, 1910. 340 p. (Senate Document No. 380)

An investigation by the United States Bureau of Labor of telephone companies engaged in interstate business, covering 27 companies in 26 states. The report includes data on wages, hours of labor, physical conditions of work, training of workers, organization of the force, description of telephone work, union organization and strikes, and methods of handling business. Separate statistics for New York City are available throughout the report.

State of New York—Department of Labor. Special Bulletin. Prepared by the Bureau of Women in Industry. July, 1920, Albany, New York. No. 100.

A very comprehensive report on the telephone industry in New York State. This report is based on a study of the payrolls, on personal interviews with employees and officials of the company; on visits to some of the rest-rooms maintained by the company, and to the training-school. It includes recommendations; an introduction; the scope of study; systems of employment and training, covering all means employed to secure operators; the operating force; basic hours vs. actual working hours; overtime work; absenteeism; broken time; wages; labor turnover and length of service; working conditions, such as ventilation, seats, lockers, rest-rooms, lunch-room service, supervision, the public's part and rest periods; medical department; employee's benefit fund; miscellaneous benefits; employee's representative plan and appendix and statistical tables.

TOBACCO INDUSTRY

New York State Factory Investigating Commission. Second Report, 1913. Vol. II. The Tobacco Industry. p. 487-513. Albany, 1913.

A study of sanitary conditions and the health of workers, especially women, in the tobacco industry, including the manufacture of cigars, of cigarettes, of chewing and smoking tobacco, and of snuff. It is based chiefly on the physical examination of 600 women employes of 21 factories in New York City, but also includes a general description of sanitary conditions in a larger number of factories. The report presents discussion and statistics bearing on the branches of the industry, the ages, nativity, conjugal condition, years in the trade, and diseases found among the women examined, sanitary conditions in the shops, comfort provisions, welfare work, and child labor, as well as summaries of facts regarding health in the industry in foreign countries.

United States Bureau of Labor Statistics. Wages and Hours of Labor in the Cigar and Clothing Industries, 1911 and 1912. p. 5-24. Washington, 1913. (Bulletin No. 135.)

A study showing hourly rates of wages in the principal occupations in the cigar manufacturing industry in 1911 and 1912,* based on data obtained from 49 factories and 11,541 employees in eight cities in the United States, including New York City. A statement regarding general trade conditions,

* A later bulletin of the Bureau of Labor Statistics (No. 161, 1915) gives wages also for 1913, but does not include as full statistics or descriptive matter as Bulletin No. 135.

as to method of wage payment, hours of work, the importance of the industry, and a careful description of the principal productive occupations are also included in the report. Most of the data are given separately for each city.

Publications of the Red Cross Institute for Crippled and Disabled Men. July 24, 1918. Series 1, No. 16, p. 19-22.

A brief report based on visits to many factories in or near New York City. This study was made for the purpose of discovering desirable trades in which to place crippled and disabled men and the material is treated from this point of view. The report covers processes, working conditions such as the strength of the union, wages, hours, number of factories, types of buildings, lack of welfare work, physical conditions and nationalities.

TRANSPORTATION

New York State Public Service Commission for the First District. Annual Reports. Vol. II. Statistics of Transportation Companies. Sections on Employes and Wages.

Statistics of street railways in Greater New York, with explanatory text, are published each year in the annual report of the Public Service Commission for the First District. It includes, for subways, elevated roads, and surface lines, data regarding the number of employees, variation in amount of employment, average and classified wages, hours of work, increases in wage rates, and stability of employment. Figures are given separately for each transportation company and for each occupation.

United States Bureau of Labor Statistics. Women Street Railway Employees, by Benjamin Squires. May, 1918, Washington.

A comprehensive report on women as street railway employees in New York City. The report covers the reasons for the employment of women: a discussion of the nature of the work; the hours; evening work; rest rooms and toilets; lunch rooms; uniforms; the wage scale; the attitude of the public and of women's organizations and of men employees; and it closes with a definite recommendation that women should not be employed on street railways.

WAITRESSES

See Restaurants and Hotels

WOMEN'S CLOTHING

See Clothing Trades, Women's

WOOD ALCOHOL INDUSTRY

New York State Department of Labor. Dangers in the Manufacture and Industrial Uses of Wood Alcohol. December, 1917, Albany.

A comprehensive report on the dangers in the manufacture and industrial uses of wood alcohol. It covers the manufacture of wood alcohol; the dangers in the manufacture of artificial flowers, pencils, furniture, varnish, hats, etc., a list of cases of poisoning; conclusive and suggestive rules.

**ADDRESSES OF PUBLISHERS AND OTHERS FROM WHOM
REPORTS CAN BE OBTAINED**

*Bureau of Women in Industry.

Macmillan Company, The, 64 Fifth Avenue, New York City.

National Civic Federation, 1 Madison Avenue, New York City.

New York City Commissioner of Accounts, Municipal Building, New York City.

New York State Department of Labor, Albany, N. Y.

New York State Factory Investigating Commission. Reports can be obtained through J. B. Lyon Company, Albany, N. Y.

Russell Sage Foundation, 130 East Twenty-second Street, New York City.

Survey Associates, Inc., 12 East Nineteenth Street, New York City.

United States Bureau of Foreign and Domestic Commerce, Department of Commerce, Washington, D. C.

United States Bureau of Labor	} Department of Labor, Washington, D. C.
United States Bureau of Labor Statistics	

United States Immigration Commission. Reports can be obtained from Superintendent of Documents, Government Printing Office, Washington, D. C.

United States Public Health Service, Treasury Department, Washington, D. C.

University Settlement Society, 184 Eldridge Street, New York City.

* Bureau of Women in Industry of State Industrial Commission,
120 East 28th Street, New York City.

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