

Report of the N.C.

Dept. of Labor

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BIENNIAL REPORT
OF
THE DEPARTMENT OF LABOR

JULY 1, 1936, TO JUNE 30, 1938



ISSUED BY
THE NORTH CAROLINA DEPARTMENT OF LABOR
FORREST H. SHUFORD, COMMISSIONER
RALEIGH

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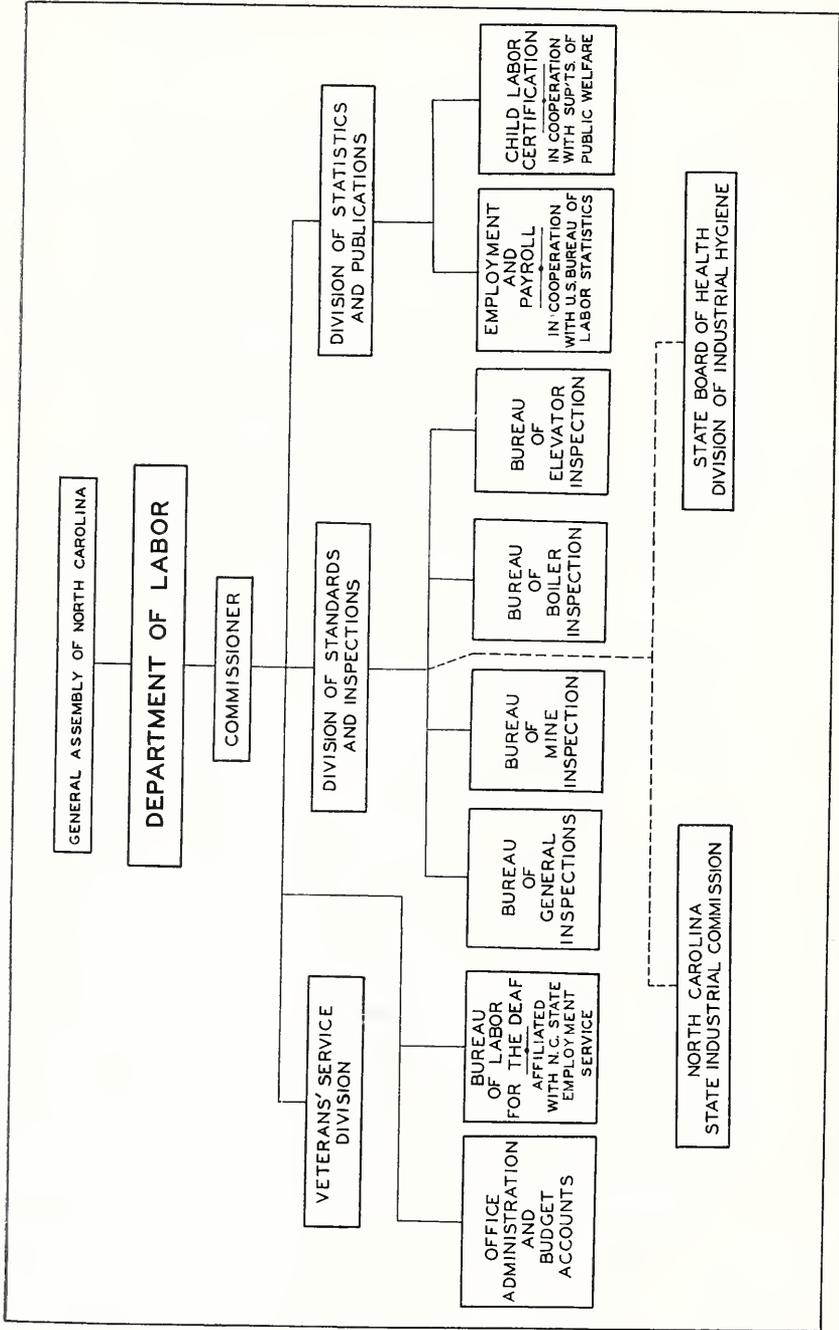
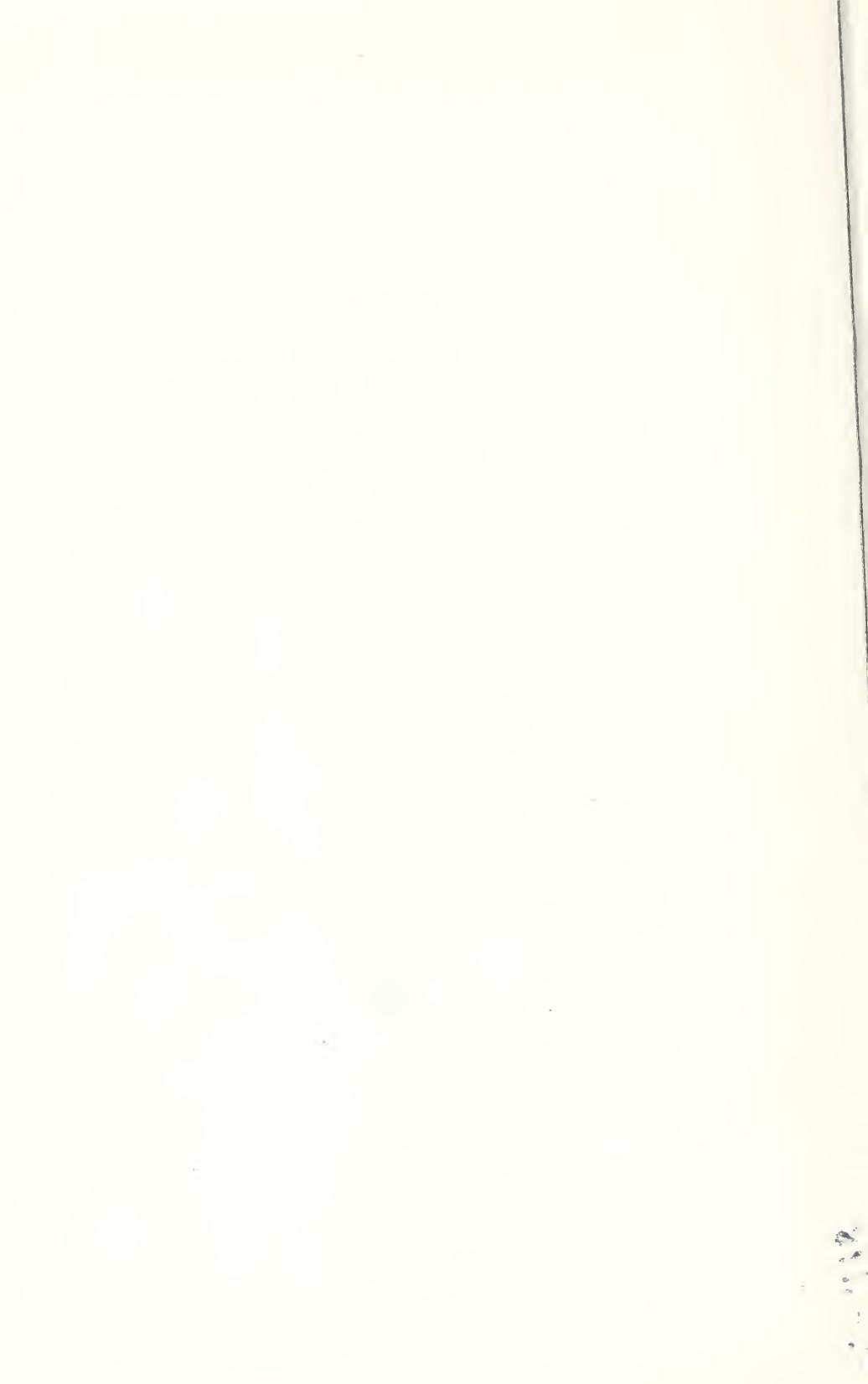


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NORTH CAROLINA DEPARTMENT OF LABOR

FORREST H. SHUFORD, *Commissioner.*

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Murray M. Grier.....Safety Engineer
Pryor E. Sugg.....Elevator Inspector
John R. Bulla.....Factory Inspector
Clarence L. Beddingfield.....Factory Inspector
Fred J. Coxe, Jr.....Factory Inspector
Miss Lona Glidewell.....Factory Inspector
William E. Haynes.....Factory Inspector
Glenn L. Penland.....Factory Inspector
W. G. Watson.....Factory Inspector
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Miss Jeannette Gordon.....Stenographer-Clerk
Miss Kate Frisbie.....Statistical Clerk--U. S. Bureau of
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Paul G. Noell.....Assistant State Service Officer
Miss Mae Pitzer.....Stenographer-Clerk

Bureau of Labor for the Deaf

J. M. Vestal.....Director
Mrs. Sallie H. McPherson.....Stenographer-Clerk

Bureau of Boiler Inspection

H. B. Smith.....State Boiler Inspector
Charles B. Douglass.....Chief Clerk



LETTER OF TRANSMITTAL

HONORABLE CLYDE R. HOEY,
Governor of North Carolina,
Raleigh, N. C.

MEMBERS OF THE GENERAL ASSEMBLY
OF THE STATE OF NORTH CAROLINA.

Sirs:

I respectfully submit herewith biennial report of the Department of Labor for the period of July 1, 1936, to June 30, 1938.

As set out in this report, the activities of the Department for this period were directed by Major A. L. Fletcher, Commissioner of Labor until September 12, 1938, when he resigned to become Assistant Administrator of the Federal Wage and Hour Law. We are exceedingly proud of the progress made by the Department of Labor under Major Fletcher's leadership and, for a large part in these accomplishments, I also want to give credit to the following loyal and capable heads of the various divisions of the Department of Labor: Lewis P. Sorrell, Director of the Division of Standards and Inspections; Mrs. Pauline W. Horton, Director of the Division of Statistics; Jack P. Lang, State Service Officer; J. M. Vestal, Director of the Bureau of Labor for the Deaf; H. B. Smith, State Boiler Inspector; and to the employees in each of these divisions, who, by their faithful and efficient services, have contributed so much to these attainments.

Yours very truly,

FORREST H. SHUFORD,
Commissioner of Labor.

BIENNIAL REPORT
OF THE
COMMISSIONER OF LABOR

RALEIGH, N. C.

HONORABLE CLYDE R. HOEY,
Governor of North Carolina,
Raleigh, North Carolina.

Sir:

Section 7310 (c) of the Consolidated Statutes of North Carolina provides that the annual report of the Commissioner of Labor "made on or before January first of the years in which the General Assembly shall be in session shall be accompanied by recommendations of the Commissioner of Labor with reference to such changes in the law applying to or affecting labor conditions as the Commissioner may deem advisable."

The activities of the Department for this biennium are adequately covered by the reports submitted to me by the heads of the various Divisions and which comprise the body of this report. Therefore, I shall confine my statements to a brief summary of the work of the Department, together with my recommendations in regard to our needs in order to improve the service of the Department of Labor, and for changes and improvements in the labor laws which seem to me to be essential in order for us to function in the manner prescribed by law in the improvement of working conditions. I sincerely trust that you will be able to pass these recommendations on to the members of the General Assembly with your endorsement. Since I am aware of your earnest desire for the needs of the working people of our State to be efficiently served by just and proper laws, and by the effective administration of these laws, I am confident that my recommendations are in accord with your opinions and desires.

Credit for the activities of the Department of Labor for this biennium, as set forth in this report, rightfully belongs to Major A. L. Fletcher, Commissioner of Labor until September 12, 1938, at which time he resigned to become Assistant Administrator of the Fair Labor Standards Act of 1938. The outstanding progress made in labor legislation and in the development of the Depart-

ment of Labor in its efforts to better serve the working people of our State, and which attained National recognition, was all accomplished under the leadership of Major A. L. Fletcher, Commissioner of Labor for North Carolina for almost six years.

But the recommendations for the more efficient functioning of this Department, and for the improvement of our labor laws, are my recommendations. However, I have drawn quite freely from the ideas and experiences of the recent Commissioner, since I was associated with him as Deputy Commissioner and Chief Inspector.

IMPROVEMENT IN LABOR LAWS

The General Assembly of 1937 enacted a Child Labor Law which reflects credit upon the entire State. This law is not surpassed by any other child labor legislation in the Nation. An excellent Maximum Hour Law was introduced but unfortunately it was riddled with amendments before it was finally enacted into law. However, it was a start in the right direction and demonstrates the fact that regulation of hours of work of both men and women may be accomplished without working any hardship upon industry. The Boiler Inspection Law was amended by the removal of exemptions. Provision was made for improved inspection of mines and quarries, as well as for the inspection of elevators. For the first time an appropriation was provided for a woman inspector who could devote most of her time to a study of the problems of industries which employ women and children almost exclusively.

DIVISION OF STANDARDS AND INSPECTIONS

The improvement of working conditions, which is the first and most important duty of the Department of Labor, is the responsibility of the Division of Standards and Inspections of the Department of Labor. I call your attention to its report submitted by Mr. Lewis P. Sorrell, Chief Inspector, which you will find on page 17.

This Division has fourteen employees, a Chief Inspector, one secretary, two stenographer-clerks, a Safety and Mining Engineer, an Elevator Inspector, a Woman Inspector to work with industries employing women and children almost exclusively, and seven Factory Inspectors.

This force must make inspections of all places of employment. At the present time we are actually making inspections of

approximately 9,000 establishments, although there are more than 30,000 establishments listed by the United States Bureau of Census. This Division must enforce all of the labor laws and prosecute violations of the Child Labor Laws, Maximum Hour Law, and violations of the Safety Code.

I have requested two additional inspectors, in order that we may more adequately make inspections of all places of employment as specified by law. I have also requested two additional office employees. I cannot too strongly state our serious need for this additional office personnel. At the present time our inspectors have to spend a part of their field time engaged in tasks that should be done in the office, and which could be performed more efficiently by trained office employees. Our inspectors could increase their efficiency by as much as ten to twenty per cent with the additional office personnel which is requested.

For other needs of the Division of Standards and Inspections I respectfully call your attention to the section of this report regarding the work of this Division.

DIVISION OF STATISTICS

It is the responsibility of the Division of Statistics of the Department of Labor to collect and compile statistical information relating to labor and laboring conditions in our State. It is also the responsibility of this Division to supervise the issuance of all employment certificates issued to minors working in North Carolina.

In regard to these responsibilities, I call your attention to the report of this Division submitted by Mrs. Pauline W. Horton, Director, which you will find on page 40.

In this Division there are three employees; the Director, who is also Chief Statistician for the Department, one stenographer-clerk and a statistical clerk assigned to the Division by the United States Bureau of Labor Statistics, and whose salary is paid by the Federal Government.

If you will review the statutory obligations placed on this Division along with the other required duties, you will, no doubt, realize that the personnel is inadequate for this important work.

Realizing that the appropriation for statistical work was insufficient to meet our needs, a cooperative agreement was

arranged with the United States Department of Labor for the collection of employment and payroll information from the State's leading industries, the importance of which is outlined in Mrs. Horton's report. In this cooperative plan the Federal Government agreed to furnish one clerk and franking privileges to assist in the collection of this information. (This amounts to over \$3,000 a year). In return, we promised to furnish a clerk to help with this work. We have not been able to do this. We earnestly request an additional appropriation for a statistical clerk in order to retain this Federal assistance in carrying on this important work.

VETERANS' SERVICE DIVISION

The activities of the Veterans' Service Division, under Mr. Jack P. Lang, State Service Officer, are fully reported on page 79. Particular attention is directed to the fact that more than \$121,000 in back compensation was secured for veterans during this biennium. In addition to this financial return, many other services were rendered to disabled veterans, which cannot be computed in dollars and cents. Much of the time of the Veterans' Service Officer is spent in securing hospitalization for veterans who are ill, and who, in many cases, would be unable to obtain medical care in any other manner. The State Service Officer is responsible for the supervision of guardianships, and the funds disbursed through these guardianships, for incompetent veterans, and for the minors who are the children or heirs of disabled or deceased veterans. At the present time there is a total of 1,529 persons under guardianship, with estates valued at more than \$2,500,000. Naturally, this requires much of the time of the Service Officer.

After January 1, 1939, it is anticipated that all death claims will be handled in the Regional Offices of the Veterans' Administration. Since there are now between thirty-five and forty World War veterans dying each month in North Carolina, this means that the work of our Veterans' Service Division will be greatly increased with this decentralization of death claims. Therefore, we are asking for one additional office employee so that this work may be handled efficiently. Moreover, the work of this Division will be greatly increased with the establishment of the \$1,500,000 Veterans' Hospital, at Fayetteville, which will be opened the latter part of 1939. The patients in a general hospital change quite rapidly, and each new patient brings a

different problem. It is highly important that an increase be made in the appropriation for this Division, so that an additional Assistant Service Officer may be employed to handle the increased duties which will result from the opening of the hospital.

BUREAU OF LABOR FOR THE DEAF

The activities of this Bureau are completely covered by the report of the Chief of the Bureau, Mr. J. M. Vestal, on page 85. Study of this report will quickly reveal the versatility of the deaf people in various places of employment. It is interesting to note that many of them are employed in the construction industry, textile industry, hosiery plants, printing establishments and other industries, which we rarely think of as being suitable types of employment for deaf people. I am confident that the Bureau of Labor for the Deaf, under the direction of Mr. Vestal, has opened up many new avenues of employment for these citizens. The causes of deafness, as outlined in this report, present a very interesting study. It is apparent from this study that we shall continue to have this problem to deal with, and it should be carried on in a very sympathetic, but scientific manner, as has been the practice during this biennium.

NEW LEGISLATION NEEDED

Mr. Lewis P. Sorrell, Chief Inspector of the Division of Standards and Inspections, makes certain recommendations as to legislation needed to aid the Division of Standards and Inspection in its work. I invite your attention to these recommendations, as well as to the following proposed laws, which I believe will be essential if our people are to continue living and working in a State where industrial peace is maintained and where the rights of all classes of our citizens are protected.

A STATE MINIMUM WAGE AND MAXIMUM HOUR LAW

Last summer Congress enacted The Fair Labor Standards Act of 1938, which became effective on October 24, 1938. This law provides a maximum work week of 44 hours, and a minimum wage of 25 cents per hour. It applies to all establishments engaged in interstate commerce, or engaged in the production of goods for interstate commerce. I am of the opinion that North Carolina should enact a law which will supplement the Federal Act and which will be applicable to all plants in the industries which are covered by the Federal Act. Moreover, a law which

closely parallels the Federal Law, and which will apply to all establishments engaged in intrastate business, should be enacted. Although we have a maximum hour law, it is so riddled with exemptions that it creates many unfair competitive conditions which should be eliminated and which would be eliminated if all establishments were subject to the law. I cannot believe that employers will suffer if they are all required to live up to certain standards alike, and many employees would benefit greatly by almost any law fixing a minimum wage and maximum working hours.

A WAGE PAYMENT AND WAGE COLLECTION LAW

There is need in North Carolina for a wage payment and wage collection law. There are still places in North Carolina where a worker rarely experiences the feel of real money. He gets his pay in goods at the company store, or at some store controlled by company officials, and the prices for those goods are generally well above what he would have to pay in independent stores. In fairness to the worker, wages should be paid only in cash and he should be free to purchase the necessities of life wheresoever he pleases.

In the matter of wage collection, particularly where the amount is small, the worker is at great disadvantage. Lawyers cannot afford to devote their time to these small accounts, but generally every account of this kind is of vast importance to the worker. Here the State should step in and, under authority of the general welfare provision of the State Constitution, set up an agency in the Department of Labor for the protection of such workers. Eighteen progressive States have already enacted laws of this kind and North Carolina should do likewise.

A STATE CONCILIATION SERVICE

The prevention of industrial disorder and the maintenance of industrial peace is a matter of prime importance to employers, employees and to the general public. For this reason, the services of the factory inspectors of the Department of Labor, as well as the Commissioner, have been proffered in the settlement of many differences between Labor and Industry, when requested. In many cases our efforts have been crowned with success, even though our personnel is not trained in conciliation work, and this is a field of endeavor where specialization is most helpful. Moreover, our force of inspectors is already too small to ade-

quately carry on our work of law enforcement and inspections for safety and health. They cannot take time out from these regular duties to acquire the necessary training and perform the duties of a conciliator.

There is a distinct need for a law providing for a Conciliation Service, and for the small appropriation which is needed to carry on a service of this kind. In my opinion, the dividends from the amount invested in a Conciliation Service would be returned to the people of the State a hundred fold. The settlement of one small strike would pay for a Conciliation Service for an entire year.

Many labor disputes are caused by misunderstandings between employers and employees. In such instances a trained Conciliator can quickly bring order out of chaos by getting the warring factions around a conference table where they can get a chance to understand and digest their mutual problems.

AN APPRENTICE TRAINING LAW

I have given much thought to the establishment of an apprentice training system in North Carolina. Everybody who has interested himself in boys has been impressed with the gravity of the problem of training them for useful citizenship. Within recent years, apprentice training, except in a few crafts, has been neglected. In the building trades, particularly, few apprentices have been taken on since 1929 and as a result, there is an actual shortage of skilled workers. Experience has shown that some governmental agency must take the problem in hand and see that contracts of apprenticeship are properly drawn and, after being entered into, are properly carried out. Following the lead of many progressive States, I think that North Carolina should set up an apprentice-training bureau in the Department of Labor, where it rightfully belongs.

Yours very truly,

FORREST H. SHUFORD,
Commissioner of Labor.

REPORT OF EXPENDITURES, DEPARTMENT OF LABOR
1936-1937

Appropriation—Chapter 306, P. L. 1935.....	\$42,665.00	
Receipts	46.45	\$42,711.45
Expenditures		<u>39,946.28</u>
Balance on hand as of June 30, 1937.....		\$ 2,765.18

PURPOSES

Administration	\$ 7,790.59	
Veterans Service Office.....	8,756.90	
Employment Service—Deaf	1,818.10	
Statistical Division	1,621.50	
Standards & Inspections	18,657.78	
Supplies and Printing	1,301.41	
	<u> </u>	39,946.28

OBJECTS

Salaries and Wages	\$28,036.50	
Supplies and Materials	464.63	
Postage, Telegraph, etc.	1,208.20	
Field Travel	7,847.12	
Printing and Binding	950.52	
Repairs and Alterations	97.91	
General Expense	499.34	
Equipment	842.06	
	<u> </u>	39,946.28

REPORT OF EXPENDITURES, DEPARTMENT OF LABOR
1936-1937

Appropriation—Chapter 99, P. L. 1935.....	\$65,523.00	
Expenditures		<u>61,497.93</u>
Balance on hand as of June 30, 1938.....		\$ 4,025.07

PURPOSES

Administration	\$10,466.34	
Veterans Service Office	10,015.11	
Employment Service—Deaf	2,200.13	
Statistical Division	1,710.80	
Standards & Inspections	34,730.12	
Supplies and Printing	2,375.43	
	<u> </u>	\$61,497.93

OBJECTS

Salaries and Wages	\$42,682.91	
Supplies and Materials	548.04	
Postage, Telegraph, etc.....	2,026.74	
Field Travel	12,299.34	
Printing and Binding	1,888.61	
Repairs and Alterations	144.74	
General Expense	679.16	
Equipment	1,228.39	
	<u> </u>	\$61,497.93

DIVISION OF STANDARDS AND INSPECTIONS

LEWIS P. SORRELL, *Chief Inspector*

The Division of Standards and Inspections is charged by law with the duty of seeing that all laws, rules and regulations concerning the safety and well-being of labor are effectively and promptly carried out. The Division is composed of four units:

- The Bureau of Factory and Mercantile Inspections
- The Bureau of Boiler Inspections
- The Bureau of Mine Inspections
- The Bureau of Elevator Inspections

At the beginning of the biennial period July 1, 1936, to June 30, 1938, the Division was composed of the first three of the above bureaus. The Governor and Council of State made an appropriation from the Emergency and Contingency Fund for the purpose of establishing a Bureau of Elevator Inspection. This fund was available in July, 1937. This Bureau, though at the present time consisting of only one man, has already proved to be very beneficial to both employers and employees in the State.

During the past biennium the Division of Standards and Inspections has experienced a phenomenal growth in the scope of its work. The personnel of this Division was increased from 7 to 14 employees. With the increased personnel this Division is responsible for the enforcement of North Carolina's Labor Laws and Industrial Regulations and is now able to function more efficiently than ever before in the history of the State.

All four units of the Division, each in its own field, are working toward the same end, i. e., maintaining the best possible working conditions of safety and sanitation. For example, the Bureau of Factory and Mercantile Inspections is concerned with the maintenance of sanitary working conditions in every place in the State—since insanitary working conditions are health hazards. To the same extent that we are interested in sanitary working conditions, we are interested in safe physical conditions. It is as essential for hazardous machines, belts, pulleys, etc., to be guarded as it is for clean toilets or for sanitary drinking water facilities to be maintained. It is as essential for an employer to keep an adequate first aid kit with trained personnel to use such equipment, and to utilize every available means in making employees safety-conscious, as it is to provide guards for hazardous machines.

In most establishments the primary work of the inspector is to advise and discuss with the management the most practical methods of carrying out the Industrial Code provisions. Many employers do not have to be "sold" on the idea of providing satisfactory working conditions, nor are enforcement measures necessary in order to secure compliance with the provisions of our Code. They are anxious to make improvements which are beneficial. However, there are other employers—a minority group—who resist all efforts of an inspector to secure voluntary compliance with the Labor Laws and the safety and sanitary regulations, and who will violate the law even though inspections are made as frequently as our personnel permits. With this type of employer it is often necessary to resort to the courts to secure compliance with the State Labor Laws, as less drastic measures will not secure the desired results.

Four factory inspectors were added to the Bureau of Factory and Mercantile Inspections in July, 1937, one of whom was a woman inspector. This was made possible by an increase in our appropriation made by the Governor and the Council of State from the Emergency and Contingency Fund for the enforcement of the Maximum Hour Law and the Child Labor Law, both of which were enacted near the close of the session of the 1937 General Assembly. These additional inspectors enabled us to reduce the size of the inspectional districts and to make more frequent and intensive inspections.

The General Assembly of 1937 amended the boiler inspection law, enacted by the 1935 Legislature, to make it applicable to every county in the State instead of the eighty (80) counties as provided in the first bill. This Bureau is now rendering an inspectional service over the entire State.

An appropriation was made by the 1937 General Assembly for a full-time mine inspector and safety engineer. Prior to July, 1937, our safety engineer devoted part of his time to the inspection of mines and quarries. In addition, it was essential that he spend the greater part of his time in the inspection of factory and mercantile establishments. He can now render a better service to both employer and employee by devoting his full time to the promotion of safer working conditions, thereby preventing accident and occupational hazards.

The elevator inspection service, begun in July, 1937, is beneficial not only through actual inspectional work, but in the

approval or disapproval of plans for new installations or repairs to old elevators and in investigations of accidents for the purpose of ascertaining their cause and determining methods of preventing similar accidents in the future.

BUREAU OF FACTORY AND MERCANTILE INSPECTIONS

The Chief Inspector of the Bureau of Factory and Mercantile Inspection is the Chief Administrative Officer of the Division of Standards and Inspections. In addition to the Chief Inspector, the personnel in this Bureau consists of eight factory inspectors, including a woman inspector who devotes her time to making inspections and investigations of establishments employing women and children. This Division also has three office employees and one office employee assigned from the Veterans' Service Division to do secretarial work of the Chief Inspector and to handle all veterans' cases that come into the Raleigh office.

TRAINING PERSONNEL

The crucial importance of the State Factory inspection service in securing fair and uniform enforcement of labor laws is increasingly being recognized by labor, employers and the public at large. The factory inspector's job is one demanding a high degree of ability and training because of the number of complicated regulations which he is responsible for applying in many different kinds of establishments.

Realizing this responsibility, we promote every possible effort to improve our inspection service by giving the inspectors special training courses. In 1936 our inspectors attended a ten-day course for training factory inspectors given by the Federal Department of Labor in cooperation with the School of Hygiene and Public Health of Johns Hopkins University. At various times the Division has had the advantage of expert training given by representatives of the Division of Labor Standards of the United States Department of Labor. We have also had the advantage of training given by expert lighting, elevator and boiler engineers.

In addition to this technical training, our inspectors are required to pass an American Red Cross First Aid Instructors' Course.

FIRST AID

In connection with our safety inspection work, we have been teaching first aid classes throughout the State for more than two

years and we are finding that the accident rates in plants which have had the advantage of first aid training courses have been materially reduced. The only draw-back to this plan of teaching first aid is the fact that our personnel is so limited that we find it difficult for the instructor to stay in some localities long enough to complete the classes. This applies more specifically to the smaller communities, many of which would like to avail themselves of first-aid training. It is in these communities, also, that the greater need for our safety inspection work lies, since most of the plants are small and cannot afford to employ a full-time person to handle their safety problems. Taken as a whole, these smaller plants employ a great number of workers and they should be given advantage of our training and experience. During the past biennium, our eight inspectors have taught a total of twenty-seven classes throughout the State, in which a total of 566 persons completed the courses and were awarded certificates. We are convinced that this work is an important phase of safety inspection work, but unless each inspector has more time and a smaller district it is impossible to spend as much time on first aid instruction as is necessary to carry on this work to the best advantage. We are also convinced that as more people are trained in first aid, this training will have a good effect on highway and home safety as well as industrial safety.

ESTABLISHMENTS INSPECTED REGULARLY

At the present time inspections are being made of 8,372 establishments employing approximately 315,000 persons. Many of these establishments are of such type of industry that hazardous working conditions exist. Unfortunately, many of these places have frequent accidents, which are never reported, as they are not required by the Workman's Compensation Law to carry insurance due to the small number of employees. There are many more similar plants which should be inspected regularly but, due to limited personnel of the Division, we have not been able to inspect them. These places need our inspectional service more than other establishments, since they are not inspected by safety engineers of compensation carriers.

During the biennium 13,937 regular inspections, and 1,415 follow-up inspections were made.

In order to show the number of persons employed in the business establishments inspected and the proportion of male and female workers in these places of business, the following

study has been prepared. (See Table I, page 22). This table is accompanied with a bar chart which graphically shows the distribution of gainful workers in our leading manufacturing industries.

Since the primary purpose of our inspectional activities is to uncover and correct violations of our State Labor Laws and irregularities of our Industrial Code requirements, it is interesting to know that out of 8,372 business establishments regularly inspected, during the biennial period, 3,832, or 46 per cent, were violating either some Labor Law provision or Industrial Code requirement. Table II, page 24, has been prepared to show the types of these violations or irregularities and the number of plants by industries where violations occurred.

TABLE I

NUMBER OF PERSONS EMPLOYED IN NORTH CAROLINA INDUSTRIAL ESTABLISHMENTS
REGULARLY INSPECTED BY DIVISION OF STANDARDS AND INSPECTIONS

TABULATED ACCORDING TO TYPES OF INDUSTRY

INDUSTRY	Number of Establishments	NUMBER OF EMPLOYEES				
		Total Employees	White		Colored	
			Men	Women	Men	Women
Total All Establishments Inspected.....	8,372	312,571	155,911	98,669	38,039	19,952
Textile Mills—Total.....	798	159,011	81,657	71,841	4,864 ^a	649
Cotton yarn and weave mills.....	412	100,531	60,009	36,790	3,596	136
Hosiery and knit goods mills.....	235	34,414	11,289	22,754	278	93
Silk and rayon mills.....	42	10,201	5,948	4,034	137	82
Woolen mills.....	8	2,508	1,543	848	117	---
Cordage and bagging.....	17	1,457	613	340	441	63
Textile products.....	84	9,900	2,255	7,075	295	275
Tobacco Factories—Total.....	248	34,866	6,661	3,119	10,424	14,662
Cigar and cigarette, snuff, etc.....	29	20,901	5,143	3,009	6,803	5,946
Tobacco processing.....	219	13,965	1,518	110	3,621	8,716
Furniture and Lumber Products—Total.....	719	32,171	22,470	876	8,709	116
Furniture.....	186	16,523	14,848	581	1,088	6
Boxes, crates and barrels.....	30	2,034	784	81	1,079	90
Lumber and timber.....	503	13,614	6,838	214	6,542	20
Other Manufacturing—Total.....	874	25,032	15,157	2,637	6,946	292
Beverages.....	116	1,617	1,289	44	283	1
Coffins and caskets.....	12	293	225	45	23	---
Confectionaries.....	24	538	223	266	46	3
Ice cream.....	18	201	164	20	17	---
Creameries.....	53	1,359	1,162	103	93	1
Fertilizer and cotton oil.....	122	3,531	650	45	2,836	---
Flour and grain products.....	87	812	608	27	177	---
Motor vehicle trucks and wagon bodies.....	13	487	437	14	36	---
Paper and paper boxes.....	36	2,544	1,738	484	322	---
Tanneries.....	12	1,121	848	12	261	---
Textile machinery parts.....	23	463	396	35	32	---
Waste products.....	7	193	81	23	53	36
Bricks and culverts.....	38	1,230	464	6	760	---
Farming implements.....	9	364	262	15	87	---
Bakeries.....	77	2,503	1,855	327	309	12
Other miscellaneous.....	227	7,776	4,755	1,171	1,611	239
Canneries—Total.....	67	974	404	143	145	282
Vegetables, etc.....	19	443	322	58	55	8
Sea food.....	48	531	82	85	90	274
Laundries and Dry Cleaning.....	540	8,512	2,461	1,641	1,293	3,117
Department Stores.....	778	13,256	3,469	9,371	328	88
Other Stores—Drug, Grocery, Furn., etc.....	2,957	19,898	11,634	6,073	2,071	120
Restaurants.....	630	9,635	5,551	1,691	2,022	371
Other Miscellaneous.....	761	9,216	6,447	1,277	1,237	255

DISTRIBUTION OF WORKERS IN PRINCIPAL AND ALL OTHER TYPES OF MANUFACTURING INDUSTRIES IN NORTH CAROLINA

ACCORDING TO COLOR AND SEX

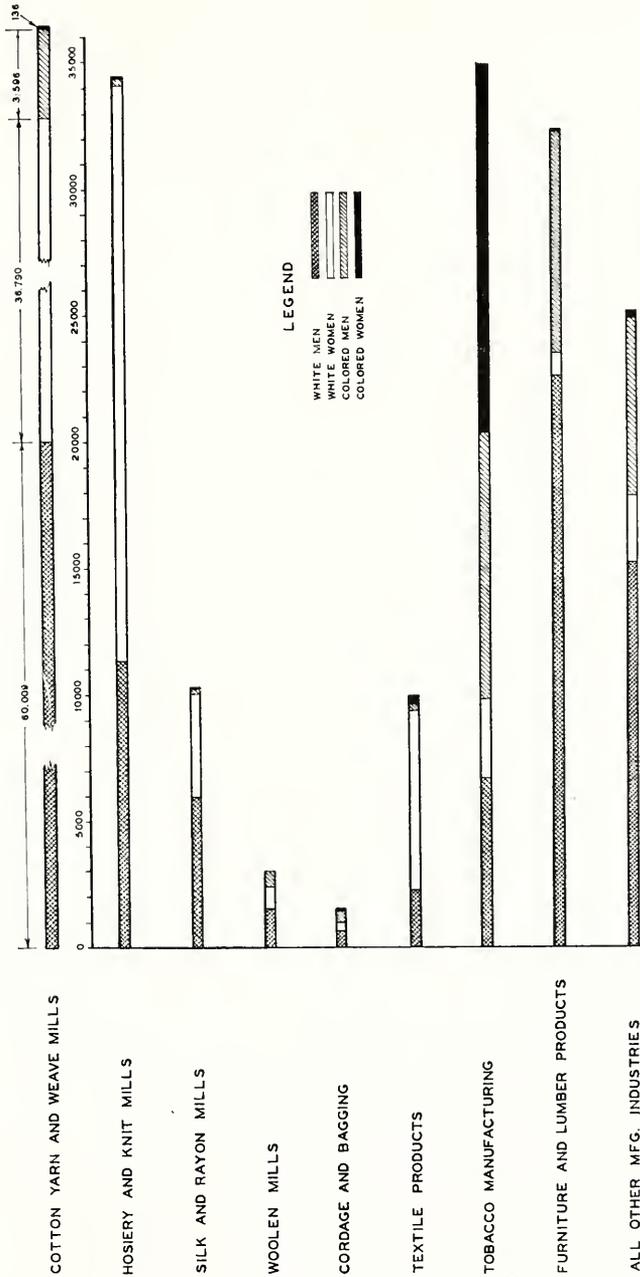


TABLE II
 TYPES OF VIOLATIONS AND NUMBER ESTABLISHMENTS HAVING VIOLATIONS DURING 1937-1938

INDUSTRY	Total Est. with Violations	LABOR LAW VIOLATIONS						SAFETY CODE VIOLATIONS							OTHER				Total
		Hour	Time Records	Child Labor	Sanitation and Toilet	Seat	Elev.	Boiler	Guards	Exits	Floors	First Aid	Ventilation	Light	Other	Drinking Water			
Textile Mills	154	189	125	49	485	28	98	60	497	40	88	156	22	50	49	56	1,992		
Furniture	140	61	26	15	170	-----	47	10	185	10	13	22	15	6	12	27	619		
Lumber and Lumber Products	308	121	58	25	48	-----	5	29	497	-----	37	56	-----	1	77	84	1,038		
Tobacco Factories and Processing	31	2	3	2	21	-----	5	4	20	-----	2	3	-----	-----	1	4	67		
Other Manufacturing	449	126	142	71	245	2	51	36	226	105	32	52	6	10	200	116	1,420		
Canneries	15	8	6	3	9	-----	6	1	3	4	1	1	-----	-----	6	6	54		
Department Stores	312	126	232	59	157	21	13	-----	2	34	3	3	8	7	3	56	721		
Other Stores	1,219	161	552	615	726	11	63	-----	4	190	86	5	38	7	294	2,752			
Miscellaneous Industries	480	110	124	143	223	1	16	6	112	30	3	16	16	10	117	1,037			
Laundries and Dry Cleaning	378	59	104	32	246	16	9	56	172	28	18	49	2	6	113	98	1,008		
Restaurants	346	152	73	73	177	-----	5	-----	38	-----	11	-----	-----	-----	7	241	777		
GRAND TOTAL	3,832	1,115	1,445	1,087	2,507	79	318	202	1,756	441	294	355	74	128	585	1,099	11,485		

ORDERS ISSUED FOR COMPLIANCE WITH LABOR LAWS AND CODES

During the Biennial period the inspectors of this Division reported a total of 3,823 business establishments which were not complying with the State Labor Laws and Codes. This number represents approximately forty-six (46) per cent of the 8,372 establishments regularly inspected by the Division. The violations reported consisted of child labor violations, insanitary toilets, failure to provide separate toilets for sexes and races, hour violations, failure to provide seats for female employees, failure to have the proper first aid equipment for the use of workers, failure to have employees trained to administer first aid, and for not having posted copies of labor laws and schedules of work hours. Establishments not meeting the Industrial Code requirements were most frequently reported for unsafe working conditions. These conditions included slippery floors, unguarded machinery, improper exits, unsafe elevators, etc. Other industrial code orders issued included insanitary toilet or drinking water facilities, bad lighting, improper ventilation.

The increase in the number of orders issued during the past biennium over the number issued in the period July 1, 1934, to June 30, 1936, is due to the passage of the Child Labor Law which required employment certificates for all minors under 18 years of age instead of 16 as formerly, the passage of the maximum hours law which limits the hours of work of men as well as women, the promulgation of several codes to increase the safety of working conditions and the fact that with additional inspectors we have made more frequent inspections and more detailed inspections.

The following tables present a study of the types of violations noted in the past biennial period and of the compliance reported for the same period of time. The orders issued for corrections and the compliance reported are tabulated according to industry classifications. It is especially interesting to note that the majority of orders issued for corrections of child labor and hour violations are found to be in the non-manufacturing groups.

ORDERS ISSUED DURING THE BIENNIUM—JULY 1, 1936 TO JUNE 30, 1938

TABULATION SHOWS NUMBER AND TYPES OF ORDERS NOTED BY INDUSTRY

INDUSTRY	VIOLATIONS OF LABOR LAWS AND CODES							
	Total Violations	Child Labor	Hour	Time Records	Toilet	Seat	First Aid	Codes
Cotton mills.....	977	13	89	55	221	14	78	507
Hosiery mills.....	587	16	55	65	177	3	54	217
Woolen mills.....	11		3		6			2
Silk mills.....	45	1	6	2	14	3		19
Cordage and textile products.....	238	5	18	19	69	1	15	111
Furniture.....	588	19	62	22	188		25	272
Crates, barrels, etc.....	926	19	114	52	200		46	495
Tobacco products.....	59	1	1	2	19		2	34
Miscellaneous manufacturing.....	1,038	61	96	109	263	1	31	477
Mercantile establishments.....	2,821	583	241	328	933	31	1	704
Laundries.....	823	32	45	106	286	13	38	303
Bakeries.....	138	11	20	23	40	1	2	40
Restaurants, workshops, etc.....	1,422	233	166	155	413	2	28	425
GRAND TOTAL.....	9,673	994	916	938	2,829	69	312	3,606

CORRECTIONS REPORTED ISSUED DURING THE BIENNIUM—JULY 1, 1936 TO JUNE 30, 1938

TABULATION SHOWS NUMBER AND TYPES OF CORRECTIONS REPORTED BY INDUSTRY

INDUSTRY	CORRECTIONS OF LABOR LAWS AND CODES							
	Total Corrections	Child Labor	Hour	Time Records	Toilet	Seat	First Aid	Codes
Cotton mills.....	835	16	87	46	203	14	48	421
Hosiery mills.....	407	13	35	49	126	3	32	149
Woolen mills.....	19	1	2	1	8		2	5
Silk mills.....	51		8	3	17	3		19
Cordage and textile products.....	197	5	14	18	63		13	84
Furniture.....	407	16	49	13	129		15	185
Crates and barrels, timber products.....	873	14	125	48	179		40	467
Tobacco products.....	65	2	1	1	23		3	35
Miscellaneous manufacturing.....	1,062	57	101	97	267	1	33	506
Mercantile establishments.....	2,746	554	253	286	920	31	1	701
Laundries.....	734	22	54	99	244	14	31	270
Bakeries.....	166	9	14	19	33		2	29
Restaurants, work shops, etc.....	1,127	198	120	137	290	1	15	366
GRAND TOTAL.....	8,629	908	863	817	2,502	67	235	3,237

CHILD LABOR

Factory inspectors are charged with the enforcement of all child labor laws. They are always on the alert for violations of this law either on the streets, in factories, or in stores and workshops. Since July, 1937, there has been an increase in the number of child labor certificates issued due to the changes in the child labor law requiring all minors under 18 years of age to be certificated instead of those under 16 years of age as was formerly the case. Though the number of certificates issued to minors since the new Child Labor Law became effective (July, 1937), has increased, inspection reports indicate a gradual decline in the actual number of minors now entering employment in our mills and factories.

Remarkable progress has been made toward the discontinuance of illegal child labor in street trades. It is admitted that many children are engaged in street trades and some of them are working illegally. However, circulation managers and managing editors of newspapers and magazines have extended hearty cooperation to our inspectors in this matter although the Attorney General has ruled that minors engaged in these occupations are not employees of the publisher or circulation manager, but are "little merchants" and, therefore, the publisher, or his agent, is not responsible for securing employment certificates, etc. We also find that newspapers are gradually raising the minimum age of employment so that many of them will entirely eliminate child labor in the future.

COMPLAINTS

Complaints alleging violations of statutory laws and codes, such as excessive working hours for males, females and minors, insanitary and insufficient toilet facilities, or seats for female employees, complaints alleging unsafe or unhealthful working conditions, and complaints concerning grievances and industrial disputes are frequently received. All such complaints are investigated as early as possible. Following the investigation, appropriate action is taken in each case. We are very much gratified by the fact that more and more of these complaints are being signed by the complainant instead of being sent in anonymously. This facilitates the investigation by our inspector, and it indicates that employees have greater confidence in the work of the Department of Labor.

During the past biennium a total of 181 written complaints were received and investigated. In addition to these formal complaints received in the office, each inspector received many oral complaints in the field, all of which were carefully investigated even though the inspectors are unable to keep accurate records of all of these complaints.

CONFERENCES

Inspectors are required to keep in close touch with conditions and problems which may effect the working men and the public at large. Therefore, they spend some time in calling on the various public officials in every county and city. Some of the officials whom they interview are county superintendents of public welfare, mayors, sheriffs, managers of public employment offices, prosecuting attorneys, officials of labor organizations, officers of veterans' organizations, secretaries of Chambers of Commerce, secretaries of Merchants' Associations, and other civic or community leaders interested in the general welfare of the people. Many public officials and civic leaders are vitally interested in the improvement of working conditions in their communities and have information which is of much help to our inspectors.

Records of the Division show that our inspectors had a total of 4,786 conferences during the biennial period.

STRIKES

During the course of the past biennium a total of thirty-five (35) strikes and walk-outs have been brought to the attention of this Department. While we do not as yet maintain a conciliation service, we have offered our advice and used our influence to the settlement of fifteen (15) of these strikes as we were requested to do by either employers or employees.

PROSECUTIONS

It is not the policy of the Division to promiscuously prosecute an employer if he is found to be violating the State Labor Laws, but rather to secure compliance with the requirements through cooperation. However, where violations involve several persons, or extend over a long period of time, the only course is to take legal action as provided by statute. Prosecution is never resorted to unless previous inspections have been made and the employer has been informed of the labor laws by one of our inspectors.

During the past biennium a total of seventy-four (74) prosecutions have been instituted to secure compliance with laws. Sixteen of the prosecutions were for violations of the child labor law. Thirteen convictions were secured, two cases were nonsuited and the defendant in one case was found "not guilty." In another case the defendant was charged with working both adults and minors in violation of the hour law and was convicted. One establishment was prosecuted for operating boiler without a certificate from the Department of Labor and was given a certain length of time in which to comply with the law. Two prosecutions were for failure to provide suitable and sufficient toilet facilities for employees. The other fifty-four prosecutions were for violations of the maximum hour law for adults. Of the remaining prosecutions, convictions were secured in forty-nine cases, one was nonsuited and four were dismissed. The establishments prosecuted included sixteen manufacturing plants, ten laundries, twenty-four restaurants and refreshment stands, twenty mercantile establishments, one tailoring company, one bakery, one packing company, and one delivery service.

BUREAU OF ELEVATOR INSPECTIONS

The North Carolina Building Code, which was completed and put into effect the first part of 1937, placed the Chapter regarding the installation and inspection of elevators under the jurisdiction of the Department of Labor. Since the General Statute creating the Department of Labor already provided that this Department should make and enforce regulations to prevent accidents, it seemed mandatory for some immediate steps to be taken to improve conditions with respect to elevators.

Since there was no appropriation for this work, the Governor and Council of State appropriated from the Emergency and Contingency Fund an appropriation for the purpose of establishing a Bureau of Elevator Inspections. This Bureau began to function in July, 1937, with a full-time elevator inspector who has had many years of training and experience in the manufacture, installation and maintenance of elevators.

The first duty of this inspector was to draft rules and regulations governing the safe operation, maintenance and inspection of elevators, dumbwaiters and escalators. These rules and regulations help safeguard the life, limb and general welfare of employees by providing safe methods of operation, installation and maintenance of equipment.

This code was drawn up after making a very thorough study of laws, rules and regulations of other States and of the American Standard Safety Code for Elevators, Dumbwaiters and Escalators.

Our elevator inspector makes inspections of elevators throughout the State and makes recommendations for the correction of any unsafe conditions he finds. He trains and instructs our factory inspectors in the elevator problems which confront them and assists them on their inspections, especially when they find sub-standard elevators and other unsafe conditions which require the assistance of a technically trained elevator inspector. He investigates accidents for the purpose of ascertaining their cause and determining methods of preventing similar accidents in the future.

Our records reveal that the majority of fatal or lost time accidents are caused by improper hoistway protection, improper operation, and faulty equipment. Such accidents can be prevented by proper construction, installation, maintenance, properly designed safety features, and by regular inspections.

Some of the existing elevators have been made much safer by showing the owner how existing unsafe conditions can be corrected.

We have received splendid cooperation from the building owners, elevator manufacturers, and from local building inspectors.

The owner, or his authorized agent, is requested to submit plans or drawings showing the proposed construction, equipment, and mode of operation for major improvements and new installations. Therefore, the improper installation and construction of elevators in the future can be prevented.

The majority of the inspector's time has been spent in the larger counties where the most elevators are in operation.

The following table shows the activities of the Bureau for the period of July, 1937, to July, 1938:

COUNTY	INSPECTIONS	RECOMMENDATIONS	COMPLIANCES
Alamance	34	23	16
Beaufort	18	16	12
Buncombe	6	6	6
Burke	16	11	9
Catawba	16	10	10
Cumberland	22	22	20
Davie	5	5	5
Davidson	31	31	28

COUNTY	INSPECTIONS	RECOMMENDATIONS	COMPLIANCES
Durham	33	31	28
Forsyth	19	16	16
Franklin	6	6	6
Gaston	35	34	25
Guilford	56	42	37
Iredell	17	17	15
Johnston	1	1	1
Mecklenburg	5	5	5
McDowell	3	3	3
Nash	15	13	11
New Hanover.....	29	20	17
Orange	4	4	4
Rowan	23	22	17
Rockingham	14	14	10
Vance	3	3	3
Wake	60	38	30
Wilson	7	7	6
Wayne	11	9	6
Wilkes	11	10	8
Totals.....	500	419	354

BUREAU OF MINES AND QUARRIES

When thinking of industries in North Carolina, tobacco and textile are foremost, with very few realizing the extensiveness of mining and quarrying in the State. However, official records of mineral production reveals that our State is among the first in the production of mica and feldspar. Records of the Department show that there were 155 mines and quarries in the State filing usable reports during the year 1937, giving production, employment and accidents.

Information compiled from annual reports of the 155 mines and quarries operating in the State in 1937, shows that over four million dollars worth of mineral and stone was mined and quarried and the products shipped to all sections of the country. This is an increase of approximately one and one quarter million dollars worth of mineral and stone over the preceding year.

The mines and quarries gave employment to 3,932 persons during 1937, and they report that this number is only 81 per cent of the workers employed regularly when operating at capacity production. This also shows that the employment in mines and quarries has increased rapidly, as only 2,275 persons were employed in 90 mines and quarries during the year 1936.

**ANNUAL REPORT OF MINES AND QUARRIES IN NORTH
CAROLINA FOR THE YEAR 1936**

KIND OF MINE OR QUARRY		NO. REGULARLY EMPLOYED	PRODUCTIONS
Total Reporting	90	2,275	\$2,834,039.16
Granite	12	432	1,193,665.00
Gold	5	112	66,478.52
Feldspar	18	226	239,352.01
Mica	8	66	105,627.00
Clay	4	146	132,134.25
Crushed Stone	28	754	321,864.45
*Miscellaneous	13	507	745,849.68
Dimension Stock	2	32	29,068.25

* Includes granite, gold, coal, copper, talc, mica, stone, pyrophyllite, kyanite, vermiculite, marble, quartz, flint, tin, gold-silver-lead, lime, rubble stone, ashlar-rip-rap.

Even though the Department of Labor received annual reports from almost three times as many mining and quarrying operations for the year 1937 as for the year 1935, this number by no means includes all mines and quarries now in operation in the State. There are many small mines in the mountain section of the State, some of which are in the prospecting stage and others operating on a small scale, which regularly produce many tons of feldspar, mica and other allied minerals.

ACCIDENTS IN MINES AND QUARRIES

Accident reports received from 90 mines and quarries operating in the State during 1936 show that 130 accidents occurred. Accident reports received from 155 mines and quarries operating in the State during 1937 show that 372 accidents occurred. Although a number of these accidents were of a minor nature, some resulted in permanent injuries, and 6 were fatal. However, the fatal accidents which occurred during the two-year period of 1936 and 1937 show a vast improvement over the year 1935 when 6 were killed, and we only had reports from 60 mines and quarries.

**FIRST AID AND ACCIDENT PREVENTION TRAINING IN
MINES AND QUARRIES**

The decrease in all accidents at the mines and quarries in the State has in part been due to the safety educational work in accident prevention which this Department has carried on, with the cooperation of the U. S. Bureau of Mines. Throughout the nine principal mining and quarrying counties in the State, 295 employees, representing 40 mines, quarries and mineral plants, have satisfactorily completed a 15-hour training course in first

ANNUAL REPORT OF MINES AND QUARRIES IN NORTH CAROLINA
FOR THE YEAR 1937

Kind of Mine or Quarry		Number of Workers		Productions
		No. Regularly Employed	No. Actually Employed	
Total Reporting	155	4,339	3,932	§ 4,100,772.12
Feldspar	28	231	228	286,624.08
Flint	3	150	102	1,702.24
Mica	25	188	174	213,699.75
Granite	12	650	485	317,472.38
Talc	3	68	66	33,530.00
Clay	3	188	197	166,417.11
Gold	5	187	171	27,369.81
Crushed Stone	48	1,772	1,672	2,210,158.58
Limestone	3	121	113	74,241.07
*Miscellaneous	12	258	236	514,008.10
†Dimension Stock	13	526	488	255,549.00

*Includes kyanite, garnet, quartz, copper, tin, pyrophyllite, sand, lime, olivine, stone.
†Includes granite, stone, rock marble.

aid application and accident prevention and have received a certificate from the Department of Labor and the U. S. Bureau of Mines. Definite safety programs were begun and are very active since the training was given, with regular safety meetings being held as a means of keeping their employees safety conscious. This has resulted in a decrease in accidents.

As a result of a great many needless accidents occurring in the various mines and quarries in the State in past years, many of our mines and quarries have launched extensive safety campaigns. The results of these campaigns have been highly gratifying and have even surprised those employers who have embarked on such a program. Several companies have made imposing records of man-hours worked without a lost time accident and have been awarded safety certificates by various outstanding associations such as the U. S. Bureau of Mines, The Joseph A. Holmes Safety Association, and the National Crushed Stone Association. The results of these safety campaigns have shown that safety education and periodical inspections have produced excellent results.

HEALTH AND SAFETY RULES FOR MINES, QUARRIES, SAND AND GRAVEL PITS PREPARED

Under sub-section (f) of Section 7310-(h) of the Consolidated Statutes of North Carolina, the Division of Standards and Inspections of the Department of Labor is authorized and directed to "conduct such research and carry out such studies as will contribute to the health, safety and general well-being

of the working classes of the State." Acting under authority of this statute, considerable time was spent by the mine and quarry inspector during the past two years in studying health and safety regulations for mines, quarries, sand and gravel pits of the various States, and in formulating a code suitable for application to the various types of mines, quarries, sand and gravel pit operations in this State. Copies of this proposed code were distributed to owners, agents and operators of mines, quarries, sand and gravel pits throughout the State the first part of 1938, asking for their comments, criticisms and suggestions. This code is now being put in final form for the approval of the Commissioner of Labor and the Governor of the State.

BUREAU OF BOILER INSPECTION

The North Carolina Boiler Law requires all uninsured boilers to be inspected by a State Boiler Inspector. All insured boilers are regularly inspected by insurance inspectors, with State Certificates of Competency, and are not required to have a State inspection. The Department of Labor is authorized by law to accept the insurance inspector's report in lieu of a State inspection.

This law, as originally passed by the 1935 General Assembly, required a fee for the inspection of boilers by the State Boiler Inspector. It also required a \$1.00 Operating Certificate fee for all boilers. The 1937 General Assembly repealed the fee for Operating Certificates and increased the inspection fee on State inspected boilers. The result has been less remuneration for the Bureau of Boiler Inspection, as this Bureau issues Operating Certificates on all boilers that are inspected without cost or fee. The cost of printing these Certificates and the postage used in mailing the Certificates, and for incidental correspondence, has to be raised from State inspection fees.

It is illegal to operate any steam boiler which has a pressure of more than fifteen pounds in North Carolina without a valid Operating Certificate, signed by the Commissioner of Labor and the Chief Boiler Inspector. These Certificates are issued after a boiler has been inspected and any necessary repairs, required by law to insure reasonable safety, have been made.

The North Carolina Boiler Law was enacted to provide for the safety of life and the protection of property, and to provide rules and regulations for the safe construction, use and operation of steam boilers in North Carolina. This law is strictly a safety

measure and it keeps the loss of life and property damage, from boiler explosions, to a minimum. It has helped boiler owners financially as they are shown how to take better care of steam boilers, which greatly increases the years of service of these boilers. Our State Boiler Inspector and the Insurance Boiler Inspectors have instructed many boiler owners in the safe care and operation of steam boilers which in numerous cases has prevented explosions.

The State Boiler Inspector finds that boilers which have never been inspected are the most unsafe and uncared for boilers in the State. Insured boilers are regularly inspected and are usually kept in good condition. Many uninsured boilers are not in a safe condition because the shortage of personnel and funds prohibit the Bureau of Boiler Inspection from giving all of them the attention they should receive.

The State Boiler Inspector has condemned approximately 500 boilers during this biennium. These boilers were ordered discontinued from service. Our State Boiler Inspector has found many boilers operating without steam gauges, safety valves, gauge cocks, blow-off valves, injectors and water glasses. A number of boilers were found improperly repaired. In cases of this kind the pressure has to be greatly reduced until such time as the boiler is properly repaired. We find the worst offenders of the law to be persons who have installed old boilers that someone else has discarded, or persons who have boilers which are unsafe for operation and which require extensive repairs or condemnation.

During this biennium there have been eight boiler explosions. These explosions killed 13 persons and seriously injured 15 others. The owners of these boilers suffered considerable property damage. Investigations following these explosions disclose the fact that most of them were caused by longitudinal cracks; however, some of them were caused by over pressure, improperly installed patches or else they were so old and worn out that they would not be permitted to operate had they been inspected. In no case has there been an explosion of a boiler that had been inspected.

Considering the shortage of funds and personnel this Bureau has operated successfully beyond our expectations. Owners and operators of boilers throughout the State have been most cooperative in complying with the provisions of the Boiler Law and the rules and regulations promulgated by the Board of Boiler

Rules. In cases where the State Boiler Inspector and the Insurance Boiler Inspectors found it necessary to recommend changes and repairs, the boiler owners have readily made the changes and repairs in order that their boilers would be safe for operation.

Following is a report of the activities of this Bureau for this biennial period:

FEES:

Special Inspections	\$20.00 per day
Special Inspections	15.00 one-half day
External Inspections (Boilers 30 inches in diameter and under).....	3.00 each
External Inspections (Boilers over 30 inches in diameter)	4.00 each
Internal Inspections (Boilers 30 inches in diameter and under).....	4.00 each
Internal Inspections (Boilers over 30 inches in diameter)	6.00 each
Certificates of Competency	1.00 each
Certificates of Operation (Repealed by 1937 General Assembly)	1.00 each

NUMBER OF BOILERS IN NORTH CAROLINA:

Insured Boilers	3,000
Uninsured Boilers (Estimated).....	2,000

REVENUE COLLECTED	NUMBER	AMOUNT COLLECTED
Special Inspections	46	\$1,457.60
External Inspections	1005	3,266.85
Internal Inspections	640	3,489.10
Certificates	1625	1,625.00
Certificates issued without cost of fee.....	4000	
Total Amount Collected		<u>\$9,838.55</u>

EXPENSE:

101. Attending Board Meetings.....	\$ 56.00
102. Salary Chief Inspector.....	3,754.48
Salary Deputy Inspector.....	973.50
103. Salary Accounting Clerk.....	2,376.00
104. Office Supplies	43.82
105. Postage	225.83
106. Telephone and Telegrams	163.22
107. Travel	3,102.60
108. Printing	135.99
110. General Expense	9.59
111. Bonding Employees	53.00
112. Office Equipment	4.42
Total Expense.....	<u>\$10,894.33</u>
Transferred to 1936-37	\$ 57.97
Appropriated	1,000.00
Collections	<u>9,838.55</u>
Total Income.....	\$10,896.52
Less: Total Expense.....	<u>10,894.33</u>
Amount Reverted.....	\$ 2.19

RECOMMENDATIONS

Personnel

(1) The Division of Standards and Inspections is inadequately staffed. At least two inspectors should be added to the Bureau of Factory and Mercantile Inspections. During this biennium our inspectors were only able to make regular inspections of 8,372 of the more than 30,000 establishments listed by the U. S. Census Bureau as existing in this State. Our inspectors have received training as first aid instructors and are required to conduct first aid classes. They have also received more technical training in factory inspection work and are making more detailed safety inspections.

Labor and Industry are requesting more aid and assistance in helping to settle their controversies and difficulties in order to prevent strikes and lockouts, and our inspectors also render assistance to the conciliators of the Federal Department of Labor who may be called into the State for the purpose of settling strikes.

(2) We are aware of the fact that strife between employers and employees is very detrimental to business, and oftentimes leaves wounds on both sides that are very slow in healing. Therefore, we recommend that an appropriation be made for a trained conciliator to assist in the mediation and arbitration of strikes, lockouts and labor disputes so that industrial peace and happiness between employers and employees may be maintained.

(3) Since we have a full-time elevator inspector and a full-time mine inspector, their field work greatly increases the work of our office employees; also in view of the more detailed inspections now being made by our factory inspectors, additional correspondence is required. It is, therefore, imperative that we have two additional office employees. The stenographic and clerical work of the Bureau of Mines and Quarries and of the Bureau of Elevator Inspections is now being done by the same employees who do the work for the factory inspection division, whereas each of these two bureaus should have a full-time stenographer and clerk. The work of the mine inspector and the elevator inspector would be greatly facilitated if they had more assistance with their office work as follow-up work can be simplified to a great extent by correspondence. It would also enable them to keep accurate accident records for the purpose

of working out methods of eliminating hazardous conditions. In this way these two technically trained inspectors could spend more time in the field in actual inspectional work and in promoting safety programs and accident prevention instead of having to do a large part of their own correspondence, record keeping and other office duties.

BUREAU OF BOILER INSPECTIONS

(4) It is recommended that this bureau be placed on an appropriation basis. It has been unable to adequately finance itself under the present set-up.

There are approximately 2,000 uninsured boilers in North Carolina and it is absolutely impossible for one person to inspect more than 500 boilers per year. It is recommended that this bureau be provided with at least two additional boiler inspectors in order that the law may be properly enforced.

The Bureau only has one office employee. This employee handles correspondence form letters, issues certificates, keeps account of fees collected and keeps the budget for the Bureau. Since the work has increased to the extent that it is impossible for him to handle all of this work, it is essential for this Bureau to have one additional office employee.

It is further recommended that the \$1.00 fee for certificates of operation be reinstated as this Bureau issues approximately 3,000 certificates annually on insured boilers. This work increases the office work and expense tremendously.

RECOMMENDATIONS FOR NEW LEGISLATION

1. Legislation should be enacted regulating intrastate business to correspond with the Federal Wage and Hour Law.
2. There is a need in North Carolina for a Wage Payment and Wage Collection Law.
3. We should have a Conciliation Service to assist in settling strikes, lock-outs, and controversies between employers and employees.
4. Legislation should be enacted providing for an apprentice training program.
5. Legislation should be enacted to prohibit the employment of women after midnight in any occupation.

6. Our present boiler law should be amended to provide an appropriation for the Boiler Bureau in the Division of Standards and Inspections.

7. Section 6907 of the Consolidated Statutes of North Carolina should be amended to provide for reports concerning the quantity of mine and quarry products to be filed with the North Carolina Department of Labor for a fiscal year ending on the thirtieth day of June.

8. Section 6910 of the Consolidated Statutes of North Carolina should be amended to include inspections of quarries as well as mines.

9. That all accidents serious enough to be classified as "lost-time accidents" shall be reported to the Commissioner of Labor immediately after occurrence.

DIVISION OF STATISTICS

PAULINE W. HORTON, *Director*

In accordance with Section 7310 (i) of the Consolidated Statutes of North Carolina, the Division of Statistics of the Department of Labor is charged with the responsibility of collecting, assorting, systematizing and printing all statistical details relating to all divisions of labor in North Carolina and particularly concerning the following: The number of persons employed and sex thereof; the hours of labor and the average wages earned; and the general working conditions in the productive industries of the State. In addition to these specific duties, which are designated by statute, the Division of Statistics has supervision of the issuance of employment certificates to all minors working in North Carolina industry and the special studies conducted by the Department relating to the employment of these child workers. This Division also collects regularly data concerning building construction work from all cities within the State having a population of 2,500 and over.

During the past biennial period the inspection reports of the Department furnish the only available source of information concerning the number of persons gainfully employed in the State. This information is limited due to the fact that it was impossible to inspect all business concerns in the State. However, all manufacturing establishments were inspected and studies have been prepared from these reports showing the number, sex and race of persons employed in the manufacturing concerns and in the non-manufacturing and retail establishments which were inspected by the Department. Tabulations have also been prepared showing the extent and nature of Labor Law violations and Industrial Code irregularities uncovered by inspectional work in industrial establishments. For this information refer to Tables I and II presented on pages 22 and 24.

SCOPE OF STATISTICAL WORK EXTENDED DURING BIENNIAL PERIOD

Employment and Pay Roll Figures Now Collected

In order to secure more specific information of labor conditions prevailing in our State, the Division of Statistics, following the precedent of many other progressive States, instituted a

program beginning June, 1937, of collecting monthly figures of employment and pay rolls. Previous to that time the U. S. Bureau of Labor Statistics was receiving from North Carolina industries reports showing the volume of employment and pay rolls. In a cooperative plan with this Federal Bureau, arrangements were made whereas all such information would be collected by our Department and the monthly tabulations of these data would be furnished to the U. S. Department of Labor. In return for this service the U. S. Bureau of Labor Statistics furnishes the Department with a full-time clerk and franking privilege used in connection with collecting the monthly figures.

The employers of our State are sympathetic and interested in this project and we are receiving splendid cooperation from them. At the present time these monthly reports published by the Department of Labor showing the fluctuations in employment and pay rolls are the only official figures currently available covering any considerable portion of the wage earners in the State. These figures are generally used for extending total employment and weekly pay rolls in the various fields of employment surveyed. The industries and business groups included in the monthly surveys employ nearly 50 per cent of the total wage earners in the State and the scope of the monthly surveys, in most instances, is sufficiently comprehensive to be indicative of the changes occurring within each industrial group.

The published reports on employment and pay rolls not only inform the general public of the changes in the employment situation but are also extensively used by various governmental and non-governmental agencies. Request from businessmen, trade and industrial organizations, and newspapers constitute a large portion of the inquiries which are received for these figures.

MONTHLY BULLETIN ISSUED

Each month the Division of Statistics issues the monthly bulletin, "Labor and Industry." In this monthly publication the activities are reported of the different divisions of the Department of Labor. Included are news items from the N. C. Unemployment Compensation Commission of which the Commissioner of Labor is an ex-officio member. Through these reports and news items the readers are informed of current items of interest concerning employment and unemployment conditions in the State.

Tabulations are included in each monthly issue showing the trend of employment, hours of work, and wages paid in North Carolina industry. Monthly reports of building construction work throughout the State are included. News items showing mill improvements and changes are included and each issue lists establishments that are maintaining the Grade "A" rating given by the Department. Safety programs are outlined to promote safety in our industries. Reports of the activities of our Veterans' Service Division are also given summarizing the services rendered to War Veterans.

The purpose of "Labor and Industry" is to familiarize employers and employees of the State with the activities of the different divisions of the Department of Labor, and to let them know that the Department as a whole is anxious to work with them. Our Department is one of *Service* and we are anxious to let the citizens of the State know our aim is to serve progressively and effectively.

Approximately 3,000 copies of "Labor and Industry" are issued each month. While our mailing list consists chiefly of persons within the State, we also send a number of copies to interested persons in practically every State in the Union and in several foreign countries.

STATISTICAL NEEDS

In the first paragraph of this report, the statutory obligations of the Division of Statistics were listed. With the very limited personnel and appropriation designated for this work, it has been impossible to collect and compile information concerning labor and laboring conditions in the State that should be available. However, during the past biennial period we have made outstanding progress in the Division of Statistics by instituting the collection of employment and payroll information and having this reliable data available in our Department. It not only advertises our State, but definitely informs as to the true working trends in our industries. While we are now receiving monthly reports from a large number of employers, it is our plan to increase the scope of this work by securing reports from industries not included in our present monthly surveys, and to also increase the number of firms in each industrial group now studied. This will make our monthly figures more reliable and representative. In order to accomplish this we will have to have an additional clerk assigned to the Division.

The Department of Labor should also have funds allocated to the Statistical Division for making special studies concerning certain working conditions in the State. These studies should be made through the Department. If we do not make such studies concerning industrial home-work, hours of work and wages of women and children, occupational studies, etc., outside organizations will come into the State to make the studies, and their surveys, according to past experience, may be biased and not present true conditions. If the studies are made by this Department they will be unbiased and will represent facts. Such facts are used to determine the necessity of changes in legislation or in the formulating of progressive legislation. The Department of Labor should have facts available to substantiate matters of such vital importance.

In connection with this work, I wish to call attention to the need in the Division of Statistics for adequate equipment and machines necessary for compiling the required data. At the present time we are using a Burrough's bookkeeping machine which was discarded by the Auditor's office after being used by them for over 15 years. We could accomplish a good deal more in this Division if we had the advantage of modern equipment.

SPECIAL STUDIES AND REPORTS

During the biennial period July 1, 1936, to June 30, 1938, the following studies and reports have been made by the Division of Statistics:

Child Labor in North Carolina—The New Child Labor Law Minors Employed as Shown by Employment Certificates Issued During Biennial Period.

Building Construction Work in Principal Cities of North Carolina.—1936 and 1937.

Employment, Hours of Work and Average Wages Earned in Principal Manufacturing Industries—July 1937 to June 1938.

Women's Wages in North Carolina, March 1938.

The above studies will be presented in the following chapters in the order in which they are listed.

CHILD LABOR IN NORTH CAROLINA

THE NEW CHILD LABOR LAW

The biennial period July 1, 1936, to June 30, 1938, marked a significant advance in child labor standards in North Carolina.

On July 1, 1937, the best Child Labor Law in the United States went into effect in our State. It was the "McKee Child Labor Bill," introduced and piloted through the General Assembly of 1937 by Mrs. E. L. McKee, Senator from the 32nd Senatorial District. The outstanding feature of the new bill is that it prohibits the employment of children under 16 years of age in all manufacturing establishments and all hazardous occupations and requires the certification of all minors up to 18 years of age before employment. The old law permitted children of 14 to work in factories and required certification up to age 16. Only minors employed in agricultural and domestic jobs are exempt from the requirements of the new law.

The new law specifically designates as hazardous more than 50 occupations and forbids the employment of children under 16 in them. Minors under 18 may not be employed where there is danger of silicosis or asbestosis, or in handling lead compounds or in spray painting. The Commissioner of Labor, after investigation and hearing, is authorized to designate other occupations as hazardous and to prohibit the employment of minors under 18 in such occupations.

Minors under 18 may not be employed or permitted to work in any establishment where alcoholic liquors are bottled, sold or dispensed, or in any billiard or pool room. Girls under 18 may not be employed as messenger or at any form of street trade.

For children under 16 and over 14, the law provides for employment during school vacations not in excess of 8 hours per day, or 40 hours per week, or 6 days per week and for part-time employment while school is in session, the hours of work and hours of school not to exceed 8 in any one day.

The employment of children under 14 is prohibited for all gainful occupations, with the single exception of newspaper and magazine sales, which boys over 12 may engage in, under regulations to be prescribed by the Commissioner of Labor, but not for more than 10 hours in any one week.

The new law provides that minors under 16 may not be employed before 7 o'clock in the morning, nor after 6 o'clock in the evening. There are certain exceptions to permit newspaper boys to deliver papers on fixed routes, beginning at 5 A. M., and to work 7 days per week, but not in excess of 24 hours per week. Messenger boys may deliver telegrams 7 days per week but not for more than 2 hours on Sundays and not in excess of the hours allowed per week.

For minors over 16 and under 18, the law provides for employment of not more than 9 hours per day, and not more than 48 hours in any one week or 6 days in any one week. Boys between the ages of 16 and 18 may work between 6 o'clock in the morning and 12 o'clock midnight, but girls between these ages may not be worked before 6 A. M. or after 9 P. M.

Since the new law requires certification for employment for all minors up to 18 years of age, instead of up to 16 as under the old law, the Department of Labor was called on to supervise the issuance of 21,725 employment certificates for minors during the first year after the new law became effective. This certification work was done through the County Superintendents of Welfare who, under the law, are the authorized agents of the Department of Labor for issuance of employment certificates.

The certification of minors is of vital importance in the enforcement of our Child Labor Law provisions and it is not done in haphazard, perfunctory fashion. Every child is given careful personal attention. There must be an employer's promise of employment, a proper certificate as to age and school record and a physical examination report from a reputable physician showing that the minor is physically fit for the employment he is seeking. Complete records of every minor working is required by law to be on file in the office of the Commissioner of Labor, in the office of the Superintendent of Welfare, and in the office of the employer.

MINORS EMPLOYED AS SHOWN BY EMPLOYMENT CERTIFICATES ISSUED DURING BIENNIAL PERIOD

During the first year of the biennial period July 1, 1936, to June 30, 1938, there were only 1,503 employment certificates issued in North Carolina. These certificates were issued under the provisions of our old Child Labor Law which required the

certification of minors up to 16 years of age who were gainfully employed. With records showing this small number of certificates issued, it is most evident that all minors employed at that time were not properly certified. However, with the beginning of the last year of the biennium when our new law became effective, the employers within the State immediately fell in line with the law requirements and in one year's time, a total of 21,725 employment certificates were issued to minors under 18 years of age working in the State. A total of 17,667 of these minors were 16 and 17 years of age. Of these 16 and 17 year old children, 14,194 were engaged in full-time jobs and 3,473 in part-time and vacation employment.

NUMBER CERTIFICATES ISSUED

In order to show the extent of employment certificates issued during the one-year period, Table I, which is presented below, has been prepared to show the total number of employment certificates issued. The tabulations are according to color, sex and age. In reviewing these totals it should be kept in mind that all certificates issued to minors under 16 years of age are for part-time and vacation employment as the Child Labor Law does not permit full-time work for minors under 16 years of age. It should also be kept in mind that the large number of certificates issued does not represent the actual number of children entering employment during the one-year period, but represents the number at work when the law became effective and the number entering employment since that time. The primary purpose of this tabulation is to show the extent of certification necessary in the promulgation of the new Child Labor Law. It has been estimated that nearly 10,000 minors under 18 years of age enter employment each year in North Carolina and in the future this number will approximate the number of certificates to be issued.

TABLE 1

NUMBER OF MINORS UNDER 18 YEARS OF AGE SECURING EMPLOYMENT CERTIFICATES
IN NORTH CAROLINA DURING FIRST YEAR AFTER NEW CHILD LABOR LAW BECAME
EFFECTIVE

JULY 1, 1937 TO JUNE 30, 1938

Sex & Color	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	Total
Boys							
White.....	233	314	1,505	1,387	5,244	4,129	12,812
Colored.....	10	16	161	116	181	139	623
Total.....	243	330	1,666	1,503	5,425	4,268	13,435
Girls							
White.....			43	270	3,841	4,042	8,196
Colored.....				3	49	42	94
Total.....			43	273	3,890	4,084	8,290
Total							
White.....	233	314	1,548	1,657	9,085	8,171	21,008
Colored.....	10	16	161	119	230	181	717
Grand Total....	243	330	1,709	1,776	9,315	8,352	21,725

NUMBER OF CERTIFICATES ISSUED IN EACH COUNTY

Table II of this study has been prepared to show the number of certificates issued in each county of the State during the year July 1, 1937, to June 30, 1938.

This table is especially interesting as it not only shows that the majority of our child workers are in the industrial counties, but it also shows that in these counties the Superintendents of Public Welfare, who are the authorized certificating officials, have had the responsibility of issuing the reported number of employment certificates. The reported number of certificates include first certificates only. Re-issued certificates necessary in case of change of employment are not included.

TABLE II
EMPLOYMENT CERTIFICATES ISSUED TO MINORS WORKING IN NORTH CAROLINA
Tabulated by Counties
JULY 1, 1937—JUNE 30, 1938

COUNTY	For Full-Time or Regular Employment	For Vacation or Part-Time Employment		Total Certificates Issued
	16 & 17 Year old minors	16 & 17 Year old minors	Minors under 16 years of age	
Alamance.....	656	84	34	774
Alexander.....	56	7	29	92
Alleghany.....				
Anson.....	65	14	20	99
Ashe.....		1		1
Avery.....	1		1	2
Beaufort.....	38	21	54	113
Bertie.....	3	10	8	21
Bladen.....	16	7	6	29
Brunswick.....	1		1	2
Buncombe.....	425	175	195	795
Burke.....	269	65	44	378
Cabarrus.....	871	234	101	1206
Caldwell.....	166	63	74	303
Camden.....				
Carteret.....	30	10	17	57
Caswell.....	5		1	6
Catawba.....	544	47	38	629
Chatham.....	64	3	4	71
Cherokee.....	1	6	12	19
Chowan.....	28	17	12	57
Clay.....				
Cleveland.....	360	97	29	486
Columbus.....	20	11	26	57
Craven.....	36	87	36	159
Cumberland.....	210	89	62	361
Currituck.....				
Dare.....	1			1
Davidson.....	361	54	96	511
Davie.....	39	15	5	59
Duplin.....	20	5	4	29
Durham.....	409	140	259	808
Edgecombe.....	98	40	40	178
Forsyth.....	768	156	208	1132
Franklin.....	33	1	8	42
Gaston.....	1242	128	68	1438
Gates.....	5			5
Graham.....				
Granville.....	50	6	22	78
Greene.....	1			1
Guilford.....	1335	291	476	2102
Halifax.....	303	8	60	371
Harnett.....	58	38	14	110
Haywood.....	18	32	18	68
Henderson.....	64	23	10	97
Hertford.....	17	2	13	32
Hoke.....	11	12	17	40
Hyde.....	4		12	16
Iredell.....	231	85	46	362
Jackson.....	3	1	5	9
Johnston.....	110	10	13	133
Jones.....	9		2	11
Lee.....	27	23	22	72
Lenoir.....	189	39	89	317
Lincoln.....	146	23	11	180
McDowell.....	184	12	26	222
Macon.....			3	3
Madison.....	5	4		9
Martin.....	22	16	14	52
Mecklenburg.....	594	202	255	1051
Mitchell.....	38		7	45
Montgomery.....	51	11	16	78
Moore.....	43	12	16	71

TABLE II—CONTINUED

COUNTY	For Full-Time or Regular Employment	For Vacation or Part-Time Employment		Total Certificates Issued
	16 & 17 Year old minors	16 & 17 Year old minors	Minors under 16 years of age	
Nash.....	101	26	29	156
New Hanover.....	259	68	175	502
Northampton.....	4	7	22	33
Onslow.....	1	1	1	2
Orange.....	27	4	5	36
Pamlico.....	1	1	2	4
Pasquotank.....	113	9	52	174
Pender.....	1	1	2	3
Perquimans.....	12	1	13	26
Person.....	138	1	8	147
Pitt.....	60	63	58	181
Polk.....	4	1	1	6
Randolph.....	394	9	59	462
Richmond.....	260	99	51	410
Robeson.....	182	33	66	281
Rockingham.....	433	53	64	550
Rowan.....	457	52	77	586
Rutherford.....	235	42	32	309
Sampson.....	42	15	21	78
Scotland.....	52	29	17	98
Stanly.....	220	103	48	371
Stokes.....	1	1	1	1
Surry.....	97	30	25	152
Swain.....	1	6	1	7
Transylvania.....	10	4	4	18
Tyrrell.....	2	3	4	9
Union.....	62	26	21	109
Vance.....	165	51	38	254
Wake.....	202	47	314	563
Warren.....	23	15	8	46
Washington.....	14	7	10	31
Watauga.....	16	5	13	34
Wayne.....	75	125	48	248
Wilkes.....	74	21	27	122
Wilson.....	103	78	77	258
Yadkin.....	2	1	5	7
Yancey.....	1	1	1	1
Total Certificates Issued.....	14,194	3,473	4,058	21,725

ESTABLISHING CORRECT AGE OF MINORS

Before a minor is issued an employment certificate, it is necessary that the correct birth date of the child be established. This is the most important means of preventing minors from entering employment before they have reached the legal working age.

In establishing a minor's correct birth date, the following proofs of age are acceptable in North Carolina, and are required in the order of preference herein designated, as follows: Birth certificate or statement of Bureau of Vital Statistics (N. C. State Board of Health), Bible Record, Baptismal Record, Passport, Life Insurance Policy and/or, in case none of the above proofs are obtainable, and only in such case, the issuing officer may accept a signed statement from the physician authorized to make physical examination stating it his opinion that the minor has attained the age required by law for the occupation in which he

expects to engage. Such statement must be accompanied by an affidavit signed by the minor's parent or guardian certifying the birth date of minor.

The evidence of age accepted is of vital importance in Child Labor Law enforcement, for unless the correct age is established children under the legal working age will undoubtedly be permitted to go to work. Therefore, the purpose of securing documentary proof of a minor's correct age is for the protection of the employer from unwitting violations as well as a protection to the minor by not allowing him to enter gainful employment until he has reached the legal age.

Table III presented below shows the number and percentage of minors certified during the last year of the biennial period, tabulated according to the types of evidence of age used in establishing their correct birth dates.

TABLE III
EVIDENCE OF AGE USED IN ESTABLISHING MINORS'
CORRECT AGE

Minors Certified From July 1, 1937, to June 30, 1938

Type of Evidence	Number of	
	Minors	Percentage
Total.....	21,725	100.00
Birth Certificate	5,085	23.4
Baptismal Records	283	1.3
Bible Record	6,585	30.3
Insurance Policy	8,162	37.3
Physician's Certificate	251	1.2
Parent's Affidavit*	1,240	5.7
Passport	5
Other Documentary Evidence	113	.5

* Accepted only with physician's statement.

EDUCATION OF MINORS ENTERING EMPLOYMENT

Some of the most important information revealed by the employment certificate records is the education attained in school by these young workers.

Tables IVA and IVB present an educational study of the grade completed in school by minors entering part-time or vacation employment and minors entering full-time employment. The study shows the average grade completed in school for each age group of both boys and girls. It is especially interesting to note that in the 16 and 17 year old groups, minors engaged in

part-time or vacation work have attained a higher average grade in school than the minors of the same age groups who are certified for full-time jobs. This is definitely attributed to the fact that our compulsory school law only required minors to attend school until they are 14 years of age. Our Child Labor Law prohibits full-time employment for minors until they are 16 years of age. This leaves a gap of two years in which time minors 14 and 15 are not required to attend school and are not permitted to enter full-time employment. The study made of the educational attainments of minors entering employment clearly reveals that the majority of minors 16 and 17 who are entering full-time jobs have not attended school since they passed the compulsory school age limit.

TABLE IV-A

EDUCATIONAL STUDY OF GRADE COMPLETED IN SCHOOL BY MINORS ENTERING PART-TIME OR VACATION EMPLOYMENT IN NORTH CAROLINA

STUDY MADE FROM EMPLOYMENT CERTIFICATES ISSUED JULY 1, 1937 TO JUNE 30, 1938

LAST GRADE COMPLETED IN SCHOOL														
Grade Completed	BOYS							GIRLS					Both Sexes	
	12	13	14	15	16	17	Total	14	15	16	17	Total	Total	
4th or under	48	40	121	73	16	15	313	1		3	1	5	318	
5	59	47	152	88	29	9	384	1	1	1	2	5	389	
6	102	68	250	144	57	12	633		4	7	6	17	650	
7	31	114	363	243	125	41	917	7	15	30	14	66	983	
8	3	59	530	324	204	55	1,175	25	40	68	30	163	1,338	
9		2	231	453	308	124	1,118	9	115	185	70	379	1,497	
10			17	160	426	212	815		84	497	206	787	1,602	
11			2	17	109	174	302		14	125	267	406	708	
12				1	5	22	28			4	14	18	46	
Total	243	330	1,666	1,503	1,279	664	5,685	43	273	920	610	1,846	7,531	
Average Grade Completed	5.5	6.3	7.1	7.8	8.9	9.5	7.9	7.9	9.1	9.6	10.1	9.7		

TABLE IV-B

EDUCATIONAL STUDY OF GRADE COMPLETED IN SCHOOL BY MINORS ENTERING FULL-TIME
EMPLOYMENT IN NORTH CAROLINA

STUDY MADE FROM EMPLOYMENT CERTIFICATES ISSUED JULY 1, 1937 TO JUNE 30, 1938

LAST GRADE COMPLETED IN SCHOOL							
Grade Completed	BOYS			GIRLS			Both Sexes
	16	17	Total	16	17	Total	Total
4th or under...	337	307	644	133	108	241	885
5	454	319	773	205	185	390	1,163
6	679	486	1,165	329	310	639	1,804
7	953	743	1,696	538	468	1,006	2,702
8	581	453	1,034	364	373	737	1,771
9	480	336	816	395	385	780	1,596
10	385	304	689	552	381	933	1,622
11	272	623	895	446	1,205	1,651	2,546
12	5	33	38	8	59	67	105
Total.....	4,146	3,604	7,750	2,970	3,474	6,444	14,194
Average Grade Completed	7.3	7.7	7.5	8.2	8.8	8.5	-----

OCCUPATIONAL STUDY OF MINORS WORKING IN COTTON
AND HOSIERY MILLS

Of the 14,194 minors 16 and 17 years of age certified for the full-time employment during the first year after our new Child Labor Law became effective, a total of 6,303, or 44.4 per cent, were certified for employment in cotton mills and 1,484, or 10.5 per cent, in hosiery mills. Since these two industries employ the larger groups of our child workers in the manufacturing trades, Tables VA and VB have been prepared to show the nature of occupations in which a representative group of these minors are actually employed in the two industries.

The tabulations show the number and percentage of minors engaged in the different occupations. It is particularly interesting to note that in the cotton mills only 3.5 per cent of the minors were engaged as learners. In the hosiery mills only one-half of one per cent were engaged as learners.

TABLE V-A

OCCUPATIONAL STUDY OF 5309 CHILDREN 16 AND 17 YEARS OF AGE
CERTIFIED TO WORK IN NORTH CAROLINA COTTON MILLS

Occupation Certified For	Total All Children		Boys		Girls	
	Number	Percent	Number	Percent	Number	Percent
Battery Boys.....	271	5.11	125	3.92	146	6.87
Card Tenders.....	120	2.26	119	3.74	1	.05
Carrier Fillers.....	42	.79	42	1.32		
Cleaners.....	284	5.35	248	7.79	36	1.69
Doffers.....	435	8.19	432	13.57	3	.14
Dye Hand.....	21	.40	21	.66		
Haulers.....	143	2.69	143	4.49		
Inspectors.....	87	1.64	20	.63	67	3.15
Learners.....	186	3.50	104	3.27	82	3.86
Spinners.....	728	13.71	83	2.61	645	30.35
Spoolers.....	279	5.26	17	.53	262	12.33
Sweepers.....	539	10.15	539	16.93		
Twisters.....	55	1.03	55	1.73		
Warpers.....	19	.36	16	.50	3	.14
Weavers.....	282	5.31	220	6.91	62	2.92
Winders.....	370	6.97	22	.69	348	16.38
Quilling.....	28	.53	15	.47	13	.61
Speeder Hand.....	49	.92	37	1.16	12	.57
Other Occupations.....	1,371	25.83	926	29.08	445	20.94
Totals.....	5,309	100.00	3,184	100.00	2,125	100.00

TABLE V-B

OCCUPATIONAL STUDY OF 1096 CHILDREN 16 ANF 17 YEARS OF AGE
CERTIFIED TO WORK IN NORTH CAROLINA HOSIERY MILLS

Occupation Certified For	Total All Children		Boys		Girls	
	Number	Percent	Number	Percent	Number	Percent
Boarder.....	62	5.66	47	14.24	15	1.96
Clipper.....	126	11.50	48	14.55	78	10.18
Finisher.....	33	3.01	2	.61	31	4.05
Folder.....	30	2.74	2	.61	28	3.66
Helper.....	11	1.00	11	3.33		
Inspector.....	58	5.29	1	.30	57	7.44
Knitter.....	166	15.15	94	28.48	72	9.40
Latcher.....	7	.64			7	.91
Learner.....	6	.55	3	.91	3	.39
Looper.....	156	14.23	2	.61	154	20.11
Pairer.....	35	3.19			35	4.57
Seamer.....	58	5.29			58	7.57
Stamper.....	7	.64	2	.61	5	.65
Topper.....	97	8.85	19	5.75	78	10.18
Winder.....	33	3.01	5	1.51	28	3.66
Twister.....	11	1.00	3	.91	8	1.04
Mender.....	10	.91			10	1.31
Other Occupations.....	190	17.34	91	27.58	99	12.92
Totals.....	1,096	100.00	330	100.00	766	100.0

**INDUSTRIAL DISTRIBUTION OF CHILDREN CERTIFIED
FOR EMPLOYMENT**

Tables VI through XII, presented on pages 56 to 68, have been prepared to show the number of minors certified during the biennial period, July 1, 1936, to June 30, 1938. Tabulations are according to industry in which employed, and the color, sex and ages of the minors. The separate tables show the number of minors engaged for part-time or vacation employment and the number engaged for full-time jobs.

These tables are accompanied by a bar chart which shows the industrial distribution of minors at work in full-time employment. (See page 55).

PERCENTAGE DISTRIBUTION ACCORDING TO INDUSTRY OF
BOYS AND GIRLS 16 AND 17 YEARS OF AGE CERTIFIED FOR
FULL-TIME EMPLOYMENT IN. N. C.

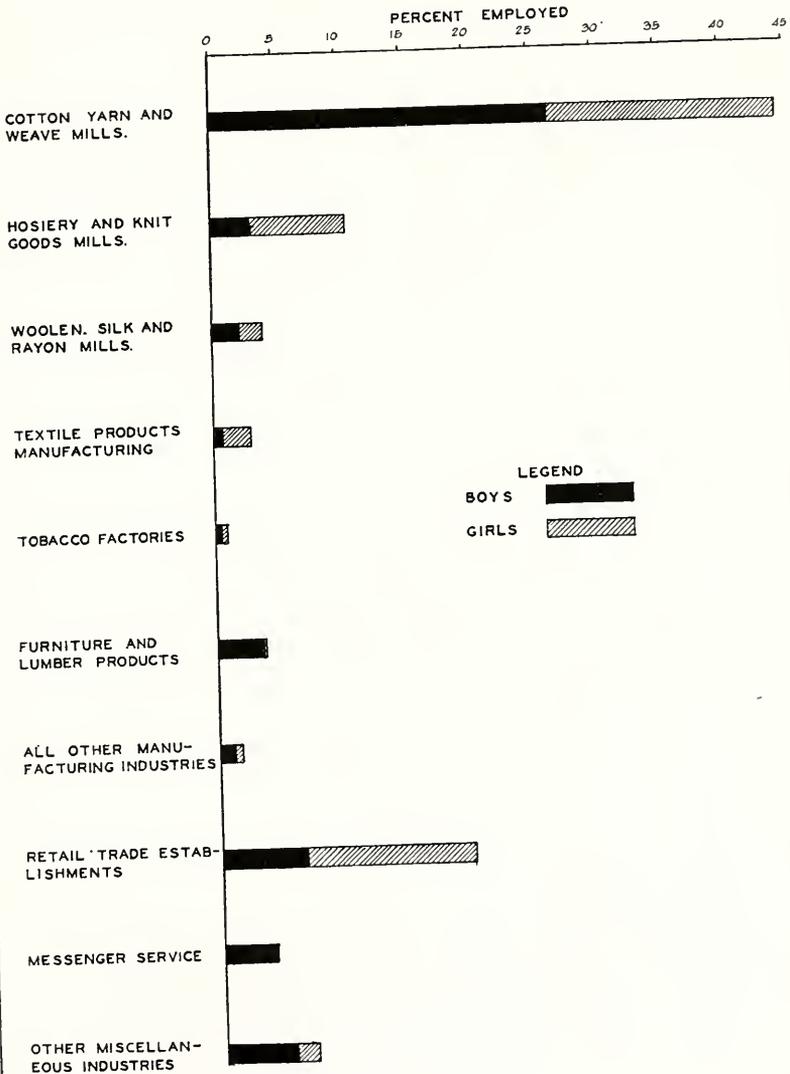


TABLE VI
NUMBER OF MINORS 14 AND 15 YEARS OF AGE CERTIFIED FOR REGULAR, VACATION AND PART-TIME EMPLOYMENT IN NORTH CAROLINA
JULY 1, 1936-JUNE 30, 1937*

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

Industries	Total All Minors	White Boys			White Girls			Colored Boys			Colored Girls		
		14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years	Total
		1,503	1,192	463	243	68	175	65	39	26	3	3	1
Grand Total—All Industries.....	211	95	55	115	35	80	1	1	1	1	1	1	
Textile Manufacturing—Total.....	135	73	39	62	22	40							
Cotton.....	41	13	5	28	7	21							
Hosiery and Knit Goods.....	9	2		7	1	6							
Woolen.....	26	7	1	18	5	13							
Silk and Rayon.....	2	7		1	6	13							
Textile Products.....	2	7	1	18	5	13							
Tobacco Manufacturing—Total.....	2			1	1	1							
Cigarettes, Snuff, Cigars.....	1			1	1	1							
Leaf Tobacco.....	1			1	1	1							
Lumber and Lumber Products—Total.....	65	59	31	28	4	2	1	1	1	1	1	1	
Furniture.....	22	22	4	18									
Lumber and Veneer.....	16	15	10	5			1	1	1	1	1	1	
Barrels and Crates.....	27	22	17	3	4	2	2	2	2	2	2	2	
Miscellaneous Manufacturing—Total.....	12	6	3	3	5	2	3	1	1	1	1	1	
Bakeries.....													
Canneries.....													
Other.....	12	6	3	3	5	2	3	1	1	1	1	1	

Mercantile Establishments—Total	469	341	192	149	110	27	83	18	11	7
Sales Clerks, Check, etc.	336	224	117	107	110	27	83	2	11	2
Delivery	133	117	75	42				16		5
Miscellaneous—Total	744	601	463	228	8	1	7	45	26	19
Warehouse	3	2	1	1	1	1		1		1
Office	3	2	1	1	1	1				
Restaurant	13	8	2	6	3		3	2	2	
Amusements	9	7	2	5				2	1	1
Caddies	40	39	14	23				1		
Messenger	37	37	14	23						
Newsboys: Carriers	434	418	286	132				16	10	6
Street Sales	91	91	67	24						
Other Street Trades	28	20	20					8	8	
Other Miscellaneous	68	50	31	19	3		3	15	4	11
Laundries	10	9	8	1	1		1			
Other Outside Delivery	8	8	6	2						

*This was the first year of the biennial period and according to the Child Labor Law at that time, employment certificates were not required for minors 16 and 17 years of age.

TABLE VII
 NUMBER OF MINORS 14 AND 15 YEARS OF AGE CERTIFIED FOR REGULAR EMPLOYMENT IN NORTH CAROLINA

JULY 1, 1936-JUNE 30, 1937*

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

INDUSTRIES	Total All Minors	WHITE BOYS			WHITE GIRLS			COLORED BOYS			COLORED GIRLS		
		Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years
			278	250		206	57		149	41		24	17
Grand Total—All Industries.....	778	528	278	250	206	57	149	41	24	17	3	1	
Textile Manufacturing—Total.....	206	93	38	55	112	35	77				1	1	
Cotton.....	130	71	32	39	59	22	37						
Hosiery and Knit Goods.....	41	13	5	8	28	7	21						
Woolen.....	9	2		2	7	1	6						
Silk and Rayon.....	26	7	1	6	18	5	13				1	1	
Textile Products.....													
Tobacco Manufacturing—Total.....	2				1	1					1	1	
Cigarettes, Snuff, Cigars.....	1				1	1							
Leaf Tobacco.....	1										1		
Lumber and Lumber Products—Total.....	65	59	31	28	4	2	2	1	1		1	1	
Furniture.....	22		4	18									
Lumber and Veneer.....	16		10	5	4	2	2	1	1				
Barrels and Crates.....	27	22	17	5									
Miscellaneous Manufacturing—Total.....	9	6	3	3	3	3							
Bakeries.....													
Canneries.....													
Other.....	9	6	3	3	3	3							

	351	256	145	111	78	18	60	17	11	6
Mercantile Establishments—Total.....	351	256	145	111	78	18	60	17	11	6
Sales Clerks, Check, etc.....	241	161	84	77	78	18	60	2	11	2
Delivery.....	110	95	61	34				15	4	4
Miscellaneous—Total.....	145	114	61	53	8	1	7	23	12	11
Warehouse.....	3	2	1	1	1	1		1		1
Office.....	3	2	1	1	1	1				
Restaurant.....	12	7	2	5	3		3	2	2	
Amusements.....	6	4	1	3				2	1	1
Caddies.....	1							1	1	
Gadgets.....	1							1	1	
Message Carriers.....	34	34	14	20						
Newsboys.....										
Street Sales.....	14	14	13	1						
Other Street Trades.....	4							4	4	
Other Miscellaneous.....	57	41	22	19	3		3	13	4	9
Laundries.....	3	2	1	1	1					
Other Outside Delivery.....	8	8	6	2			1			

*This was the first year of the biennial period and according to the Child Labor Law at that time, employment certificates were not required for minors 16 and 17 years of age.

TABLE VIII
 NUMBER OF MINORS 14 AND 15 YEARS OF AGE CERTIFIED FOR VACATION AND PART-TIME EMPLOYMENT IN NORTH CAROLINA
 JULY 1, 1936-JUNE 30, 1937*

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

INDUSTRIES	WHITE BOYS			WHITE GIRLS			COLORED BOYS			COLORED GIRLS		
	Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years
Total All Minors												
Grand Total—All Industries	725	664	451	213	37	11	26	24	15	9		
Textile Manufacturing—Total	5	2	2		3		3					
Cotton												
Hosiery and Knit Goods	5	2	2		3		3					
Wool												
Silk and Rayon												
Textile Products												
Tobacco Manufacturing—Total												
Cigarettes, Snuff, Cigars												
Leaf Tobacco												
Lumber and Lumber Products—Total												
Furniture												
Lumber and Veneer												
Barrels and Crates												
Miscellaneous Manufacturing—Total	3				2	2		1	1			
Bakeries												
Canneries												
Other	3				2	2		1	1			

Mercantile Establishments—Total.....	118	85	47	38	32	9	23	1	1	1
Sales Clerks, Check, etc.....	95	63	33	30	32	9	23			
Delivery.....	23	22	14	8				1	1	
Miscellaneous—Total.....	599	577	402	175				22	14	8
Warehouse.....										
Office.....										
Restaurant.....	1	1		1						
Amusement.....	3	3	1	2						
Caddies.....	39	39	25	14						
Messenger.....	3	3		3						
Newsboys: Carriers.....	434	418	286	132				16	10	6
Street Sales.....	77	77	54	23						
Other Street Trades.....	24	20	20					4	4	
Other Miscellaneous.....	11	9	9					2		2
Laundries.....										
Other Outside Delivery.....	7	7	7							

*This was the first year of the biennial period and according to the Child Labor Law at that time, employment certificates were not required for minors 16 and 17 years of age.

TABLE IX
NUMBER OF MINORS 16 AND 17 YEARS OF AGE CERTIFIED FOR REGULAR, VACATION AND PART-TIME EMPLOYMENT IN NORTH CAROLINA

JULY 1, 1937-JUNE 30, 1938

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

INDUSTRIES	Total All Minors	WHITE BOYS			WHITE GIRLS			COLORED BOYS			COLORED GIRLS		
		Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years
Grand Total—All Industries.....	17,967	9,373	5,244	4,129	7,883	3,841	4,042	320	181	139	91	49	42
Textile Manufacturing—Total.....	9,375	5,080	2,642	2,438	4,265	1,987	2,278	22	8	14	8	5	3
Cotton.....	6,800	4,128	2,208	1,920	2,659	1,329	1,330	10	4	6	3	1	2
Hosiery and Knit Goods.....	1,820	461	201	260	1,059	411	648						
Woolen.....	80	57	17	40	23	9	14						
Silk and Rayon.....	525	293	133	160	106	126	126						
Textile Products.....	450	141	83	58	292	132	160	12	4	8	5	4	1
Tobacco Manufacturing—Total.....	199	84	17	67	19	7	12	34	7	27	62	33	29
Cigarettes, Snuff, Cigars.....	93	64	6	58	17	6	11	11			1		1
Leaf Tobacco.....	106	20	11	9	2	1	1	23	7	16	61	33	28
Lumber and Lumber Products—Total.....	609	551	249	302	12	7	5	43	18	25	3	1	2
Furniture.....	410	406	179	227	1		1	3					
Lumber and Veneer.....	143	116	56	60	2	1	1	25	8	17	3		
Barrels and Crates.....	56	29	14	15	9	6	3	15	10	5	3	1	2
Miscellaneous Manufacturing—Total.....	306	199	113	86	99	33	66	4	1	3	4	2	2
Bakeries.....	41	30	16	14	11	3	8						
Canneries.....	23	9	8	1	14	7	7						
Other.....	242	160	89	71	74	23	51	4	1	3	4	2	2

Mercantile Establishments—Total	4,631	1,373	844	529	3,183	1,704	1,479	75	54	21				
Sales Clerks, Check, etc.	4,329	1,140	680	460	3,183	1,704	1,479	6	3	3				
Delivery	302	233	164	69				69	51	18				
Miscellaneous—Total	2,547	2,086	1,379	707	305	103	202	142	93	49	14	8	6	
Warehouse														
Office	156	53	18	35	103	35	68							
Restaurant	174	17	11	6	52	21	31	5	3	2				
Amusements	19	180	95	85	17	1	16							
Caddies	652	35	42	13				27	16	11				
Messenger	658	657	480	171				1		1				
Newsboys: Carriers	450	432	308	124				18	15	3				
Street Sales	48	47	35	12				1		1				
Other Street Trades	6	5	3	2				1	1					
Other Miscellaneous	698	532	312	220	94	28	66	70	47	23	2	1	1	
Other Outside Delivery	87	66	45	31				11	6	5				
Laundries	81	28	20	8	39	18	21	5	3	2	12	7	5	
Janitor	7	4	4					3	2	1				

TABLE X
NUMBER OF MINORS 16 AND 17 YEARS OF AGE CERTIFIED FOR REGULAR EMPLOYMENT IN NORTH CAROLINA

JULY 1, 1937-JUNE 30, 1938

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

Industries	Total All Minors	WHITE BOYS			WHITE GIRLS			COLORED BOYS			COLORED GIRLS		
		Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years
Grand Total—All Industries.....	14,194	7,507	4,020	3,487	6,379	2,940	3,439	243	126	117	65	30	35
Textile Manufacturing—Total.....	8,782	4,645	2,383	2,262	4,107	1,887	2,220	22	8	14	8	5	3
Cotton.....	6,303	3,756	1,989	1,767	2,534	1,250	1,284	10	4	6	3	1	2
Hosiery and Knit Goods.....	1,484	438	187	251	1,046	404	642						
Woolen.....	74	56	17	39	18	5	13						
Silk and Rayon.....	498	273	120	153	225	100	125						
Textile Products.....	423	122	70	52	284	128	156	12	4	8	5	4	1
Tobacco Manufacturing—Total.....	139	60	14	46	16	6	10	24	3	21	39	16	23
Cigarettes, Snuff, Cigars.....	68	42	4	38	15	6	9	10	10	10	10	1	1
Leaf Tobacco.....	71	18	10	8	1	1	1	14	3	11	38	16	22
Lumber and Lumber Products—Total.....	538	487	211	276	10	6	4	39	16	23	2	1	1
Furniture.....	366	363	153	210				3		3			
Lumber and Veneer.....	124	101	47	54	2	1	1	21	6	15			
Barrels and Crates.....	48	23	11	12	8	5	3	15	10	5	2	1	1
Miscellaneous Manufacturing—Total.....	266	169	63	76	90	29	61	3	1	2	4	2	2
Bakeries.....	34	23	11	12	11	3	8						
Canneries.....	16	8	7	1	1	4	4						
Other.....	216	138	75	63	71	22	49	3	1	2	4	2	2

TABLE XI
NUMBER OF MINORS 16 AND 17 YEARS OF AGE CERTIFIED FOR VACATION AND PART-TIME EMPLOYMENT IN NORTH CAROLINA
JULY 1, 1937-JUNE 30, 1938

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

INDUSTRIES	Total All Minors	WHITE BOYS			WHITE GIRLS			COLORED BOYS			COLORED GIRLS		
		16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years	Total
		Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years	Total	16 Years	17 Years
Grand Total—All Industries.....	3,473	1,886	1,224	642	1,504	901	603	77	55	22	26	19	7
Textile Manufacturing—Total.....	593	435	259	176	158	100	58						
Cotton.....	497	372	219	153	125	79	46						
Hosiery and Knit Goods.....	36	23	14	9	13	7	6						
Woolen.....	6	1	1	1	5	4	1						
Silk and Rayon.....	27	20	13	7	7	6	1						
Textile Products.....	27	19	13	6	8	4	4						
Tobacco Manufacturing—Total.....	60	24	3	21	3	1	2	10	4	6	23	17	6
Cigarettes, Snuff, Cigars.....	25	22	2	20	2	2	2	1	1	1	1	1	
Leaf Tobacco.....	35	2	1	1	1	1		9	4	5	23	17	6
Lumber and Lumber Products—Total.....	71	64	38	26	2	1	1	4	2	2	1		1
Furniture.....	44	43	26	17	1		1						
Lumber and Veneer.....	19	15	9	6				4	2	2			1
Barrels and Crates.....	8	6	3	3	1	1					1		
Miscellaneous Manufacturing—Total.....	40	30	20	10	9	4	5	1		1			
Bakeries.....	7	5	2										
Cameras.....	7	1	1	1	6	3	3						
Other.....	26	22	14	8	3	1	2	1		1			

TABLE XII
NUMBER OF MINORS 14 AND 15 YEARS OF AGE CERTIFIED FOR VACATION AND PART-TIME EMPLOYMENT IN NORTH CAROLINA
JULY 1, 1937-JUNE 30, 1938

TABULATED ACCORDING TO INDUSTRY IN WHICH EMPLOYED BY COLOR, SEX AND AGE

INDUSTRIES	Total All Minors	WHITE BOYS			WHITE GIRLS			COLORED BOYS			COLORED GIRLS		
		Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years	Total	14 Years	15 Years
Grand Total—All Industries	3,485	2,892	1,505	1,387	313	43	270	277	161	116	3	3	
Merchandise Establishments—Total	1,139	808	350	458	270	34	286	61	32	29			
Sales Clerks, Check, etc.	763	486	189	297	270	34	286	7	3	4			
Delivery	376	322	161	161				54	29	25			
Other Industries—Total	2,346	2,084	1,155	929	43	9	34	216	129	87	3	3	
Warehouse	9	9											
Office	17	14	4	10	3		1						
Restaurant	33	15	4	11	18	4	14						
Amusements	42	38	21	17	3		3						
Cadets	196	135	85	50				61	44	17	1		
Messenger	146	140	37	103									
Newsboys: Street Sales	1,201	1,163	697	466				38	19	19	3		
Carriers	193	180	116	64				13	10	3			
Other Street Trades	5	4	2	2									
Miscellaneous	355	298	124	134	17	3	14	79	47	32	1	1	
Other Outside Delivery	128	114	62	52				14	5	9			
Laundries	17	13	4		2		2						
Janitor	4	1	1					3	1	2			

**BUILDING CONSTRUCTION WORK IN PRINCIPAL CITIES OF
NORTH CAROLINA****1936 AND 1937**

The expansion of building construction in North Carolina which started in 1934 was continued during 1937. During the two-year period included in the biennial study, reports received by the Department of Labor from the principal cities throughout the State indicate that permits were issued for buildings valued at \$16,511,925 during 1936 and \$20,191,708 during 1937. This represents an increase of 22.3 per cent comparing the 1937 value of construction work with the 1936 value.

Considering the kind of construction work for which permits were issued during the two-year period, the reports show that the largest portion of money expended was for new residential buildings. In 1936 a total of \$7,750,427 was reported for home building and in 1937 a total of \$9,304,143 was reported. These residential buildings provided new living quarters for 6,116 families.

Decided gains were also reported during the two-year period in non-residential or business building construction work and in alteration and repair work; non-residential increasing 17.9 per cent, and repair work increasing 35.8 per cent.

A summary of the outstanding developments in building construction in 1936 and 1937 is given in Table I which is presented on page 70. In the following pages are tables showing a detail study of building construction work according to cities reporting. In these tabulations only cities are included for which complete yearly reports were available. Tables have also been prepared showing the different types of building construction started in the cities reporting during the two-year period, and a summary showing the cost and kind of construction work tabulated by the months in which permits were issued. For this information refer to Tables II, III and IV.

TABLE I
SUMMARY OF BUILDING CONSTRUCTION FOR WHICH PERMITS WERE ISSUED IN 46 IDENTICAL CITIES IN NORTH CAROLINA, 1936 AND 1937

Kind of Construction	NUMBER OF BUILDINGS			ESTIMATED COST		
	1936	1937	Percentage Change	1936	1937	Percentage Change
				\$	\$	
TOTAL.....	8,594	7,734	-10.0	16,511,925	20,191,708	+22.3
Residential buildings.....	2,434	2,561	+ 5.2	7,750,427	9,304,143	+20.0
Non-residential buildings.....	1,340	1,252	- 6.6	5,639,786	6,648,964	+17.9
Additions, alterations and repairs.....	4,820	3,921	-18.7	3,121,712	4,238,601	+35.8

TABLE II

ESTIMATED COST OF BUILDING CONSTRUCTION FOR WHICH PERMITS WERE ISSUED IN 46 IDENTICAL NORTH CAROLINA CITIES BY CITY, 1936 AND 1937
 TABULATION SHOWS PERCENTAGE CHANGE IN TOTAL COST AND NUMBER FAMILIES PROVIDED FOR IN RESIDENTIAL BUILDINGS

City	New Residential Buildings						New Non-Residential Buildings			Additions, Alterations and Repairs			Total Cost of All Building Construction Work			Percentage Change	
	Estimated Cost		Families Provided For		1936	1937	1936	1937	1936	1937	1936	1937	1936	1937	1936		1937
	1936	1937	1936	1937													
TOTAL.....	\$ 7,750,427	\$ 9,304,143	2,830	3,286	\$ 5,639,786	\$ 6,648,964	\$ 3,121,712	\$ 4,238,601	\$16,511,925	\$20,191,708						+22.3	
Asheville.....	297,200	270,305	48	47	226,480	128,994	139,945	323,300	653,625	722,689						+ 8.9	
Bessemer City.....	130,400	8,300	4		1,200	6,150	5,000	42,000	16,600	56,450						+240.1	
Chapel Hill.....	130,650	103,100	14	32	109,300	6,100	2,800	6,400	338,750	109,600						-67.6	
Charlotte.....	1,633,658	1,683,353	399	425	551,418	1,151,593	559,794	648,525	2,741,270	3,483,471						+27.1	
Concord.....	65,350	179,480	76	81	82,487	119,228	28,090	80,075	276,527	371,783						+34.4	
Dunn.....	33,350	30,650	11	22	5,000	28,000	27,175	43,525	62,525	102,175						+63.4	
Durham.....	813,707	1,300,740	437	494	918,738	438,088	162,691	468,388	1,895,226	2,297,216						+21.2	
Edenton.....	11,564	11,850	2		83,000	68,816	12,780	16,150	1,100,280	96,816						+ 3.5	
Elizabeth City.....	54,555	57,882	26	9	36,750	22,185	5,650	17,375	96,955	97,445						+ 0.5	
Fayetteville.....	139,255	208,315	111	126	124,825	179,950	66,398	104,940	385,478	493,205						+27.9	
Gastonia.....	95,050	118,300	54	52	252,620	71,850	34,175	46,410	425,845	294,560						-44.9	
Goldsboro.....	759,932	128,000	22	47	155,860	31,100	23,575	60,365	274,585	219,495						-20.1	
Greensboro.....	759,932	1,111,091	206	302	523,212	577,189	560,380	429,954	1,843,515	2,121,214						+15.1	
Hanlet.....	20,100	24,000	4	6	5,200	1,800		12,500	15,300	42,500						+177.8	
Henderson.....	39,100	25,000	12	7	44,150	18,500	76,050	49,400	152,300	93,400						-38.7	
Hickory.....	116,743	143,600	42	48	133,615	154,835	30,755	45,085	275,143	343,520						+24.9	
High Point.....	277,942	329,086	122	152	160,470	186,237	153,325	227,023	591,747	742,346						+25.4	
Kinston.....	81,055	134,040	52	52	92,300	56,935	42,460	101,000	215,816	291,975						+35.3	
Lenoir.....	105,850	92,900	49	36	25,600	95,000	16,800	10,100	148,250	198,000						-33.6	
Lexington.....	57,948	107,930	31	52	44,575	31,725	12,150	12,150	10,320	148,073						+75.3	
Lumberton.....	64,675	34,300	30	24	25,410	7,750	19,450	13,667	109,535	55,717						-49.1	
Lumberton.....	167,125	110,400	66	35	124,495	56,530	28,550	15,925	320,170	182,855						-42.9	
Mooresville.....	30,600	78,500	18	36	8,185	78,900	18,940	33,195	57,725	118,855						+105.9	
Morrisville.....	107,350	71,200	52	14	20,115	32,000	1,300	8,300	128,765	111,500						-13.4	
N. Bern.....	8,450	15,325	10	19	16,969	96,675	21,239	40,870	46,649	152,870						+227.7	
N. Wilkesboro.....	64,575	60,600	41	30	18,650	41,825	6,625	11,300	81,850	113,525						+38.7	
Oxford.....	24,910	38,400	20	12	28,100	66,800	28,100	11,800	53,010	106,000						+100.0	
Raleigh.....	367,773	554,865	121	203	304,102	1,012,765	61,927	107,420	733,802	1,675,050						+128.3	

TABLE II—Continued

City	New Residential Buildings				New Non-Residential Buildings		Additions, Alterations and Repairs		Total Cost of All Building Construction Work		Percentage Change
	Estimated Cost		Families Provided For		1936	1937	1936	1937	1936	1937	
	1936	1937	1936	1937	\$	\$	\$	\$	\$	\$	
Roanoke Rapids	66,820	81,450	32	29	30,371	167,260	33,887	3,700	131,078	252,410	+92.6
Rocky Mount	174,025	201,974	50	70	131,605	59,365	64,074	188,722	369,704	450,061	+21.7
Salisbury	96,750	80,950	27	30	48,235	21,410	113,553	103,650	258,538	206,010	-20.3
Sanford	65,400	60,550	20	26	35,650	63,600	5,000	6,500	106,050	130,650	+23.2
Shelby	163,123	151,347	87	97	102,452	188,315	59,280	68,709	384,855	408,371	+6.1
Smithfield	32,900	85,500	11	13	70,300	171,000	3,800	30,000	107,000	286,500	+167.5
Southern Pines	74,100	33,100	10	7	9,000	86,350	29,000	22,600	112,100	142,050	+26.7
Spencer	14,500	26,000	5	6	1,250	16,250	1,800	4,000	17,550	30,000	+70.9
Statesville	78,585	24,600	45	14	11,455	16,250	20,150	7,000	110,170	41,550	-62.3
Tarboro	53,410	53,500	26	28	6,650	83,100	24,811	7,200	84,871	148,800	+69.4
Thomasville	26,850	26,500	29	18	80,780	82,800	1,000	9,000	108,600	118,300	+9.1
Wadesboro	25,550	27,950	22	20	60,735	7,166	7,715	16,625	94,020	51,771	-45.3
Washington	17,400	48,900	8	14	60,825	12,500	5,600	16,295	83,825	75,695	-9.1
Williamston	21,450	8,920	11	4	34,600	34,300	11,250	5,589	87,300	48,800	-44.3
Wilmington	52,000	71,850	17	20	39,800	34,435	22,150	3,550	123,950	109,835	-11.1
Winston	46,050	28,650	15	17	103,018	262,625	180,115	73,009	329,183	364,284	+10.7
Winston-Salem	176,900	204,725	34	40	136,378	117,950	26,910	54,475	340,788	377,150	+10.7
	721,979	966,572	299	418	373,195	551,748	399,552	598,035	1,496,427	2,117,255	+41.5

TABLE III
NUMBER AND ESTIMATED COST OF BUILDINGS FOR WHICH PERMITS WERE ISSUED IN 46 IDENTICAL
NORTH CAROLINA CITIES, 1936 AND 1937

TYPE OF BUILDING	Buildings for Which Permits Were Issued						Percentage Change 1937 Compared With 1936
	1936			1937			
	Number	Cost	Number	Cost	Number	Cost	
Residential Buildings—							
One-family dwellings	2,132	\$ 6,651,997	2,221	\$ 6,752,086	+ 4.2	+ 1.5	
Two-family dwellings	238	581,977	264	766,562	+ 10.9	+ 31.7	
Three-family and two-family dwellings with stores or shops therewith	21	19,750	7	18,750	- 66.7	- 80.8	
Multi-family (three or more families) dwellings	33	202,500	56	1,561,393	+ 69.7	+ 494.7	
Multi-family dwellings with stores or shops therewith			4	27,500			
Hotels			1	45,000			
Lodging houses			1	74,552			
Other non-housekeeping dwellings	10	150,903	7	57,300	- 30.0	+ 62.0	
Totals	2,434	\$ 7,750,427	2,561	\$ 9,304,143	5.2	20.0	
Non-Residential Buildings—							
Amusement and recreation places	12	216,300	11	297,788	- 8.3	37.7	
Churches	27	258,475	51	429,561	+ 88.8	+ 66.2	
Factories, bakeries, ice plants, laundries, and other workshops	79	435,803	60	484,631	- 24.1	11.2	
Garages, public	27	154,010	38	139,650	+ 40.7	- 9.3	
Garages, private (when separate from dwellings)	516	90,471	434	65,398	- 15.9	- 27.7	
Gasoline and service stations	118	361,435	112	460,216	- 5.1	27.3	
Institutions	3	53,500	20	487,282	+ 233.3	+ 810.8	
Office buildings, including banks	25	876,600	14	167,050	- 4.0	- 80.9	
Public buildings (city, county, state)	15	391,510	5	846,300	- 66.6	+ 116.2	
Public works and utilities	17	291,680	9	450,225	- 47.1	+ 54.4	
Schools	17	709,896	27	1,305,204	+ 58.8	83.9	
Sheds, poultry houses, contractors' temporary offices, etc.	136	26,626	108	36,975	- 20.6	+ 38.9	
Stables and barns	7	11,910	15	6,790	+ 114.3	- 43.0	
Stores and other mercantile buildings	314	1,644,564	332	1,404,134	+ 5.7	+ 14.6	
All other	27	117,065	16	67,760	- 40.7	- 42.1	
Totals	1,340	\$ 5,639,786	1,252	\$ 6,648,964	- 6.6	+ 17.9	
Additions, Alterations and Repairs—							
Residential buildings	3,676	\$ 1,376,037	2,888	\$ 1,203,021	- 21.4	- 6.0	
Non-residential buildings	1,044	1,745,675	1,033	2,945,580	+ 1.1	+ 68.7	
Totals	4,820	\$ 3,121,712	3,921	\$ 4,238,601	- 18.7	+ 35.8	
Total All Building	8,594	\$ 10,511,925	7,734	\$ 20,191,708	- 10.0	+ 22.3	

TABLE IV
ESTIMATED COST OF BUILDING CONSTRUCTION FOR WHICH PERMITS WERE ISSUED IN 46 PRINCIPAL CITIES OF THE STATE TABULATED BY MONTHS—1936 AND 1937

Month of Issuance	New Residential Buildings						New Non-Residential Buildings			Additions, Alterations and Repairs			Estimated Cost of All Construction Work		
	Estimated Cost			Families Provided For			1936	1937	Percent Change	1936	1937	Percent Change	1936	1937	Percent Change
	1936	1937	Percent Change	1936	1937	Percent Change									
Year Totals	\$ 7,750,427	\$ 9,304,143	+20.0	2,830	3,286	+17.9	\$ 3,121,712	\$ 4,228,601	+35.5	\$16,511,925	\$20,191,708	+22.3			
January	184,930	534,140	+188.8	78	179	+50.8	289,130	281,167	-2.8	731,055	1,202,731	+64.5			
February	269,100	745,133	+176.8	91	280	+56.1	180,900	206,369	+14.0	655,830	1,270,510	+93.7			
March	658,720	1,045,094	+59.9	241	359	+49.5	220,165	400,476	+100.9	1,399,358	2,277,446	+62.7			
April	728,079	910,178	+25.0	223	350	+56.5	370,616	374,934	+0.9	1,741,065	1,938,900	+11.4			
May	565,450	844,374	+49.4	230	379	+64.8	313,103	370,930	+18.5	1,317,919	2,138,119	+62.2			
June	782,354	1,172,689	+49.9	201	374	+86.6	378,546	384,645	+1.6	1,421,230	1,923,779	+35.4			
July	690,703	747,689	+8.1	245	282	+15.9	326,807	350,685	+7.3	2,527,209	1,689,332	-33.9			
August	712,318	1,38,820	+37.1	233	240	+3.0	274,815	545,168	+97.4	1,608,862	2,091,313	+30.0			
September	897,168	632,455	-29.7	333	213	-36.0	306,075	615,352	+101.4	1,547,907	1,557,655	+0.6			
October	782,376	981,380	+25.7	297	316	+6.4	306,235	295,400	-43.2	1,232,629	1,439,028	+18.9			
November	805,069	532,045	-33.9	279	192	-31.2	231,439	153,365	-33.7	1,282,624	1,546,833	+20.6			
December	438,300	438,759	+0.1	188	100	-46.8	134,711	300,114	+122.5	956,237	1,136,062	+18.8			

**EMPLOYMENT, HOURS OF WORK AND AVERAGE WAGES
EARNED IN PRINCIPAL MANUFACTURING INDUSTRIES**

July, 1937, to June, 1938

The average weekly and hourly earnings, and the hours of work in manufacturing industries and building construction trades in North Carolina are shown in the following study, Table I, for each month of the last year of our biennial period. The data were compiled from a representative group of manufacturing and construction firms and tabulations show the number of firms included in each month studied and the number of persons employed by these firms.

Tabulations are prepared for the manufacturing industry as a whole which includes all types of manufacturing trades, and separate tabulations are shown for the leading manufacturing industries.

TABLE 1
AVERAGE EARNINGS AND HOURS OF WORK IN MANUFACTURING
INDUSTRIES IN NORTH CAROLINA

Type of Industry Year and Month	Number of Firms Reporting	Number of Em- ployees	Average Weekly Earnings	Average Hours Per Week	Average Hourly Earnings
(Cents)					
ALL MANUFACTURING:					
1937-July.....	454	108,872	\$ 15.26	36.3	42.6
August.....	485	132,175	15.36	36.2	42.9
September.....	497	132,952	15.31	35.9	43.0
October.....	492	127,263	15.06	35.3	43.0
November.....	498	127,177	14.37	33.1	43.6
December.....	494	121,191	14.51	33.2	43.9
1938-January.....	492	118,325	13.90	32.0	43.8
February.....	552	118,656	14.32	32.9	43.6
March.....	582	136,780	14.54	33.8	43.0
April.....	603	132,317	13.96	33.4	42.0
May.....	635	129,567	14.01	32.9	42.7
June.....	610	111,730	13.95	33.2	42.1
COTTON YARN & WEAVE MILLS:					
1937-July.....	193	63,753	\$ 13.96	35.7	39.4
August.....	210	84,060	14.23	35.1	40.7
September.....	212	82,804	14.03	34.6	41.0
October.....	207	78,090	13.64	33.7	40.7
November.....	210	77,679	12.82	31.2	41.2
December.....	208	75,186	12.90	31.1	41.5
1938-January.....	236	70,531	12.13	30.1	40.3
February.....	243	66,980	12.26	31.1	39.4
March.....	267	83,424	13.14	32.4	40.5
April.....	284	85,593	12.88	32.1	40.4
May.....	279	79,146	12.54	31.2	40.4
June.....	256	62,298	11.69	30.9	38.0
HOSIERY & KNIT GOODS MILLS:					
1937-July.....	65	18,935	\$ 16.09	34.5	48.7
August.....	70	20,686	16.17	34.0	49.2
September.....	69	20,719	16.76	35.5	49.0
October.....	68	20,262	16.91	35.2	49.5
November.....	70	21,167	16.93	34.5	50.5
December.....	70	21,060	17.23	35.5	50.3
1938-January.....	69	20,946	16.66	33.7	51.3
February.....	72	22,400	17.12	34.9	49.3
March.....	79	24,746	16.89	34.6	49.8
April.....	72	21,671	17.43	35.3	50.5
May.....	75	21,449	16.97	35.1	49.4
June.....	79	21,598	17.10	34.4	50.8
SILK & RAYON MILLS:					
1937-July.....	8	1,418	\$ 14.77	37.8	39.9
August.....	9	2,174	16.51	40.5	41.4
September.....	9	2,143	17.14	38.6	45.2
October.....	9	2,001	14.80	33.6	44.7
November.....	9	1,648	13.98	32.4	44.1
December.....	9	1,736	14.97	34.7	43.9
1938-January.....	9	1,743	12.29	29.7	41.1
February.....	9	2,579	11.92	31.8	37.5
March.....	9	2,367	13.89	37.3	37.2
April.....	10	3,116	14.36	37.0	38.8
May.....	9	2,273	14.73	37.0	39.8
June.....	9	2,102	13.68	34.6	39.6
FURNITURE FACTORIES:					
1937-July.....	22	4,623	13.75	38.3	34.7
August.....	22	4,652	14.93	42.1	35.1
September.....	31	6,235	15.27	42.0	36.0
October.....	30	5,800	15.18	41.7	36.4
November.....	30	5,847	13.29	36.0	36.3
December.....	30	5,604	13.67	37.1	36.3
1938-January.....	30	5,154	10.61	28.4	37.2
February.....	31	5,508	11.40	30.4	37.7
March.....	29	4,623	11.90	34.4	34.7
April.....	31	4,938	10.13	26.9	37.0
May.....	31	4,716	9.48	25.6	36.0
June.....	31	4,853	13.50	35.4	37.5

TABLE 1—Continued

Type of Industry Year and Month	Number of Firms Reporting	Number of Em- ployees	Average Weekly Earnings	Average Hours Per Week	Average Hourly Earnings (Cents)
TOBACCO FACTORIES:					
1937-July	8	5,057	\$20.96	37.3	56.2
August	8	5,084	21.10	38.2	55.3
September	8	5,171	21.18	38.6	54.9
October	8	5,138	21.04	37.9	55.5
November	8	5,143	19.67	35.1	56.1
December	8	5,141	20.84	36.9	56.5
1938-January	8	5,063	21.70	37.1	58.5
February	8	5,077	20.06	34.9	57.5
March	8	5,114	19.84	34.1	58.3
April	8	5,023	19.92	34.7	57.4
May	8	5,060	21.56	37.0	58.3
June	8	5,052	21.84	37.5	58.3
NON-MANUFACTURING:*					
1937-July	124	4,717	\$ 17.79	45.8	34.5
August	127	4,856	17.85	44.1	36.0
September	113	4,318	17.27	43.9	28.0
October	121	4,706	18.00	42.6	35.7
November	115	4,469	16.95	43.2	27.5
December	122	4,527	18.15	44.1	33.8
1938-January	74	3,219	14.61	43.2	32.6
February	137	4,896	18.33	44.7	37.1
March	162	4,763	17.89	44.7	36.9
April	160	5,051	18.17	47.8	34.7
May	171	5,077	17.46	46.7	32.5
June	170	4,840	17.91	45.8	33.6
RETAIL ESTABLISHMENTS:					
1937-July	386	3,335	\$ 17.62	41.4	39.6
August	441	4,471	17.06	40.1	40.3
September	433	4,527	16.44	39.8	39.8
October	425	4,781	16.93	40.9	40.4
November	439	5,788	14.29	39.4	39.8
December	386	4,463	16.12	40.8	39.9
1938-January	358	3,159	16.27	42.0	38.6
February	403	4,207	15.01	41.4	38.1
March	410	4,700	14.42	39.6	37.4
April	397	6,117	12.59	38.5	36.9
May	391	4,709	14.89	39.3	37.9
June	450	5,576	12.82	35.7	36.2
PRIVATE BUILDING CONSTRUCTION:					
1937-July	62	1,243	\$ 18.53	35.4	52.7
August	69	1,663	18.61	35.7	52.3
September	78	1,694	19.90	39.4	50.8
October	89	1,599	23.33	42.2	55.8
November	86	1,437	18.26	32.9	55.7
December	89	1,238	19.71	33.4	59.5
1938-January	118	1,358	18.08	32.6	55.5
February	115	1,374	17.66	32.6	54.2
March	132	1,688	18.03	32.9	54.8
April	123	1,605	18.10	33.4	54.3
May	160	2,008	18.69	35.6	52.1
June	150	1,939	19.17	35.8	53.3

*This group includes public utilities, hotels, quarrying, mining, etc.

TABLE II
WOMEN'S WAGES IN NORTH CAROLINA, MARCH, 1938

The average weekly and hourly earnings and hours of work of men and women in the textile industry in North Carolina are shown below for a typical pay period in March, 1938, for a group of representative firms. Changes from September, 1937, to March, 1938, in identical firms also are shown separately for men and women. These data were obtained on forms sent out by the Department of Labor in cooperation with the U. S. Bureau of Labor Statistics. The figures were compiled by the Women's Bureau in Washington. Available on request is material issued for the year of 12 important manufacturing States from which such reports were collected. Similar information is requested March and September each year.

Employment and Earnings, by SEX—WAGE EARNERS IN SELECTED WOMAN-EMPLOYING INDUSTRIES IN NORTH CAROLINA—March, 1938—Preliminary Figures
(Industries shown separately only if sufficient proportions of the workers reported)

INDUSTRY	Women Reported March, 1938		All Employees		Average Week's Earnings				Average Hours Worked*				Average Hourly Earnings				
	Number	Percent of all Reported Employees	Percent of Changes Sept. 1937 to March, 1938		March, 1938		Percent of Changes Sept. 1937 to March, 1938		March, 1938		Percent of Changes Sept. 1937 to March, 1938		March, 1938		Percent of Changes Sept. 1937 to March, 1938		
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
**MANUFACTURING:																	
TEXTILE INDUSTRIES.....	29,831	41	9.4	-7.6	\$ 14.92	\$ 11.49	-6.9	-3.7	34.0	31.4	7.4	5.1	43.5	36.5	0.0	8	
Cotton Goods.....	18,136	35	-10.8	-11.6	13.28	10.40	-10.9	-7.4	23.8	29.5	-8.6	-6.9	40.3	35.1	-2.2	0.0	
Wool Goods.....	9,718	63	0.0	1.6	23.14	13.36	2.4	2.7	37.8	34.4	2.8	2.0	60.5	38.9	2.9	3.7	
Hosiery.....	7,748	61	2.7	1.7	24.43	14.29	4.3	11.6	38.8	36.9	3.3	6.8	62.4	39.0	2.7	3.9	
Underwear.....	1,823	75	-5.7	-4.6	13.89	9.90	-23.3	-25.7	30.7	25.2	-9.1	-27.2	45.2	39.3	4.2	2.1	
Silk and rayon.....	884	44	-22.4	.6	16.37	11.00	-3.1	-35.8	40.0	33.7	3.6	-15.2	41.3	32.8	6.5	-24.5	

*Computed from smaller number of employees than total, since man-hours not reported for all.

†The percent changes are based on figures reported for identical firms.

‡Group totals exceed details where not all items reported here.

VETERANS' SERVICE DIVISION

JACK P. LANG, *State Service Officer*

FOREWORD

In 1925 the General Assembly of North Carolina created the Veterans' Service Division to assist North Carolina disabled veterans of all wars and the dependents of disabled and deceased veterans in the proper preparation and prosecution of their claims for the benefits provided by the Federal Government to which they are both morally and legally entitled as the result of service to their country in time of need.

In accordance with the provisions of the law, the Veterans' Service Division was placed under the Department of Labor.

INTEREST IN SCOPE OF ACTIVITIES

During the past biennium, the Veterans' Service Division has contacted and received appeals for assistance from a total of 7,575 veterans and their dependents.

In addition to the above number of claims handled during the biennial period it has been necessary for the Division to continue to prosecute a large portion of the cases previously reported because of their disallowances, changes in physical condition, changes in the legislation, regulations, and disability rating schedule, or the development of new evidence. Very few cases can be considered as definitely closed for it is frequently necessary for claimants whose cases have been allowed to again request assistance in the prosecution of their claims because of the changes in the law, regulations and the disability rating schedule. Even after a veteran's death, his dependents must file new claims in order to secure death benefits, burial allowance and insurance due them. In many of these cases all the necessary evidence must be worked up and properly presented and prosecuted. These dependents are in greater need of proper representation in the prosecution of their claims than was the veteran himself.

BENEFITS PAID INTO THE STATE OF NORTH CAROLINA ACCORDING TO THE RECORDS OF THE VETERANS' ADMINISTRATION

The importance of properly caring for the disabled veterans and their dependents is evident when it is considered that over

86,000 North Carolinians were in the naval and military service during the World War. The following statistics based on the official reports of the Central Office of the Veterans' Administration, Washington, D. C., shows the benefits paid into the State of North Carolina to disabled veterans of all wars and their dependents during the past biennium and give a very good picture of how vital these Federal benefits and gratuities are to the people of this State.

The amount paid to living veterans, including compensation for service connected disabilities and permanent and total cases both war and peace time veterans, is \$12,545,940.00.

The amount of death compensation, term insurance and burial allowances received by dependents of deceased veterans in the State of North Carolina during the past biennium is as follows:

Term insurance	\$3,293,519.00
Death compensation, pensions, burial allowance.....	2,788,655.00

This shows that a grand total of \$18,628,114.00 is being paid into the State of North Carolina biennially for veterans and their dependents.

The amount of benefits which was paid to veterans of North Carolina, now living, and their dependents during the past fiscal year was \$9,359,862.00.

VOLUME OF WORK

The following report covering the activities of the Division is presented only in sufficient detail to show the volume of work done. The requests for assistance and demands made upon the Division have been so heavy that it has been impossible for a complete and accurate report of every operation and results accomplished to be shown. The report presented below covers only those phases of the work which were possible to accurately record from day to day in the Division Office. It does not include the innumerable operations, necessary to efficiently serve the veterans of our State in the preparation of forms, affidavits, certified copies of discharges, burial claims, applications for loans and other documents prepared in support of each case, nor does it include the number of appeals prepared.

THE FOLLOWING TABLE SHOWS THE LIVING VETERANS AND DEPENDENTS OF DECEASED VETERANS WHO WERE RECEIVING PENSION AND COMPENSATION BENEFITS, AND THOSE RECEIVING MILITARY AND NAVAL INSURANCE AS OF JULY 30, AND DISBURSEMENTS FOR THESE BENEFITS DURING THE FISCAL YEARS 1937 AND 1938 IN NORTH CAROLINA

	FISCAL YEAR 1937		FISCAL YEAR 1938	
	Number	Amt. Disbursed	Number	Amt. Disbursed
World War:				
Living veterans.....	6,886	\$ 3,620,472.00	6,969	\$ 3,628,678.00
Service connected.....	5,718	3,178,502.00	5,663	3,144,762.00
Non-service connected.....	1,132	386,644.00	1,260	424,670.00
Emergency Officer's retirement pay.....	36	55,326.00	36	59,246.00
Deceased veterans.....	2,234	801,881.00	2,189	991,074.00
Service connected.....	2,104	751,669.00	2,009	721,773.00
Non-service connected.....	103	50,212.00	180	69,301.00
Mexican War:				
Deceased veterans.....	6	3,662.00	5	3,003.00
Indian War:				
Living veterans.....	6	3,266.00	5	3,908.00
Deceased veterans.....	8	2,791.00	8	2,968.00
Civil War:				
Living veterans.....	28	33,116.00	21	25,602.00
Deceased veterans.....	342	160,220.00	298	139,615.00
Spanish-American War:				
Living veterans.....	2,085	1,156,982.00	2,012	1,168,333.00
Deceased veterans.....	758	287,961.00	812	299,595.00
Regular Establishment:				
Living veterans.....	677	190,026.00	694	190,454.00
Deceased veterans.....	159	46,643.00	172	49,242.00
Total Compensation and Pension Benefits:				
Living veterans.....	9,682	5,003,862.00	9,691	5,016,975.00
Deceased veterans.....	3,507	1,303,158.00	3,484	1,485,497.00
Military and naval insurance.....	2,762	1,708,367.00	2,386	1,585,152.00
Adjusted service and dependent pay.....		23,378.00		21,527.00
Administration.....		1,229,587.00		1,250,711.00
Total disbursements.....		9,268,252.00		9,359,862.00

ACTIVITIES OF DIVISION

Biennium, 1936-1938

Letters written	7,510
Claims reviewed	5,589
Examinations secured	553
Office interviews	2,399
Appearances before rating board.....	1,446
New cases handled	1,540
Old cases handled	6,035
Total cases handled	7,575
Total compensation secured	\$121,760.66

In making this report of the service rendered, we have only brought out the results achieved in securing financial assistance for veterans in the Charlotte Regional Office. The above reported amount of total compensation secured represents an additional amount of money brought into the State of North Carolina dur-

ing the past biennial period only, and does not take into consideration the compensation which will continue in succeeding years. It may be stated, however, that a good part of the work of this Division deals with matters that bring no monetary benefits to the veterans. A few of these are expediting hospitalization; locating veterans who have changed address and who failed to prosecute their claims; assisting in clearing up the marital status of claimants; assisting in establishing birth record; contacting physicians and friends of claimants for evidence; furnishing discharge certificates; and in many other ways.

It is well to mention that as long as a veteran is alive and can provide for his family, the need is not as great as after death when the head of the family is no longer there to provide support. It is more difficult to prosecute a claim after the death of the veteran, and more correspondence is necessary for the reason that the widow, as a general rule, does not know who can give affidavits as to her husband's condition during war service, or immediately following his discharge from active service.

In 1929 the General Assembly of North Carolina passed an act regulating the guardianship of incompetent veterans and of the minors of disabled or deceased veterans. This act places the responsibility of the supervision of all guardianships, and the funds disbursed through these guardianships, under the Veterans' Service Division and the Veterans' Administration. On June 30, 1938, there were:

Incompetent veterans	617
Other incompetents (incompetent widows and minors)	61
Minors	851
	1,529
Total under guardianship.....	1,529
Total investments of the guardianship funds as of June 30, 1938	\$2,296,260.14
Total cash in banks as of June 30, 1938.....	286,336.55
	\$2,582,596.69
Total amount of estates as of June 30, 1938.....	\$2,582,596.69

Of this amount, approximately \$1,200,000.00 was invested in U. S. Government bonds; \$400,000.00 was invested in N. C. State bonds; \$225,000.00 was invested in N. C. real estate; and \$350,000.00 was secured by N. C. real estate.

HOSPITALIZATION

Realizing the lack of hospital facilities in North Carolina to care for our disabled, the Division, with the cooperation of the

American Legion, was primarily responsible by its efforts in securing the approval of a 300 bed hospital for the care of the general medical and surgical cases in North Carolina to be built next year at Fayetteville at a cost of \$1,500,000.00. Those who have made a study of the problem of caring for disabled veterans, including officials of the Veterans' Administration, state that the peak load or number of World War veterans breaking down and requiring financial relief or care and treatment will not be reached before 1945. If this prediction, made by those in a position to know, is correct, the disabled veteran and his dependents who need relief should have expert assistance and representation in the prosecution of their claims until the Federal Law is liberalized so that the fundamental question of need is recognized by the removal, or simplifying, of the problem of establishing service connection.

This office has been represented at various gatherings of veterans' organizations throughout the State for the purpose of allowing individual veterans to contact the State Service Officer with reference to their individual claims, and to better acquaint the local Post Service Officers with the benefits to which veterans and their dependents are entitled. Periodic visits have been made to the Veterans' Administration hospitals at Oteen, North Carolina, and Columbia, South Carolina, in order to give the veterans there an opportunity to discuss their claims.

In recognition of the moral and statutory obligation to properly care for the disabled veterans and their dependents, every State in the Union has created an agency similar to the North Carolina Veterans' Division. North Carolina, by the creation of this Division, has brought relief and secured entitled benefits to thousands of disabled war veterans and an enviable record has been made when compared to other States.

INCREASED RESPONSIBILITIES

On January 1, 1939, it is anticipated that all death claims will be handled in the Regional Offices thereby increasing the work of the Veterans' Division. There are now between 35 and 40 World War Veterans dying each month in North Carolina and the claims of the dependents are prepared and prosecuted by this Division.

When the Veterans' Administration hospital is opened at Fayetteville, which will be in the latter part of 1939, the duties of the Division will be increased immensely. North Carolina has

the largest number of World War veterans in any southern State with the exception of Texas, and the smallest appropriation for its Veterans' Service Division. With these increased responsibilities added to the duties and requirements of the Veterans' Service Division, it is highly important that an increase be made in the Division's appropriation for an additional assistant service officer and an additional clerical assistant. An increased travel allowance will also be necessary to efficiently serve our disabled veterans and their dependents.

The State of North Carolina should provide an appropriation for this work sufficient to make it possible that we render the very best service to our veterans who are entitled to it and should have the benefits of compensation, hospitalization and other awards. At the present time it takes practically all of our time to handle the work that comes into our office and we do not have sufficient personnel for field work to develop the claims of other veterans who have meritorious claims. North Carolina has 6,969 living World War veterans now drawing compensation in the amount of \$3,628,678. There is no doubt that many other North Carolina veterans are due the benefits awarded by our Federal Government and an additional assistance service officer to be used in the field in developing these claims is greatly needed. The cost in salary and travel for this field work will be very small compared with the increased monetary benefits that will come into North Carolina to our veterans. Therefore, I am asking that the appropriation for this Division be increased in order that we may give the veterans of the State the service due them.

BUREAU OF LABOR FOR DEAF

J. M. VESTAL, *Chief*

It is with pleasure that I submit this, my third biennial report of the Bureau of Labor for the Deaf.

Each year's report of activities will constitute a guide post which, studied in connection with preceding reports, should furnish valuable data for planning an effective campaign against unemployment among handicapped persons who are generally overlooked by the employing public.

The Bureau of Labor for the Deaf was created in 1923 and is under the jurisdiction of the North Carolina Department of Labor. At that early date our progressive State was cognizant of the need of such a bureau and only one State, Minnesota, had preceded this State in such a step. Since then our bureau has been recognized as such a useful agency that a good many other States are becoming "bureau-minded" and plan to instigate necessary action at their approaching General Assemblies to establish one similar to ours. In 1935, in accordance with the provisions laid down in Section 3 (a) and Section 5 (a) of the Wagner-Peyser Act, agreement for the affiliation of the bureau and the North Carolina State Employment Service was effected. This division employs two workers, a chief and a secretary, who give full time to placement work—matching jobs and men, employment counseling, enlightening the employing public as to the capability of deaf workers, and welfare work among the deaf throughout the State. Information and statistics are collected and filed in this office which prove beneficial in getting up reports when requested. This bureau is as essential as post offices are for distributing mail; it acts as a clearing house.

When I first took charge of this bureau on July 1, 1933, my duties were specified but it was not long before I was confronted with many more problems, the greatest was educating and getting employers interested in deaf workers. This continues to be the case and I have been forced to do considerable traveling to enlighten the employing public, but it has been a good way of substantially developing employment opportunities and establishing better working relations for the deaf. From September 1, 1936, to September 1, 1938, I have traveled 33,685 miles in making official trips in the State of North Carolina. Only two

out-of-State trips were made, one to Chicago and the other to Talladega, Alabama. With the ever-changing personnel in the industrial world, this bureau will never get through with its educational program which alone indicates that this agency will always have work to do along this line. Therefore, it is necessary that traveling be continued and adequate funds appropriated for that purpose.

I have now been in charge of this bureau for five years, and it is gratifying to report that the last two-year period can be pointed out as a decided increase in activities over any comparable preceding period. According to figures available, 591 deaf adults have been placed since this bureau was established fifteen years ago and of that number, 82 have been placed in the last two-year period.

The labor situation among the deaf in North Carolina is still much better than other States, showing 95 per cent employed as compared with 37 and 58 per cent in others. It is not needful to say that when a man has no job he cannot make a living and, therefore, does not contribute his share in taxes. It is interesting to note today that North Carolina is getting back in taxes each year from those who secured employment with the assistance of the bureau several times more than is expended for the operation of the bureau. Today there are around 200 other deaf persons working besides the 591 placed by us in industrial plants in this State. Of this number, 82 have been placed in the last two-year period. Considering these 82, and conservatively speaking, \$944.64 is returned to the State each year in sales tax on food alone. Approximately 25 of these 82 employees who were placed operate a car and it is estimated that at least \$576 is returned to the State each year in tax on gasoline. One can readily see what the tax return would amount to if figured on all of the 591 deaf persons engaged in employment if items other than food and gasoline, such as clothing, real estate and personal property, etc., were considered.

A decrease in volume of placements for the last two years, 82, compared with 133 for the preceding two years reveals a general employment adjustment or stabilizing which has not been prevalent in preceding years. The deaf are fast learning to put forth their best efforts and stick to a job when placed, and employers are finding them to be valuable workmen.

The North Carolina Department of Vocational Rehabilitation has greatly assisted this department by providing funds with

which to train unskilled applicants. We are still confronted with the increasing demand for trained or experienced workers that we do not have when requests for such help come to us. This department is now working in conjunction with the State School for the Deaf to prevail upon the Legislature to appropriate sufficient funds with which to buy the equipment and train our students in school. In this way we could furnish trained help when demanded.

TABLE A—INDUSTRY AND OCCUPATION

North Carolina

INDUSTRY AND OCCUPATION	WHITE		
	REGISTRATION	PLACED	UNPLACED
Agriculture			
Farm laborers	2	2	0
Building and Construction			
Carpenters	12	12	0
Plasterers	3	3	0
Brickmasons	0	0	0
Clerical			
Bookkeepers	1	0	1
Clerical and filing clerks.....	1	1	0
Clothing and Textile			
Power machine operators.....	8	5	3
Hand sewing trades.....	0	0	0
Textile workers	2	0	2
Weavers	2	2	0
Domestic and Personal Service			
Housekeepers	0	0	0
Maids	0	0	0
Factories			
Tobacco workers	0	0	0
Cigarette makers	0	0	0
Leather, rubber and allied products			
Shoe repairers	1	1	0
Hosiery			
Boarders	1	1	0
Knitters	1	1	0
Loopers	13	11	2
Inspectors	1	1	0
Lumber			
Wood laborers	1	0	1
Metal and Machinery			
Auto garage workers.....	0	0	0
Motion picture operators.....	0	0	0
File sharpeners	0	0	0
Paper Manufacture			
Paper box and bag workers.....	0	0	0
Printing Trades			
Linotype operators	10	9	1
Printers and pressmen.....	10	10	0
Feeders and bindery workers.....	0	0	0

INDUSTRY AND OCCUPATION	REGISTRATION	PLACED	UNPLACED
Woodworking and Furniture			
Cabinet-makers	10	9	1
Painters and varnishers	0	0	0
Professional and Technical			
School teachers	0	0	0
Vocational teachers	0	0	0
Jewelry			
Watch and jewelry repairers.....	1	1	0
Laundries			
Ironers	1	1	0
Tailoring			
Tailors	2	2	0
Dry Cleaning			
Pressers	1	1	0
Bakery			
Bakers	1	0	1
Miscellaneous			
Newspaper agents	0	0	0
Salve factory workers	0	0	0
Common laborers	11	9	2
Casual workers	0	0	0
Total.....	96	82	14

NUMBER REPORTED PLACED

This table gives the number of registrations, referrals, and placements of deaf workers, subdivided as follows:

Men			
<i>Registrations</i>		<i>Help Wanted</i>	
Skilled	40	Skilled	40
Unskilled	27	Unskilled	22
Professional and Clerical.....	0	Professional and Clerical.....	0
Total.....	67	Total.....	62
<i>Referred</i>		<i>Reported Placed</i>	
Skilled	51	Skilled	38
Unskilled	35	Unskilled	24
Professional and Clerical.....	0	Professional and Clerical.....	0
Total.....	86	Total.....	62
Women			
<i>Registrations</i>		<i>Help Wanted</i>	
Domestic	0	Domestic	0
Industrial	28	Industrial	19
Professional and Clerical.....	1	Professional and Clerical.....	1
Total.....	29	Total.....	20
<i>Referred</i>		<i>Reported Placed</i>	
Domestic	0	Domestic	0
Industrial	42	Industrial	19
Professional and Clerical.....	1	Professional and Clerical.....	1
Total.....	43	Total.....	20

Office Interviews:

Sixteen months in Agriculture Building.....	253
Eight months in Raleigh Building.....	91
Letters received	842
Field interviews by Chief.....	319
Requests for data and information.....	52
Official trips made by Chief.....	80
Speeches by Chief concerning bureau.....	7

EMPLOYMENT OF DEAF IN OTHER STATES

The Act creating this Bureau prescribes, among the duties of the Chief, that, "He shall endeavor to obtain statistics and information of the condition of labor and employment and education of the deaf in other States, with a view of promoting the general welfare of the deaf in this State."

During the past two years we have encountered difficulty in complying with the quoted requirement because of lack of time and funds for out-of-State travel. Requests by correspondence have brought no figures for statistical use and only a few responses were made presenting no worth-while material. However, publications by the deaf coming to our office gave us some light on the labor problems and the employment situation of the deaf in the leading industrial centers of the United States. This information shows that the employment situation in other States are from 37 to 58 per cent, as compared with 95 in North Carolina.

The United States Department of Labor has not been able to supply us with figures on the National employment situation, which means that they have none, as is the case with all States except three. These three States are Minnesota, Michigan and Pennsylvania and during the past two years their percentage has increased from 35 to 58 per cent. This increase is due to the newly established divisions devoted to the deaf and their problems. The situation will no doubt be much better in the future.

States expecting to establish such agencies during the coming General Assembly other than those already mentioned having set-ups are: New York, Ohio, Tennessee, Indiana, Illinois, and New Jersey. These States have requested our assistance and also a copy of the bill creating our bureau.

We predict, with warm interest, that the day is not very far off when all States in the Union will have agencies of some kind to assist the deaf with their problems.

WELFARE WORK

White and Negro

Work "with a view of promoting the general welfare of the deaf in this State" as set forth in the bill creating this bureau was not actively begun until July 1, 1933, when the present Chief took charge. We have worked in conjunction with the State Board of Charities and Public Welfare and in this way our few needful deaf citizens received their share of welfare attention. This bureau is an asset when it comes to the welfare of this special group and the necessity of this work is increasing yearly, especially among those considered "too old to work."

Since this division is located in the city of the State capitol, it can keep a "hawk-eye" on legislation, such as that affecting deaf automobile drivers and compensation insurance, and see that the deaf are not discriminated against in any respect.

On numerous occasions the Chief has been called upon to interpret court proceedings for the benefit of deaf persons involved. In some cases this has proven to be quite a tedious ordeal. The Chief has also assisted with municipal cases. The service of this bureau, regardless of the nature, has been greatly beneficial and appreciated by all concerned. Time and again our help has been sought in connection with enforcing the State compulsory law governing deaf children between the ages of 7 and 18 to attend and remain in school. Frequently the Chief has had to take proper steps for enforcing the law after all due persuasion on the parents had failed. The children now in school are doing fine and are worth educating.

Farm Extension Service has been added to the vocational program of our school, and this bureau works in conjunction with the agent who serves as intermediary between State College and the rural deaf citizens of our State.

This department has been called upon to assist with land transfers, deeds, fire and life insurance policies, and since the government insists on alphabetizing every new administration or authority called into existence, we are asked to explain such programs to the best of our ability, together with countless other matters.

INMATES—WHITE AND NEGRO

We are very much pleased to report that there has been no increase during the past two years over the number of the 23 white inmates in the County Homes in this State. In most cases

these white inmates are too old, physically unfit and untrained for work that is required in these days of modern industry. It is hard going for deaf inmates in the various homes to mingle with hearing inmates who know not the language of the deaf. May the day come when provision can be made so that they will not have to spend their last days in loneliness and without the advantages of religious services and social contacts.

We are again unable to report on the number and condition of the Negro deaf inmates in County Homes. It seems that no accurate record is kept.

As per table below, the number of white and Negro inmates in the three State Hospitals remains 44, the same as reported two years ago. They are well cared for where they are and there is nothing that this bureau can do for them.

Location	Total	WHITE		Total	NEGRO	
		Men	Women		Men	Women
Morganton State Hospital.....	21	12	9	0	0	0
Raleigh Dix Hill.....	11	4	7	0	0	0
Goldsboro State Hospital.....	0	0	0	12	8	4
Total.....	32	16	16	12	8	4

TABLE B—CAUSES OF DEAFNESS

White

This condensed table is practically the same as that of our last report. An increase of only 12 is noted for the fall of 1937 and no figures are available for 1938 because construction of new buildings and repairs at our school has delayed the opening until after this report was completed. The table gives the causes of deafness among the white boys and girls, as found in applications for admission to school from 1932 to 1937 secured from the State School for the Deaf, located in Morganton.

CAUSES	TOTAL	BOYS	GIRLS
Scarlet Fever	9	5	4
Measles	6	2	4
Whooping Cough	8	1	7
Catarrh	3	2	1
Influenza	4	3	1
Automobile Accidents	3	3	0
Colitis	4	1	3
Pneumonia	5	4	1
Spinal Meningitis	25	13	12
Fall	3	1	2
Diphtheria	3	2	1
Disease of the Ear.....	27	19	8
Unknown Causes	167	96	71
Not Reported	104	72	48
Total.....	387	224	163

Boys		GIRLS	
Born Deaf	83	Born Deaf	52
Totally Deaf	38	Totally Deaf	29
Born Partially Deaf	80	Born Partially Deaf	59
Partially Deaf	23	Partially Deaf	23
Total.....	<u>224</u>	Total.....	<u>163</u>

TABLE C—CAUSES OF DEAFNESS

Negro

This condensed table gives the causes of deafness of the Negro boys and girls, as found in applications for admission to school from 1932 to 1937 secured from the State School for the Blind and Deaf, located in Raleigh.

CAUSES	TOTAL	BOYS	GIRLS
Scarlet Fever	2	1	1
Measles	1	1	0
Abnormal Ear	1	0	1
Spinal Meningitis	6	3	3
Fever	2	1	1
Lightning	1	0	1
Smallpox	1	0	1
Accident	3	2	1
Influenza	3	2	1
Pneumonia	2	0	2
Mastoiditis	1	1	0
Spasms	1	1	0
Sickness	1	0	1
Yellow Jaundice	1	0	1
Rheumatism	1	1	0
Unknown Causes	74	33	41
Total.....	<u>101</u>	<u>46</u>	<u>55</u>

Boys		GIRLS	
Born Deaf	17	Born Deaf	17
Totally Deaf	9	Totally Deaf	13
Born Partially Deaf.....	13	Born Partially Deaf.....	16
Partially Deaf	7	Partially Deaf	9
Total.....	<u>46</u>	Total.....	<u>55</u>

TABLE D—AGES WHEN HEARING WAS LOST

White

This condensed table gives the ages of the white boys and girls at which their hearing was lost, as found in applications for admission to school from 1932 to 1937, secured from the State School for the Deaf, located in Morganton.

AGES	TOTAL	BOYS	GIRLS
Six months	20	16	4
Seven months	6	4	2
Twelve months	15	10	5
Fifteen months	3	1	2
Eighteen months	10	3	7
Two years	23	12	11
Three years	5	3	2
Four years	7	4	3
Five years	5	4	1
Six years	4	0	4
Eight years	5	3	2
Twelve years	6	2	4
Age unknown	278	172	106
Total.....	387	234	153

TABLE E—AGES WHEN HEARING WAS LOST

Negro

This condensed table gives the ages of Negro boys and girls at which hearing was lost, as found in applications for admission to school for 1932 to 1937, secured from the State School for the Blind and Deaf, located in Raleigh.

AGES	TOTAL	BOYS	GIRLS
At birth	61	28	33
Six months	1	0	1
Seven months	3	1	2
Twelve months	3	1	2
Fifteen months	1	1	0
Eighteen months	3	1	2
Two years	7	5	2
Three years	5	2	3
Four years	2	1	1
Five years	3	2	1
Six years	0	0	0
Eight years	2	0	2
Twelve years	0	0	0
Unknown and not reported.....	10	6	4
Total.....	101	48	53





