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OFFICE OF NATIONAL RECOVERY ADMINISTRATION

DIVISION OF REVIEW

REPORT OF THE SPECIAL COMMISSION ON WAGE DIFFERENTIALS IN THE CAP AND CLOTH HAT INDUSTRY

By

Paul F. Brissenden
Chairman
Max Meyer
Wirt A. Gill

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F O R E W O R D

This report of the Special Commission on Wage Differentials in the Cap and Cloth Hat Industry was prepared by Messrs. Paul F. Brissenden, Chairman, Max Meyer and Wirt A. Gill.

The report was made in January 1935 and a small number of copies was released at that time. It is here reproduced in order that it may be made widely available to students in the labor field.

At the back of this report will be found a brief statement of the studies undertaken by the Division of Review.

L. C. Marshall,
Director, Division of Review

March 6, 1936

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RECOMMENDATIONS OF THE COMMISSION

In the light of its findings, the Commission recommends:

First, that Article IV of the Code be amended, establishing the following areas in place of those now in the Labor Provisions:

Area "A" - to include the following counties in New York State:

Boroughs of Manhattan, Kings, Queens, Bronx, Richmond and the County of Westchester.

Area "B" - to remain the same with the following exceptions:

1. That it exclude Area "A" as defined above, and
2. That it exclude Buffalo and Pittsburgh Metropolitan Districts.

Area "C" - to remain the same as at present provided in the Code with the addition of the Metropolitan Areas of Buffalo and Pittsburgh.

Second, that no employee engaged in cutting, blocking, operating or lining making in the several areas shall be paid less than at the rates specified in the following schedule:

Area "A" - 55 cents per hour or at the rate of not less than $22 for a 40 hour week.

Area "B" - 47-1/2 cents per hour or at the rate of not less than $19 for a 40 hour week.

Area "C" - 44 cents per hour or at the rate of not less than $17.50 for a 40 hour week.

Third, that Article IV, Section 1 of the Code with respect to unskilled labor remain unchanged, specifying a rate of 32-1/2 cents per hour for these employees.

Fourth, that Article IV, Section 5 of the Code dealing with apprentices remain unchanged.

Fifth, that to alleviate distress and undue hardships in special and exceptional cases, wherein a worker properly belonging to this Industry is threatened with loss of employment or inability to secure employment because he or she is admittedly of abnormally low productive capacity, a special Board be established under the Code and be authorized to permit the employment of such a worker at a wage less than the basic minimum wage. This power may be given to "the special Millinery Board" of the Millinery Code Authority if the necessary arrangements can be made.

Sixth, that the Industry seriously consider the possibility of combining this Code with one of the major apparel industries, preferably the Millinery Code.

FINDINGS OF FACT

After due consideration of (1) the statistical analyses of payroll and other factual material submitted, (2) the testimony presented at its Hearing and briefs submitted and (3) its own direct observations and inquiries in shops which it has visited; the Commission finds:

First, that average total costs (of direct labor plus material) are higher in New York City than elsewhere, with one exception.

Second, that direct labor costs for every important grade of cloth caps, are consistently lower in the East and West than in New York City. The differences in labor costs vary for each type of cap. In the West the a average total direct labor cost is from 5 per cent to 10 per cent lower than in New York City in the case of three grades of golf caps, and 25 per cent and 32 per cent lower in the case of two very important grades. In the East the average total direct labor cost is 4, 11 and 32 per cent lower than in New York City for three important grades in cloth caps.

Third, that average material costs per dozen caps are somewhat lower in the West for all grades of caps and for all but one grade of caps in the East.

Fourth, that freight costs and selling expenses are slightly lower in New York than elsewhere, the former averaging 9.3, 7.2 and 6.3 per cent of total overhead in the East, and West and New York City, respectively, and the latter 37.2, 33.8 and 49.4 per cent of overhead in the West, the East and New York City, respectively.

Fifth, that the average per cent gross mark-up in the West for every type of cloth cap, with one exception, was found to be at least twice as large as the markup in the East and New York City.

Sixth, that the average efficiency of workers in the East is from 15 per cent to 20 per cent below that of workers in New York City, and that the average efficiency of workers in the West is from 15 per cent to 40 per cent below that of workers in New York City, being about 35 per cent lower for three important grades of golf caps and 13 per cent and 22 per cent lower for two other grades.

Seventh, that in spite of the superior labor efficiency of New York City firms, average direct labor costs are considerably higher in this area due to the higher rates of pay.

Eighth, that in spite of the fact that the average number of weeks of full-time employment furnished workers in the West is greater (averaging forty-one (41) weeks to a majority of employees) than in the East, (thirty-six (36) weeks) or New York City (thirty-three (33) weeks), the annual earnings of New York City workers are larger. This again is due to the much higher wage rate paid in New York City.

Ninth, that there is a great volume of unemployment in the Industry and that even the employed workers are employed for a short week and for only part of the year.

Tenth, that the Cap and Cloth Hat Industry is so small and is made up so predominantly of small and widely-scattered producing units that the problem of Code enforcement is one of extraordinary difficulty; that adequate enforcement has not, so far, been accomplished and is unlikely to be achieved, even after amendment along lines recommended by this Commission, so long as the burden of enforcement rests wholly upon the shoulders of any Code Authority that has no greater financial resources than this small Industry is able to provide.

COMMENTS ON THE COMMISSION'S RECOMMENDATIONS

The Commission believes that the incorporation in the Code of an amendment embodying the foregoing recommendations would tend to improve conditions in the Industry. It is their opinion that the new and narrower differentials suggested would tend to diminish unfair and destructive competition in the Industry and would therefore make the problem of code enforcement a much more manageable one. If these recommendations were adopted the differential for the West instead of being 33 per cent under that in New York City would be 20 per cent lower and would be 7 per cent lower than the wage rates in the East. The differential for the East outside of New York City would be 14 per cent below that of the wage rates in New York City.

What the proposed readjustment in areas and rates would mean to the Industry if adopted will be better understood by examining the data on hourly earnings, and Tables XIII A and B. It appears that in the East the hourly earnings of about two-thirds of the workers equaled or exceeded 47½ cents per hour. Application of the new rates would mean, therefore, that these producers, many of whom are now operating under stays at $41\frac{1}{4}$ cents per hour would have to raise the wages of about one-third of their workers by amounts not greater than 6 cents per hour.

In the West, indications are that in July and August of 1934, over 45 per cent of the workers had earnings equal to or greater than 45 cents per hour. The proposed minimum of 44 cents per hour for this area would mean, therefore, that western producers would be obliged to raise somewhat less than half of their workers from $37\frac{1}{2}$ to 44 cents per hour.

In the case of the Buffalo firms, many of which are now operating under a stay, under the proposal they would have to raise their minimum wage rate from $41\frac{1}{2}$ to 44 cents per hour.

The Commission does not think that the proposed rate adjustment need prove unduly burdensome to western manufacturers in view of the recommendation for special provisions for handicapped and slow workers and especially in view of the possibility of bringing about reduction in costs under the new rate by enhancement of efficiency. In the production of a staple article like caps, it should be possible, in the opinion of the Commission, to attain almost as high a level of efficiency in the West as has been reached in New York City.

Although it is true that the Cap Industry is in a deplorable state as a whole, many firms are doing very well financially and among these are some of the concerns which have been most emphatic in registering protests against any changes in minimum hourly rates.

More favorable labor provisions in the major codes to which the Cap Code is closely related may be urged as a circumstance favoring the liberalization of its labor provisions. Most of the major industries in the apparel field have much higher wage and shorter hour provisions than does the Cap and Cloth Hat Code. This markedly true of the Dress, Coat and Suit, Men's Clothing and Millinery Codes. The only major apparel code with no more favorable labor provisions is the Cotton Garment Code and even its hour provisions are now shorter than those found in the Cap Code.

The relations between the Cap Industry and the Millinery Industry are close in many ways, The processes and machinery used are similar or identical. There is a considerable movement of workers back and forth between cap and millinery factories. These facts make pertinent not only the suggestion that the proposed handicapped workers provision might be administered by the special Millinery Board but also the proposal that it might be well in the best interests of the Cap Industry to amalgamate its Code, for purposes of enforcement at least, with some other code like that of the Millinery Industry. The Commission believes that for many small industries the only solution of their enforcement problem is more or less complete affiliation with a larger, closely related industry.

Although it has not made a formal recommendation on the point, the Commission wishes to emphasize the urgent need for serious consideration of an early action upon the contractor problem, the seriousness of which in New York City is fully appreciated in the Industry. The Commission wishes informally to suggest that some plan for the registration of contractors be worked out after study of the experiences of the coat and suit and other apparel industries now trying to cope with this problem.

The Industry

The Cap Industry is small and is made up for the most part of small and highly competitive units. For a decade the Industry has been growing smaller. Its decline is not merely a depression phenomenon; the depression served merely to accelerate a downward trend that was a process in the middle '20s. The record is indicated by the Census figures on dollar volume (value of products) since 1925.

1925	$43,822,729
1927	41,213,965
1929	35,900,664
1931	16,867,181
1933	12,658,888

The following table, compiled from Census data shows the trend of the distribution of the dollar volume of business among the various areas. The figures shown are a percentage of the total dollar volume of business done by each area:

	1933	1931	1929	1927	1919
New York State	27.7	38.7	40.5	37.6	49.5
East (excl. N.Y. State)	26.2	19.3	17.8	20.7	20.7
West	46.1	42.0	41.7	41.7	29.8
U. S.	100.0	100.0	100.0	100.0	100.0

These figures show that New York City's share of the cap business declined from one-half in 1919 to a little over one-fourth of the total business in 1933. The eastern area appears to have maintained its share of the total cap business. Quite noticeable are the gains made by the manufacturers located in the Western area, who have increased their proportion of the total cap business from 30 per cent in 1919 to 46 per cent in 1933.

Wages disbursed by the industry dropped from $9,-242,937 in 1925 to $2,968,064 in 1933. Similar though less pronounced declines have taken place in the number of establishments and the number of workers in this industry.

The payroll returns available to the Commission indicate that the Industry now employs about 5,000 workers in about 535 establishments, and does about $13,000,000 worth of business annually.

The pre-depression decline in the Industry was probably due in major part to the somewhat widespread habit of going bareheaded, and partly due to a style trend showing a tendency to wear hats instead of caps.

Table I indicates the size of firms in this Industry. It is seen that roughly half of the firms in the Industry employ ten workers or less. Furthermore, indications are that the Western shops are larger than

TABLE I

SPECIAL COMMISSION FOR THE CAP AND CLOTH HAT INDUSTRY

Distribution of 535 Reporting Firms According
to Numbers of Workers Employed, 1934

Numbers of Employees	Number of Firms			
	United States	New York City	East	West
1 - 5	295	118	83	94
6 - 10	125	50	28	47
11 - 15	33	9	7	17
16 - 20	27	9	4	14
21 - 25	16	4	4	8
26 - 30	8	1	3	4
31 - 40	13	2	1	10
41 - 50	6	2	3	1
51 - 75	6	0	3	3
76 - 100	2	0	0	2
101- 150	1	0	0	1
151- 200	1	0	0	1
Over 200	2	1	1	0
Total	535	196	137	202

Source: Questionnaire sent out by the Code Authority.

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those in New York and the East, since 85 per cent of the shops in New York City and 80 per cent of those in the East employ ten workers or less, while only about 70 per cent of the western firms are this small.

The principal manufacturing centers are: New York, Chicago, St. Louis, and Philadelphia. These four markets in 1933 were responsible respectively for 28, 13, 11 and 5 per cent of the business, and accounted altogether for 57 per cent of the total dollar volume attained in that year.

The cap workers in the New York markets are strongly unionized, their union having signed up most of the firms in the New York City area in an agreement which provides for weekly wages (and for piecework rates) ranging from $27 to $40 for a 40-hour week. The other important cap making areas are not as highly unionized as the New York City area.

This small scale Industry, in contrast to such other apparel industries manufacturing apparel such as cloaks and suits, dresses and millinery, makes a fairly staple product. Except for New York, there is practically no contract work, the goods being manufactured principally by firms owning or leasing their own quarters, and from their own materials, and not for the accounts of others.

Both "tailoring" and "sectionalized" methods of production are followed and this seems to be true of all section, but tailoring predominates in New York City, and in the very small shops wherever located, while sectionalization marks the western centers of the Industry, especially in the larger plants. (See Table II for further details on sectionalization).

It is an urban Industry. More than that, it is not an Industry found to any appreciable extent in small towns. It is a big-city Industry. Table III shows that close to 90 per cent of the firms and about the same proportion of the workers are found in cities of over 250,000 population.

Sources of Information

The facts which emerge from the inquiries conducted by the Commission derived from:

1. Public hearings, supplemented by briefs, report and letters from manufacturers, or their representatives.

2. Visits by the Commission to cap factories in the various markets, and interviews with employers and employees in these factories.

3. Statistical analysis of (1) payroll returns to the Code Authority supplemented by additional returns direct to the Commission, and (2) returns received upon two questionnaires distributed to members of the Industry.

The last-named source is the chief basis of the results outlinte below. The Commission considered

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE II - Type of Plant Operation

This table shows the number of plants in each erea operating on a "section" or division of labor basis and the number of workers in their employ during the week ending August 11, 1934.

Area	Number of Firms		Number of employees		Percent of total number of Firm in each area		Percent of total number of employees in each area	
	Section	Non-Section	Section	Non-Section	Section	Non-Section	Section	Non-Section
New York City	30	40	418	555	42.9%	57.1%	43.0%	57.0
East	21	16	273	166	56.7	43.3	62.2	37.8
West	31	40	695	365	43.7	56.3	65.5	34.5
Total	82	96	1386	1035	46.0	54.0	60.1	39.9

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning

TABLE III

SPECIAL COMMISSION FOR THE CAP AND CLOTH HAT INDUSTRY

Number of Reporting Firms and Employees
In Cities of Specified Sizes

Population of City	United States		East *		West	
	Number of Firms	Number of Employees	Number of Firms	Number of Employees	Number of Firms	Number of Employees
Over 1,000,000	298	2,730	226	1,992	72	738
500,000 - 1,000,000	94	1,042	37	251	57	791
250,000 - 500,000	64	696	19	151	45	545
100,000 - 250,000	30	212	21	130	9	82
50,000 - 100,000	15	153	7	55	8	98
25,000 - 50,000	4	129	2	113	2	16
10,000 - 25,000	6	88	6	88	0	0
Less than 10,000	4	30	2	18	2	12
Total	515	5,080	320	2,798	195	2,282

* In this Table "East" includes New York City.

Source: Questionnaire sent out by Code Authority.

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it important, however, to appraise and interpret the figures in the light of what was said at hearings and in briefs thereon, and even more important, in its judgment, in the light of its own first-hand observations and contacts in the shops.

Trends in Business Volume by Areas

The acid test of whether or not a given market has suffered from the ("fair" or "unfair") competition of firms in other markets can be made by examination of the reports of members of the Industry on their unit and dollar volume of production.

Using information supplied by 183 firms reporting to the Code Authority we find the available business as shown by dollar volume for 1933 and the first nine months of 1934 distributed in the various areas as follows:

Area	Per Cent of Total Dollar Volume in Area Indicated	
	Jan.--Sept. 1934	1933
New York City	24.9	27.7
East (excl. N.Y. State)	23.4	26.2
West	51.7	46.1
U. S.	100.0	100.0

This shows that New York City's share of business has appreciably diminished, and the western areas share of it appreciably increased, since 1933. As to the position of the East the dollar volume data are inconclusive, but indications are that certain portions of this area like Boston and Philadelphia have made gains at the expense of other portions of the eastern area.

Using unit volume of production as a measure of the trend we find the following distribution by areas for 1933 and nine months in 1934:

Year and Month		Per Cent of Total Unit Volume in Area Indicated			
		U. S.	New York City	East	West
1933		100	27.4	23.7	48.9
Jan.-Sept., (incl.)	1934	100	27.8	23.9	48.4
Jan.	1934	100	26.1	18.6	55.3
Feb.	1934	100	27.7	19.5	52.8
March	1934	100	28.2	24.1	47.7
April	1934	100	26.7	26.4	46.9
May	1934	100	29.7	23.5	46.8
June	1934	100	29.7	24.4	45.9
July	1934	100	32.2	19.4	48.4
August	1934	100	25.8	28.8	45.4
Sept.	1934	100	22.8	28.9	48.3

These unit volume figures indicate, as between

1933 and the whole nine month period in 1934, not so much a loss of business by any area to any other as an almost complete maintenance in 1934 of the 1933 apportionment. (For details see Figure A).

Another indication of shift in business after the adoption of the Code is found in the following tabulation of man-hours worked in each area.

Area	Number of Reporting Firms	Man-Hours Worked in July	Man-Hours Worked in September	per Cent Change July to September
United States	87	105,812	109,583	3.6
New York City	26	16,024	14,760	7.9
East	14	28,930	29,596	2.3
West	47	60,858	65,225	7.2

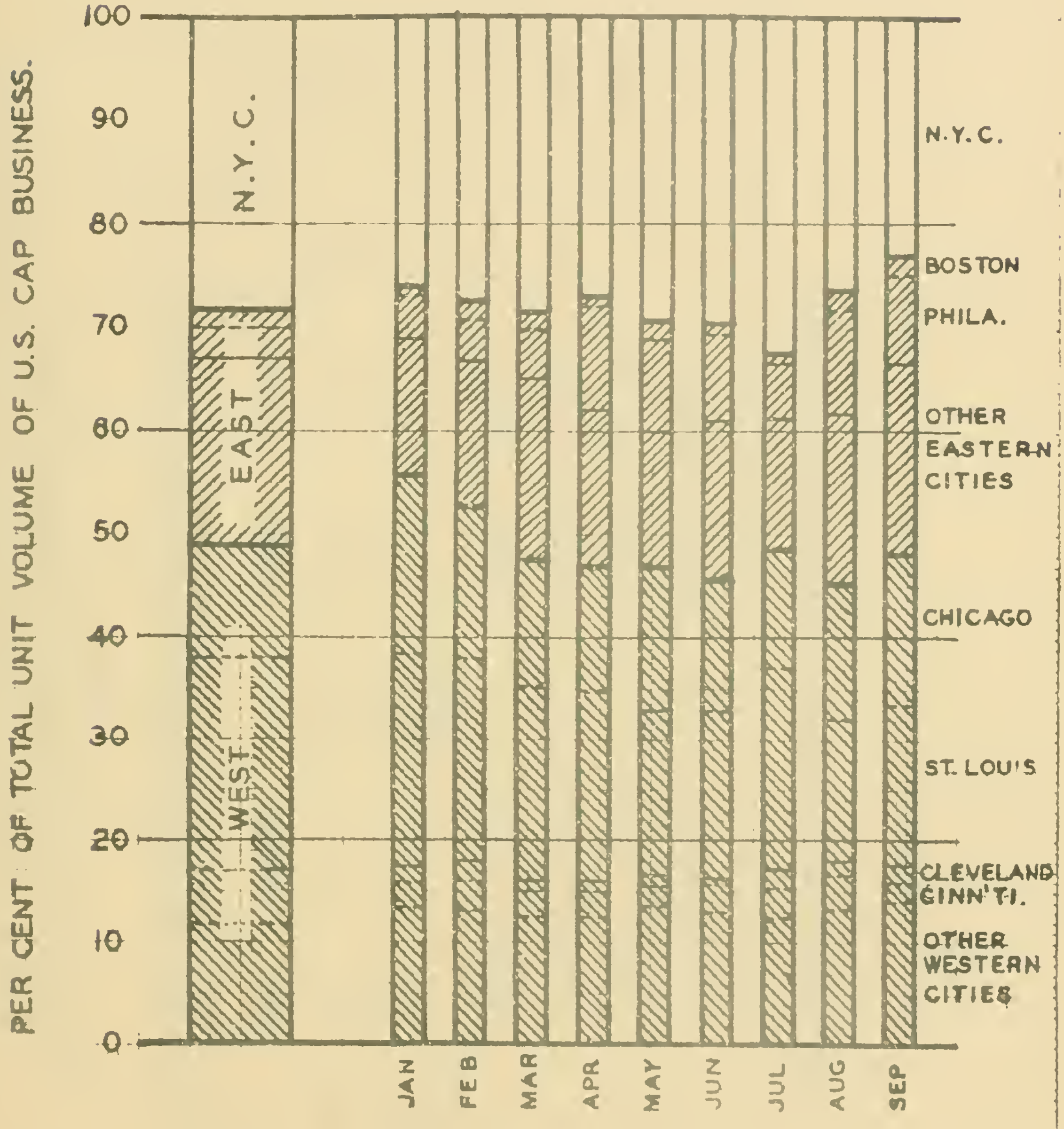
This table indicates that gains have been made in the West at the expense of the New York City manufacturers, the percentage loss in man-hours in New York City being almost the same as the gains in the West. (Further details are given in Table IV).

Distribution of Sales According to Areas in Which Products are Sold

The extent to which manufacturers located in one area sell in that area and other acreas is shown in Table V-A, B. C. D. E. and F. Inasmuch as actual sales figures are not available a hypothetical distribution

FIGURE A
SPECIAL COMMISSION FOR THE CAP AND CLOTH HAT INDUSTRY

DISTRIBUTION AMONG THE MARKETS OF
TOTAL PHYSICAL VOLUME OF CAP BUSINESS



SOURCE:
REPORTS TO SPECIAL COMMISSION AND REPORTS TO CODE AUTHORITY.

Special Commission For The Cap & Cloth Hat Industry

TABLE IV

Number & Per Cent of Change in Man-Hours Worked, in 120 Identical Firms in July & August, 1934, and 103 Identical Firms in August & September, 1934.

Area	Number of Reporting Firms	July Man-Hours	August Man-Hours	Number of Reporting Firms	August Man-Hours	September Man-Hours	Per Cent of Change July to August	Per Cent of Change August to September
United States	120	144,740	184,120	103	183,175	159,906	+ 27	- 12.6
New York City	21	19,151	23,669	13	21,458	16,962	+ 24.0	- 20.9
East	37	38,697	54,632	27	42,517	32,148	+ 41.0	- 24.4
West	62	86,892	105,819	63	119,200	110,796	+ 22.0	- 6.7

SOURCE: Payroll reports to the Code Authority and the Special Commission.

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of sales was obtained by multiplying actual production figures by the percentages which individual manufacturers estimated as the proportion of their sales made in each area.

These tables indicate the following facts:

1. Three-fourths of all caps produced are sold in the eastern and western areas, about two-thirds of the remaining production being sold in the southern and one-third in the far-western areas.

   The 174 firms reporting have an average monthly production of 178,800 dozen caps; approximately 58,000 dozen of these caps are sold in the East, about 74,000 dozen are sold in the Mid-West, 17,500 dozen in the Far-West, and about 30,000 dozen in the South. (Table V A).

2. The total sales in each area are distributed among New York City, eastern and western manufacturers as follows:

   a. Almost three-fourths of all the caps sold in the East are produced in New York City, the remainder being almost evenly divided between the eastern and western manufacturers. (Table V B)

TABLE V - DISTRIBUTION OF SALES ACCORDING TO AREA

This table shows the extent to which manufacturers located in one area sell in other areas. In part A, are given the actual number of firms and a hypothetical monthly figure on sales obtained by multiplying each manufacturers production by the percentage of his sales made in each area. Thus 61 of the 64 reporting firms located in New York City sell monthly in the East 41,569 dozen of a total production of 87,116 dozen caps, 29 firms sell 23,622 dozen in the Mid-West, etc.

In part B, the percentages of the total caps sold in the East by firms located in New York City, the East and the West are shown; and similarly for the Mid-West, Far-West, and South.

In part C, the percent of the total caps produced in New York City which are sold in each of the areas is shown, and similarly the percent of total caps produced in the other areas which are sold in each area.

A. Number of Firms and Amount of Sales

Area in which Produced	Area in which sold: TOTAL		EAST		MID-WEST		FAR-WEST		SOUTH	
	Number of firms	Number of dozen caps sold	Number of firms	Number of dozen caps sold	Number of firms	Number of dozen caps sold	Number of firms	Number of dozen caps sold	Number of firms	Numbe of do en ca sol
New York City	64	87,116	61	41,569	29	23,633	9	7,188	18	14,73
East	39	24,220	38	8,898	11	6,178	10	3,603	13	5,54
West	71	67,463	11	6,871	57	44,580	24	6,650	14	9,36
Total	174	178,799	110	57,338	97	74,380	43	17,441	45	29,64

B. Percent of Total Sales In each Area Made by New York City, Eastern and Western Firms.

New York City	48.7%	72.5%	31.8%	41.2%	49.7%
East	13.6	15.5	8.3	20.7	18.7
West	37.7	12.0	59.9	38.1	31.6
Total	100.0	100.0	100.0	100.0	100.0

C. Percent of Total Production of New York City, Eastern and Western Firms, Sold in Each Area.

Area in which Produced	Area in which Sold				
	Number of dozen caps sold	Number of dozen caps sold	Number of dozen caps sold	Number of dozen caps sold	Number of dozen caps sold
New York City	100%	47.7%	27.1%	8.3%	16.9%
East	100	36.7	25.5	14.9	22.9
West	100	10.2	66.1	9.9	13.9
Total	100	32.1	41.6	9.8	16.6

Source: Questionnaire sent out by the Industry Reporting Unit, Research and Planning Division.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY
TABLE V-D - DISTRIBUTION OF SALES OF CAPS PRODUCED IN NEW YORK CITY
BY AREAS

This table shows where the manufacturers located in New York City sell their products. It is more detailed than Table V, since it shows the proportion of the total sales of individual New York City manufacturers made in the various areas.

Percent of total Sales	Number of New York City Firms with Specified Percentages of their total Sales In:							
	EAST		MIDWEST		FAR WEST		SOUTH	
	Number of Firms	Number of dozens of Caps sold*	Number of Firms	Number of dozens of Caps sold*	Number of Firms	Number of dozens of Caps sold*	Number of Firms	Number of dozens of Caps sold*
0 - 19%	6	1,793	12	2,177	6	1,125	7	2,545
20 - 39%	6	4,545	4	874	1	26	4	2,664
40 - 59%	4	6,830	10	16,693	2	6,037	2	572
60 - 79%	4	2,383	1	2,580	-	--	4	8,646
80 - 99%	8	5,123	2	1,298	-	--	1	310
100%	33	20,845	-	--	-	--	-	--
Total	61	41,569	29	23,622	9	7,188	18	14,737

Number of Firms reporting in the New York City Area - 64
Dozen of Caps Produced in the New York City area - 87,116
*The number sold is a hypothetical figure based on the estimated percentage of the total production of individual manufacturers that was sold in each area, multiplied by the total produced by each individual manufacturer.
Source: Questionnaire sent out by the Industry Reporting Unit, Division of Research and Planning.

Table V-E - DISTRIBUTION OF SALES OF CAPS PRODUCED IN THE EASTERN STATES BY AREAS

This Table shows where the manufacturers located in the East sell their products. It is more detailed than Table V since it shows the proportion of the total sales of individual Eastern manufacturers made in the various areas.

Per cent of total sales	Number of Eastern Firms with Specified Percentages of Their Total Sales in:							
	EAST		MIDWEST		FAR WEST		SOUTH	
	Number of firms	Number of dozens of caps sold*	Number of firms	Number of dozens of caps sold*	Number of firms	Number of dozens of caps sold*	Number of firms	Number of dozens of caps sold*
0 - 19%	4	1,233	2	260	6	440	4	500
20 - 39%	3	805	6	4,235	4	3,163	5	3,133
40 - 59%	4	2,202	2	221	-	-	2	1,575
60 - 79%	2	609	-	-	-	-	-	-
80 - 99%	-	-	1	1,462	-	-	1	173
100%	25	4,049	-	-	-	-	1	160
Total	38	8,898	11	6,178	10	3,603	13	5,541

Number of Firms reporting in the Eastern Areas - 39
Total dozens produced by firms in the Eastern Area - 24,220

*The number sold is a hypothetical figure based on the estimated percentage of the total production of individual manufacturers that was sold in each area, multiplied by the total produced by each individual manufacturer.

Source: Questionnaire sent out by the Industry Reporting Unit, Division of Research and Planning.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE V -F- DISTRIBUTION OF SALES OF CAPS PRODUCED IN THE WESTERN STATES BY AREAS

This table shows where the manufacturers located in the West sell their products. It is more detailed than table V, since it shows the proportion of the total sales of individual Western manufacturers made in the various areas.

Percent of Total Sales	Number of Western Firms with Specified Percentages of their total Sales In:							
	EAST		MIDWEST		FAR WEST		SOUTH	
	Number of Firms	Number of dozens of caps sold*	Number of Firms	Number of dozens of caps sold*	Number of Firms	Number of dozens of caps sold*	Number of Firms	Number of dozens of caps sold*
0 - 19%	3	605	2	194	8	2,153	5	1,108
20 - 39%	1	2,759	4	1,737	1	393	5	5,378
40 - 59%	1	1,903	4	8,549	1	740	-	---
60 - 79%	-	---	1	259	-	-	3	2,426
80 - 99%	1	1,604	6	14,955	1	147	-	---
100%	-	---	40	18,336	13	3,217	1	450
Total	11	6,871	57	44,580	24	6,650	14	9,362

Number of Firms reporting in the Western Area - 71

Total dozens of caps produced by firms in the Western Area - 67,463

*The number sold is a hypothetical figure based on the estimated percentage of the total production of individual manufacturers that was sold in each area, multiplied by the total produced by each individual manufacturer.

Source: Questionnaire sent out by the Industry Reporting Unit, Research and Planning Division.

b. Sixty per cent of all caps sold in the Mid-West are produced by western manufacturers, about half as much by New York City manufacturers, and less than 10 per cent by eastern manufacturers. (Table V B).

c. Of all the caps sold in the Far-West, New York City and western manufacturers produced about the same amounts (40 per cent) and eastern manufacturers approximately half as much. (Table V B).

d. Of all the caps sold in the South approximately one-half were manufactured by New York City firms, about a third by western manufacturers, and the remainder (19.9 per cent) by eastern manufacturers. (Table V B).

3. <u>New York City, eastern and western firms each dispose of their total production in the various areas as follows:</u>

a. New York City firms sell almost half of their caps in the eastern area, about one-fourth in the Mid-West, and the remaining fourth in the South and Far-West. (Table V C). About half of the New York City firms reporting sold all of their product in the East. Those remaining New York City firms selling in the Mid-West, Far-West and South sold individually a comparatively small proportion of their sales in these areas. (Table V D).

b. Eastern firms sell a little over one-third of their production in the East, one-fourth in the Mid-West and one-fourth in the South, and the remainder in the Far-West. (Table V C). About two-thirds of the reporting eastern firms sold all of their product in the East. Those remaining eastern firms selling in the other areas sold individually a relatively small proportion of their total sales in these areas. (Table V E).

c. Western firms sell two-thirds of their production in the Mid-West, and the remainder about equally in the East, Far-West and South. (Table V C). Three-fourths of the reporting western firms sold all of their products in the

Mid-West or Far-West. Those remaining western firms selling in the East and South sold individually a relatively small proportion of their total sales in those areas. (~ ble V E).

Distribution by Type of Outlet

The outlets through which the firms in each area distribute their production are shown in Table VI.

The outstanding facts revealed are:

1. <u>Jobbers serve as the principal outlet for New York City manufacturers.</u>

   Of the total of 71 reporting firms in this area 56 sold some of their products through this channel as compared with 19 of the 49 eastern manufacturers and 29 of the 83 western manufacturers using this outlet. Moreover, 40 of the 71 New York City firms sell all of their production through jobbers, as compared with only 5 of the 49 ea... rn and 7 of the 83 western manufacturers using this outlet for all of their product. This is still further emphasized by the fact that 48 of the 71 New York City firms sell more than 80 per cent of their production through jobbers contrasted with 7 of the 49 eastern

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TABLE VI - DISTRIBUTION OF FIRMS ACCORDING TO PERCENT OF SALES THROUGH VARIOUS OUTLETS

This table shows how the firms in each area distribute their production, and the proportion of their total sales sold through each outlet.

Number of Firms with specified percent of total sales through the following outlets:

Percent of Total Sales	NEW YORK CITY				EAST				WEST			
	Department & Chain Stores	Retail Stores	Jobbers	Consumers	Department & Chain Stores	Retail Stores	Jobbers	Consumers	Department & Chain Stores	Retail Stores	Jobbers	Consumers
0 - 19%	8	5	3		7	6	5		17	6	6	
20 - 39%	3	3	3		7		3	1	7	4	5	
40 - 59%	1	1	1		3	4	1	1	3	5	5	
60 - 79%	5		1	1	2	3	3		4	5	3	1
80 - 99%	3	1	8		1	9	2	2	1	18	3	1
100%	4	6	40		0	15	5	2	2	27	7	4
Totals	24	16	56	1	20	37	19	6	34	65	29	6
Total number reporting	71				49				83			

Source: Questionnaire sent out by the Industry Reporting Unit, Research and Planning Division.

and 10 of the 83 western manufacturers selling this amount through this outlet.

2. Retail stores serve as the most important outlet for manufacturers in the eastern and western areas.

   Whereas only 16 of the 71 New York City firms make some of their sales to retail stores, 37 of the 49 eastern and 65 of the 83 western firms use this outlet for at least some of their sales. Moreover, 15 of the 49 eastern firms and 27 of the 83 western firms sell 100 per cent of their production through retail stores as compared with only 5 of the 71 New York City firms. This is even more clearly brought out by a comparison of the number of firms in each area selling more than 80 per cent of their production through retail stores: 24 of the 49 eastern, and 45 of the 83 western firms fall in this group as compared with only 7 of the 71 New York City firms.

3. Department, Chain and Mail Order Houses serve as a more important outlet for New York City than they do in the other

areas but even here they are relatively less important.

This is shown by the fact that 12 of the 71 New York City firms as compared with 3 of the 49 eastern and 7 of the 83 western firms make more than 60 per cent of their total sales through these outlets.

Production of Various Types of Caps

The average monthly production of the various types of caps and the extent to which each type of cap is produced in each area is shown in Tables VII A, B and C.

The following facts are brought out by the tables:

1. Of the total production of all types of caps the western manufacturers produced almost 45 per cent, the New York City manufacturers 41 per cent and the eastern manufacturers 14 per cent. (164 firms reporting an average total production of 152,428 dozen monthly--Table VII--A and B).

2. The most important types of caps in order of dozens produced are: (Table VII C).

   a. Specialties such as hunting, helmets, shop caps etc.--27 per cent of the

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Table VII - PRODUCTION OF VARIOUS CAPS-BY AREAS

This Table gives some indication of the extent which the various types of caps are produced in each area.

A. Number of Firms and Dozens of Caps Produced

Type of Cap	Average number of dozens of caps produced per month in: -						TOTAL	
	New York City		East		West			
	Number of firms reporting	Dozens caps produced	Number of firms reporting	Dozens caps produced	Number of firms reporting	Dozens caps produced	Number of firms reporting	Dozens caps produced
Golf Caps								
$ .25	9	8953	14	6645	28	6974	51	22572
.39	20	10476	8	1151	17	5374	45	17001
.50	7	2863	7	521	8	6123	22	9507
.59	1	435	4	284	5	3328	10	4097
.69	19	8740	18	2563	42	13265	79	24568
.79			2	77	6	864	8	941
1.00	21	12137	29	2680	51	14575	101	29392
1.50	3	1138	7	307	24	1597	34	3042
*Others	13	17631	14	7788	27	15889	54	41308
TOTAL	51	62423	40	22016	73	67989	164	152428

* Includes Hunting, Uniform, Shop, Railroad and Novelty Caps.

B. Percent of Total Caps of Each Type which are Produced in Each Area

Type of Cap	Percent of Total Caps of Each Type Produced which are Produced In: New York City	East	West	Total
Golf Caps				
$ .25	39.7%	29.4%	30.9%	100.0%
.39	61.6	6.8	31.6	100.0%
.59				
.69	35.6	10.4	54.0	100.0
.79		8.2	91.8	100.0
1.00	41.3	9.1	49.6	100.0
1.50	37.4	10.1	52.5	100.0
Others	42.7	18.9	38.5	100.0
TOTAL	41.0	14.4	44.6	100.0

C. Percent of Total Caps Produced in Each Area which are of Each Type

Type of Cap	Percent of Total Caps Produced in Each Area which are of Each Type: New York City	East	West	Total
Golf Caps				
$ .25	14.5%	30.1%	10.3%	14.8%
.39	16.8	5.2	7.9	11.1
.50	4.7	2.4	9.0	6.2
.59	0.8	1.3	4.9	2.7
.69	14.0	11.6	19.5	16.1
.79		0.4	1.3	0.[illegible]
1.00	19.0	12.2	21.4	19.3
1.50	1.8	1.4	2.3	2.0
Others	28.4	35.4	23.4	27.0
TOTAL	100.0	100.0	100.0	

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration. Supplementary Questionnaires sent out by Special Commission, and Production Reports made to the Code Authority.

total production.

b. $1 golf cap - 19.3 per cent of the total production.

c. 69 cent golf cap - 16.1 per cent of the total production.

d. 25 cent golf cap - 14.8 per cent of the total production.

e. 39 cent golf cap - 11.1 per cent of the total production.

3. The most important golf caps in respect to the total dozens produced in each area are: (Table VII C)

   a. New York City - Specialties; over one-fourth of all caps produced here. Golf caps priced at $1, and at 39 cents are next in importance, comprising 19 and 17 per cent respectively of the total production of this area.

   b. East - About one-third of all the caps produced in this area are specialties and almost one-third are 25 cent golf caps.

   c. West - The most important caps produced in this area are specialties, $1 golf caps and 69 cent golf caps, each comprising about 20 per cent of the total production in this area.

Total Cost (Excluding Overhead)

The average total cost of manufacture for a dozen caps (excluding overhead) is shown in Table VIII.

It will be noted the cost for western manufacturers is in every case lower than New York City; it is about 13 per cent lower in the case of 25 cent and 59 cent golf caps and about 7 per cent lower for the 39 cent and $1 caps.

In the East the total cost is 17 per cent lower for the 25 cent golf cap than in New York City, and 3.5 per cent lower for the $1 golf cap; it is 3 per cent higher, however, in the case of the 69 cent cap. It should also be pointed out that for the 25 cent cap the difference in cost is the greatest both in the East and in the West. As brought out later the differences in total cost are more largely accounted for by the differences in the total direct labor costs than by differences in material costs - this in spite of the fact that material costs comprise more than twice as large a part of the total costs (excluding overhead).

Material Costs

The average total material cost per dozen caps for firms in the various areas is shown in Table VIII.

It is seen that the average material cost in the West is for every important grade of golf cap 3 to

TABLE VIII - SUMMARY OF AVERAGE TOTAL DIRECT LABOR COSTS, MATERIAL COSTS, AND PRICES PER DOZEN FOR VARIOUS PRICE GOLF CAPS - BY GEOGRAPHICAL AREAS

This table gives an analysis of the cost elements except overhead, in the manufacture of a dozen caps, the average selling price and the percent markup above cost in each area. For individual plant figures see Tables VIII - A, B, C, D, and E in the supplement.

(Based on Returns for Week Ending August 11, 1934)

Retail Price and Area	Number of Firms Reporting	Average Total Direct Labor Cost Per Dozen	Average Total Material Cost Per Dozen	Average Total Cost Per Dozen 1/	Average Wholesale Selling Price Per Dozen	Average Per Cent Markup (above cost)
25¢ Golf Cap						
New York City	9	.88	1.01	1.89	1.83	- 3.0
East	5	.61	.96	1.57	1.73	9.6
West	17	.67	.97	1.64	1.98	20.6
39¢ Golf Cap						
New York City	18	1.22	1.40	2.62	2.91	11.3
West	8	1.09	1.35	2.44	2.99	22.3
59¢ Golf Cap						
New York City	12	1.25	1.92	3.17	3.78	19.2
West	5	1.04	1.73	2.77	4.18	51.1
69¢ Golf Cap						
New York City	13	1.48	2.38	3.86	4.57	13.5
East	9	1.36	2.74	4.10	4.95	20.7
West	27	1.43	2.30	3.73	4.63	24.1
$1.00 Golf Cap						
New York City	13	1.85	3.98	5.83	6.83	17.2
East	13	1.77	3.85	5.62	7.55	16.5
West	25	1.64	3.71	5.35	7.45	39.3

1/ Excluding overhead.

Source: Questionnaires sent out by the Industry Reporting Unit, Division of R. & P.

4 per cent lower than in New York City with the exception of the 59 cent golf cap where it is 10 per cent lower.

In the East the average material cost is 3 to 4 per cent lower than in New York City for the 25 cent and the $1 cap but 15 per cent higher for the 69 cent cap.

Direct Labor Costs

The average total direct labor cost for the firms in each area is shown in Table IX.

In the West it is 5 to 10 per cent lower than New York City for the 39 cent, 59 cent and 69 cent golf cap; for the 25 cent and $1 cap it is 25 per cent and 32 per cent lower respectively.

In the East the average total direct labor cost is 4 per cent lower than New York City for the $1 golf cap, 11 per cent lower for the 69 cent cap and 32 per cent lower for the 25 cent cap.

It should be pointed out that the difference in labor costs are greatest for both the East and the West in the case of the 25 cent golf cap.

Labor Costs for Individual Operations

The average labor costs for the firms in each area for individual operations are shown in Table X.

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TABLE IX - AVERAGE TOTAL DIRECT LABOR COSTS AND PRODUCTIVITY OF LABOR FOR VARIOUS PRICE GOLF CAPS, BY GEOGRAPHICAL AREAS

This table is designed to show the relative labor cost and the productivity of the workers in each area as represented in the average of the plants in each area reporting data. For individual plant figures see Table IX-A in the supplement; the averages for each operation are shown in Table X.

(Week Ending August 11, 1934)

Retail Price and Area	Average Total Direct Labor Cost: Number of Firms Reporting	Average Total Direct Labor Cost: Amount per Dozen Caps	Average Efficiency: Number of Firms Reporting	Average Efficiency: Number of Dozen Caps per Employee per 40 Hour Week	Relative Costs And Efficiencies: Average Total Direct Labor Cost Base: NYC = 100	Relative Costs And Efficiencies: Average Efficiency Base: NYC = 100
25¢ Golf Cap						
New York City	11	$.90	9	31.5	100	100
East	5	.61	5	26.4	68	84
West	13	.67	13	27.3	75	87
39¢ Golf Cap						
New York City	21	1.23	20	25.2	100	100
West	9	1.11	8	15.7	90	62
59¢ Golf Cap						
New York City	13	1.25	12	22.8	100	100
West	7	1.10	7	17.8	96	78
69¢ Golf Cap						
New York City	18	1.47	18	21.4	100	100
East	11	1.31	7	17.8	89	83
West	29	1.41	27	14.2	96	66

Table IX (Continued)

(Week Ending August 11, 1934)

Retail Price and Area	Average Total Direct Labor Cost		Average Efficiency		Relative Costs and Efficiencies	
	Number of Firms Reporting	Amount per Dozen Caps	Number of Firms Reporting	Number of Dozen Caps per Employee per 40 Hour Week	Average Total Direct Labor Cost Base: NYC = 100	Average Efficiency Base: NYC = 1
100¢ Golf Cap						
New York City	16	1.85	14	19.0	100	100
East	13	1.77	7	14.9	96	78
West	29	1.62	29	12.5	68	66

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration.

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CAP & CLOTH HAT, MANUFACTURING INDUSTRY

TABLE X - SUMMARY OF AVERAGE LABOR COSTS AND EFFICIENCIES FOR MAJOR OPERATIONS FOR VARIOUS PRICE GOLF CAPS BY GEOGRAPHICAL AREA

(See Footnote)

RETAIL PRICE AND AREA	Cutting				Operating				Lining Making				Blocking				Packing and				Other			
	Average Direct Labor Cost		Average Efficiency		Average Direct Labor Cost		Average Efficiency		Average Direct Labor Cost		Average Efficiency		Average Direct Labor Cost		Average Efficiency		Average Direct Labor Cost		Average Efficiency		Average Direct Labor Cost		Average Efficiency	
	Num. of firms Reporting	Amount per doz Caps	Num. of firms Reporting	Num. of doz. caps per Emp. per 40 hr. Wk	Num. of firms Reporting	Amount per doz Caps	Num. of firms Reporting	Num. of doz. caps per Emp. per 40 hr Wk	Num. of firms Reporting	Amount per doz Caps	Num. of firms Reporting	Num of doz. caps per Emp. per 40 hr Wk.	Num. of firms Reporting	Amount per doz Caps	Num. of firms Reporting	Num. of doz. caps per Emp. per 40 hr Wk.	Num. of firms Reporting	Amount per doz Caps	Num. of firms Reporting	Num. of doz. caps per Emp. per 40 hr. Wk.	Num. of firms Reporting	Amount per doz. Caps	Num. of firms Reporting	Num. of doz. caps per Emp. 40 hr. Wk
25¢ GOLF CAP																								
New York City	11	.12	9	313	9	.54	8	70	5	.08	5	288	11	.10	8	343	10	.07	6	300	2	.19	-	-
East	5	.07	3	463	4	.32	2	52	2	.05	1	360	5	.07	3	280	3	.05	1	360	4	.04	2	375
West	15	.11	12	240	14	.37	11	48	4	.05	2	350	16	.09	12	244	13	.07	10	281	8	.10	6	209
39¢ GOLF CAP																								
New York City	20	.19	12	194	16	.72	13	41	18	.09	15	239	20	.13	15	250	20	.09	15	263	-	-	-	-
East	2	.08	2	445	1	.38	1	39	1	.06	1	240	2	.09	2	270	-	-	-	-	2	.10	2	237
West	7	.21	8	101	9	.52	8	32	9	.08	8	194	8	.11	7	206	8	.07	7	250	7	.11	6	180
59¢ GOLF CAP																								
New York City	11	.19	9	177	9	.78	8	42	10	.10	8	231	12	.13	11	231	11	.08	10	271	1	.18	-	-
East	2	.25	-	-	2	.52	-	-	2	.10	-	-	1	.15	-	-	1	.07	-	-	1	.10	-	-
West	1	.19	1	113	7	.58	6	35	7	.08	6	238	6	.14	5	198	4	.07	4	240	4	.10	3	104
69¢ GOLF CAP																								
New York City	19	.22	13	154	15	.93	13	37	17	.11	14	217	18	.15	14	208	18	.10	13	232	1	.15	1	240
East	9	.22	8	125	3	.66	2	46	5	.09	3	357	9	.17	6	194	7	.10	4	230	4	.12	1	325
West	23	.26	18	102	25	.70	23	29	24	.10	22	193	25	.16	22	160	22	.10	19	195	14	.17	12	115
$1.00 GOLF CAP																								
New York City	15	.26	13	130	13	1.13	11	32	13	.15	13	172	15	.18	13	195	15	.12	13	227	2	.20	2	195
East	13	.28	6	104	6	.98	2	23	7	.12	1	350	13	.21	3	162	11	.11	4	149	6	.17	1	100
West	17	.30	16	94	22	.77	20	26	22	.12	21	164	23	19	21	149	19	.10	17	182	14	.15	10	115

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration

This table shows average labor costs and productivity of labor for each of the major operations involved in making caps. It presents in greater deal the information shown in Table IV. The sum of the average labor costs of each operation given in this table will not equal the total average direct labor cost in Table IV, since the number of firms reporting data on individual operations varies for each operation. Several firms reported total labor cost only while others reported costs for various combinations of operations. The size of the sample which is indicated in each case is very often small and may not be representative. For individual plant figures see supplementary Tables V-A, B, C, D, and E.

The outstanding fact brought out by this table is that a few operations are responsible for the major part of the differences in total direct labor costs pointed out above.

There are practically no differences in labor costs in every grade of golf cap for the operations of blocking and packing. In the cases of lining making and incidental operations such as button making, etc., classed under Others, costs are slightly lower in the East and West than in New York City.

Cutting costs vary considerably due to the use of a wide variety of cutting machines and are not consistently higher or lower in any one area.

The differences in total labor costs are almost completely accounted for by the differences in operations comprised under the term "Operating." In the West operating costs are consistently about 26 percent lower than New York City for every grade of golf cap. In the East operating costs are 40 to 50 percent lower than in New York City for the 25 cent and 39 cent golf caps and about 30 percent lower for the 59 cent and 69 cent caps and 13 percent lower for the $1 cap.

Mark-Up

Table VIII shows the average percent gross mark-up for each type of golf cap in each area.

It is seen that the average per cent gross mark-up in the West for every important grade of golf cap is over twice as much as in New York City, except for the 69 cent golf cap where it is 25 per cent higher.

The mark-up in the East is approximately the same as in New York City with the exception of the 25 cent cap.

Attention is called to the fact that for the 25 cent cap an average of all the mark-ups of reporting firms in New York City gives an average mark-up 3 per cent below total costs not counting overhead. In this city 4 of the 9 reporting firms were selling this cap at a loss. This compares with an average mark-up of 9.6 per cent for this cap in the East and 20.6 per cent mark up in the West.

Selling and Freight Costs

The relative magnitude of selling expenses and freight charges in the three areas are indicated in Table XI. From this table the following conclusions may be drawn:

1. Selling costs comprise slightly smaller per cent of the total overhead in New York City than in the eastern or western areas. The

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Table XI - PROPORTION OF TOTAL OVERHEAD OF FREIGHT AND SELLING COSTS, 1934

This Table shows the relative proporation of the total overhead consumed by selling and freight expenses in each area.

Per cent of overhead	Number of Firms with specified per cent of total overhead: NEW YORK CITY		EAST		WEST	
	Selling cost	Freight	Selling cost	Freight	Selling cost	Freight
0 - 9.9	3	21	2	18	2	39
10 - 19.9	2	2	2	12	12	13
20 - 39.9	4	-	8	1	19	9
40 - 49.9	3	-	6	2	11	-
50 and over	6	-	6	-	11	2
Total	18	23	24	33	55	63
Average per cent of overhead	29.4%	6.3%	33.8%	9.3%	37.0%	7.2%

Source: Questionnaire sent out by the Industry Reporting Unit, Division of Research and Planning.

average per cent of the total overhead consumed by selling expense is 29.4 per cent in New York City, 33.8 per cent in the eastern area and 37 per cent in the western area. Selling expenses constitute from 10 to 50 per cent of the total overhead for 9 of the 18 New York City firms, 16 of the 24 eastern firms and 42 of the 65 western firms reporting.

2. Freight costs comprise a slightly smaller per cent of the total overhead in New York City than in the eastern or western areas. The average per cent of the total overhead which freight costs comprise is 6.3 per cent for New York City firms, 9.3 per cent for eastern firms and 7.2 per cent for western firms.

Sex of Employees and Sectionalization of Shops

Table XII indicates the relative proportion of male and female workers employed in the various sections of the country. This table shows that about one-fourth of the workers in New York City, half of those in the East, and 60 per cent of those in the West are women.

Closely related to the large number of female employees in the Industry, especially in the West, is

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TABLE XII--Number of Male and Female Employees during the week of August 11, 1934

This table indicates the relative employment of male and female workers in New York City, the Eastern area, and the Western area.

Area	Number of firms reporting	Number of Employees			Percentage of Total Number in Each Area	
		Total	Male	Female	Male	Female
New York City	70	973	730	243	75.0%	25.0%
East	50	477	233	244	48.9	51.1
West	81	1125	458	667	40.7	59.3
Total	201	2575	1421	1154	55.2%	44.8%

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning

the spread of the so-called "section work" shops.

Both in New York City and in the West about 43 per cent of the reporting firms and 57 per cent of the eastern firms followed section work methods. In New York City 43 per cent, in the East 62 per cent and in the West 66 per cent of the employees are working in section shops.

Wage Rates, Earnings and Employment

Hourly wage rates are highly important in this Industry for two reasons:

1. It is in terms of hourly rates rather than in terms of weekly or monthly rates that the minimum standards of wages prescribed by the Code are set.
2. Assuming that the efficiency of labor remains the same, hourly wage rates reflect direct labor costs. Tables XIII A and B show the number and percentage of employees receiving designated amounts per hour for the weeks ending July 14 and August 11, 1934. Thus in July, 87 per cent of all of the workers in the reporting firms in New York City, 48 per cent of those in the East and 30 per cent of those in the West, earned 55 cents per hour or more. In August, the corresponding

Special Commission for the Cap and Cloth Hat Industry

TABLE XIII-A

FREQUENCY DISTRIBUTION OF HOURLY EARNINGS OF EMPLOYEES FOR WEEK ENDING JULY 13, 1934

ALL CRAFTS COMBINED

Hourly Earnings	New York City: Number of Employees Receiving Specified Earnings	New York City: Cumulative Total	New York City: Cumulative Per Cent of Total	East: Number of Employees Receiving Specified Earnings	East: Cumulative Total	East: Cumulative Per Cent of Total	West: Number of Employees Receiving Specified Earnings	West: Cumulative Total	West: Cumulative Per Cent of Total
Below $0.25	0	0	0	0	0	0	3	3	0.4
$0.25 - 0.299	0	0	0	2	2	0.5	3	6	0.8
.30 - .349	3	3	1.2	25	27	6.8	12	18	2.4
.35 - .399	2	5	2.0	79	106	27.6	225	243	32.9
.40 - .449	8	13	5.1	43	149	37.4	139	382	51.7
.45 - .499	11	24	9.4	20	169	42.4	74	456	61.7
.50 - .549	9	33	12.9	38	207	52.1	59	515	69.7
.55 - .599	47	80	31.2	43	250	62.8	61	576	77.9
.60 - .649	22	102	39.9	31	281	70.6	37	613	83.0
.65 - .699	14	116	45.3	16	297	74.7	26	639	86.5
.70 - .749	18	134	52.3	16	313	78.6	14	653	88.4
.75 - .799	23	157	61.3	11	324	81.4	14	667	90.3
.80 - .849	11	168	65.7	6	330	82.9	8	675	91.3
.85 - .899	12	180	70.3	17	347	87.2	26	701	94.9
.90 - .949	16	196	73.7	5	352	88.3	11	712	96.4
.95 - .999	7	203	76.3	8	360	90.4	11	723	97.9
1.00 - over	53	256	100.0	38	398	100.0	16	739	100.0
Totals	256			398			739		
Average Hourly Earnings - Total	$0.775			$0.595			$0.515		

BLOCKERS

Hourly Earnings	New York City: Number of Employees Receiving Specified Earnings	New York City: Cumulative Total	New York City: Cumulative Per Cent of Total	East: Number of Employees Receiving Specified Earnings	East: Cumulative Total	East: Cumulative Per Cent of Total	West: Number of Employees Receiving Specified Earnings	West: Cumulative Total	West: Cumulative Per Cent of Total
Below $0.25	0	0	0	0	0	0	0	0	0
$0.25 - 0.299	0	0	0	0	0	0	1	1	1.2
.30 - .349	1	1	3.6	1	1	2.4	0	1	1.2
.35 - .399	0	1	3.6	9	10	23.8	23	24	29.6
.40 - .449	0	1	3.6	2	12	28.6	12	36	44.4
.45 - .499	1	2	7.1	2	14	33.3	7	43	53.1
.50 - .549	0	2	7.1	2	16	38.1	7	50	61.7
.55 - .599	7	9	32.2	12	28	66.2	8	58	71.6
.60 - .649	2	11	39.3	4	32	76.2	8	66	81.5
.65 - .699	3	14	50.0	3	35	83.3	6	72	88.9
.70 - .749	1	15	53.6	2	37	88.1	3	75	92.6
.75 - .799	0	15	53.6	0	37	88.1	2	77	95.1
.80 - .849	2	17	60.7	2	39	92.9	0	77	95.1
.85 - .899	1	18	64.3	0	39	92.9	1	78	96.3
.90 - .949	2	20	71.4	1	40	95.3	0	78	96.3
.95 - .999	2	22	78.6	0	40	95.3	0	78	96.3
1.00 - over	6	28	100.0	2	42	100.0	3	81	100.0
Totals	28			42			81		
Average Hourly Earnings - Total	$0.789			$0.580			$0.527		

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TABLE XIII-A

FREQUENCY DISTRIBUTION OF HOURLY EARNINGS OF EMPLOYEES FOR WEEK ENDING JULY 13, 1934

	CUTTERS									OPERATORS								
	New York City			East			West			New York City			East			West		
Hourly Earnings	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total
Below $0.25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0.4
$0.25 - 0.299	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0.4	2	4	0.8
.30 - .349	0	0	0	0	0	0	2	2	1.9	2	2	1.1	23	24	8.8	7	11	2.2
.35 - .399	0	0	0	0	0	0	6	8	7.8	1	3	1.6	61	85	31.0	176	187	38.0
.40 - .449	1	1	3.8	3	3	6.0	4	12	11.6	7	10	5.5	37	122	44.5	106	293	59.5
.45 - .499	0	1	3.8	2	5	10.0	8	20	19.4	9	19	10.4	15	137	49.9	47	340	69.2
.50 - .549	0	1	3.8	2	7	14.0	11	31	30.1	6	25	13.7	30	167	60.9	38	378	76.8
.55 - .599	2	3	11.5	1	8	16.0	13	44	42.7	32	57	31.3	23	190	69.3	37	415	84.4
.60 - .649	2	5	19.2	4	12	24.0	12	56	54.3	18	75	41.2	19	209	71.2	13	428	85.6
.65 - .699	2	7	26.9	4	16	32.0	12	68	66.0	8	83	45.6	9	218	79.5	8	436	88.6
.70 - .749	1	8	30.8	4	20	40.0	1	69	67.0	15	98	53.8	10	228	83.2	10	446	90.7
.75 - .799	3	11	42.3	6	26	52.0	9	78	75.7	19	117	64.2	5	233	85.0	3	449	91.3
.80 - .849	1	12	46.2	3	29	58.0	2	80	77.7	6	123	67.6	1	234	85.3	6	455	92.5
.85 - .899	4	16	61.6	7	36	72.0	12	92	89.3	5	128	70.3	10	244	89.0	13	468	93.7
.90 - .949	2	18	69.3	2	38	76.0	2	94	91.3	12	140	76.8	2	246	89.7	9	477	97.0
.95 - .999	0	18	69.3	3	41	82.0	4	98	95.1	5	145	79.6	4	250	91.2	7	484	98.4
1.00 - over	8	26	100.0	9	50	100.0	5	103	100.0	37	182	100.0	24	274	100.0	8	492	100.0
Totals	26			50			103			182			274			492		
Average Hourly Earnings - Total	$0.869			$0.808			$0.685			$0.769			$0.564			$0.490		

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TABLE XIII-A

FREQUENCY DISTRIBUTION OF HOURLY EARNINGS OF EMPLOYEES FOR WEEK ENDING JULY 13, 1934

LINING MAKERS

Hourly Earnings	New York City: Number of Employees Receiving Specified Earnings	New York City: Cumulative Total	New York City: Cumulative Per Cent of Total	East: Number of Employees Receiving Specified Earnings	East: Cumulative Total	East: Cumulative Per Cent of Total	West: Number of Employees Receiving Specified Earnings	West: Cumulative Total	West: Cumulative Per Cent of Total
Below $0.25	0	0	0	0	0	0	1	1	1.6
$0.25 - 0.299	0	0	0	1	1	3.1	0	1	1.6
.30 - .349	0	0	0	1	2	6.3	3	4	6.4
.35 - .399	1	1	5.0	9	11	34.4	20	24	38.1
.40 - .449	0	1	5.0	1	12	37.5	17	41	65.1
.45 - .499	1	2	10.0	1	13	40.6	12	53	84.2
.50 - .549	3	5	25.0	4	17	53.1	3	56	88.9
.55 - .599	6	11	50.5	7	24	75.0	3	59	93.7
.60 - .649	0	11	50.5	4	28	87.5	4	63	100.0
.65 - .699	1	12	60.0	0	28	87.5	0	63	100.0
.70 - .749	1	13	65.0	0	28	87.5	0	63	100.0
.75 - .799	1	14	70.0	0	28	87.5	0	63	100.0
.80 - .849	2	16	80.0	0	28	87.5	0	63	100.0
.85 - .899	2	18	90.0	0	28	87.5	0	63	100.0
.90 - .949	0	18	90.0	0	28	87.5	0	63	100.0
.95 - .999	0	18	90.0	1	29	90.7	0	63	100.0
1.00 - over	2	20	100.0	3	32	100.0	0	63	100.0
Totals	20			32			63		

Average Hourly Earnings - Total $0.687 $0.560 $0.432

Source: Payroll Reports to the Code Authority and the Special Commission.

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Special Commission for the Cap and Cloth Hat Industry

TABLE XIII 8

FREQUENCY DISTRIBUTION OF HOURLY EARNINGS OF EMPLOYEES FOR WEEK ENDING AUGUST 11, 1934

	CUTTERS									OPERATORS								
	New York City			East			West			New York City			East			West		
Hourly Earnings	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total	Number of Employees Receiving Specified Earnings	Cumulative Total	Cumulative Per Cent of Total
Below $0.25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0.3
$0.25 - 0.299	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	8	1.2
.30 - .349	0	0	0	0	0	0	10	10	7.9	1	1	0.4	11	11	3.4	21	29	4.3
.35 - .399	0	0	0	0	0	0	6	16	12.6	4	5	1.9	64	75	22.9	264	293	43.9
.40 - .449	0	0	0	0	0	0	5	21	16.5	9	14	5.2	42	117	35.6	125	418	62.5
.45 - .499	0	0	0	3	3	5.7	11	32	25.2	4	18	6.7	16	133	40.6	71	489	73.2
.50 - .549	0	0	0	3	6	10.3	12	44	34.6	8	26	9.7	9	142	43.3	42	531	79.4
.55 - .599	1	1	3.1	1	7	12.1	16	60	47.2	27	53	19.9	35	177	53.9	23	554	82.9
.60 - .649	1	2	6.3	5	12	20.7	16	76	59.8	7	60	22.5	17	194	59.2	22	576	86.2
.65 - .699	0	2	6.3	5	17	29.3	10	86	67.7	10	70	27.2	10	204	62.2	18	594	89.9
.70 - .749	0	2	6.3	3	20	34.5	5	91	72.7	116	186	69.6	10	214	65.3	14	608	91.0
.75 - .799	2	4	12.5	6	26	44.8	9	100	78.7	9	195	73.0	26	240	73.2	8	616	92.1
.80 - .849	1	5	15.6	2	28	48.3	3	103	81.1	6	201	75.3	15	255	77.8	14	630	94.2
.85 - .899	4	9	28.1	8	36	62.1	9	112	88.1	7	208	77.8	36	291	85.7	14	644	96.4
.90 - .949	1	10	31.2	7	43	74.1	3	115	90.5	10	218	81.6	3	294	89.6	6	650	97.3
.95 - .999	5	15	46.8	2	45	77.5	2	117	92.1	3	221	82.7	5	299	91.2	8	658	98.5
1.00 - over	17	32	100.0	13	58	100.0	10	127	100.0	46	267	100.0	29	328	100.0	10	668	100.0
Totals	32			58			127			267			328			668		
Average Hourly Earnings - Total	$1.013			$0.918			$0.648			$0.771			$0.632			$0.481		

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TABLE XIII B

FREQUENCY DISTRIBUTION OF HOURLY EARNINGS OF EMPLOYEES FOR WEEK ENDING AUGUST 11, 1934

LINING MAKERS

Hourly Earnings	New York City: Number of Employees Receiving Specified Earnings	New York City: Cumulative Total	New York City: Cumulative Per Cent of Total	East: Number of Employees Receiving Specified Earnings	East: Cumulative Total	East: Cumulative Per Cent of Total	West: Number of Employees Receiving Specified Earnings	West: Cumulative Total	West: Cumulative Per Cent of Total
Below $0.25	0	0	0	0	0	0	1	1	1.4
$0.25 - 0.299	0	0	0	0	0	0	0	1	1.4
.30 - .349	0	0	0	2	2	7.7	2	3	4.6
.35 - .399	1	1	3.8	3	5	19.2	34	37	50.0
.40 - .449	0	1	3.8	1	6	23.1	20	57	77.0
.45 - .499	1	2	7.7	1	7	26.9	9	66	89.2
.50 - .549	2	4	15.4	2	9	34.6	2	68	91.8
.55 - .599	15	19	73.1	9	18	69.2	5	73	98.6
.60 - .649	1	20	76.9	4	22	83.0	1	74	100.0
.65 - .699	0	20	76.9	0	22	83.0	0	74	100.0
.70 - .749	0	20	76.9	0	22	83.0	0	74	100.0
.75 - .799	1	21	80.8	0	22	83.0	0	74	100.0
.80 - .849	2	23	88.4	0	22	83.0	0	74	100.0
.85 - .899	2	25	96.1	0	22	83.0	0	74	100.0
.90 - .949	0	25	96.1	0	22	83.0	0	74	100.0
.95 - .999	0	25	96.1	1	23	88.4	0	74	100.0
1.00 - over	1	26	100.0	3	26	100.0	0	74	100.0
Totals	26			26			74		

Average Hourly Earnings - Total $0.634 $0.609 $0.418

Source: Payroll Reports to the Code Authority and the Special Commission.

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[illegible]

percentages earning this amount or more were 92 per cent in New York City, 63 per cent in the East and 27 per cent in the West.

In view of the fact that this Code does not provide for a weekly wage rate, earnings of employees working only 10 hours a week are $5.50 in New York City area and $3.75 in the western area. The data on weekly earnings show to what extent employees in this Industry, on account of lack of employment for full weeks, fall short of making the nominal weekly minima corresponding to the mandatory hourly minima prescribed by the Code and no less importantly to what extent they receive weekly earnings adequate to cover the cost of a decent livelihood.

In Table XIV there are shown the number of employees in each area who received in the designated week amounts of earnings within the ranges specified. The cumulative percentages of employees earning designated amounts for the week of August 11 are put in graphic form in Figure B. The graph shows that 40 per cent of the cap makers in New York City, 74 per cent of those in the East and 84 per cent of those in the West made earnings of less than $20 during the week ending August 11, 1934. Referring to Table XIV it is seen that the corresponding percentages for the week ending July 14 are 64, 78 and 81 per cent for New York City, the East and the West, re-

TABLE XIV

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distributions of Prevailing Weekly Earnings of Employees

Week Ending July 14, 1934

	New York City			East			West		
Dollars Per Week	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total
Under 10	58	58	21.3	194	194	40.3	220	220	27.6
10.00 to 12.99	37	95	34.9	52	246	51.1	139	359	45.0
13.00 to 14.99	15	110	40.4	49	295	61.3	106	465	58.3
15.00 to 17.49	29	139	51.1	54	349	72.6	130	595	74.6
17.50 to 19.99	34	173	63.6	28	377	78.4	49	644	80.7
20.00 to 21.99	11	184	67.6	25	402	83.6	24	668	83.7
22.00 to 24.99	15	199	73.2	25	427	88.8	34	702	88.0
25.00 to 29.99	20	219	80.5	33	460	95.6	33	735	92.1
30.00 to 39.99	23	242	89.0	12	472	98.1	54	789	98.9
Over 40.00	30	272	100.0	9	481	100.0	9	798	100.0

Source: Payroll Reports to the Code Authority

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TABLE XIV (cont.)

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distributions of Prevailing Weekly Earnings of Employees

Week Ending August 11, 1934

Dollars Per Week	New York City			East			West		
	Number of Employees	Cumulative Total	Cumulative Per Cent of Total	Number of Employees	Cumulative Total	Cumulative Per Cent of Total	Number of Employees	Cumulative Total	Cumulative Per Cent of Total
Under 10	43	43	9.9	271	271	42.3	334	334	26.9
10.00 to 12.99	63	106	24.4	57	328	51.3	193	527	42.5
13.00 to 14.99	34	140	32.2	76	404	63.1	174	701	56.5
15.00 to 17.49	21	161	37.0	35	439	68.6	264	965	77.8
17.50 to 19.99	14	175	40.2	36	475	74.2	74	1,039	83.8
20.00 to 21.99	20	195	44.8	27	502	78.4	34	1,073	86.5
22.00 to 24.99	123	318	73.1	31	533	83.3	44	1,117	90.1
25.00 to 29.99	33	351	80.7	26	559	87.3	56	1,173	94.6
30.00 to 39.99	55	406	93.3	61	620	96.9	50	1,223	98.6
Over 40.00	29	435	100.0	20	640	100.0	17	1,240	100.0

Source: Payroll Reports to the Code Authority.

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TABLE XIV (cont.)

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distributions of Prevailing Earnings of Employees

Week Ending September 15, 1934

	New York City			East			West		
Dollars Per Week	Number of Employees	Cumulative Total	Cumulative Per Cent of Total	Number of Employees	Cumulative Total	Cumulative Per Cent of Total	Number of Employees	Cumulative Total	Cumulative Per Cent of Total
Under 10	47	47	24.2	170	170	44.3	282	282	30.0
10.00 to 12.99	25	72	37.1	61	231	60.2	228	510	54.3
13.00 to 14.99	21	93	47.9	36	267	69.5	114	624	66.4
15.00 to 17.49	14	107	55.2	32	299	77.9	146	770	81.9
17.50 to 19.99	22	129	66.5	6	305	79.4	46	816	86.8
20.00 to 21.99	10	139	71.6	13	318	82.8	34	850	90.4
22.00 to 24.99	10	149	76.8	18	336	87.5	21	871	92.7
25.00 to 29.99	23	172	88.7	28	364	94.8	35	906	96.4
30.00 to 39.99	16	188	96.9	17	381	99.2	24	930	98.9
Over 40.00	6	194	100.0	3	384	100.0	10	940	100.0

Source: Payroll Reports to the Code Authority.

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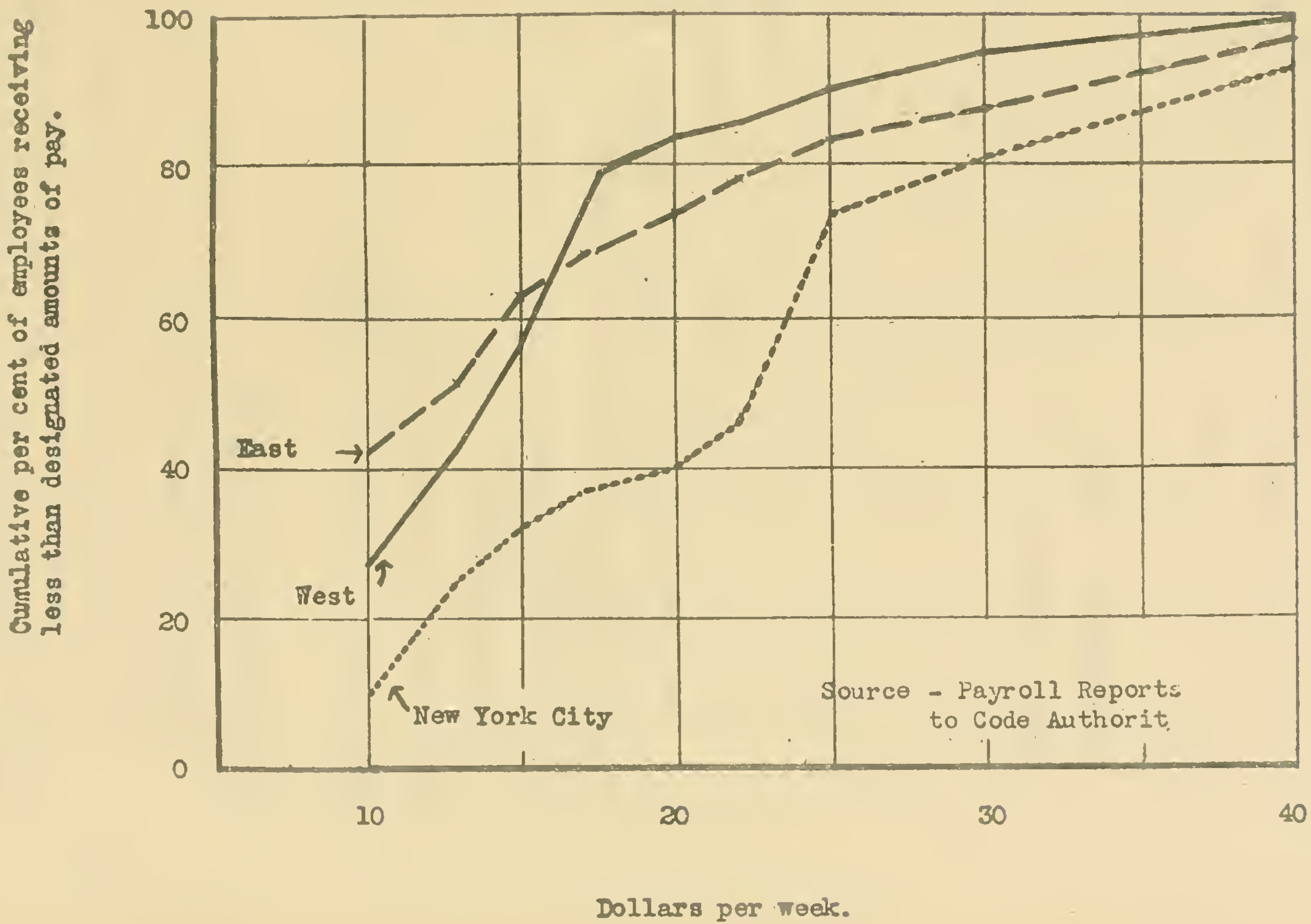
FIGURE E

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distribution of Employees by Weekly Earnings for the Week Ending August 11, 1934, by Area.



spectively, while for the week ended September 14 they were 67, 79 and 87 per cent respectively. Figure B further indicates that the proportions of the workers earning less than $10 and less than $15 per week, respectively, are higher in the East and in the West than in New York City.

The reasons for these low weekly earnings under the prevailing rates are easily seen by referring to the relatively short number of hours worked per week by these employees. The earnings referred to above, therefore, should be examined in connection with the data in Table XV and Figure C. This table, for example, for the week ending August 11, 1934, indicates that in New York City and the West about 17.5 per cent of the workers were working less than 20 hours per week while in the East for the same period, more than 35 per cent of the workers were employed for this short work week. The percentages for those working less than 30 hours per week were much larger being 36.6, 63.9 and 39.2 for New York City, the East and the West, respectively.

Unfortunately, no data were secured from members of the Industry in regard to yearly earnings. However, some data have been compiled from the Census reports. Table XVI shows the annual average earnings of cap employees in certain states. Here again the eastern centers

TABLE XV

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distributions of Prevailing Hours of Work of Employees

Week Ending July 14, 1934

	New York City			East			West		
Hours Per Week	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total
1 to 10	20	20	7.4	71	71	14.8	38	38	4.8
11 to 20	73	93	34.2	94	165	34.3	121	159	19.9
21 to 30	44	137	50.4	121	286	59.5	143	302	37.8
31 to 35	32	169	62.1	67	357	73.4	146	448	56.1
36 to 40	103	272	100.0	128	481	100.0	338	786	98.5

Week Ending August 11, 1934

	New York City			East			West		
Hours Per Week	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total	Number of Employ-ees	Cumula-tive Total	Cumula-tive Per Cent of Total
1 to 10	10	10	2.3	83	83	13.0	35	35	3.6
11 to 20	66	76	17.5	142	225	35.2	185	220	17.7
21 to 30	83	159	36.6	184	409	63.9	266	486	39.2
31 to 35	120	279	64.1	45	454	70.9	173	659	53.1
36 to 40	156	435	100.0	186	640	100.0	579	1,238	99.8

Source: Payroll Reports to the Code Authority

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TABLE XV (cont.)

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distributions of Prevailing Hours of Work of Employees

Week Ending September 15, 1934

Hours Per Week	New York City: Number of Employees	New York City: Cumulative Total	New York City: Cumulative Per Cent of Total	East: Number of Employees	East: Cumulative Total	East: Cumulative Per Cent of Total	West: Number of Employees	West: Cumulative Total	West: Cumulative Per Cent of Total
1 to 10	20	20	10.3	45	45	11.7	27	27	2.9
11 to 20	69	89	45.9	134	179	46.6	127	154	16.4
21 to 30	62	151	77.8	114	293	76.3	348	502	53.4
31 to 35	19	170	87.6	45	338	88.0	173	675	71.8
36 to 40	24	194	100.0	46	384	100.0	265	940	100.0

Source: Payroll Reports to the Code Authority.

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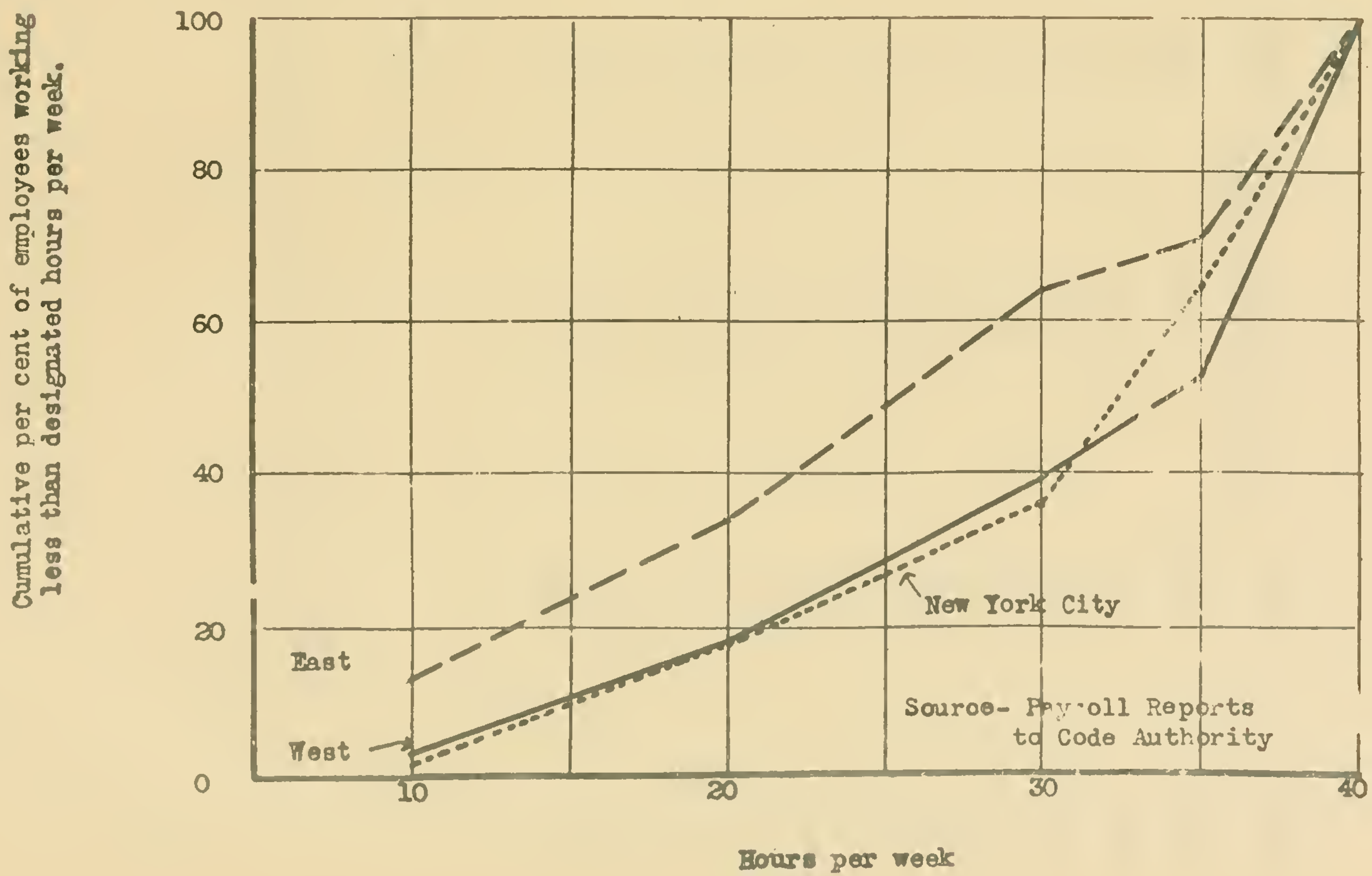
FIGURE C.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Frequency Distribution of Employees by Hours Worked the Week of August 11, 1934, by Area.



Special Commission For The Cap & Cloth Hat Industry

TABLE XVI

AVERAGE ANNUAL EARNINGS OF WAGE EARNERS IN CAP FACTORIES, IN SELECTED STATES

STATE	1933	1931	1929	1927
		Average Annual Earnings 1/		
Connecticut	$749	$1111	$1153	$1410
Maryland	725	1028	1100	1285
Massachusetts	759	1096	1325	1345
New Jersey	525	923	1150	1525
New York	710	1221	1635	1830
Pennsylvania	763	1105	1315	1485
Ohio	729	877	1110	1135
California	835	1253	1310	1390
Illinois	896	1064	1290	1500
Missouri	713	871	1000	1115
United States	732	1043	1342	1610

SOURCE: Census of Manufacturers

1/ Figures shown are estimates obtained by dividing the Census figures for the amount paid in wages by the average number of wage earners.

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are shown to be providing not only higher hourly rates and weekly earnings but also for the most part higher annual earnings than western areas. Table XVII indicates the amount of employment in the various areas. This table shows that for the 153 reporting firms the average number of weeks that the majority of employees were employed full time in 1933 was, in New York City, 32.9 weeks, in the East 35.5 weeks and in the West 40.8 weeks. They indicate the western workers have a differential advantage in respect of amount of employment of 24 per cent over New York. This differential is only a little more than 2/3 as wide as the differential disadvantage they are under with respect to hourly rates. The worker in the East outside of New York City appears to have about 8 per cent more employment during the year than does the New York City employee, an advantage which, it should be noted, is not offset by any differential in hourly rates under the Code as now written.

Respectfully submitted,

Special Commission for the
Cap and Cloth Hat Industry

P. F. Brissenden, Chairman

Max Meyer

Wirt A. Gill

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE XVII - EXTENT OF FULL-TIME EMPLOYMENT

This table indicates the average number of Weeks Full-time employment during the year furnished to a majority of the employees by Firms in each area. In the upper half of the table is listed the number of Firms who give the specified number of weeks employment to a majority of their employees together with the total number of workers employed by these Firms; in the lower half the same data is presented in terms of percentages of totals.

A. Number of Firms and Employees

Number of weeks full-time	Number of firms furnishing specified number of weeks full-time employment to a majority of their employees in 1933							
	New York City		East		West		Total	
	Number of firms	Number of employees 1/	Number of firms	Number of employees 1/	Number of firms	Number of employees 1/	Number of firms	Number of employees 1/
16 or less	11	106	7	57	4	24	22	187
17 - 20	5	50	3	18	3	15	11	83
21 - 24	6	58	-	-	2	13	8	71
25 - 28	7	80	2	10	5	89	14	179
29 - 32	16	143	1	22	8	78	25	241
33 - 36	2	30	-	-	7	92	9	122
37 - 40	7	256	8	149	9	81	24	486
41 - 44	2	16	2	15	7	199	11	130
45 - 48	4	104	1	3	10	362	15	469
49 - 52	2	42	2	70	10	129	14	241
Totals	62	885	25	344	65	990	153	2,219

1/ Number of employees refers to the total number of employees of the firms reporting and not to the actual number receiving the specified number of weeks full-time employment.

Average number of weeks full-time employment furnished to a majority of their employees:
New York City - 32.9; East - 35.5; West - 40.8

Source: Questionnaire sent out by the Industry Reporting Unit, Division of Research and

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE XVII - EXTENT OF FULL-TIME EMPLOYMENT

B. Percent of Firms and Employees

Number of weeks full-time employment.	Percent of total number of firms in each area furnishing specified number of weeks full-time employment to a majority of their employees in 1933.							
	New York City		East		West		Total	
	Percent of total firms	Percent of total employees	Percent of total firms	Percent of total employees	Percent of total firms	Percent of total employees	Percent of total firms	Percent of total employees
16 or less	17.7%	12.0%	26.9%	16.6%	6.1%	2.4%	14.3%	8.4%
17 - 20	8.1	5.6	11.5	5.2	4.6	1.5	7.2	3.7
21 - 24	9.7	6.6	0.0	0.0	3.1	1.3	5.2	3.2
25 - 28	11.3	9.0	7.7	2.9	7.7	9.0	9.2	8.1
29 - 32	25.8	16.2	3.8	6.4	12.3	7.8	16.3	10.9
33 - 36	3.2	3.4	0.0	0.0	10.8	9.3	5.9	5.5
37 - 40	11.3	28.9	30.9	43.3	13.8	8.2	15.7	21.9
41 - 44	3.2	1.8	7.7	4.4	10.8	11.0	7.2	6.3
45 - 48	6.5	11.8	3.8	0.9	15.4	36.5	9.8	21.1
49 - 52	3.2	4.7	7.7	20.3	15.4	13.0	9.2	10.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Questionnaire sent out by the Industry Reporting Unit, Research and Planning Division.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE VIII-A - INDIVIDUAL PLANT TOTAL DIRECT LABOR COSTS, TOTAL MATERIAL COST, WHOLESALE PRICE, AND SELLING OUTLET, BY GEOGRAPHICAL AREAS

25¢ GOLF CAPS

AREA	Total Direct Labor Cost Per Dozen	Total Material Costs per Dozen	Total Costs per Dozen 1/	Wholesale selling Price Per Dozen	Per Cent Mark Up (above cost)	Selling Outlet
NEW YORK CITY	.62	.72	1.34	1.70	26.9	Chains, etc.
	.55	.72	1.27	1.50	18.1	Jobber
	.59	.89½	1.49	1.75	17.4	Jobber
	.92	1.65	2.57	1.75	- 31.9	-
	.94	1.15	2.09	2.20	5.3	Jobber
	.94	.92	1.86	1.60	- 14.0	Jobber
	1.04	1.00	2.04	2.25	10.3	Jobber
	1.28	.60	1.88	1.75	- 6.9	"
	1.04	1.40	2.44	2.00	- 18.0	Retailers
EAST	.50	.83	1.33	1.55	16.5	Jobber
	.61	.99	1.60	1.68	4.4	Jobber
	.83	.73	1.56	1.50	- 3.8	Retailer
	.55	1.20	1.75	1.90	8.6	Chains & Jobbers
	.56	1.07	1.63	2.00	22.7	Chain & Retail
WEST	.66	1.00	1.66	1.95	17.5	Chain
	.71	.99	1.70	1.87	10.0	Chain
	.75	1.01	1.76	2.00	13.6	Chain
	.52	.95	1.47	1.83	24.5	Jobber
	.74	1.10	1.84	2.48	34.8	Jobber
	.73	1.38	2.11	2.25	6.6	Retailer
	.64	1.00	1.64	1.95	18.9	Retailer
	.68	.82	1.50	2.00	33.3	"
	.57	.83	1.40	2.10	50.0	"
	.64	1.62	2.26	1.88	- 16.8	"

1171-68

25¢ caps

AREA
WEST (Cont'd)

Total Direct Labor Cost Per Dozen 1/	Total Material Costs per Dozen	Total Costs Per Dozen	Wholesale Selling price Per Dozen	Per cent Mark Up	Selling Outlet
.79	.85	1.64	1.88	14.6	Retailer
.82	.77	1.59	1.75	10.1	Retailer
.74	.90	1.64	2.00	22.0	"
.68	.80	1.48	2.00	35.1	"
.68	.87	1.55	2.00	29.0	"
.55	.95	1.50	2.00	33.3	"
.55	.65	1.20	1.75	45.8	"

1/ Excluding Overhead

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE VIII-B INDIVIDUAL PLANT TOTAL DIRECT LABOR COSTS, TOTAL MATERIAL COST AND WHOLESALE PRICE AND SELLING OUTLET BY - GEOGRAPHICAL AREAS

39¢ GOLF CAPS

AREA	Total Direct Labor Cost Per Dozen	Total Material Costs per Dozen	Total Costs Per Dozen 1/	Wholesale Selling Price per Dozen	Per Cent Mark Up (above cost)	Selling Outlet
NEW YORK CITY						
	1.40	1.50	2.90	3.19	10.0	Jobber
	1.34	1.25	2.59	2.45	- 5.4	Jobber
	.89	1.75	2.64	3.25	23.1	Jobber
	1.30	1.67	2.97	3.50	17.8	Jobber
	1.32	1.45	2.77	3.00	8.3	Jobber
	1.17	1.17	2.34	2.30	- 1.7	Jobber
	1.48	1.55	3.03	3.25	7.3	Jobber
	1.28	1.15	2.43	2.75	13.2	Jobber
	1.13	.81	1.94	2.25	16.0	Jobber
	1.31	1.45	2.76	3.00	8.7	Jobber
	1.44	.70	2.14	2.75	28.5	Jobber
	.76	1.04	1.80	2.25	25.0	Jobber
	2.04	1.80	3.84	3.25	- 15.4	Jobber
	1.16	1.50	2.66	2.75	3.4	
	.83	1.25	2.08	3.15	51.4	Retailer
	1.04	1.85	2.89	3.15	9.0	Retailer
	.98	1.70	2.68	3.25	21.3	Retailer
	1.06	1.65	2.71	3.00	10.7	Chain-Jobber
WEST	1.14	1.53	2.67	3.25	21.7	Chain
	.83	1.50	2.33	2.75	18.0	Chain
	1.01	1.44½	2.46	2.88	17.1	Chain
	.94	1.15	2.09	2.25	7.7	Jobber
	1.06	1.28	2.34	3.00	28.2	Retailer
	1.53	1.75	3.28	4.00	22.0	Retailer
	1.04	1.10	2.14	2.80	30.8	Retailer
	1.19	1.07	2.26	3.00	32.7	Retailer

1/ Excluding overhead

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE VIII-C - INDIVIDUAL PLANT TOTAL DIRECT LABOR COSTS, TOTAL MATERIAL COST AND WHOLESALE PRICE AND SELLING OUTLET BY GEOGRAPHICAL AREAS

59¢ GOLF CAPS

AREAS	Total Direct Labor Cost Per Dozen	Total Material Costs per Dozen	Total Costs Per Dozen 1/	Wholesale Selling Price Per Dozen	Per Cent Mark Up (above cost)	Selling Outlet
NEW YORK CITY	1.54	2.25	3.79	4.13	9.0	Chain
	1.27	1.35	2.62	3.00	14.5	Jobber
	1.11	1.60	2.71	3.50	29.2	Jobber
	1.16	2.05	3.21	3.50	9.0	Jobber
	1.35	1.50	2.85	3.50	22.8	Jobber
	1.07	1.07	2.14	3.00	40.2	Jobber
	1.15	2.00	3.15	3.50	11.1	Jobber
	1.15	2.25	3.40	4.00	17.6	Jobber
	1.23	2.25	3.48	4.50	29.3	Jobber
	1.60	2.05	3.65	3.78	3.6	Jobber
	1.28	2.45	3.73	4.50	20.6	Retailers
	1.11	2.25	3.36	4.35	29.5	Retailers
WEST	1.00	2.20	3.20	3.90	21.9	Chain
	.89	1.57	2.46	4.50	82.9	Jobber
	.99	1.00	1.99	3.50	75.9	Retailers
	1.09	1.72	2.81	4.50	60.1	Retailers
	1.22	2.15	3.37	4.50	33.5	Retailers

1/ Excluding Overhead

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE VIII - D - INDIVIDUAL PLANT TOTAL DIRECT LABOR COSTS' TOTAL MATERIAL COST AND WHOLESALE PRICE AND SELLING OUTLET BY GEOGRAPHICAL AREAS

69¢ GOLF CAPS

AREA	Total Direct Labor Cost per Dozen	Total Material Cost per Dozen	Total Costs per Dozen 1/	Wholesale Selling Price per Dozen	Per Cent Mark Up (above cost)	Selling Outlet
NEW YORK-CITY						
	1.19	[illegible]	4.44	5.25	18.2	Jobber
	1.56	1.97	3.53	4.25	20.4	Jobber
	1.49	2.35	3.84	4.50	17.2	Jobber
	1.61	1.00	2.61	2.70	3.4	Jobber
	1.54	2.45	3.99	4.50	12.8	Jobber
	1.48	2.50	3.98	4.50	13.1	Jobber
	1.72	1.90	3.62	4.50	24.3	
	1.46	1.60	3.06	3.25	6.2	Jobber
	1.63	2.70	4.33	6.00	38.6	Jobber
	1.56	3.00	4.56	5.00	9.6	Jobber
	1.06	1.95	3.01	4.50	49.5	Retailer
	1.34	2.85	4.19	4.95	18.1	Retailer
	1.56	3.40	4.96	5.50	10.9	Chain-Jobber
EAST	1.29	1.59	2.88	3.37½	17.2	Jobber
	1.53	2.27	3.80	4.50	18.4	Retailer
	1.54	2.31	3.85	4.50	16.9	Retailer
	1.54	2.38	3.92	4.73	21.2	Retailer
	.90	4.35	5.25	6.00	14.2	Retailer
	1.11	3.25	4.36	5.00	14.7	Retailer
	1.50	2.38	3.88	4.37½	12.8	Retailer
	1.47	3.80	5.27	6.50	25.3	Retailer
	1.33	2.35	3.68	5.50	49.5	Retailer and Jobber
WEST	1.56	2.78	4.34	6.00	38.2	Chain
	1.37	2.25	3.62	4.50	24.3	Chain
	1.57	2.46	4.03	4.90	21.6	Chain
	1.44	2.16	3.60	4.80	33.3	Chain

Area WEST (Cont'd)	Total Direct Labor Cost Per Dozen	Total Material Costs per Dozen	Total Costs per Dozen 1/	Wholesale Selling Price per Dozen	Per Cent Mark Up	Selling Outlet
	1.18	1.67	2.85	3.15	10.5	Jobber
	1.16	2.45	3.61	6.00	66.2	Jobber
	1.25	1.92	3.17	3.33	5.0	Jobber
	1.50	3.20	4.70	6.00	27.7	Retailer
	1.38	2.25	3.63	4.50	24.0	Retailer
	1.32	1.20	2.52	5.40	114.3	Retailer
	1.32	2.36	3.68	5.25	42.7	Retailer
	1.47	2.98	4.45	6.00	34.8	Retailer
	1.23	2.46	3.69	6.00	62.6	Retailer
	1.53	1.30	2.83	4.50	59.0	Retailer
	1.25	2.38	3.63	5.50	51.5	Retailer
	1.32	2.36	3.68	5.50	49.5	Retailer
	1.85	2.50	4.35	5.00	14.9	Retailer
	.99	2.29	3.28	4.23	29.0	Retailer
	1.24	2.29	3.53	5.17	46.5	Retailer
	1.41	2.75	4.16	5.25	26.2	Retailer
	1.80	1.77	3.57	4.05	13.4	Retailer
	1.48	2.40	3.88	5.00	28.9	Retailer
	1.44	2.25	3.69	4.50	22.0	"
	1.55	2.40	3.95	5.00	26.6	"
	1.50	2.60	4.10	6.00	46.3	"
	1.62	2.18	3.80	6.00	57.9	"
	1.75	2.35	4.10	6.00	46.3	"

1/ Excluding overhead

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration.

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

TABLE VIII E - INDIVIDUAL PLANT TOTAL DIRECT LABOR COSTS, TOTAL MATERIAL COST AND WHOLESALE AND SELLING OUTLET BY GEOGRAPHICAL AREAS

$1.00 GOLF CAPS

AREA	Total Direct Labor Cost Per Dozen	Total Material Costs per Dozen	Total Costs per Dozen 1/	Wholesale Selling Price Per Dozen	Per Cent Mark Up (above cost)	Selling Outlet
NEW YORK CITY	1.80	4.57	6.37	6.75	6.0	Chain
	1.85	4.00	5.85	6.75	15.4	Chain
	1.83	4.25	6.08	7.26	19.4	Chain
	2.02	3.50	5.52	7.00	26.8	Jobber
	1.86	1.00	2.86	3.25	13.6	Jobber
	1.92	4.30	6.22	7.50	20.6	"
	2.20	4.50	6.70	7.50	11.9	"
	1.31	3.95	5.76	6.75	17.2	Jobber
	2.07	3.35	5.42	6.08	12.2	Jobber
	1.99	4.50	6.49	8.00	23.3	Retailer
	1.61	3.25	4.86	6.50	33.7	Retailer
	1.74	4.00	5.74	7.50	30.7	Chain & Jobber
	1.68	3.00	4.68	5.00	6.8	Jobber & Contractor.
EAST	1.83	3.35	5.18	5.85	12.9	Jobber
	2.08	4.21	6.29	8.00	27.2	Retailer
	2.16	4.21	6.37	8.00	25.6	Retailer
	2.12	4.17	6.29	8.00	27.2	"
	1.56	4.00	5.56	8.00	43.9	"
	2.02	2.60	4.62	8.00	73.2	"
	1.74	2.00	3.74	8.00	113.9	"
	2.11	4.61	6.72	7.75	15.3	"
	.83	5.25	6.08	7.50	23.4	"
	1.23	4.96	6.19	5.94	-4.0	"
	2.28	2.50	4.78	7.50	57.0	"
	1.60	4.17	5.77	8.00	38.6	Chain-Retailer
	1.45	3.97	5.42	7.50	38.4	Retailer & Jobber
[illegible]	[illegible]	[illegible]	[illegible]	7.50	26.9	Chain

AREA WEST (Cont'd)	Total Direct Labor Cost Per Dozen	Total Material Costs per Dozen	Total Costs Per Dozen	Wholesale Selling Price per Dozen	$1.00 Golf Caps Per Cent Mark Up	Selling Outlet
	1.26	3.80	5.06	5.85	15.6	Jobber
	1.21	3.48	4.69	7.50	59.9	"
	1.81	2.77	4.58	7.50	63.8	Retailer
	1.22	3.80	5.02	7.29	45.2	Retailer
	1.44	3.66	5.10	7.52	47.5	Retailer
	1.73	4.60	6.33	7.50	18.5	"
	1.50	3.75	5.25	7.50	42.9	"
	1.75	4.20	5.95	7.50	26.1	"
	2.20	3.72	5.92	6.75	14.0	"
	1.63	4.35	5.98	7.50	25.4	"
	1.48	4.00	5.48	7.50	36.9	"
	1.63	4.27	5.90	8.00	35.6	"
	1.61	3.69	5.30	8.00	50.9	"
	1.70	4.00	5.70	7.50	31.6	"
	1.58	4.09	5.67	8.00	41.1	"
	1.67	3.40	5.07	7.50	47.9	"
	1.49	3.88	5.37	7.00	30.4	"
	1.50	2.20	3.70	7.20	94.6	"
	1.15	3.91	5.06	7.50	48.2	"
	2.18	2.00	4.18	7.50	79.4	"
	1.67	3.84	5.51	8.00	45.2	Retailer-Chain
	2.25	4.00	6.25	7.50	20.0	"
	1.63	3.75	5.38	7.50	39.4	Chain-Retailer

1/ Excluding overhead

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning, National Recovery Administration

SUPPLEMENTARY TABLES

The Tables contained in this supplement support with more detail summary tables contained in the body of the report. For convenience in referring to them each table in the supplement is given the same number as the Table to which it pertains (with the addition of a letter thereafter). Thus IX-A refers to Table IX in the body of the report.

TABLE IX - A, INDIVIDUAL PLANT TOTAL DIRECT LABOR COSTS AND EFFICIENCIES

The labor efficiency is compared with the labor cost (by dozens of caps) in the following table. Each labor cost figure and the corresponding efficiency figure applies to one factory. This relation to one factory does not hold true for the different price groups, i.e., one line across the page does not represent one factory only.

The labor costs are arranged in ascending order.

	25¢ Golf Cap		39¢ Golf Cap		59¢ Golf Cap		69¢ Golf Cap		$100. Golf Cap	
Area	Labor Cost 1/	Efficiency 2/	Labor Cost 1/	Efficiency 2/	Labor Cost 1/	Efficiency 2/	Labor Cost 1/	Efficiency 2/	Labor Cost 1/	Efficiency 2/
ew York City	$ .55	-	$ .76	-	$1.07	21.4	$ .83	30.1	$1.51	16.6
	.59	-	.83	32.6	1.11	-	1.06	26.7	1.61	19.7
	.62	28.7	.89	33.4	1.11	20.0	1.19	22.0	1.68	16.5
	.90	45.7	.98	27.1	1.15	21.5	1.30	20.2	1.74	21.0
	.92	35.3	1.04	22.5	1.15	29.0	1.34	18.6	1.79	18.8
	.94	25.0	1.06	28.2	1.16	27.0	1.43	18.8	1.80	21.8
	.94	32.7	1.06	30.3	1.19	19.3	1.46	22.5	1.81	21.8
	1.04	27.4	1.13	18.8	1.23	25.4	1.48	22.0	1.83	16.7
	1.04	31.8	1.13	29.0	1.27	19.1	1.49	21.5	1.85	19.7
	1.04	32.8	1.16	26.5	1.28	25.5	1.54	17.6	1.85	20.1
	1.28	23.6	1.17	25.0	1.35	26.7	1.56	17.7	1.86	18.6
			1.28	23.0	1.54	19.8	1.56	20.9	1.92	15.7
			1.30	24.0	1.60	18.6	1.56	26.1	1.99	-
			1.31	22.6			1.61	18.6	2.02	-
			1.32	25.3			1.63	21.4	2.07	15.4
			1.34	20.3			1.64	18.9	2.20	14.3
			1.40	21.1			1.72	17.7		
			1.44	21.1			1.99	24.6		
			1.48	21.0						
			1.62	30.4						
			2.04	21.4						
ast	.50	32.3	.64	27.8	.75	11.5	.67	25.0	.83	-
	.55	24.2	1.54	22.0	1.07	10.0	.90	-	1.23	-
	.56	14.1	-	-	1.47	15.0	1.11	14.2	1.45	-
	.61	31.7					1.29	22.4	1.56	20.1
	.83	29.5					1.33	-	1.60	14.1
							1.47	15.0	1.74	-
							1.49	15.5	1.83	17.3
							1.50	-	2.02	-
							1.53	-	2.08	-
							1.54	13.5	2.11	11.8
							1.54	19.0	2.12	13.9
									2.16	17.6
									2.28	9.2
West	.52	35.1	.83	25.2	.89	21.2	.98	20.1	1.15	15.0
	.55	-	.94	18.4	.99	17.7	.99	14.2	1.21	17.9
	.55	25.1	1.01	-	1.00	20.8	1.16	16.8	1.22	13.6
	.57	36.8	1.04	15.1	1.09	16.9	1.18	15.5	1.26	15.7
	.64	25.0	1.06	12.3	1.22	14.3	1.23	15.2	1.44	11.8
	.64	30.0	1.14	15.6	1.22	15.8	1.24	13.0	1.48	17.3
	.65	28.8	1.19	13.8	1.31	17.8	1.25	11.7	1.49	11.3
	.66	28.8	1.27	14.1			1.25	14.6	1.50	13.0
	.68	-	1.53	11.3			1.32	17.6	1.50	14.2
	.68	-					1.32	15.5	1.52	13.3
	.68	25.2					1.32	15.8	1.53	14.8
	.71	24.5					1.37	13.3	1.56	11.7
	.73	-					1.38	10.0	1.58	9.9
	.74	25.9					1.41	11.2	1.58	14.4
	.74	29.2					1.44	-	1.61	11.6
	.75	-					1.44	15.1	1.63	8.0
	.79	21.0					1.47	12.7	1.63	10.0
	.82	19.2					1.48	17.3	1.63	12.0
							1.50	12.2	1.67	12.4
							1.50	14.0	1.67	19.1
							1.53	13.0	1.70	9.8
							1.55	-	1.71	16.1
							1.56	12.0	1.73	9.2
							1.57	17.5	1.75	14.0
							1.57	18.1	1.81	9.6
							1.62	10.7	2.00	10.0
							1.75	11.5	2.18	10.6
							1.80	11.1	2.20	8.0
							1.85	13.0	2.25	11.5

1/ Labor Cost - Amount of Total Direct Labor Cost per Dozen of Caps.

2/ Efficiency - Number of Dozens of Caps per Employee per 40 Hour Week.

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research & Planning

Table X-A - Individual Plant Labor Costs and Efficiencies by Geographical Areas

25¢ Cap

AREA	Cutting		Operating		Lining Making		Blocking		Packing		Other	
	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week
New York City												
	.14	300	.60	58	.06	350	.08	300	.06	250	-	-
	.17	180	.55	49	.07½	200	.13	270	.10	270	-	-
	.15	400	.65	60	.07	300	.10	250	.07	250	-	-
	.16	170	.84	40	.09	240	.11	275	.08	275	-	-
	.08	540	.64	-	-	-	.11	300	.07	450	-	-
	.07	500	.30	-	-	-	.08	300	.05	440	.09	-
	.11	300	-	-	-	-	.10	300	.08	275	-	-
	.10	300	.72	48	.10	250	.12	300	-	-	-	-
	.14½	200	.60	-	-	-	.14	300	.08	300	-	-
	.10	230	.17	155	-	-	.04	750	.03	275	.28	54
East	.05	500	.36	54	.05	360	.07	300	.05	360	.03	500
	.05	440	.31	49	-	-	.09	240	-	-	.05	250
	.07	450	.30	18	-	-	.06	300	.06	500	-	-
	.04	450	-	18	-	-	-	-	-	-	-	-
	.08	450	.29	-	.03¾	-	.06¼	300	.04¾	500	.03¼	-
	.08	-	.30	-	-	-	.08	-	.05	-	.05	-
West	.15	150	.33	-	.05	300	.10	150	-	-	.10	150
	.10	300	.38	47	.04	375	.08	250	.06	420	.08	200
	.11½	300	.31	52	.05	325	.10	250	.04	375	.04	400
	.10	250	.30	52	-	-	.07	350	.05	400	-	-
	.10	300	.45	-	-	-	.09	-	-	-	-	-
	.10	300	.38	47	.04	375	.08	250	.06	420	.08	200
	.10	200	.38	43	-	-	.12	150	.08	200	-	-
	.06	500	.33	68	-	-	.06	400	.06	250	.06	250
	.08	300	.45	38	-	-	.08	240	.10	140	-	-
	.11	190	.33	42	-	-	.11	200	.09	167	-	-
	.20	145	.32	47	-	-	.06	250	.03	500	.18	74
	.06½	250	.48	31	-	-	.10	200	.08⅓	130	.08⅓	180
	.10	250	.39	56	-	-	.10	250	.05	250	.10	250
	.10	250	-	-	-	-	.08	240	-	-	-	-
	.06½	250	-	-	.05	325	.10	250	-	-	.05	250
	.10	250	-	-	-	-	.08	250	.10	150	-	-
	.10	250	.30	50	-	-	.10	250	.05	250	-	-
	.08½	250	.36	48	-	-	.10	240	.10	180	-	-

Source: Questionnaires sent out by the Industry Reporting, Division of Research and Planning

Table X-B - Individual Plant Labor Costs and Efficiencies by Geographical Areas

39¢ Golf Caps

AREA	Cutting		Operating		Lining Making		Blocking		Packing		Other	
	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week
New York City	.20	150	.89	35	.09	240	.14	250	.08	250	-	-
	.17	270	1.08	45	.12	240	.15½	300	.10	270	-	-
	.16	200	.63 1/3	45	-	-	.13	230	.10	250	-	-
	.20	200	-	-	.09	240	-	-	-	-	-	-
	.25	120	.72	44	.10	270	.14	270	.09	300	-	-
	.20	250	.75	42	.12	200	.15	240	.10	300	-	-
	.15	200	.84	-	.09	240	.10	250	.08	308	-	-
	.18	180	.49	49	.08	270	.13	250	.10	300	-	-
	.25	120	.91	36	.09	230	.13	270	.10	300	-	-
	.15	200	.11	250	.09	240	.11	250	.10	300	-	-
	.20	200	.75	45	.08	250	.15	240	.10	210	-	-
	.10	300	.80	40	-	-	.15	250	.08	300	-	-
	.15	200	.14	250	.13	210	.14	250	.08	250	-	-
	.25	200	.77	37	.08	240	.13	240	.08	270	-	-
	.16	150	1.00	35	.09	240	.11	250	.08	250	-	-
	.10	200	.45	-	.06	240	.10	250	.05	200	-	-
	.30	200	.64	36	.09	225	.14	200	.09	250	-	-
	.20	240	.55	60	.10	240	.14	250	.07	250	-	-
	.24	115	.83	35	.09	250	.10	250	.08	250	-	-
	.17	180	.59	38	.09	240	.10	250	.09	250	-	-
East	.05	440	.38	39	.06	740	.09	240	.09	-	.06	225
	.10	450	-	-	-	-	.09	300	.11	400	.14	250
West	.20	100	.43	-	.05	300	.15	100	.05	300	.15	100
	.19	75	.53	25	.08	150	.14	85	.07	180	.05	200
	.22	100	.82	20	.12	125	.15	175	.12	125	.10	150
	.21	109	.66	26	.08	190	.09	250	.10	140	-	-
	.25	84	.42	35	.07	214	.06	250	.03	500	.21	65
	.19	103	.63	25	.08½	180	.09½	180	.09½	180	.09½	180
	.29	120	.31	52	.05	325	.10	250	.04	375	.04	400
	.19	116	.39	45	.06½	250	.08½	250	.05	250	.15	86
	.22½	120	.50	30	.12½	120	.11	250	-	-	-	-

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning

Table X-C - Individual Plant Labor Costs and Efficiencies by Geographical Areas

59¢ Golf Cap

AREA	Cutting		Operating		Lining Making		Blocking		Packing		Other	
	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr Week
New York City	.15	200	.80	-	.07	240	.11	200	.11	200	-	-
	.22	110	.79	32	.09	40	.12	210	.05	300	-	-
	.20	200	.53	-	.07	240	.09	245	.05	300	.17½	125
	.17	180	.71	50	.10	225	.11	270	.07	300	-	-
	.12½	240	.95	40	.14	240	.13½	240	-	-	-	-
	.19	200	.65	-	-	-	.15	200	.08	300	-	-
	.23	180	.69	48	.11	200	.15	240	.10	270	-	-
	.16	200	.70	54	.10	250	.12	250	.07	360	-	-
	.18	200	.74	-	.09	225	.14	200	.09	250	-	-
	.18	180	.70	45	.08	270	.15	240	.12	240	-	-
	.23	150	.92	33	.11	210	.15	240	.13	240	-	-
	.25	130	1.01	30	.11	215	.14	250	.09	250	-	-
East	.16½	-	.50	42	.12	-	-	-	-	-	-	-
	.33	-	.53	-	.08	-	.15	-	.07	-	.10	-
West	.19	115	.76	36	.07	210	.14	220	.06	259	.09	168
	.17½	200	.43	40	.07	275	.15	200	.07	300	.10	165
	.20	150	.74	-	.11	125	.17	110	-	-	-	-
	.14	180	.67	31	.08	200	.20	75	-	-	-	-
	.16	180	.45	40	.05	300	.07	300	.06	250	.10	175
	.14	180	.50	35	.07	320	.16	160	-	-	-	-
	.14	180	.59	29	.12	125	.17	110	.10	150	.10	150

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning

Table X-D - Individual Plant Labor Costs and Efficiencies by Geographical Areas

69¢ Golf Cap

AREA	Cutting		Operating		Lining Making		Blocking		Packing		Other	
	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. cap per Emp. per 40 hr Week
New York City	.18	270	1.31	.43	.14	240	.24	180	.12	240	-	-
	.20	-	.86	-	.11	-	.16	200	.10	240	-	-
	.25	120	-	-	.11	200	.14	200	.10	240	-	-
	.27	120	.93	36	.11	250	.14	250	.11	270	-	-
	.20	120	-	-	-	-	.14	250	.10	-	-	-
	.18	180	.57	48	.08	300	.13	250	.10	270	-	-
	.25	120	.86	40	.11	220	.16	220	.11	240	-	-
	.22	120	1.01	-	.12	-	.18	200	.11	-	-	-
	.25	100	.99	34	.11	180	.16	240	.10	240	-	-
	.25	120	.86	35	.18	120	.15	165	.10	180	-	-
	.20	175	.90	40	.10	210	.16	200	.12	200	-	-
	.19	150	1.00	33	.13	210	.15	160	.10	240	.15	240
	.18	120	-	39	.09	240	.14	150	.10	220	-	-
	.25	120	.89	-	.09	-	.14	200	.09	-	-	-
	.14⅔	150	-	-	-	-	.16	200	.10	240	-	-
	.26	180	.93	50	.12	210	.14	210	.11	210	-	-
	.22	180	1.05	35	.09	240	.15	240	.12	240	-	-
	.26	105	1.00	30	.10	210	.11	235	.09	225	-	-
	.20	150	.83	30	.10	210	.11	225	.10	225	-	-
East	.20	193	-	-	.08	400	.12	250	.10	250	-	-
	.15	180	.33	45	.04	420	.06	270	.04	320	.04	325
	.21	120	-	-	.10	-	.20	-	.10	-	-	-
	.25	125	.80	25	-	-	.24	125	.10	125	.15	100
	.24	113	.84	46	.10	250	.14	250	.11	225	.11	140
	.20	125	.80	-	.09½	-	.20	-	.15	-	-	-
	.25	74	.77	-	-	-	.20	-	.10	-	.18	-
	.25	88	-	-	-	-	.20	110	-	-	-	-
West	.25	100	.73	25	.15	100	.17	110	.10	150	.10	150
	.28	70	.68	20	.09	150	.17	75	.08	180	.11	100
	.23	108	.78	25	.10	200	.17	148	.05	340	-	-
	.25	100	.48	42	.12	167	.17	117	.10	220	.20	100
	.25	120	.82	20	.15	125	.15	175	.10	150	-	-
	.15	100	.60	34	.08	280	.20	120	.20	70	-	-
	.28	71	.79	25	.16⅔	120	.16	125	.13	150	-	-
	.20	100	.69	25	.08	200	.20	125	.07½	200	-	-
	.25	132	.64	38	.08	300	.13	200	.07½	200	.14	107
	.29	155	.82	30	.09	250	.25	100	.15	100	.25	75
	.30	83	.62	28	.17	125	.16	150	.10	200	.21	62
	.29	83	.73	23	.09	166	.14	160	.12	125	-	-
	.18	16	.41	29	.07	200	.11	160	.15	100	.07	175
	.25	90	.54	28	.07½	200	.09	175	.04½	333	.23	59
	.24½	80	.54	28	.08	180	.12½	120	.12½	120	.29	52
	.28	72	.84	-	.20	125	.20	125	.18	100	.10	130
	.25	132	.93	35	.07	210	.15	210	.06½	238	.10	145
	.29	108	.81	37	.10	200	.17	200	.10	200	.10	250
	.29	100	.84	30	.08	250	.17	200	.10	180	-	-
	.29	100	.81	27	.09	150	.17	125	.07½	200	-	-
	.28	72	.48	40	.07½	250	.12½	200	.06½	200	.15	86
	.30	83	-	-	.13	125	.13½	150	-	-	-	-
	.32	80	-	-	-	-	.17	125	.15	-	-	-
	.35	77	.95	16	.12	125	.15	150	.05	260	-	-
	.24	105	.45	39	.07	250	.08	300	.06	250	.26	75
	.26	100	.94	-	.09	200	.16	125	.10	150	-	-
	.16⅔	120	.49	39	.10	200	.12	200	.10	180	-	-

Source: Questionnaires sent out by Industry Reporting Unit, Division of Research and Planning

CAP AND CLOTH HAT MANUFACTURING INDUSTRY

Table X-E - Individual Plant Labor Costs and Efficiencies by Geographical Areas

100¢ Golf Cap

AREA	Cutting		Operating		Lining Making		Blocking		Packing		Other	
	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week	Amount per dozen Caps	Number of doz. caps per Emp. per 40 hr. Week
New York City	.25	-	1.30	-	.15	-	.20	-	.12	-	-	-
	.27	200	1.06	38	.13	200	.20	200	.14	220	-	-
	.27	95	1.05	-	.29	51	.25	-	.13	-	-	-
	.20	180	1.20	33	.13	210	.22	150	.10	300	-	-
	.25	100	1.19	34	.14	180	.16	240	.12	240	-	-
	.27	100	-	24	-	-	.16	150	.12	180	-	-
	.24	120	1.32	25	.14	170	.20	150	.15	200	.15	240
	.25	100	-	-	-	-	.16	220	.11	250	.25	150
	.25	150	1.14	39	.14	210	.16	210	.12	250	-	-
	.28	150	1.03	40	.14	180	.17	180	.12	200	-	-
	.25	150	1.12	33	.14	145	.16	200	.12	240	-	-
	.27	100	1.09	28	.11	200	.12	210	.09	229	-	-
	.35	100	1.00	30	.15	150	.18	200	.15	200	-	-
	.25	120	1.35	25	.20	120	.16	225	.11	250	-	-
	.25	120	.91	-	.12	180	.12	200	.11	200	-	-
East	.25	157	1.18	26	.10	350	.20	200	.10	200	-	-
	.33	-	1.25	-	.15	-	.25	-	.10	-	-	-
	.31	-	1.25	-	-	-	.25	-	.10	-	.25	-
	.33	117	1.21	29	.15	100	.22	125	.14	175	.07	200
	.25	100	1.00	-	-	-	.19	160	.12	200	-	-
	.26½	-	-	-	.15	-	.25	-	.10	-	-	-
	.20	-	.80	-	.09½	-	.20	-	.15	-	-	-
	.31½	-	-	-	-	-	.25	-	-	-	.05	350
	.31	60	1.25	-	-	-	.25	-	.10	-	.20	-
	.25	100	.66	30	-	-	-	-	-	-	-	-
	.25	88	-	25	-	-	.20	-	-	-	-	-
	.20	-	.55	-	.10	-	.08	-	.05	-	.25	-
	.26	100	1.47	-	-	-	.25	-	.15	100	.15	100
	.33	-	.95	-	.08	-	.15	-	.07	-	.10	-
West	.37	55	.60	-	.12	125	.22	65	.08	180	.11	100
	.23	109	.84	23	.15	167	.22	125	.06	283	-	-
	.25	100	.78	26	.05	200	.19	125	.07½	200	-	-
	.30	100	.74	34	.08	275	.17	150	.15	100	.14	108
	.45	50	1.25	20	.18	80	.20	200	.10	140	-	-
	.29	83	.81	21	.09	167	.22	100	.15	100	-	-
	.34	78	1.15	12	.12	125	.15	150	.25	260	-	-
	.23	108	.57	27	.07	180	.14½	160	.15	100	.07	175
	.30	96	.68	24	.09	167	.10	150	.04½	333	.23	58
	.43	46	.85	20	.08	180	.12½	120	.12½	120	.12½	120
	.27	140	.97	32	.09½	180	.18	210	.07	221	.12	123
	.32	-	.91	-	-	-	.25	-	.15	-	-	-
	.29	100	.84	30	.08	250	.17	200	.10	180	-	-
	.17	125	.59	36	.08	240	.12½	200	.08½	150	.16	83
	.29	85	.80	24	.12	125	.22	110	.10	150	.10	150
	.29	85	.53	-	.16	-	.22	-	.13	150	.28	-
	.25	100	.90	18	.20	75	.20	150	-	-	-	-
	.29	85	.72	29	.15	160	.21	120	.10	140	.12	117
	.35	98	.68	28	.17	125	.20	125	.10	200	.17	76
	.29	100	.81	27	.09	150	.25	125	.09	150	-	-
	.22½	120	.50	30	.12½	120	.35	120	.15	120	.17	117
	.25	100	.77	20	.15	100	.20	100	.13	100	.13	100
	.24	110	.48	36	.07	250	.08	325	.06	250	.16	126

Source: Questionnaires sent out by the Industry Reporting Unit, Division of Research and Planning

OFFICE OF THE NATIONAL RECOVERY ADMINISTRATION
THE DIVISION OF REVIEW

THE WORK OF THE DIVISION OF REVIEW

Executive Order No. 7075, dated June 15, 1935, established the Division of Review of the National Recovery Administration. The pertinent part of the Executive Order reads thus:

> The Division of Review shall assemble, analyze, and report upon the statistical information and records of experience of the operations of the various trades and industries heretofore subject to codes of fair competition, shall study the effects of such codes upon trade, industrial and labor conditions in general, and other related matters, shall make available for the protection and promotion of the public interest an adequate review of the effects of the Administration of Title I of the National Industrial Recovery Act, and the principles and policies put into effect thereunder, and shall otherwise aid the President in carrying out his functions under the said Title. I hereby appoint Leon C. Marshall, Director of the Division of Review.

The study sections set up in the Division of Review covered these areas: industry studies, foreign trade studies, labor studies, trade practice studies, statistical studies, legal studies, administration studies, miscellaneous studies, and the writing of code histories. The materials which were produced by these sections are indicated below.

Except for the Code Histories, all items mentioned below are scheduled to be in mimeographed form by April 1, 1936.

THE CODE HISTORIES

The Code Histories are documented accounts of the formation and administration of the codes. They contain the definition of the industry and the principal products thereof; the classes of members in the industry; the history of code formation including an account of the sponsoring organizations, the conferences, negotiations and hearings which were held, and the activities in connection with obtaining approval of the code; the history of the administration of the code, covering the organization and operation of the code authority, the difficulties encountered in administration, the extent of compliance or non-compliance, and the general success or lack of success of the code; and an analysis of the operation of code provisions dealing with wages, hours, trade practices, and other provisions. These and other matters are canvassed not only in terms of the materials to be found in the files, but also in terms of the experiences of the deputies and others concerned with code formation and administration.

The Code Histories, (including histories of certain NRA units or agencies) are not mimeographed. They are to be turned over to the Department of Commerce in typewritten form. All told, approximately eight hundred and fifty (850) histories will be completed. This number includes all of the approved codes and some of the unapproved codes. (In Work Materials No. 18, Contents of Code Histories, will be found the outline which governed the preparation of Code Histories.)

(In the case of all approved codes and also in the case of some codes not carried to final approval, there are in NRA files further materials on industries. Particularly worthy of mention are the Volumes I, II and III which constitute the material officially submitted to the President in support of the recommendation for approval of each code. These volumes

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set forth the origination of the code, the sponsoring group, the evidence advanced to support the proposal, the report of the Division of Research and Planning on the industry, the recommendations of the various Advisory Boards, certain types of official correspondence, the transcript of the formal hearing, and other pertinent matter. There is also much official information relating to amendments, interpretations, exemptions, and other rulings. The materials mentioned in this paragraph were of course not a part of the work of the Division of Review.)

THE WORK MATERIALS SERIES

In the work of the Division of Review a considerable number of studies and compilations of data (other than those noted below in the Evidence Studies Series and the Statistical Material Series) have been made. These are listed below, grouped according to the character of the material. (In Work Materials No. 17, Tentative Outlines and Summaries of Studies in Process, these materials are fully described).

Industry Studies

Automobile Industry, An Economic Survey of
Bituminous Coal Industry under Free Competition and Code Regulation, Economic Survey of
Electrical Manufacturing Industry, The
Fertilizer Industry, The
Fishery Industry and the Fishery Codes
Fishermen and Fishing Craft, Earnings of
Foreign Trade under the National Industrial Recovery Act
  Part A - Competitive Position of the United States in International Trade 1927-29 through 1934.
  Part B - Section 3 (e) of NIRA and its administration.
  Part C - Imports and Importing under NRA Codes.
  Part D - Exports and Exporting under NRA Codes.
Forest Products Industries, Foreign Trade Study of the
Iron and Steel Industry, The
Knitting Industries, The
Leather and Shoe Industries, The
Lumber and Timber Products Industry, Economic Problems of the
Men's Clothing Industry, The
Millinery Industry, The
Motion Picture Industry, The
Migration of Industry, The: The Shift of Twenty-Five Needle Trades From New York State, 1926 to 1934
National Labor Income by Months, 1929-35
Paper Industry, The
Production, Prices, Employment and Payrolls in Industry, Agriculture and Railway Transportation, January 1923, to date
Retail Trades Study, The
Rubber Industry Study, The
Textile Industry in the United Kingdom, France, Germany, Italy, and Japan
Textile Yarns and Fabrics
Tobacco Industry, The
Wholesale Trades Study, The
Women's Neckwear and Scarf Industry, Financial and Labor Data on

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Women's Apparel Industry, Some Aspects of the

Trade Practice Studies

Commodities, Information Concerning: A Study of NRA and Related Experiences in Control
Distribution, Manufacturers' Control of: Trade Practice Provisions in Selected NRA Codes
Distributive Relations in the Asbestos Industry
Design Piracy: The Problem and Its Treatment Under NRA Codes
Electrical Mfg. Industry: Price Filing Study
Fertilizer Industry: Price Filing Study
Geographical Price Relations Under Codes of Fair Competition, Control of
Minimum Price Regulation Under Codes of Fair Competition
Multiple Basing Point System in the Lime Industry: Operation of the
Price Control in the Coffee Industry
Price Filing Under NRA Codes
Production Control in the Ice Industry
Production Control, Case Studies in
Resale Price Maintenance Legislation in the United States
Retail Price Cutting, Restriction of, with special Emphasis on The Drug Industry.
Trade Practice Rules of The Federal Trade Commission (1914-1936): A classification for comparison with Trade Practice Provisions of NRA Codes.

Labor Studies

Cap and Cloth Hat Industry, Commission Report on Wage Differentials in
Earnings in Selected Manufacturing Industries, by States, 1933-35
Employment, Payrolls, Hours, and Wages in 115 Selected Code Industries 1933-1935
Fur Manufacturing, Commission Report on Wages and Hours in
Hours and Wages in American Industry
Labor Program Under the National Industrial Recovery Act, The
  Part A. Introduction
  Part B. Control of Hours and Reemployment
  Part C. Control of Wages
  Part D. Control of Other Conditions of Employment
  Part E. Section 7(a) of the Recovery Act
Materials in the Field of Industrial Relations
PRA Census of Employment, June, October, 1933
Puerto Rico Needlework, Homeworkers Survey

Administrative Studies

Administrative and Legal Aspects of Stays, Exemptions and Exceptions, Code Amendments, Conditional Orders of Approval
Administrative Interpretations of NRA Codes
Administrative Law and Procedure under the NIRA
Agreements Under Sections 4(a) and 7(b) of the NIRA
Approve Codes in Industry Groups, Classification of
Basic Code, the -- (Administrative Order X-61)
Code Authorities and Their Part in the Administration of the NIRA
  Part A. Introduction
  Part B. Nature, Composition and Organization of Code Authorities

Part C. Activities of the Code Authorities
Part D. Code Authority Finances
Part E. Summary and Evaluation
Code Compliance Activities of the NRA
Code Making Program of the NRA in the Territories, The
Code Provisions and Related Subjects, Policy Statements Concerning
Content of NIRA Administrative Legislation
  Part A. Executive and Administrative Orders
  Part B. Labor Provisions in the Codes
  Part C. Trade Practice Provisions in the Codes
  Part D. Administrative Provisions in the Codes
  Part E. Agreements under Sections 4(a) and 7(b)
  Part F. A Type Case: The Cotton Textile Code
Labels Under NRA, A Study of
Model Code and Model Provisions for Codes, Development of
National Recovery Administration, The: A Review of its Organization and Activities
NRA Insignia
President's Reemployment Agreement, The
President's Reemployment Agreement, Substitutions in Connection with the
Prison Labor Problem under NRA and the Prison Compact, The
Problems of Administration in the Overlapping of Code Definitions of Industries and Trades, Multiple Code Coverage, Classifying Individual Members of Industries and Trades
Relationship of NRA to Government Contracts and Contracts Involving the Use of Government Funds
Relationship of NRA with States and Municipalities
Sheltered Workshops Under NRA
Uncodified Industries: A Study of Factors Limiting the Code Making Program

Legal Studies

Anti-Trust Laws and Unfair Competition
Collective Bargaining Agreements, the Right of Individual Employees to Enforce
Commerce Clause, Federal Regulation of the Employer-Employee Relationship Under the
Delegation of Power, Certain Phases of the Principle of, with Reference to Federal Industrial Regulatory Legislation
Enforcement, Extra-Judicial Methods of
Federal Regulation through the Joint Employment of the Power of Taxation and the Spending Power
Government Contract Provisions as a Means of Establishing Proper Economic Standards, Legal Memorandum on Possibility of
Industrial Relations in Australia, Regulation of
Intrastate Activities Which so Affect Interstate Commerce as to Bring them Under the Commerce Clause, Cases on
Legislative Possibilities of the State Constitutions
Post Office and Post Road Power -- Can it be Used as a Means of Federal Industrial Regulation?
State Recovery Legislation in Aid of Federal Recovery Legislation History and Analysis
Tariff Rates to Secure Proper Standards of Wages and Hours, the Possibility of Variation in
Trade Practices and the Anti-Trust Laws
Treaty Making Power of the United States
War Power, Can it be Used as a Means of Federal Regulation of Child Labor?

THE EVIDENCE STUDIES SERIES

The Evidence Studies were originally undertaken to gather material for pending court cases. After the Schechter decision the project was continued in order to assemble data for use in connection with the studies of the Division of Review. The data are particularly concerned with the nature, size and operations of the industry; and with the relation of the industry to interstate commerce. The industries covered by the Evidence Studies account for more than one-half of the total number of workers under codes. The list of these studies follows:

Automobile Manufacturing Industry
Automotive Parts and Equipment Industry
Baking Industry
Boot and Shoe Manufacturing Industry
Bottled Soft Drink Industry
Builders' Supplies Industry
Canning Industry
Chemical Manufacturing Industry
Cigar Manufacturing Industry
Coat and Suit Industry
Construction Industry
Cotton Garment Industry
Dress Manufacturing Industry
Electrical Contracting Industry
Electrical Manufacturing Industry
Fabricated Metal Products Mfg. and Metal Finishing and Metal Coating Industry
Fishery Industry
Furniture Manufacturing Industry
General Contractors Industry
Graphic Arts Industry
Gray Iron Foundry Industry
Hosiery Industry
Infant's and Children's Wear Industry
Iron and Steel Industry
Leather Industry
Lumber and Timber Products Industry
Mason Contractors Industry
Men's Clothing Industry
Motion Picture Industry
Motor Vehicle Retailing Trade
Needlework Industry of Puerto Rico
Painting and Paperhanging Industry
Photo Engraving Industry
Plumbing Contracting Industry
Retail Lumber Industry
Retail Trade Industry
Retail Tire and Battery Trade Industry
Rubber Manufacturing Industry
Rubber Tire Manufacturing Industry
Shipbuilding Industry
Silk Textile Industry
Structural Clay Products Industry
Throwing Industry
Trucking Industry
Waste Materials Industry
Wholesale and Retail Food Industry
Wholesale Fresh Fruit and Vegetable Industry
Wool Textile Industry

THE STATISTICAL MATERIALS SERIES

This series is supplementary to the Evidence Studies Series. The reports include data on establishments, firms, employment, payrolls, wages, hours, production capacities, shipments, sales, consumption, stocks, prices, material costs, failures, exports and imports. They also include notes on the principal qualifications that should be observed in using the data, the technical methods employed, and the applicability of the material to the study of the industries concerned. The following numbers appear in the series:

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Asphalt Shingle and Roofing Industry
Business Furniture
Candy Manufacturing Industry
Carpet and Rug Industry
Cement Industry
Cleaning and Dyeing Trade
Coffee Industry
Copper and Brass Mill Products Industry
Cotton Textile Industry
Electrical Manufacturing Industry
Fertilizer Industry
Funeral Supply Industry
Glass Container Industry
Ice Manufacturing Industry
Knitted Outerwear Industry
Paint, Varnish, and Lacquer, Mfg. Industry
Plumbing Fixtures Industry
Rayon and Synthetic Yarn Producing Industry
Salt Producing Industry

THE COVERAGE

The original, and approved, plan of the Division of Review contemplated resources sufficient (a) to prepare some 1200 histories of codes and NRA units or agencies, (b) to consolidate and index the NRA files containing some 40,000,000 pieces, (c) to engage in extensive field work, (d) to secure much aid from established statistical agencies of government, (e) to assemble a considerable number of experts in various fields, (f) to conduct approximately 25% more studies than are listed above, and (g) to prepare a comprehensive summary report.

Because of reductions made in personnel and in use of outside experts, limitation of access to field work and research agencies, and lack of jurisdiction over files, the projected plan was necessarily curtailed. The most serious curtailments were the omission of the comprehensive summary report; the dropping of certain studies and the reduction in the coverage of other studies; and the abandonment of the consolidation and indexing of the files. Fortunately, there is reason to hope that the files may yet be cared for under other auspices.

Notwithstanding these limitations, if the files are ultimately consolidated and indexed the exploration of the NRA materials will have been sufficient to make them accessible and highly useful. They constitute the largest and richest single body of information concerning the problems and operations of industry ever assembled in any nation.

L. C. Marshall,
Director, Division of Review.

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