Then there are the questions of women's wages, and their hours of work. What is the proper policy in these matters? In regard to wages we know that women are still strugling against the results of the age-old theory that their earnings are only pin money and are not an economic necessity. In regard to their hours we know that the average woman worker carries on two jobs, one at home and one in the factory.

Finally comes the need for a real understanding of the social significance of the woman worker and the conditions under which she works. We know that one-fifth of the women today are wage earners and that their number is steadily increasing. How are we going to reconcile woman's work outside of the home with the requirements she must meet as a home-maker? We cannot stop her work - we do not even want to do that. She is entitled to freedom for activity along any line she selects for we have passed beyond the days when we consider that woman's only place is in the home. Her place is everywhere but her most important place is in the home. We who know the woman wage earner are not afraid she is going to give up that important place. She knows its importance as well as we do.

This is true of single women but it is even more true of married women for there is no group of women in all the land striving harder for the benefit of the home than the married women in industry. We have found thousands of married women who work in industry at night so that they can spend their days looking out for their children, who work because their husbands do not make enough money to support their families or who add their earnings to the family income so that their children may have better education and greater advantages. Married or single, however, the wage-earning woman must be recognized as an individual and as an economic factory in industry. As such, we are not willing she should be classed as a casual laborer but we are asking, because of her special importance to the social welfare of the nation, that her industrial life shall be so arranged that she will have time for an education and for recreation as well as for her home duties, that her earnings shall be adequate not only to meet bare living expenses but to provide for necessary contributions to the support of others, and that her the conditions under which she works shall be such that her health and energy are preserved.

These are some of the reasons for having in the Department of Labor a special Bureau dealing with women. The Association of Manufacturers also, I am glad to hear, has seen the need for similar specialized handling of women's problems in industry, and I want to congratulate them on the recently announced establishment of a Women's Bureau of their own. It is my earnest desire that the Bureau which I represent and the one which you are inaugurating may work together in the fullest cooperation.

With so many conditions in industry in which special consideration is required for women workers the first duty of the Women's Bureau is to formulate standards and policies for the employment of women. These standards and policies must be based on comprehensive and current facts relating to women in industry and the collection and assembling of such material are important parts of the work of the Bureau.

In order to collect the necessary facts the Bureau has been given authority to investigate and report on all matters pertaining to the welfare of women in industry.

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Our industrial life is a complex one and does not permit of one straight line of adjustment. Instead it needs adjustment from day to day all along the line. I need not tell that to the employers or to the workers but it is important for the men and women citizens of our country who do not come into daily contact with industry, to understand the complexity of the many problems confronting the employer and employee. To the employer in his individual factory good conditions of work spell efficiency and good will that no other factor can produce so largely. The same is true from the employee's standpoint and in order that recommendations for standards of employment may be the best for all concerned, it is of more than passing importance that we have the current facts on many different problems. Therefore it is necessary for the Women's Bureau to carry on investigations in many fields of endeavor.

The Bureau has been in existence for eight years. During that period it has studied the working conditions of women in many States. Through its special investigations it has secured information on subjects as vital to business interests as the effect on production of limitation of working hours, the home responsibilities of the wage-earning woman and the resulting social significance of her earning power, and prevailing hours and wages in representative woman-employing industries throughout many States. Such material giving actual, definite and comprehensive information about women wage earners, and the effects of their living conditions on industry and of industry on their living conditions, is a very real contribution to the industrial knowledge of the country, and as such should be of great value to all businesses interested in the best methods of employing women.

Because of the wide knowledge secured through these investigations of industrial practices where women are concerned, the Women's Bureau has also been able to give practical advice to certain employers who were desirous of securing detailed information on the possible application of certain standards to their own plants. In some cases employers have asked the Women's Bureau to assist in outlining the establishment of all necessary working conditions in a new plant.

The standards for women's employment which are recommended by the Women's Bureau are not unusual nor especially demanding. They are the A-B-C of efficient factory and employee management to most employers. / They comprise such items as: # The eight hour day, Saturday half holiday, one day of rest in seven, a 30 minute lunch period, 10 minute rest periods, no night work between midnight and six a.m.: wages to be based on occupation and not on sex; satisfactory sanitation and working conditions, and the elimination when possible of constant standing or other posture causing physical strain, repeated lifting of heavy weights or other fatiguing motions, operation of mechanical devices requiring undue strength, exposure to excessive heat, humidity or cold, exposure to dust fumes or other occupational poisons without adequate safeguards against disease. Our standards also include the policy that women should not be prohibited from employment in any occupations except those which have been proved to be more injurious to women than to men, such as certain processes in the lead industry; that where women are employed a competent women should be appointed as employment executive with the responsibility for conditions affecting women; and that women should be appointed in supervisory positions in departments employing women. #

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