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JOBS AND INEQUALITY

Progress and Stagnation in the Quest for an
Open Society

Remarks By

Andrew F. Brimmer

Member

Board of Governors of the
Federal Reserve System

Upon Presentation of the
56th Spingarn Medal

at the

62nd Annual Convention
of the

National Association for the Advancement of Colored People

Minneapolis Auditorium and Convention Center

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I would be honored at any time to receive an invitation to address an Annual Convention of the National Association for the Advancement of Colored People. I am especially pleased that I was asked to do so on this occasion -- and to have the additional privilege of presenting the 56th Spingarn Medal. This Award -- the highest mark of recognition that this Association can bestow -- is reserved for Negro Americans whose accomplishments have been truly outstanding. The man singled out for the citation this year has registered his achievements in the field of economics -- as well as in the fields of religion and social development. So in honoring him, you broadcast a message to this Nation -- but especially to the black community --

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I am grateful to a number of persons for assistance in the preparation of these remarks. Mr. William H. Brown, III, Chairman, U.S. Equal Employment Opportunity Commission (EEOC), arranged for me to obtain statistics reported to the Commission under Title VII of the Civil Rights Act of 1964. At the Board, Messrs. Peter J. Feddor and James T. Campbell, III, displayed considerable imagination in designing and carrying out the computer programming which made it possible to use the EEOC data. Mr. James R. Wetzel assisted with the analysis of the behavior of unemployment among nonwhites over the business cycle. Miss Harriett Harper had the main responsibility of matching the detailed industry employment data from EEOC with data from the 1960 Census. She also helped at several other stages of the project.

that is clear and unmistakable: genuine economic advancement is the key to the fulfillment of the most cherished aspirations of the Negro in America.

Since I share this conviction, I decided that the best way for me to respond to the NAACP's invitation is to share with you my own concern about the outlook for economic progress among black people in the United States. I am particularly distressed by the apparently declining emphasis on job opportunities -- in contrast to a rising demand for expanded opportunities for blacks to own and manage their own businesses. In expressing this concern, I must hasten to add that -- while I personally have serious reservations about many of the numerous programs aimed (hopefully) at increasing business ownership by blacks -- I believe that those black men and women who are convinced that they can succeed in business should have a chance to try their luck. At the same time, however, I must also emphasize that the vast majority of black people -- as is true of the vast majority of the American people as a whole -- must work for a living. This means that their true interest lies in the opening up of genuine employment opportunities and in accelerating occupational upgrading.

In citing this need, I am not overlooking the evidence of economic progress that is all around us: reflecting the considerable improvements in education and skills and the lessening of racial discrimination in numerous industries, black people have made noticeable strides in the last decade. These gains can be traced in their stronger

employment situation and the decline in their unemployment rates, as well as in the relative improvement in their share of total income.

Nevertheless, a closer examination of trends in Negro employment in major industries and government service during the 1960's reveals a mixture of progress and stagnation which shows that we still have a long road to travel before black people -- and other minority groups -- achieve truly equal opportunities in an open society. During the last month or so, I have had underway such an examination, and the results of the inquiry suggest that the amount of progress has been most uneven:

- In the last decade, Negroes made noticeable strides in total white collar employment, but the gains were concentrated among clerical workers. Sizable improvements occurred in professional and technical occupations. Their relative proportion as managers and officials was virtually stagnant.
- The share of blue collar jobs held by Negroes also rose somewhat. However, the gains centered in semi-skilled factory jobs. Small improvements were recorded among craftsmen and other highly-skilled categories.
- Among major industries, the pace of progress varied substantially. In general, where blacks have found a significant number of openings in particular industries, they have usually been in blue collar and service jobs. The few exceptions have included communications, banking, and insurance.
- In the area of public employment, Negroes have gained somewhat more than their proportionate share of jobs in the Federal Government. Nevertheless, they have made little headway in moving into the higher grades. While the situation is hard to document in the case of State and local governments, it appears that blacks

and members of other minority groups still have little chance to compete for the better paying positions on public payrolls.

- Within the Federal Reserve System, Negroes and other minority groups constitute nearly one-fifth of the total employment. Here also, however, they are concentrated mainly in the lower end of the salary structure. With respect to managers and officials, the System appears to have made only slightly more progress than banking generally -- and it seems to be about in line with industry as a whole.

But my assessment of the Negro's quest for equal employment has not been entirely backward looking. I have also looked ahead through the decade of the 1970's, and I see a number of reasons to be optimistic:

- The present decade will bring considerable expansion in economic opportunities. However, these openings will require a much higher level of education, and many of them will be in fields which blacks traditionally have not entered. Consequently, young black people will have to acquire a wide range of new skills while striving to narrow the educational gap between Negroes and white.
- But equally critical is the need to press on with the campaign to eradicate the remaining vestiges of racial discrimination. This need exists in government -- at all levels -- as well as in private industry.

In the short-run, however, I am less optimistic about the outlook for employment opportunities for blacks -- along with others in the national economy. Unemployment among Negroes climbed relatively more slowly than it did for all workers during the recent recession,

but the level for blacks is still almost double that for the total labor force. Moreover, reflecting the uncertain prospects for the total economy, I believe we should not expect to see a significant improvement in the employment situation for blacks -- or for the total labor force -- for quite some time.

Because of this rather pessimistic outlook for employment, a number of observers have been calling for greater effort by the Federal Government to stimulate the economy (by temporary tax or spending measures). In the face of persistent inflation, still others have urged the adoption of specific policies to restrain increases in wages and prices. In fact, the Federal Reserve Board has endorsed a number of times the idea of establishing some kind of machinery (built around a prices and wages review board) to strengthen the Government's hand in the fight against inflation.

Speaking for myself -- and not necessarily for my colleagues on the Federal Reserve Board -- I must say that I personally see a good deal of merit in the suggestions which hold that the economy does require an extra boost at this time.

I will amplify these general conclusions in the rest of these remarks.

Long-Run Trends in Employment

The economic progress of Negroes can be traced in the trends of the labor force, employment and occupational advancement during the

last decade. In 1970, there were 9.2 million nonwhites^{1/} in the labor force -- meaning that they were holding jobs or seeking work. This was a rise of about one-fifth since 1960, a rate of increase somewhat faster than for whites and for the total labor force. However, employment of nonwhites rose more rapidly than it did for all employees (by 22 per cent to 8.4 million for the former compared with 19-1/2 per cent to 78.6 million for the latter). Expressed differently, while nonwhites represented about 11 per cent of the total civilian labor force in both 1960 and 1970, their share of the gains in employment during the decade was somewhat larger: they accounted for near 12 per cent of the employment growth, although they held just over 10 per cent of the jobs at the beginning of the period. (See Table 1, attached.)

Advancement in the range of jobs held by Negroes in the last decade was also noticeable. This was particularly true of the improvements in the highest paying occupations. Between 1960 and 1970, the number of nonwhites in professional and technical positions increased by 131 per cent (to 766 thousand) while the increase in the total was only 49 per cent (to 11.1 million). Nonwhites had progressed to the point where they accounted for 6.9 per cent of the total employment in these top categories in the occupational structure in 1970, compared with 4.4 per cent in 1960. They got just over 9 per cent of the net increase in such jobs over the decade. During this

^{1/} Negroes constitute about 93 per cent of all nonwhites; other races included are American Indians and Orientals.

same period, the number of nonwhite managers, officials and proprietors (the second highest paying category) rose two-thirds (to 297 thousand) compared to an expansion of 17 per cent (to 8.3 million) for all employees in this category.

In the 1960's, nonwhite workers left low-paying jobs in agriculture and household service at a rate two to three times faster than did white workers. The number of nonwhite farmers and farm workers dropped by 63 per cent (to 328 thousand) in contrast to a decline of about 40 per cent (to 3.1 million) for all persons in the same category. Nevertheless, in 1970, nonwhites accounted for about 21 per cent of employment in agriculture, slightly more than their share in 1960 when the proportion for nonwhites was 19 per cent. The exit of nonwhites from private household employment was even more striking. During the last decade, the number of nonwhites so employed fell by about 34 per cent (to 652 thousand); the corresponding drop for all workers was only 21 per cent (to 1.6 million). Although roughly half of all household workers were nonwhite in 1960, the ratio had declined to just over two-fifths by 1971. The number of black nonfarm laborers declined (by 9 per cent to 866 thousand) over the last decade, but the total number of laborers rose somewhat.

Nevertheless, as already indicated, the accelerated movement of nonwhites out of the positions at the bottom of the occupational pyramid did not flow evenly through the entire occupational structure. For example, nonwhites in 1970 still held about 1.5 million of the service

jobs outside private households -- most of which require only modest skills. This represented almost one-fifth of the total -- slightly more than the proportion in 1960. Moreover, the number of nonwhites holding semi-skilled operative jobs (mainly in factories) rose by 42 per cent (to about 2.0 million) during the decade, compared with an expansion of only 16-1/2 per cent (13.9 million) for all workers. The result was that nonwhites' share of the total climbed from 12 per cent to over 14 per cent. Taken together, these two categories of lower-skilled jobs (chiefly in factories or in nonhousehold services) accounted for a somewhat larger share (42 per cent) of total nonwhite employment in 1971 than they did in 1960 -- when their share was about 38 per cent. In contrast, among all employees the proportion was virtually unchanged -- 27 per cent at the beginning of the decade and 28 per cent at its close.

While nonwhites made substantial progress during the 1960's in obtaining clerical and sales jobs -- and also registered noticeable gains as craftsmen -- their occupational center of gravity remained anchored in those positions requiring little skill and offering few opportunities for further advancement. At the same time, it is also clear from the above analysis that blacks who are well-prepared to compete for the higher-paying positions in the upper reaches of the occupation structure have made measurable gains. Nevertheless, compared with their overall participation in the economy (11 per cent of total employment), the occupational deficit in white collar employment -- averaging 40 per cent -- remains disturbingly large. These contrasting

experiences within the black community emphasize strongly the point I made at the outset: the campaign for improved job opportunities is far from won -- and must be pursued with renewed dedication.

Uneven Pattern of Equal Opportunity in Industry

The rate at which American industry has opened employment opportunities for blacks and other minorities has varied greatly over the last decade, and the overall picture is extremely mixed. In general, however, the representation of blacks remains heaviest in the relatively low-wage industries or in those industries with large concentrations of low- and semi-skilled occupations. The small number of exceptions to this pattern appear to be industries in which the leading firms have a substantial amount of direct contact with consumers. At the same time, some of these same industries are also ones in which public regulatory bodies play a major role in determining the framework within which firms operate. At the margin, this factor may also exert a slight influence in favor of lessening discrimination in employment.

Comprehensive statistics showing the current racial pattern of employment in American industry will not be available until the detailed tabulations of the 1970 Census have been completed. Comparable tabulations were prepared from the 1960 Census. Partly to bridge this gap -- and to obtain a rough indication of the racial distribution of employment in principal industries -- arrangements were made to draw on the information reported annually to the U.S. Equal Employment

Opportunity Commission (EEOC) under Title VII of the Civil Rights Act of 1964. These data are far from comprehensive, and they are also subject to a number of reporting limitations -- including limited coverage of small firms and the lack of reports for governments and educational institutions.^{2/} Nevertheless, the EEOC data do provide a broad outline of employment patterns and -- when compared with statistics from the 1960 Census -- they also give a general indication of trends over the last decade.

We have used the EEOC data for 1969 to estimate the share of Negro and other minority group employment in twelve occupational categories in 50 industries. Similar calculations for nonwhite employment in 1960 were also undertaken. The results of both sets of calculations are shown in the attached Appendix Table.

The highlights of the results are illustrated in Table 2. The information shows Negro employment as a percentage of total employment in selected occupations in 20 industry groups. Each of these industries had at least 500,000 total employees in 1969.

^{2/} However, the reports do cover a substantial proportion of total employment in some industries. About three-quarters of total employment in manufacturing, transportation, communication, and electric and gas utilities are reported, and well over one-half of the total in mining, and in finance, insurance and real estate is covered. On the other hand, the reports cover only about one-third of total employment in wholesale and retail trade, and in services. Just under one-fifth of contract construction employment is covered. Coverage and other characteristics of the EEOC data are discussed further in the notes to the attached Appendix Table.

These statistics seem to support the conclusion stated above: where blacks have found a significant number of openings in particular industries, they have usually been in blue collar and service fields. For example, in 1969, Negroes accounted for 9.5 per cent of the EEOC reported employment. However, they made up 13 per cent of all blue collar employees and 27 per cent of all service workers -- but they held only 4 per cent of all white collar jobs. Within the white collar group, Negroes represented only 1-1/2 per cent of managers and officials, 5-1/2 per cent of the technicians and 6 per cent of all office and clerical workers. In the blue collar category, they constituted 5 per cent of the craftsmen, 13 per cent of the operatives and 22 per cent of the laborers.

The extent of black employment varied greatly from industry to industry. Of the 20 industries shown in Table 2, they were concentrated most heavily in steel and other primary metals (13.6 per cent of total employment), textile mills (12.8 per cent), and food processing (12.4 per cent). They also had somewhat more than their proportionate share of the total jobs in transportation equipment manufacturing -- mainly automobiles (10.4 per cent) and apparel and other textiles (10.3 per cent). However, in all of these industries, the fairly high employment ratios for blacks reflected almost entirely their concentration in blue collar and service occupations.

The lowest employment ratios for Negroes among the 20 industries were found in electric and gas utilities (5.2 per cent) and non-electrical

machinery (5.6 per cent). The ratio in printing and publishing was also fairly low (6.3 per cent). Among these three groups, however, the Negro's share of white collar employment differed significantly. In non-electrical machinery, they held only 1-1/2 per cent of such jobs (the second smallest proportion among the 20 industries), compared with 3.4 per cent in the utilities and 3.7 per cent in printing and publishing.

The industries in which blacks have made the largest relative gains in occupational upgrading are communications, banking, and insurance. In the case of communications (dominated by telephones and radio and TV broadcasting), Negroes represented 7.4 per cent of total employment, and they held 8.8 per cent of the total white collar jobs; within the latter category, they had 11-1/2 per cent of the office and clerical positions. Negroes also represented 7-1/2 per cent of total employment in banking, and they held 6-1/2 per cent of the white collar positions -- including 8 per cent of the office and clerical jobs. Among insurance carriers, they occupied just over 6 per cent of all jobs, 5-1/2 per cent of the white collar slots, and made up 8 per cent of the office force.

Still other features of the position of blacks in American industry are put into sharp relief by the data in Table 2. At least one of these should be mentioned before I conclude this part of these remarks. While none of the industries listed show an outstanding record of advancing blacks to managerial and official positions,

the situation in electric and gas utilities, non-electrical machinery, textile mills, and railroad transportation is particularly distressing. In each of these industries, black managers and officials represent only 1/2 of 1 per cent of the total employees in this category. The "best" record -- which is far from "good" -- was in educational services (where the ratio was 3.5 per cent).

Again, the results of this survey of racial employment patterns in American industry point to an inescapable conclusion: our industrial leadership -- while they have made noticeable strides -- is still failing in the effort to achieve equality of employment opportunities in this country. Thus, the task of devising -- and enforcing -- effective programs to reach this goal remains to be done. Black people and other minorities -- and organization such as the NAACP -- must not slacken in their own responsibility to see that this goal is kept high on the agenda of the Nation's priorities.

Employment Opportunities in the Public Sector

While I have dwelt on the employment status of blacks in private industry, we must not overlook the still unsatisfactory situation in public service. Historically, a large proportion of employed Negroes (especially of those in professional positions) has been on the public payroll than has been true for the population as a whole. For example, while Negroes represented about 10 per cent of total employment in nonfarm occupations in private industry in 1970, they accounted for 15 per cent of all civilian employees in the Federal Government.

Moreover, while Federal employment absorbed 3.3 per cent of the total civilian labor force, about 4.6 per cent of the Negroes in civilian jobs were on the Federal payroll.

Behind these overall statistics is an even heavier reliance by Negroes on the public sector for a disproportionate share of the better jobs they hold. The extent of this reliance was fully documented in the 1960 Census of Population. In that year, public employment at the Federal, State and local level accounted for about 10.2 per cent of total employment. The percentage of nonwhites so employed was roughly the same, 9.9 per cent. However, while just over one-third of all professional and technical workers were employed by public agencies, nearly three-fifths of nonwhite workers in the same occupations were employed by such agencies. Of course, in each case, public employment was heavily weighted by the large number of teachers in the public schools.

But aside from education, the much greater reliance of Negroes on the public sector for white collar jobs is still noticeable. For instance, in 1960, about 1 in 8 of all salaried managers worked for public institutions, but the ratio was 1 in 5 for nonwhites. About 17 per cent of the nonwhite engineers worked for government bodies compared with only 7 per cent for white engineers. For accountants, the ratios were one-third for nonwhites and only 13 per cent for white accountants. Some 22 per cent of nonwhite chemists were employed by public agencies, compared with only 15 per cent of the white chemists.

Clerical workers provide the most striking example of all. In 1960, about two-fifths of all nonwhite women employed as secretaries, stenographers, and other classes of clerical workers were on the public payroll. Only 14 per cent of the white women employed as clerical workers were on the public payroll. Moreover, while nonwhite women represented less than 4 per cent of all women with such jobs, they accounted for 10 per cent of those employed in the public sector.

Although the details obviously have changed since 1960, the broad conclusions probably still hold. While private industry has greatly accelerated its hiring of Negroes in recent years, so has the public sector. For example, as shown in Table 3, in 1963, Negroes constituted 13 per cent of total employment in the Federal Government; by 1970, the ratio had risen to 15 per cent of the work force. In the seven-year period, the number of Negroes employed by the Federal Government rose from 302 thousand to 389 thousand, a gain of 87 thousand -- representing 30 per cent of the increase in total Federal Civilian employment.

However, while great strides have been made in the employment of minority groups in the Federal Government, the vast majority of Negroes is still concentrated in the low- and middle-grade jobs. Again, as Table 3 shows, of the 389 thousand Negroes employed by the Federal Government in 1970, less than two-fifths (141 thousand) were in the regular civil service grades, and over three-fifths were in the postal field service or held blue collar (wage board) jobs. Moreover,

in regular civil service categories, Negroes are heavily concentrated in the low to middle salary grades.

The employment status of blacks in State and local governments appears to be generally less favorable than it is in the Federal Government. The extent to which this is the case cannot be determined because of a lack of comprehensive information. However, a survey conducted in 1967 by the U. S. Civil Rights Commission casts considerable light on the situation.

The Commission collected information on government employment in seven major metropolitan areas -- representing 628 governmental units. The areas were San Francisco-Oakland, Baton Rouge, Detroit, Philadelphia, Memphis, Houston, and Atlanta. In all, nearly 250,000 jobs were involved. About one-fourth of these jobs were held by Negroes.

Of the black workers in State and local governments, more than half were on the payrolls of central city governments. The distribution of Negro and other minority group employment in the seven central cities is shown in Table 4. In four of these areas (San Francisco, Philadelphia, Detroit, and Memphis) the percentage of total city jobs held by Negroes was equal to -- or exceeded -- their proportion of the population. In both Baton Rouge and Oakland, the city employment rate for Negroes was roughly one-half of their representation in the population.

The data from the survey also show that blacks are heavily concentrated in the low-skill, low-pay occupations in all of the central cities listed. In fact, in each of the cities (except San Francisco and Oakland), Negroes held 70 per cent or more of all laborer jobs. In three of the cities (Philadelphia, Detroit, and Memphis), they made up about one-third of all service workers. In only two cities -- Philadelphia and Detroit -- did the number of Negroes in white collar positions come near to reflecting their proportion of the population.

On the basis of these results from the survey, one must share the Commission's conclusion: State and local governments have fallen far short of meeting their obligation to assure equal employment opportunity to all of their citizens. Consequently, the quest for job equality must still be pressed at city halls and in State capitals -- as well as in the Federal Government.

Equal Opportunity in the Federal Reserve System

As mentioned above, the Federal Reserve System has made considerable strides in expanding job opportunities for minority groups. However, despite a strong endorsement by policy officials in the System, the performance is uneven at the Board and among the Reserve Banks.

At the Federal Reserve Board, minorities (all except a few of whom are Negroes) represent over one-fifth of total employment. (Table 5.) They constitute nearly one-fifth of the total white collar

group, but they are heavily concentrated in the lower grades. In contrast, Negro employees make up three-fifths of the blue collar and service workers. Among these, nearly three-quarters are in the lowest pay grade. In fact, a fairly large number of blue collar workers began even lower down the occupational ladder (e.g., as messengers) and were promoted to semi-skilled jobs. On the other hand, considerable progress has been achieved in recent years in the employment of Negro clerical workers and technicians. This improvement is the result of systematic recruiting efforts supported by a strong positive employment policy developed by the Federal Reserve Board.

Among Federal Reserve Banks also, considerable progress in the employment of minority group members has been achieved. Negro employment in the Banks increased by 72 per cent between 1968 and 1971, while the total rose by only 17 per cent. Negroes represented half the rise in total employment during the same period. The Reserve Banks employed more than 3,800 Negroes, representing 17 per cent of their total work force in early 1971. (See Table 6.) However, the pattern is quite uneven from one bank to another. Moreover, although not shown in the table, the pattern differs greatly even between the head offices and their branches. To a considerable extent, the differences in black and other minority group employment rates at Federal Reserve Banks can be traced to the differing representation of such groups in the local population (Minneapolis, for example). However, the situation in Kansas City -- and perhaps in Boston -- apparently cannot be explained on that basis.

Sadly, it seems that the Federal Reserve Banks have been able to do no better than industry as a whole -- and only slightly better than banking generally -- in the employment of blacks in managerial and official positions. As shown in Table 7, Negroes constituted 1-1/2 per cent of such officials in early 1971.

Clearly, even in the Federal Reserve System, a positive program of active recruiting is necessary to translate a firm policy of equal opportunity into action. This is especially true if any headway is to be made in expanding employment for minority groups in white collar occupations. Such a program is under way, and it was strengthened further early this year when the Federal Reserve Board appointed an official who will devote his full time to the promotion of equal employment opportunity. His task will not be an easy one.

Long-Run Outlook for Black Employment

As I look ahead to the Negro's employment prospects in the current decade, I am fairly optimistic. By 1980, there should be about 12 million Negroes in the labor force -- constituting about 12 per cent of the total. The projection for the national economy as a whole suggests that the outlook for blacks will brighten considerably -- if they can prepare themselves to take advantage of the emerging openings.

Thus, improvement in the educational attainment of the black community will be crucial. Sizable gains were achieved during the last decade, and the prospect for further advances is quite

hopeful. If these recent trends in schooling of both whites and Negroes do continue during the decade of the 1970's, the educational gap between the two will narrow considerably. Moreover, substantial improvement can also be expected in the quality of education received by Negroes over the next decade.

On the other hand, in the 1970's there will be a sharp increase in the demand for highly trained people. But at the same time, we can also expect a dramatic shift in the types of skills required. This prospect will be of critical importance to black students. As we know, Negro college graduates have traditionally concentrated heavily in the field of education (especially in elementary and secondary teaching). The social sciences, business, and English and literature have attracted most of the remaining graduates. Only a small percentage (much smaller than among college students generally) has selected majors in the scientific fields; among these, biology and mathematics accounted for a sizable share of the enrollment.

Over the current decade, the demand for college graduates is expected to run substantially counter to the typical pattern of Negro graduates. Even before the decade is very far advanced, elementary and secondary education -- long plagued by a shortage of classroom personnel -- will be faced with a surplus of teachers -- if recent entry patterns in this occupation continue. In scientific fields, there may also be a surplus of mathematicians and life scientists (especially of biologists) if students continue to concentrate in these areas in the same proportion as in the recent past.

In contrast, several other scientific and technical fields will continue to face shortages during the 1970's. These include chemistry, geology, geophysics, and engineering. Professional health occupations can also anticipate continued shortages. The short-fall in the supply of physicians and dentists may be especially serious, due to the limited capacity of existing medical and dental schools -- which may be relieved only slightly by institutions scheduled to be launched during the 1970's. Outside the scientific and medical fields, other areas of potential shortages include counseling, social work, urban planning, and a number of occupations involved in the planning and administration of State and local governments.

Behavior of Black Employment During the Recent Recession

As I mentioned above, while I am fairly hopeful about the long-run prospects for black employment, I am less optimistic regarding their job outlook in the near term. My dampened expectations result from the somewhat uncertain outlook for the economy as a whole -- and not from factors affecting blacks alone.

In fact, during the recent recession (from which the economy is - hopefully - recovering), the level of black unemployment rose somewhat less than one would have expected on the basis of historical experience. Partly reflecting the relative lack of skills (but also reflecting the direct impact of racial discrimination), the unemployment rate among blacks has traditionally been about double the rate for whites. Moreover, in previous recessions changes in employment and

unemployment among Negroes and whites have tended to be roughly proportionate -- although the specific timing of the changes differed slightly. During the last year, however, employment of adult nonwhites (aged 20 and over) -- of whom about 93 per cent are Negroes -- edged up moderately, while employment among white adults has declined. Also, the level of white unemployment has risen more than the level of Negro unemployment -- approximately one-third vs. about one-fifth.

Reflecting the relatively slower rise of Negro unemployment, their jobless rate has remained significantly below the rates prevailing in the early 1960's, whereas the rate for whites has been generally above those recorded in that period. For example, in 1962-63, the nonwhite unemployment rate averaged about 11 per cent, compared with roughly 5 per cent for whites. In June of this year, the nonwhite rate was 9.4 per cent, and the white rate was 5.2 per cent. (See Table 8.)

Thus, the ratio of the Negro to the white unemployment rate diminished significantly during the recent recession, and it continues well below the historic 2-to-1 relationship that obtained between the mid-1950's and the late 1960's. A large share of the increase of unemployment in the last 1-1/2 years has occurred in the aerospace-defense sector, a concentration of industries which have relatively few black workers. Of equal importance, however, has been the greater propensity for Negroes to leave the labor force during this period of slack demand. Participation rates for Negroes have fallen somewhat more than those for whites.

Short-Term Economic Outlook

As I stressed above, the near-term employment prospects for blacks -- as well as for the total labor force -- is not very bright. The total unemployment rate declined from 6.2 per cent in May to 5.6 per cent last month, and the rate for nonwhites decreased from 10.5 per cent to 9.4 per cent. While the declines were widely distributed, they were particularly sharp for teenagers and young adults. However, these one-month declines may not be particularly significant. To some extent, they may reflect technical statistical (seasonal adjustment) factors. Similar changes (although of a smaller magnitude) occurred last year, when the labor force fell and unemployment edged down from May to June -- only to rebound in July.^{3/} More importantly, however, the depressed state of the labor market itself may have cut the large influx of young workers at the end of the school year. Overall, in the 12 months ending in June, the total labor force rose by about one-half million -- only one-third of the growth normally expected on the basis of population change and long-run trends in labor force participation.

As I assess the present state of the national economy, I am personally convinced that there is a serious shortage of effective demand. Businesses nor households appear willing to step up their rate of spending for goods and services -- which would in turn stimulate

^{3/} In passing, it should be noted that the Bureau of Labor Statistics recognizes these technical difficulties and is making an effort to improve the statistical measurements.

increased production, rising employment, and a decline in the backlog of unused plant capacity. Moreover, the sluggish propensity to spend on the part of consumers seems to reflect pessimistic expectations about future employment prospects and the likelihood of a foreseeable check to inflation. Businesses -- too -- seem to be suffering from a pessimistic view of the economic outlook. Caught in the severe profits squeeze and facing substantial excess plant capacity, they see little need for -- and little chance to benefit from -- a large increase in spending on new plant and equipment in the near term.

Under these circumstances, the situation may well call for direct measures to strengthen effective demand in the private economy. Since the major participants in the private sector (households and businesses) apparently are unwilling to provide the autonomous support required -- that is, by spending more and saving less out of a given income -- we may face a classic case that might call for action by the Federal Government. In my opinion, that action could take a variety of forms. However, a key requirement is that it work directly through the provision of inducements to consumers to spend and inducements to business firms to undertake fixed investment. For this purpose, fiscal measures -- rather than further easing of monetary policy -- are clearly the most promising.

Table 1.

Employed Persons by Major Occupation Group and Color
(Numbers in thousands)

| <u>Occupation</u> | <u>Total Employment: 1960</u> | | | | |
|-------------------------------|-------------------------------|--------------------------------|------------------------------|--------------------------------|---------------------------------|
| | <u>Total</u> | | <u>Negro and Other Races</u> | | |
| | <u>Number</u> | <u>Percentage Distribution</u> | <u>Number</u> | <u>Percentage Distribution</u> | <u>Per cent of total Number</u> |
| Total Employed | 65,778 | 100.0 | 6,927 | 100.0 | 10.5 |
| White Collars Workers | 28,522 | 43.3 | 1,113 | 16.1 | 3.9 |
| Professional & Technical | 7,469 | 11.4 | 331 | 4.7 | 4.4 |
| Managers, Officials, & Prop. | 7,067 | 10.7 | 178 | 2.6 | 2.5 |
| Clerical Workers | 9,762 | 14.8 | 503 | 7.3 | 5.2 |
| Sales Workers | 4,224 | 6.4 | 101 | 1.5 | 2.4 |
| Blue Collar Workers | 24,057 | 36.6 | 2,780 | 40.1 | 11.6 |
| Craftsmen & Foremen | 8,554 | 13.0 | 415 | 6.0 | 4.8 |
| Operatives | 11,950 | 18.2 | 1,414 | 20.4 | 11.8 |
| Nonfarm Laborers | 3,553 | 5.4 | 951 | 13.7 | 26.8 |
| Service Workers | 8,023 | 12.2 | 2,196 | 31.7 | 27.4 |
| Private Household | 1,973 | 3.0 | 982 | 14.2 | 49.8 |
| Other Service Workers | 6,050 | 9.2 | 1,214 | 17.5 | 20.1 |
| Farm Workers | 5,176 | 7.9 | 841 | 12.1 | 16.2 |
| Farmers & Farm Managers | 2,776 | 4.2 | 219 | 3.2 | 7.9 |
| Farm Laborers & Foremen | 2,400 | 3.7 | 622 | 8.9 | 25.9 |
| <u>Total Employment: 1970</u> | | | | | |
| Total Employed | 78,627 | 100.0 | 8,445 | 100.0 | 10.7 |
| White Collar Workers | 37,997 | 48.3 | 2,356 | 27.9 | 6.2 |
| Professional & Technical | 11,140 | 14.2 | 766 | 9.1 | 6.9 |
| Managers, Officials & Prop. | 8,289 | 10.5 | 297 | 3.5 | 3.6 |
| Clerical Workers | 13,714 | 17.4 | 1,113 | 13.2 | 8.1 |
| Sales Workers | 4,854 | 6.2 | 180 | 2.1 | 3.7 |
| Blue Collar Workers | 27,791 | 35.3 | 3,561 | 42.2 | 12.8 |
| Craftsmen & Foremen | 10,158 | 12.9 | 692 | 8.2 | 6.8 |
| Operatives | 13,909 | 17.7 | 2,004 | 23.7 | 14.4 |
| Nonfarm Laborers | 3,724 | 4.7 | 866 | 10.3 | 23.2 |
| Service Workers | 9,712 | 12.4 | 2,199 | 26.0 | 22.6 |
| Private Household | 1,558 | 2.0 | 652 | 7.7 | 41.8 |
| Other Service Workers | 8,154 | 10.4 | 1,546 | 18.3 | 19.0 |
| Farm Workers | 3,126 | 4.0 | 328 | 3.9 | 10.5 |
| Farmers & Farm Managers | 1,753 | 2.2 | 87 | 1.0 | 5.0 |
| Farm Laborers & Foremen | 1,373 | 1.8 | 241 | 2.9 | 17.6 |

Source: U.S. Department of Labor, Manpower Report of the President, April, 1971, Tables A-9 and A-10, p.p. 215-7.

Table 2.

Negro Employment as a Percentage of Total Employment in
Selected Industries and Selected Occupations,
1960 and 1969

(Numbers in Thousands)

Note: For sources and limitations of data, see notes at end of Appendix Table

| SIC | Industry | Total Employment (Number) | | | | | | | | | | |
|-------|-----------------------------------|---------------------------------|-------|-----------------|-------------------------|-------------|----------------------|----------------|-----------|------------|----------|--------------------|
| | | | Total | White Collar | Managers & Officials | Technicians | Office & Clerical | Blue Collar | Craftsmen | Operatives | Laborers | Service Workers |
| 1960: | All Industries | 64,647 | 10.2 | 3.8 | 2.3 | n.a. | 4.6 | 10.5 | 4.9 | 10.7 | 25.8 | 28.1 |
| 1969: | All Industries (EEO-1) | 28,739 | | | | | | | | | | |
| | Nonwhite | | 10.4 | 5.1 | 2.1 | 6.9 | 7.0 | 13.3 | 5.6 | 14.1 | 22.9 | 28.2 |
| | Negro | | 9.5 | 4.1 | 1.5 | 5.6 | 6.1 | 12.6 | 5.0 | 13.4 | 21.8 | 26.9 |
| (13) | Food Processing | 1,094 | 12.4 | 2.9 | 1.7 | 2.0 | 3.6 | 2.7 | 1.2 | 2.9 | 7.1 | 27.1 |
| (22) | Textile Mills | 784 | 12.8 | 1.7 | 0.6 | 2.9 | 2.9 | 14.3 | 6.1 | 13.8 | 27.7 | 33.4 |
| (23) | Apparel and Other | | | | | | | | | | | |
| | Textiles | 604 | 10.3 | 3.5 | 1.8 | 3.4 | 5.6 | 11.1 | 8.9 | 11.2 | 15.8 | 19.5 |
| (26) | Paper Products | 564 | 8.8 | 1.6 | 0.7 | 2.0 | 2.8 | 11.1 | 4.6 | 11.1 | 17.2 | 21.1 |
| (27) | Printing and Publishing | 541 | 6.3 | 3.7 | 1.0 | 4.1 | 5.7 | 7.6 | 2.1 | 10.4 | 19.0 | 32.7 |
| (28) | Chemicals | 930 | 7.8 | 2.3 | 0.8 | 4.1 | 4.0 | 12.2 | 4.7 | 13.0 | 22.7 | 23.5 |
| (33) | Primary Metals | 1,079 | 13.6 | 2.1 | 1.7 | 2.6 | 3.1 | 17.0 | 6.7 | 19.1 | 25.3 | 19.0 |
| (34) | Fabricated Metals | 881 | 9.1 | 1.4 | 0.8 | 1.9 | 2.3 | 11.6 | 4.5 | 13.0 | 17.5 | 27.8 |
| (35) | Machinery (Exc. Elect.) | 1,394 | 5.6 | 1.5 | 0.5 | 1.6 | 2.6 | 7.8 | 3.4 | 9.0 | 14.9 | 16.5 |
| (36) | Electrical Machinery | 1,748 | 7.3 | 2.3 | 0.9 | 3.1 | 3.9 | 10.2 | 4.2 | 11.5 | 12.7 | 19.2 |
| (37) | Transport. Equip. | 1,670 | 10.4 | 2.0 | 1.4 | 2.1 | 3.8 | 14.4 | 6.2 | 18.4 | 20.6 | 24.8 |
| (40) | Railroad Transport. | 616 | 7.8 | 2.2 | 0.5 | 0.6 | 2.6 | 8.8 | 3.0 | 5.7 | 30.0 | 47.8 |
| (48) | Communications | 853 | 7.4 | 8.8 | 1.4 | 2.4 | 11.6 | 3.8 | 3.0 | 13.6 | 15.7 | 31.9 |
| (49) | Electric, Gas, San. Ser. | 569 | 5.2 | 3.4 | 0.4 | 1.6 | 5.3 | 6.4 | 1.9 | 8.6 | 25.3 | 32.8 |
| (50) | Wholesale Trade | 1,345 | 6.9 | 3.1 | 0.8 | 3.2 | 4.1 | 13.9 | 6.3 | 13.6 | 22.7 | 23.2 |
| (53) | Retail and General Merchandise | 1,554 | 7.8 | 5.8 | 2.4 | 5.1 | 7.4 | 14.6 | 6.2 | 14.9 | 21.0 | 24.1 |
| (54) | Food Stores | 731 | 6.5 | 5.6 | 2.0 | 7.6 | 5.2 | 10.7 | 4.3 | 13.4 | 13.8 | 13.4 |
| (60) | Banking | 651 | 7.5 | 6.4 | 0.9 | 5.9 | 8.0 | 13.6 | 6.8 | 15.9 | 20.9 | 28.6 |
| (63) | Insurance Carriers | 837 | 6.2 | 5.6 | 1.8 | 4.6 | 8.0 | 20.1 | 5.1 | 17.5 | 45.4 | 29.4 |
| (82) | Educational Services | 863 | 9.7 | 4.9 | 3.5 | 10.2 | 6.5 | 14.2 | 5.5 | 18.2 | 19.8 | 32.9 |

Table 3.

Trends in Minority Group Employment in the Federal Government
1 9 6 3 - 1 9 7 0

| Pay Category | Total Full Time Employees | Minority Groups | | Negro | | Spanish Surnamed | | American Indian ^{1/} | | Oriental ^{2/} | | All Other | |
|--------------------------------------|---------------------------|-----------------|-------------------|---------|-------------------|------------------|-------------------|-------------------------------|-------------------|------------------------|-------------------|-----------|-------------------|
| | | Number | Per Cent of Total | Number | Per Cent of Total | Number | Per Cent of Total | Number | Per Cent of Total | Number | Per Cent of Total | Number | Per Cent of Total |
| <u>1 9 6 3</u> | | | | | | | | | | | | | |
| Total: All Pay Systems | 2,298,808 | 374,321 | 16.3 | 301,889 | 13.1 | 51,682 | 2.2 | 10,592 | 0.5 | 10,158 | 0.4 | 1,924,487 | 83.7 |
| Total: General (or Similar) Schedule | 1,103,051 | 125,596 | 11.4 | 101,589 | 9.2 | 15,292 | 1.4 | 5,315 | 0.5 | 3,400 | 0.3 | 977,455 | 88.6 |
| GS-1 thru 4 | 355,329 | 78,170 | 22.0 | 66,169 | 18.6 | 7,520 | 2.1 | 3,373 | 1.0 | 1,108 | 0.3 | 277,159 | 77.0 |
| GS-5 thru 8 | 315,203 | 33,851 | 10.7 | 26,452 | 8.4 | 4,809 | 1.5 | 1,311 | 0.4 | 1,279 | 0.4 | 281,352 | 89.3 |
| GS-9 thru 11 | 243,325 | 10,433 | 4.3 | 7,016 | 2.9 | 2,178 | 0.9 | 481 | 0.2 | 758 | 0.3 | 232,892 | 95.7 |
| GS-12 thru 18 | 189,194 | 3,142 | 1.7 | 1,952 | 1.0 | 785 | 0.4 | 150 | 0.1 | 255 | 0.1 | 186,052 | 98.3 |
| <u>1 9 7 0</u> | | | | | | | | | | | | | |
| Total: All Pay Systems | 2,592,956 | 501,871 | 19.4 | 389,355 | 15.0 | 73,968 | 2.9 | 17,446 | 0.7 | 21,102 | 0.8 | 2,091,085 | 80.6 |
| Total: General (or Similar) Schedule | 1,292,310 | 186,170 | 14.4 | 140,919 | 10.9 | 24,302 | 1.9 | 10,480 | 0.8 | 10,469 | 0.8 | 1,106,140 | 85.6 |
| GS-1 thru 4 | 308,315 | 84,078 | 27.3 | 67,253 | 21.8 | 9,258 | 3.0 | 5,655 | 1.8 | 1,912 | 0.6 | 224,237 | 72.7 |
| GS-5 thru 8 | 372,939 | 64,278 | 17.2 | 50,392 | 13.5 | 8,186 | 2.2 | 2,724 | 0.7 | 2,976 | 0.8 | 308,661 | 82.8 |
| GS-9 thru 11 | 318,077 | 25,572 | 8.0 | 16,272 | 5.1 | 4,663 | 1.5 | 1,472 | 0.5 | 3,165 | 1.0 | 292,505 | 92.0 |
| GS-12 thru 18 | 292,979 | 12,242 | 4.2 | 7,002 | 2.4 | 2,195 | 0.8 | 629 | 0.2 | 2,416 | 0.8 | 280,737 | 95.8 |
| GS-12 thru 13 | 215,720 | 9,736 | 4.5 | 5,723 | 2.7 | 1,700 | 0.8 | 477 | 0.2 | 1,836 | 0.9 | 205,984 | 95.5 |
| GS-14 thru 15 | 71,788 | 2,395 | 3.3 | 1,204 | 1.7 | 478 | 0.7 | 146 | 0.2 | 567 | 0.8 | 69,393 | 96.7 |
| GS-16 thru 18 | 5,471 | 111 | 2.0 | 75 | 1.4 | 17 | 0.3 | 6 | 0.1 | 13 | 0.2 | 5,360 | 98.0 |

^{1/} Surveyed only in Arizona, California, Montana, New Mexico, North Carolina, Oklahoma and South Dakota in 1963.

^{2/} Surveyed only in California, Oregon and Washington in 1963.

Source: U. S. Civil Service Commission, "Study of Minority Group Employment in the Federal Government," 1963 and 1970.

Table 4.

Minority Group Employment as a Percentage of Total Employment
by Occupation, Selected Central Cities, 1967
(Full Time Noneducational Employees)

| City and Race | All Occupations | White Collar | | | | Blue Collar | | | Service Workers |
|-------------------------|-----------------|--------------------|----------------------|--------------------------|-------------------|-------------------|------------------------|----------|-----------------|
| | | Total White Collar | Officials & Managers | Professional & Technical | Office & Clerical | Total Blue Collar | Craftsmen & Operatives | Laborers | |
| San Francisco - Oakland | | | | | | | | | |
| Total Number | 19,745 | 6,850 | 256 | 4,357 | 2,237 | 5,206 | 3,947 | 1,257 | 7,689 |
| Minority (%) | 26.8 | 18.7 | 4.7 | 19.8 | 18.2 | 29.5 | 27.8 | 34.6 | 32.3 |
| Negro (%) | 17.9 | 9.5 | 3.9 | 9.5 | 10.2 | 24.4 | 23.0 | 28.7 | 21.0 |
| Spanish American (%) | 2.0 | 1.4 | 0.0 | 1.5 | 1.6 | 3.2 | 2.8 | 4.2 | 1.7 |
| Oriental (%) | 3.8 | 7.8 | 0.8 | 8.8 | 6.4 | 1.9 | 2.0 | 1.7 | 9.6 |
| Philadelphia | | | | | | | | | |
| Total Number | 28,075 | 9,092 | 863 | 5,070 | 3,159 | 5,847 | 3,319 | 2,528 | 13,136 |
| Negro (%) | 40.6 | 34.3 | 21.9 | 27.6 | 48.3 | 71.7 | 56.6 | 91.7 | 31.2 |
| Detroit | | | | | | | | | |
| Total Number | 26,448 | 7,206 | 800 | 3,028 | 3,378 | 8,370 | 5,259 | 3,111 | 10,872 |
| Negro (%) | 40.1 | 30.5 | 14.4 | 22.3 | 41.6 | 57.1 | 42.7 | 81.5 | 33.4 |
| Atlanta | | | | | | | | | |
| Total Number | 6,001 | 884 | 65 | 397 | 422 | 2,997 | 1,450 | 1,547 | 2,120 |
| Negro (%) | 32.1 | 3.6 | 0.0 | 4.5 | 3.3 | 53.0 | 16.7 | 87.0 | 14.9 |
| Houston | | | | | | | | | |
| Total Number | 8,417 | 2,060 | 313 | 751 | 996 | 2,683 | 1,295 | 1,388 | 3,674 |
| Minority (%) | 27.8 | 11.0 | 10.5 | 9.3 | 12.3 | 61.9 | 33.4 | 88.5 | 12.4 |
| Negro (%) | 19.1 | 4.4 | 6.1 | 4.0 | 4.2 | 47.9 | 23.7 | 70.5 | 6.3 |
| Spanish-American (%) | 8.7 | 6.6 | 4.5 | 5.3 | 8.1 | 14.1 | 9.7 | 18.1 | 6.1 |
| Memphis | | | | | | | | | |
| Total Number | 10,729 | 2,783 | 433 | 1,311 | 1,039 | 3,980 | 1,486 | 2,494 | 3,969 |
| Negro (%) | 41.7 | 20.9 | 2.8 | 32.5 | 14.0 | 65.8 | 13.9 | 96.7 | 32.2 |
| Baton Rouge | | | | | | | | | |
| Total Number | 1,990 | 597 | 97 | 230 | 252 | 702 | 401 | 301 | 709 |
| Negro (%) | 16.4 | 0.9 | 0.0 | 2.2 | 0.0 | 41.6 | 20.0 | 70.4 | 4.2 |

Source: U. S. Commission on Civil Rights, "For All the People...By All the People: A Report on Equal Opportunity in State and Local Government Employment," 1969.

Table 5.

Minority Group Employment at the Federal Reserve Board
November 30, 1970

| <u>Category</u> | <u>All Employees</u> | <u>Minority Group Employment</u> | | | |
|--------------------------|--------------------------|----------------------------------|------------------------------|------------------------------|------------------------------|
| | | <u>Negro Employment</u> | | <u>Other Minority Groups</u> | |
| | | <u>Number</u> | <u>Per Cent of Total</u> | <u>Number</u> | <u>Per Cent of Total</u> |
| Total Employment | 1,018 | 226 | 22.2 | 8 | 0.8 |
| Board Members | 7 | 1 | 14.3 | --- | --- |
| Official Staff | 66 | (1/) | --- | --- | --- |
| FR Grades: Total | 850 | 167 | 19.6 | 8 | 0.9 |
| FR 12-15 | 273 | 12 | 4.4 | 4 | 1.5 |
| FR 8-11 | 202 | 6 | 3.0 | --- | --- |
| FR 5-7 | 232 | 60 | 25.9 | 2 | 0.9 |
| FR 1-4 | 143 | 89 | 62.2 | --- | --- |
| Wage Board Grades: Total | 95 | 58 | 61.0 | 2 | 2.1 |
| \$5,000 - 5,999 | 41 | 30 | 73.2 | 1 | 2.4 |
| 6,000 - 7,999 | 26 | 16 | 61.5 | 1 | 3.8 |
| 8,000 - 9,999 | 21 | 11 | 52.4 | --- | --- |
| 10,000 - 11,999 | 6 | 1 | 16.7 | --- | --- |
| 12,000 - 13,999 | 1 | --- | --- | --- | --- |

1/ Note: In early 1971, one Negro officer (The Director of Equal Employment Opportunity) was added to the Board's staff.

Source: Federal Reserve Board

Table 6.

Employment in Federal Reserve Banks and Branches, By Race,
1968 and 1971

| Federal Reserve Bank, including Branches | 1968 | | | | 1971 | | | | | |
|---|---------------------|----------------------------|----------------------|--|----------------------|---------------------|----------------------------|----------------------|--|----------------------|
| | Total Employment | Negro Employment Number | Per Cent of Total | Other Minorities ^{1/} Number | Per Cent of Total | Total Employment | Negro Employment Number | Per Cent of Total | Other Minorities ^{1/} Number | Per Cent of Total |
| Boston | 1,203 | 68 | 5.6 | 6 | 0.5 | 1,475 | 141 | 9.6 | 33 | 2.3 |
| New York | 4,032 | 726 | 18.0 | 97 | 2.4 | 4,829 | 1,277 | 26.4 | 206 | 4.3 |
| Philadelphia | 899 | 85 | 9.4 | --- | --- | 1,048 | 184 | 17.6 | 6 | 0.6 |
| Cleveland | 1,381 | 102 | 7.4 | 2 | 0.1 | 1,404 | 148 | 10.5 | 1 | 0.1 |
| Richmond | 1,453 | 280 | 19.3 | 1 | 0.1 | 1,916 | 423 | 22.1 | 13 | 0.7 |
| Atlanta | 1,489 | 213 | 14.3 | 7 | 0.5 | 1,738 | 322 | 18.5 | 20 | 1.2 |
| Chicago | 2,613 | 233 | 8.9 | 36 | 1.4 | 2,965 | 483 | 16.3 | 91 | 3.1 |
| St. Louis | 1,176 | 195 | 16.6 | --- | --- | 1,427 | 321 | 22.5 | 9 | 0.6 |
| Minneapolis | 725 | 6 | 0.8 | 1 | 0.1 | 905 | 32 | 3.5 | 5 | 0.6 |
| Kansas City | 1,164 | 69 | 5.9 | 21 | 1.8 | 1,415 | 102 | 7.2 | 35 | 2.5 |
| Dallas | 977 | 78 | 8.0 | 44 | 4.5 | 1,131 | 167 | 14.8 | 99 | 8.8 |
| San Francisco | 1,866 | 155 | 8.3 | 214 | 11.5 | 2,021 | 212 | 10.5 | 348 | 17.2 |
| All Federal Reserve Banks | 18,978 | 2,210 | 11.6 | 429 | 2.3 | 22,274 | 3,812 | 17.1 | 866 | 3.9 |

^{1/} Includes Spanish Americans, Orientals and American Indians.

Source: Federal Reserve Board.

Table 7.

Managers and Officials in Federal Reserve Banks,
By Race, First Quarter, 1971

| <u>Federal Reserve Bank</u> | <u>Total Number of Managers & Officials</u> | <u>Negroes</u> | | <u>Other Minorities</u> | |
|-----------------------------|---|----------------|--------------------------|-------------------------|--------------------------|
| | | <u>Number</u> | <u>Per Cent of Total</u> | <u>Number</u> | <u>Per Cent of Total</u> |
| 1. Boston | 71 | 0 | --- | 0 | --- |
| 2. New York | 372 | 6 | 1.6 | 1 | 0.3 |
| 3. Philadelphia | 107 | 1 | 0.9 | 0 | --- |
| 4. Cleveland | 105 | 2 | 1.9 | 0 | --- |
| 5. Richmond | 135 | 1 | 0.7 | 0 | --- |
| 6. Atlanta | 178 | 4 | 2.2 | 1 | 0.6 |
| 7. Chicago | 322 | 5 | 1.6 | 5 | 1.6 |
| 8. St. Louis | 125 | 1 | 0.8 | 0 | --- |
| 9. Minneapolis | 89 | 4 | 4.5 | 1 | 1.1 |
| 10. Kansas City | 133 | 1 | 0.8 | 1 | 0.8 |
| 11. Dallas | 99 | 0 | --- | 3 | 3.0 |
| 12. San Francisco | 142 | 1 | 0.7 | 2 | 1.4 |
| TOTAL | 1,878 | 26 | 1.4 | 14 | 0.8 |

Source: Federal Reserve Board

Table 8. Negro and White Unemployment Rates
 During Recent Business Cycles
 (Seasonally adjusted)

| <u>Cyclical peaks and troughs</u> | <u>Jobless Rates</u> | | <u>Ratio</u> |
|-----------------------------------|----------------------|--------------|--------------|
| | <u>Negro</u> | <u>White</u> | |
| July 1957 | 7.9 | 3.7 | 2.14 |
| April 1958 | 13.8 | 6.7 | 2.06 |
| May 1960 | 9.7 | 4.6 | 2.11 |
| February 1961 | 12.8 | 6.2 | 2.06 |
| November 1969 | 6.3 | 3.2 | 1.97 |
| November 1970 | 9.0 | 5.5 | 1.64 |
| ----- | | | |
| June 1971 | 9.4 | 5.2 | 1.81 |

Source: U. S. Department of Labor, Bureau of Labor Statistics.

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969
 (Number in thousands; minority groups as percentage of total in each category)
 (Note: See notes at end of table for sources and limitations of data)

| OCCUPATION AND RACE | Total All Industries | Oil and Gas. Extr. | Gen. Bldg. Contract. | Heavy Construct. Contract. | Special Trade Contract. | Ordnance and Accessories | Food and Kindred Products | Textile and Mill Products | Apparel and Other Textiles | Lumber and Wood Products | Furniture and Fixtures | Paper and Allied Products |
|------------------------------------|----------------------|--------------------|----------------------|----------------------------|-------------------------|--------------------------|---------------------------|---------------------------|----------------------------|--------------------------|------------------------|---------------------------|
| SIC Code | - | (13) | (15) | (16) | (17) | (19) | (20) | (22) | (23) | (24) | (25) | (26) |
| Total Employment | | | | | | | | | | | | |
| 1960 Total (number) | 64,647 | - | - | - | - | - | 1,727 | 933 | 1,117 | - | - | - |
| Nonwhite (%) | 10.2 | - | - | - | - | - | 10.1 | 4.6 | 8.6 | - | - | - |
| 1969 Total (number) | 28,739 | 117 | 197 | 223 | 144 | 252 | 1,094 | 784 | 604 | 385 | 278 | 564 |
| Minorities (%) | 13.6 | 5.1 | 15.8 | 21.0 | 13.8 | 13.5 | 19.5 | 14.7 | 17.8 | 15.4 | 18.2 | 11.9 |
| Nonwhite (%) | 10.4 | 3.4 | 12.9 | 15.5 | 10.4 | 11.4 | 13.8 | 13.2 | 11.3 | 13.7 | 13.9 | 9.2 |
| Negro (%) | 9.5 | 2.4 | 11.7 | 13.3 | 9.2 | 10.6 | 12.4 | 12.8 | 10.3 | 12.7 | 13.4 | 8.8 |
| White Collar Employment | | | | | | | | | | | | |
| 1960 Total (number) | 26,578 | - | - | - | - | - | 458 | 122 | 151 | - | - | - |
| Nonwhite (%) | 3.8 | - | - | - | - | - | 2.4 | 2.1 | 5.9 | - | - | - |
| 1969 Total (number) | 13,608 | 58 | 54 | 63 | 28 | 107 | 346 | 119 | 81 | 125 | 51 | 144 |
| Minorities (%) | 6.8 | 3.8 | 4.5 | 6.4 | 4.9 | 4.6 | 5.3 | 2.7 | 6.6 | 3.8 | 2.9 | 2.6 |
| Nonwhite (%) | 5.1 | 2.6 | 3.2 | 4.0 | 3.4 | 3.3 | 3.8 | 1.9 | 4.2 | 3.3 | 1.9 | 1.9 |
| Negro (%) | 4.1 | 1.5 | 1.8 | 1.5 | 2.0 | 1.9 | 2.9 | 1.7 | 3.5 | 2.8 | 1.6 | 1.6 |
| Managers and Officials | | | | | | | | | | | | |
| 1960 Total (number) | 5,408 | - | - | - | - | - | 107 | 22 | 30 | - | - | - |
| Nonwhite (%) | 2.3 | - | - | - | - | - | 0.7 | 0.3 | 0.9 | - | - | - |
| 1969 Total (number) | 2,558 | 13 | 16 | 19 | 8 | 20 | 92 | 44 | 25 | 31 | 18 | 46 |
| Minorities (%) | 2.9 | 1.2 | 2.1 | 3.5 | 2.6 | 2.3 | 4.0 | 1.1 | 3.8 | 1.5 | 2.3 | 1.4 |
| Nonwhite (%) | 2.1 | 1.0 | 1.5 | 2.5 | 1.7 | 1.8 | 2.9 | 0.7 | 2.4 | 1.1 | 1.3 | 1.0 |
| Negro (%) | 1.5 | 0.1 | 0.8 | 1.3 | 0.8 | 1.3 | 1.7 | 0.6 | 1.8 | 0.8 | 1.1 | 0.7 |
| Professional 1/ | | | | | | | | | | | | |
| 1960 Total (number) | 7,223 | - | - | - | - | - | 45 | 18 | 12 | - | - | - |
| Nonwhite (%) | 4.9 | - | - | - | - | - | 3.0 | 0.6 | 2.7 | - | - | - |
| 1969 Total (number) | 2,351 | 18 | 13 | 17 | 4 | 42 | 26 | 9 | 3 | 20 | 3 | 18 |
| Minorities (%) | 5.1 | 2.0 | 5.2 | 7.0 | 3.2 | 4.6 | 4.2 | 1.5 | 5.4 | 2.8 | 2.1 | 1.9 |
| Nonwhite (%) | 4.1 | 1.3 | 3.8 | 4.5 | 1.9 | 3.1 | 3.1 | 1.0 | 2.5 | 2.5 | 1.5 | 1.4 |
| Negro (%) | 2.1 | 0.3 | 0.8 | 0.5 | .6 | 1.0 | 1.3 | .4 | 1.1 | 1.2 | 0.5 | 0.7 |
| Technical | | | | | | | | | | | | |
| 1960 Total (number) | - | - | - | - | - | - | - | - | - | - | - | - |
| Nonwhite (%) | - | - | - | - | - | - | - | - | - | - | - | - |
| 1969 Total (number) | 1,248 | 9 | 8 | 9 | 4 | 16 | 17 | 9 | 4 | 11 | 4 | 13 |
| Minorities (%) | 8.9 | 5.4 | 6.2 | 11.0 | 8.0 | 5.3 | 9.1 | 3.7 | 8.3 | 7.7 | 3.2 | 3.2 |
| Nonwhite (%) | 6.9 | 3.3 | 4.3 | 6.4 | 5.2 | 4.0 | 6.6 | 3.1 | 4.6 | 7.3 | 2.0 | 2.4 |
| Negro (%) | 5.6 | 2.0 | 2.6 | 1.9 | 3.1 | 2.5 | 4.4 | 2.9 | 3.4 | 6.8 | 1.5 | 2.0 |
| Sales Workers | | | | | | | | | | | | |
| 1960 Total (number) | 4,644 | - | - | - | - | - | 120 | 10 | 26 | - | - | - |
| Nonwhite (%) | 2.3 | - | - | - | - | - | 1.4 | 0.6 | 0.9 | - | - | - |
| 1969 Total (number) | 2,491 | 1 | 1 | 1 | 2 | 1 | 113 | 6 | 12 | 8 | 6 | 16 |
| Minorities (%) | 6.6 | 3.0 | 1.2 | 3.9 | 3.1 | 0.7 | 5.3 | 1.0 | 2.3 | 3.8 | 0.7 | 0.9 |
| Nonwhite (%) | 4.7 | 2.1 | .4 | 3.2 | 2.6 | 0.2 | 3.8 | 0.7 | 1.8 | 2.8 | 0.4 | 0.6 |
| Negro (%) | 4.0 | 0.4 | .4 | .4 | 1.2 | 0.0 | 3.2 | 0.5 | 1.7 | 2.2 | 0.3 | 0.4 |
| Office and Clerical Workers | | | | | | | | | | | | |
| 1960 Total (number) | 9,303 | - | - | - | - | - | 186 | 72 | 83 | - | - | - |
| Nonwhite (%) | 4.6 | - | - | - | - | - | 3.8 | 3.3 | 9.8 | - | - | - |
| 1969 Total (number) | 4,961 | 17 | 16 | 17 | 10 | 28 | 99 | 50 | 37 | 55 | 20 | 52 |
| Minorities (%) | 9.4 | 7.0 | 6.1 | 7.8 | 6.8 | 6.3 | 7.1 | 4.3 | 9.8 | 4.7 | 4.1 | 4.5 |
| Nonwhite (%) | 7.0 | 5.0 | 4.5 | 5.3 | 4.9 | 4.5 | 5.3 | 3.2 | 6.3 | 4.2 | 2.8 | 3.3 |
| Negro (%) | 6.1 | 3.6 | 3.2 | 2.7 | 3.2 | 3.6 | 3.8 | 2.9 | 5.6 | 3.9 | 2.5 | 2.8 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Total All Industries | Oil and Gas. Extr. | Gen. Bldg. Contract. | Heavy Construct. Contract. | Special Trade Contract. | Ordnance and Accessories | Food and Textile Kindred Products | Textile Mill Products | Apparel and Other Textiles | Lumber and Wood Products | Furniture and Fixtures | Paper and Allied Products ^a |
|----------------------------|----------------------------|-----------------------|----------------------------|----------------------------------|-------------------------------|--------------------------------|---|-----------------------------|----------------------------------|--------------------------------|------------------------------|--|
| SIC Code | (-) | (13) | (15) | (16) | (17) | (19) | (20) | (22) | (23) | (24) | (25) | (26) |
| Blue Collar Workers | | | | | | | | | | | | |
| 1960 Total (number) | 23,766 | - | - | - | - | - | 1,229 | 793 | 956 | - | - | - |
| Nonwhite (%) | 10.5 | - | - | - | - | - | 12.4 | 4.4 | 8.8 | - | - | - |
| 1969 Total (number) | 13,257 | 58 | 124 | 157 | 114 | 139 | 714 | 648 | 511 | 250 | 223 | 412 |
| Minorities (%) | 17.8 | 5.8 | 19.7 | 26.7 | 15.2 | 19.8 | 25.9 | 16.3 | 19.3 | 20.2 | 21.5 | 14.9 |
| Nonwhite (%) | 13.3 | 3.8 | 16.1 | 19.8 | 11.4 | 17.3 | 18.1 | 14.7 | 12.1 | 17.9 | 16.4 | 11.5 |
| Negro (%) | 12.6 | 2.7 | 15.1 | 18.0 | 10.2 | 16.9 | 16.5 | 14.3 | 11.1 | 16.6 | 15.9 | 11.1 |
| Craftsmen | | | | | | | | | | | | |
| 1960 Total (number) | 8,753 | - | - | - | - | - | 254 | 116 | 59 | - | - | - |
| Nonwhite (%) | 4.9 | - | - | - | - | - | 6.3 | 2.1 | 3.4 | - | - | - |
| 1969 Total (number) | 3,901 | 25 | 63 | 68 | 80 | 36 | 112 | 113 | 121 | 62 | 48 | 102 |
| Minorities (%) | 8.3 | 3.3 | 8.1 | 13.2 | 7.5 | 8.6 | 14.8 | 7.9 | 15.6 | 7.7 | 13.0 | 6.9 |
| Nonwhite (%) | 5.6 | 2.4 | 6.2 | 8.9 | 5.2 | 6.2 | 9.8 | 6.4 | 9.9 | 6.1 | 9.1 | 4.8 |
| Negro (%) | 5.0 | 1.2 | 5.5 | 7.8 | 4.0 | 5.8 | 8.5 | 6.1 | 8.9 | 5.4 | 9.9 | 4.6 |
| Operatives | | | | | | | | | | | | |
| 1960 Total (number) | 11,920 | - | - | - | - | - | 839 | 638 | 887 | - | - | - |
| Nonwhite (%) | 10.7 | - | - | - | - | - | 12.6 | 3.8 | 9.0 | - | - | - |
| 1969 Total (number) | 6,739 | 25 | 29 | 43 | 20 | 83 | 305 | 450 | 346 | 102 | 107 | 202 |
| Minorities (%) | 18.4 | 5.8 | 16.7 | 24.4 | 19.2 | 24.2 | 22.2 | 15.8 | 20.0 | 18.8 | 21.6 | 14.6 |
| Nonwhite (%) | 14.1 | 3.8 | 13.1 | 18.5 | 13.8 | 22.2 | 15.7 | 14.3 | 12.3 | 16.6 | 16.2 | 11.5 |
| Negro (%) | 13.4 | 2.9 | 12.0 | 15.7 | 12.2 | 21.9 | 14.5 | 13.8 | 11.2 | 15.3 | 15.7 | 11.1 |
| Laborers | | | | | | | | | | | | |
| 1960 Total (number) | 3,093 | - | - | - | - | - | 135 | 39 | 11 | - | - | - |
| Nonwhite (%) | 25.8 | - | - | - | - | - | 23.1 | 20.7 | 19.5 | - | - | - |
| 1969 Total (number) | 2,618 | 8 | 33 | 46 | 14 | 20 | 297 | 85 | 44 | 86 | 67 | 108 |
| Minorities (%) | 30.4 | 14.0 | 44.1 | 48.7 | 53.1 | 22.1 | 33.9 | 30.2 | 24.1 | 30.8 | 27.6 | 22.9 |
| Nonwhite (%) | 22.9 | 8.1 | 37.2 | 37.2 | 43.7 | 17.3 | 23.8 | 28.3 | 17.0 | 27.8 | 22.1 | 17.8 |
| Negro (%) | 21.8 | 7.1 | 35.8 | 35.1 | 42.9 | 16.7 | 21.5 | 27.7 | 15.8 | 26.3 | 21.4 | 17.2 |
| Service Workers | | | | | | | | | | | | |
| 1960 Total (number) | 7,172 | - | - | - | - | - | 40 | 18 | 11 | - | - | - |
| Nonwhite (%) | 28.1 | - | - | - | - | - | 27.8 | 30.2 | 30.3 | - | - | - |
| 1969 Total (number) | 1,874 | 1 | 18 | 3 | 2 | 6 | 33 | 17 | 12 | 10 | 4 | 9 |
| Minorities (%) | 33.4 | 32.9 | 22.9 | 30.0 | 50.6 | 24.8 | 30.8 | 35.1 | 29.8 | 41.2 | 27.4 | 23.3 |
| Nonwhite (%) | 28.2 | 28.9 | 20.3 | 27.6 | 43.9 | 21.8 | 25.1 | 33.7 | 22.6 | 39.3 | 25.0 | 21.7 |
| Negro (%) | 26.9 | 27.1 | 17.7 | 16.3 | 42.9 | 20.7 | 24.0 | 33.4 | 22.2 | 38.7 | 24.6 | 21.2 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Printing and Publishing | Chemicals and Allied Products | Petroleum and Coal Products | Rubber and Plastic Products | Leather and Leather Pd. | Stone, Clay and Glass | Primary Metal Products | Fabricated Metal Products | Machinery (except electrical) | Electrical Machinery | Transport. Equip. | Instruments and Related Pd. |
|------------------------------------|-------------------------|-------------------------------|-----------------------------|-----------------------------|-------------------------|-----------------------|------------------------|---------------------------|-------------------------------|----------------------|-------------------|-----------------------------|
| SIC Code | (27) | (28) | (29) | (30) | (31) | (32) | (33) | (34) | (35) | (36) | (37) | (38) |
| Total Employment | | | | | | | | | | | | |
| 1960 Total (number) | 1,131 | 833 | - | 377 | - | - | 1,198 | 1,246 | 1,524 | 1,445 | 1,733 | - |
| Nonwhite (%) | 4.2 | 6.2 | - | 6.4 | - | - | 11.4 | 5.1 | 2.8 | 3.8 | 7.5 | - |
| 1969 Total (number) | 541 | 930 | 180 | 377 | 205 | 461 | 1,079 | 881 | 1,394 | 1,748 | 1,670 | 339 |
| Minorities (%) | 9.1 | 10.3 | 8.4 | 13.2 | 11.6 | 13.2 | 17.6 | 13.3 | 8.3 | 11.1 | 13.4 | 10.1 |
| Nonwhite (%) | 6.8 | 8.3 | 6.6 | 9.6 | 6.1 | 9.8 | 13.8 | 9.6 | 6.1 | 3.0 | 10.9 | 6.6 |
| Negro (%) | 6.3 | 7.8 | 5.8 | 8.9 | 5.7 | 9.1 | 13.6 | 9.1 | 5.6 | 7.3 | 10.4 | 5.8 |
| White Collar Employment | | | | | | | | | | | | |
| 1960 Total (number) | 655 | 367 | - | 96 | - | - | 237 | 380 | 467 | 519 | 468 | - |
| Nonwhite (%) | 2.8 | 1.7 | - | 1.6 | - | - | 1.6 | 1.6 | 0.9 | 1.8 | 2.1 | - |
| 1969 Total (number) | 259 | 433 | 92 | 98 | 116 | 119 | 251 | 224 | 511 | 675 | 564 | 147 |
| Minorities (%) | 5.8 | 4.0 | 4.7 | 2.9 | 4.1 | 2.5 | 3.3 | 2.7 | 2.8 | 4.4 | 3.5 | 4.1 |
| Nonwhite (%) | 4.3 | 3.0 | 3.4 | 2.0 | 2.5 | 1.8 | 2.4 | 1.8 | 2.0 | 3.2 | 2.7 | 2.7 |
| Negro (%) | 3.7 | 2.3 | 2.5 | 1.7 | 2.3 | 1.2 | 2.1 | 1.4 | 1.5 | 2.3 | 2.0 | 2.1 |
| Managers and Officials | | | | | | | | | | | | |
| 1960 Total (number) | 66 | 54 | - | 17 | - | - | 31 | 60 | 74 | 59 | 48 | - |
| Nonwhite (%) | 1.0 | 0.5 | - | 0.2 | - | - | 0.6 | 0.3 | 0.3 | 0.6 | 0.6 | - |
| 1969 Total (number) | 41 | 110 | 21 | 32 | 11 | 37 | 92 | 67 | 118 | 138 | 140 | 29 |
| Minorities (%) | 2.0 | 1.7 | 1.0 | 2.3 | 2.5 | 1.9 | 2.5 | 1.7 | 1.1 | 2.1 | 2.1 | 2.0 |
| Nonwhite (%) | 1.4 | 1.2 | 0.7 | 1.5 | 1.2 | 1.2 | 1.8 | 1.1 | 0.8 | 1.4 | 1.6 | 1.3 |
| Negro (%) | 1.0 | 0.8 | 0.3 | 1.2 | 1.0 | 0.9 | 1.7 | 0.8 | 0.5 | 0.9 | 1.4 | 0.8 |
| Professional/ | | | | | | | | | | | | |
| 1960 Total (number) | 100 | 134 | - | 22 | - | - | 67 | 124 | 147 | 225 | 221 | - |
| Nonwhite (%) | 1.3 | 1.8 | - | 1.2 | - | - | 0.8 | 1.5 | 0.7 | 1.6 | 1.8 | - |
| 1969 Total (number) | 43 | 92 | 25 | 15 | 1 | 18 | 30 | 25 | 96 | 177 | 168 | 34 |
| Minorities (%) | 3.0 | 4.2 | 3.3 | 3.1 | 3.1 | 1.9 | 2.1 | 2.6 | 3.1 | 3.5 | 2.7 | 3.0 |
| Nonwhite (%) | 2.4 | 3.3 | 2.5 | 2.3 | 1.8 | 1.5 | 1.5 | 1.8 | 2.5 | 2.8 | 2.1 | 2.3 |
| Negro (%) | 1.6 | 1.3 | 1.2 | 1.3 | 0.9 | 0.5 | 0.8 | 0.6 | 1.1 | 1.0 | 0.8 | 1.0 |
| Technical | | | | | | | | | | | | |
| 1960 Total (number) | - | - | - | - | - | - | - | - | - | - | - | - |
| Nonwhite (%) | - | - | - | - | - | - | - | - | - | - | - | - |
| 1969 Total (number) | 14 | 58 | 10 | 11 | 1 | 15 | 30 | 30 | 88 | 125 | 75 | 26 |
| Minorities (%) | 8.2 | 6.1 | 4.4 | 4.3 | 6.5 | 3.9 | 4.3 | 3.8 | 3.2 | 6.5 | 3.8 | 5.6 |
| Nonwhite (%) | 5.8 | 4.8 | 3.0 | 2.9 | 4.5 | 2.8 | 3.0 | 2.5 | 2.2 | 4.4 | 2.8 | 3.3 |
| Negro (%) | 4.1 | 4.1 | 2.2 | 2.5 | 3.8 | 1.9 | 2.6 | 1.9 | 1.6 | 3.1 | 2.1 | 2.6 |
| Sales Workers | | | | | | | | | | | | |
| 1960 Total (number) | 281 | 47 | - | 9 | - | - | 13 | 24 | 34 | 22 | 11 | - |
| Nonwhite (%) | 3.1 | 0.5 | - | 0.2 | - | - | 0.8 | 0.5 | 0.4 | 0.4 | 1.1 | - |
| 1969 Total (number) | 42 | 49 | 4 | 7 | 3 | 9 | 10 | 20 | 35 | 24 | 8 | 10 |
| Minorities (%) | 3.8 | 1.9 | 4.8 | 1.3 | 0.8 | 1.6 | 0.6 | 1.0 | 1.0 | 1.7 | 0.8 | 1.5 |
| Nonwhite (%) | 2.9 | 1.3 | 1.6 | 1.0 | 0.3 | 1.1 | 0.4 | 0.5 | 0.6 | 1.1 | 0.4 | 1.0 |
| Negro (%) | 2.5 | 1.0 | 1.2 | 0.9 | 0.2 | 0.4 | 0.3 | 0.3 | 0.3 | 0.6 | 0.2 | 0.9 |
| Office and Clerical Workers | | | | | | | | | | | | |
| 1960 Total (number) | 207 | 132 | - | 47 | - | - | 126 | 172 | 213 | 214 | 236 | - |
| Nonwhite (%) | 3.8 | 2.4 | - | 2.6 | - | - | 2.3 | 2.2 | 1.3 | 2.3 | 2.3 | - |
| 1969 Total (number) | 119 | 123 | 32 | 33 | 15 | 40 | 89 | 82 | 175 | 211 | 172 | 48 |
| Minorities (%) | 8.5 | 6.1 | 8.2 | 3.5 | 5.9 | 3.3 | 4.5 | 3.7 | 3.9 | 5.9 | 5.5 | 6.0 |
| Nonwhite (%) | 6.5 | 4.4 | 6.1 | 2.5 | 4.0 | 2.4 | 3.3 | 2.6 | 3.0 | 4.4 | 4.3 | 4.0 |
| Negro (%) | 5.7 | 4.0 | 5.2 | 2.2 | 3.7 | 1.8 | 3.1 | 2.3 | 2.6 | 3.9 | 3.8 | 3.6 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Printing and Publishing | Chemicals and Allied Products | Petroleum and Coal Products | Rubber and Plastic Products | Leather and Leather Pd. | Stone, Clay and Glass | Primary Metal Products | Fabricated Metal Products | Machinery (except electrical) | Electrical Machinery | Transport. Equip. | Instruments and Related Pd. |
|----------------------------|-------------------------|-------------------------------|-----------------------------|-----------------------------|-------------------------|-----------------------|------------------------|---------------------------|-------------------------------|----------------------|-------------------|-----------------------------|
| SIC Code | (27) | (28) | (29) | (30) | (31) | (32) | (33) | (34) | (35) | (36) | (37) | (38) |
| Blue Collar Workers | | | | | | | | | | | | |
| 1960 Total (number) | 463 | 447 | - | 274 | - | - | 937 | 846 | 1,033 | 905 | 1,229 | - |
| Nonwhite (%) | 5.1 | 9.2 | - | 7.6 | - | - | 13.7 | 6.5 | 3.4 | 4.6 | 9.1 | - |
| 1969 Total (number) | 269 | 474 | 85 | 270 | 171 | 336 | 809 | 643 | 857 | 1,045 | 1,073 | 186 |
| Minorities (%) | 11.1 | 15.2 | 12.0 | 16.6 | 12.9 | 16.9 | 22.0 | 16.8 | 11.4 | 15.1 | 18.2 | 14.5 |
| Nonwhite (%) | 8.0 | 12.8 | 9.6 | 12.0 | 6.6 | 12.5 | 17.3 | 12.0 | 8.2 | 10.8 | 14.7 | 9.4 |
| Negro (%) | 7.6 | 12.2 | 8.9 | 11.2 | 6.2 | 11.8 | 17.0 | 11.6 | 7.8 | 10.2 | 14.4 | 8.4 |
| Craftsmen | | | | | | | | | | | | |
| 1960 Total (number) | 307 | 142 | - | 55 | - | - | 363 | 298 | 436 | 246 | 506 | - |
| Nonwhite (%) | 2.9 | 2.5 | - | 2.7 | - | - | 6.6 | 2.2 | 1.9 | 2.2 | 4.6 | - |
| 1969 Total (number) | 135 | 142 | 46 | 42 | 36 | 67 | 218 | 173 | 298 | 211 | 368 | 42 |
| Minorities (%) | 4.2 | 6.2 | 4.7 | 7.3 | 7.2 | 8.0 | 9.4 | 7.8 | 5.6 | 7.2 | 9.2 | 6.7 |
| Nonwhite (%) | 2.4 | 5.0 | 3.3 | 4.9 | 3.2 | 5.4 | 6.8 | 5.0 | 3.8 | 4.7 | 6.5 | 3.8 |
| Negro (%) | 2.1 | 4.7 | 2.6 | 4.5 | 3.0 | 4.9 | 6.7 | 4.5 | 3.4 | 4.2 | 6.2 | 3.2 |
| Operatives | | | | | | | | | | | | |
| 1960 Total (number) | 143 | 256 | - | 202 | - | - | 406 | 490 | 554 | 627 | 664 | - |
| Nonwhite (%) | 8.4 | 9.6 | - | 8.2 | - | - | 14.6 | 7.3 | 3.6 | 5.3 | 10.9 | - |
| 1969 Total (number) | 93 | 252 | 30 | 173 | 103 | 185 | 432 | 351 | 449 | 665 | 616 | 109 |
| Minorities (%) | 15.1 | 15.6 | 16.9 | 17.1 | 12.7 | 16.2 | 24.3 | 18.4 | 12.9 | 16.3 | 22.3 | 15.7 |
| Nonwhite (%) | 11.0 | 13.2 | 14.2 | 13.3 | 6.8 | 11.8 | 19.5 | 13.5 | 9.4 | 12.1 | 18.8 | 10.6 |
| Negro (%) | 10.4 | 13.0 | 13.4 | 12.4 | 6.4 | 11.2 | 19.1 | 13.0 | 9.0 | 11.5 | 18.4 | 9.3 |
| Laborers | | | | | | | | | | | | |
| 1960 Total (number) | 13 | 48 | - | 18 | - | - | 169 | 58 | 43 | 32 | 59 | - |
| Nonwhite (%) | 19.9 | 27.4 | - | 16.2 | - | - | 26.6 | 16.9 | 14.9 | 11.1 | 28.0 | - |
| 1969 Total (number) | 41 | 80 | 9 | 55 | 32 | 83 | 159 | 119 | 111 | 170 | 89 | 35 |
| Minorities (%) | 24.7 | 29.6 | 32.0 | 21.9 | 19.8 | 25.6 | 32.8 | 25.3 | 21.0 | 20.2 | 26.6 | 20.1 |
| Nonwhite (%) | 19.4 | 23.1 | 27.2 | 13.0 | 10.0 | 19.6 | 25.7 | 18.1 | 15.3 | 13.4 | 21.1 | 13.3 |
| Negro (%) | 19.0 | 22.7 | 25.2 | 12.4 | 9.2 | 18.5 | 25.3 | 17.5 | 14.9 | 12.7 | 20.6 | 11.6 |
| Service Workers | | | | | | | | | | | | |
| 1960 Total (number) | 13 | 20 | - | 7 | - | - | 24 | 20 | 23 | 21 | 35 | - |
| Nonwhite (%) | 39.6 | 24.3 | - | 25.8 | - | - | 19.3 | 14.9 | 13.3 | 16.5 | 24.0 | - |
| 1969 Total (number) | 13 | 3 | 3 | 9 | 3 | 6 | 20 | 14 | 26 | 27 | 33 | 6 |
| Minorities (%) | 37.0 | 26.5 | 24.6 | 21.9 | 13.8 | 21.3 | 22.8 | 20.9 | 16.5 | 23.7 | 27.7 | 22.8 |
| Nonwhite (%) | 33.2 | 23.8 | 21.6 | 19.7 | 11.5 | 18.4 | 19.2 | 18.0 | 13.9 | 19.8 | 25.2 | 18.9 |
| Negro (%) | 32.7 | 23.5 | 21.0 | 19.4 | 11.2 | 17.9 | 19.0 | 17.8 | 13.5 | 19.2 | 24.8 | 18.4 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Local and | | Trucking | Water | Air | Communi- | Electric, | Wholesale | Retail and | Food | Auto | Apparel | Furniture |
|------------------------------------|---------------------|-----------------------|-----------------|---------|---------|----------|-----------------------|-----------|-----------------------|--------|------------------------|----------------------|-----------|
| | Railroad Transp. | Sub. Pass. Transp. | and Warehsg. | Transp. | Transp. | cations | Gas and San. Serv. | Trade | Gen. Merch. Stores | Stores | Dealers Serv. Stat. | And Acces. Stores | Stores |
| SIC Code | (40) | (41) | (42) | (44) | (45) | (48) | (49) | (50) | (53) | (54) | (55) | (56) | (57) |
| Total Employment | | | | | | | | | | | | | |
| 1960 Total (number) | 933 | - | 767 | - | - | 808 | 868 | 1,912 | 1,463 | 1,257 | - | - | - |
| Nonwhite (%) | 8.3 | - | 7.7 | - | - | 2.9 | 8.2 | 7.1 | 5.7 | 5.9 | - | - | - |
| 1969 Total (number) | 616 | 118 | 491 | 94 | 327 | 853 | 569 | 1,345 | 1,554 | 731 | 159 | 167 | 83 |
| Minorities (%) | 11.1 | 23.0 | 10.2 | 32.2 | 9.7 | 9.6 | 7.1 | 10.3 | 11.3 | 9.5 | 12.6 | 16.4 | 13.5 |
| Nonwhite (%) | 8.2 | 20.3 | 7.8 | 23.6 | 7.0 | 8.0 | 5.7 | 7.7 | 8.7 | 7.2 | 9.3 | 11.2 | 9.8 |
| Negro (%) | 7.8 | 19.6 | 7.2 | 19.5 | 5.4 | 7.4 | 5.2 | 6.9 | 7.8 | 6.5 | 8.1 | 9.8 | 9.2 |
| White Collar Employment | | | | | | | | | | | | | |
| 1960 Total (number) | 303 | - | 170 | - | - | 578 | 303 | 1,228 | 1,222 | 809 | - | - | - |
| Nonwhite (%) | 1.7 | - | 2.1 | - | - | 2.3 | 1.6 | 2.2 | 3.2 | 4.1 | - | - | - |
| 1969 Total (number) | 171 | 27 | 134 | 28 | 182 | 615 | 279 | 835 | 1,228 | 558 | 82 | 138 | 59 |
| Minorities (%) | 3.2 | 16.0 | 4.0 | 9.3 | 5.8 | 10.3 | 4.5 | 4.4 | 8.0 | 7.7 | 7.4 | 12.2 | 6.7 |
| Nonwhite (%) | 2.2 | 14.4 | 2.7 | 6.0 | 3.9 | 8.8 | 3.4 | 3.1 | 5.8 | 5.6 | 4.7 | 8.2 | 4.0 |
| Negro (%) | 2.0 | 13.9 | 2.2 | 2.7 | 2.4 | 8.1 | 2.8 | 2.4 | 5.0 | 5.0 | 3.6 | 6.8 | 3.5 |
| Managers and Officials | | | | | | | | | | | | | |
| 1960 Total (number) | 80 | - | 44 | - | - | 61 | 45 | 268 | 176 | 136 | - | - | - |
| Nonwhite (%) | 0.5 | - | 1.1 | - | - | 0.4 | 0.5 | 1.1 | 1.0 | 2.2 | - | - | - |
| 1969 Total (number) | 31 | 6 | 41 | 6 | 25 | 101 | 68 | 166 | 182 | 73 | 18 | 25 | 10 |
| Minorities (%) | 1.0 | 5.1 | 2.1 | 5.1 | 3.2 | 2.6 | 0.9 | 2.0 | 4.2 | 4.0 | 3.2 | 7.4 | 3.6 |
| Nonwhite (%) | 0.6 | 4.2 | 1.2 | 3.8 | 2.2 | 2.0 | 0.6 | 1.4 | 3.0 | 2.8 | 2.1 | 4.3 | 2.0 |
| Negro (%) | 0.5 | 3.8 | 1.0 | 1.3 | 0.8 | 1.4 | 0.4 | 0.8 | 2.4 | 2.0 | 1.0 | 3.0 | 1.5 |
| Professional ^{1/} | | | | | | | | | | | | | |
| 1960 Total (number) | 18 | - | 6 | - | - | 87 | 72 | 63 | 20 | 6 | - | - | - |
| Nonwhite (%) | 0.7 | - | 1.0 | - | - | 1.3 | 1.7 | 1.4 | 1.9 | 0.3 | - | - | - |
| 1969 Total (number) | 7 | 1 | 4 | 6 | 46 | 71 | 39 | 70 | 14 | 3 | 2 | 1 | 3 |
| Minorities (%) | 1.9 | 6.8 | 3.7 | 6.0 | 1.8 | 2.2 | 2.8 | 3.2 | 5.3 | 5.0 | 2.8 | 5.7 | 4.6 |
| Nonwhite (%) | 1.3 | 6.2 | 2.4 | 3.6 | 1.0 | 1.8 | 2.0 | 2.5 | 3.8 | 4.2 | 2.7 | 3.7 | 2.9 |
| Negro (%) | 0.5 | 5.7 | 1.8 | 1.3 | 0.4 | 1.2 | 0.8 | 1.2 | 2.6 | 3.4 | 1.9 | 2.4 | 1.9 |
| Technical | | | | | | | | | | | | | |
| 1960 Total (number) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Nonwhite (%) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1969 Total (number) | 8 | 1 | 4 | 2 | 9 | 28 | 35 | 72 | 12 | 3 | 3 | 1 | 6 |
| Minorities (%) | 1.8 | 12.4 | 4.1 | 13.2 | 5.2 | 5.2 | 3.7 | 5.5 | 9.7 | 9.0 | 9.0 | 11.7 | 5.6 |
| Nonwhite (%) | 0.8 | 10.8 | 2.9 | 9.1 | 3.4 | 4.0 | 2.4 | 4.2 | 6.1 | 8.0 | 6.3 | 8.5 | 3.8 |
| Negro (%) | 0.6 | 10.3 | 2.6 | 5.0 | 1.2 | 2.4 | 1.6 | 3.2 | 5.1 | 7.6 | 4.6 | 7.4 | 3.3 |
| Sales Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 2 | - | 11 | - | - | 13 | 9 | 422 | 753 | 369 | - | - | - |
| Nonwhite (%) | 1.0 | - | 0.4 | - | - | 0.3 | 0.9 | 1.1 | 2.2 | 4.8 | - | - | - |
| 1969 Total (number) | 7 | 9 | 11 | 1 | 56 | 15 | 13 | 251 | 722 | 432 | 42 | 82 | 23 |
| Minorities (%) | 1.8 | 32.0 | 1.6 | 5.7 | 7.1 | 3.7 | 1.9 | 3.0 | 7.8 | 8.4 | 10.4 | 11.3 | 5.0 |
| Nonwhite (%) | 1.6 | 29.8 | 1.3 | 3.8 | 5.2 | 2.8 | 1.4 | 2.1 | 5.6 | 6.2 | 6.6 | 7.4 | 2.9 |
| Negro (%) | 1.6 | 29.6 | 1.0 | 0.3 | 3.9 | 2.3 | 1.0 | 1.5 | 4.7 | 5.4 | 5.4 | 6.0 | 2.4 |
| Office and Clerical Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 203 | - | 108 | - | - | 416 | 177 | 474 | 272 | 298 | - | - | - |
| Nonwhite (%) | 2.3 | - | 2.7 | - | - | 2.9 | 1.8 | 4.0 | 7.3 | 4.0 | - | - | - |
| 1969 Total (number) | 118 | 10 | 74 | 12 | 46 | 400 | 125 | 276 | 297 | 47 | 17 | 29 | 18 |
| Minorities (%) | 4.0 | 9.5 | 5.5 | 13.9 | 10.5 | 14.4 | 7.6 | 7.3 | 11.2 | 7.9 | 4.9 | 19.5 | 11.6 |
| Nonwhite (%) | 2.9 | 8.1 | 3.8 | 9.2 | 6.9 | 12.3 | 5.9 | 5.2 | 8.4 | 5.8 | 3.2 | 14.0 | 7.1 |
| Negro (%) | 2.6 | 7.2 | 3.1 | 3.8 | 3.7 | 11.6 | 5.3 | 4.1 | 7.4 | 5.2 | 1.8 | 12.5 | 6.3 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Railroad Transp. | Local and Sub. Pass. Transp. | Trucking and Warehsg. | Water Transp. | Air Transp. | Communi- cations | Gas and San. Serv. | Wholesale Trade | Retail and Gen. Merch. Stores | Food Stores | Auto Dealers Serv. Stat. | Apparel And Acces. Stores | Furniture Stores |
|----------------------------|---------------------|------------------------------------|-----------------------------|------------------|----------------|---------------------|-----------------------|--------------------|-------------------------------------|----------------|--------------------------------|---------------------------------|---------------------|
| SIC Code | (40) | (41) | (42) | (44) | (45) | (48) | (49) | (50) | (53) | (54) | (55) | (56) | (57) |
| Blue Collar Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 591 | - | 590 | - | - | 216 | 550 | 663 | 160 | 415 | - | - | - |
| Nonwhite (%) | 8.9 | - | 9.1 | - | - | 2.1 | 11.2 | 14.9 | 11.0 | 7.6 | - | - | - |
| 1969 Total (number) | 431 | 84 | 345 | 63 | 108 | 223 | 277 | 484 | 192 | 137 | 69 | 20 | 22 |
| Minorities (%) | 13.0 | 24.3 | 12.1 | 41.4 | 13.7 | 5.8 | 8.5 | 19.6 | 20.1 | 14.5 | 17.4 | 32.3 | 28.2 |
| Nonwhite (%) | 9.2 | 21.4 | 9.3 | 29.5 | 10.0 | 4.2 | 6.8 | 14.7 | 15.6 | 11.5 | 13.5 | 18.8 | 21.9 |
| Negro (%) | 8.8 | 20.6 | 8.8 | 27.0 | 8.6 | 3.8 | 6.4 | 13.9 | 14.6 | 10.7 | 12.2 | 17.6 | 21.4 |
| Craftsmen | | | | | | | | | | | | | |
| 1960 Total (number) | 270 | - | 61 | - | - | 205 | 295 | 146 | 70 | 31 | - | - | - |
| Nonwhite (%) | 2.1 | - | 4.5 | - | - | 1.6 | 3.2 | 5.0 | 6.3 | 4.1 | - | - | - |
| 1969 Total (number) | 209 | 25 | 50 | 10 | 65 | 206 | 155 | 123 | 49 | 42 | 20 | 6 | 4 |
| Minorities (%) | 5.6 | 11.6 | 8.7 | 21.4 | 6.5 | 4.7 | 3.2 | 10.2 | 11.3 | 7.6 | 10.4 | 22.2 | 15.5 |
| Nonwhite (%) | 3.1 | 8.9 | 6.6 | 14.6 | 3.5 | 3.3 | 5.2 | 7.2 | 7.4 | 5.4 | 5.8 | 10.3 | 10.2 |
| Negro (%) | 3.0 | 8.6 | 5.8 | 12.7 | 2.6 | 3.0 | 1.9 | 6.3 | 6.2 | 4.3 | 4.6 | 9.0 | 9.3 |
| Operatives | | | | | | | | | | | | | |
| 1960 Total (number) | 199 | - | 444 | - | - | 7 | 138 | 391 | 60 | 266 | - | - | - |
| Nonwhite (%) | 5.4 | - | 7.6 | - | - | 8.2 | 11.7 | 16.0 | 13.5 | 7.7 | - | - | - |
| 1969 Total (number) | 142 | 53 | 226 | 25 | 32 | 14 | 96 | 246 | 83 | 56 | 37 | 6 | 9 |
| Minorities (%) | 7.8 | 27.8 | 9.6 | 31.1 | 17.5 | 18.0 | 11.1 | 18.6 | 20.4 | 17.3 | 15.3 | 30.5 | 27.3 |
| Nonwhite (%) | 5.9 | 25.4 | 7.3 | 21.4 | 13.7 | 14.6 | 9.1 | 14.3 | 16.0 | 14.0 | 12.6 | 18.0 | 20.4 |
| Negro (%) | 5.7 | 24.3 | 6.8 | 15.9 | 12.1 | 13.6 | 8.6 | 13.6 | 14.9 | 13.4 | 11.2 | 16.8 | 19.9 |
| Laborers | | | | | | | | | | | | | |
| 1960 Total (number) | 122 | - | 85 | - | - | 4 | 117 | 126 | 30 | 118 | - | - | - |
| Nonwhite (%) | 29.5 | - | 20.7 | - | - | 18.4 | 30.8 | 23.2 | 16.9 | 8.1 | - | - | - |
| 1969 Total (number) | 79 | 6 | 69 | 28 | 11 | 2 | 26 | 115 | 60 | 39 | 13 | 7 | 8 |
| Minorities (%) | 41.9 | 44.5 | 22.6 | 57.8 | 45.8 | 25.6 | 30.0 | 31.8 | 26.9 | 18.1 | 33.7 | 43.3 | 35.9 |
| Nonwhite (%) | 31.4 | 37.1 | 18.0 | 44.4 | 38.0 | 18.6 | 25.9 | 23.6 | 21.8 | 14.6 | 27.8 | 27.2 | 30.0 |
| Negro (%) | 30.0 | 35.6 | 17.3 | 42.0 | 34.2 | 15.7 | 25.3 | 22.7 | 21.0 | 13.8 | 27.1 | 26.2 | 29.7 |
| Service Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 38 | - | 7 | - | - | 14 | 15 | 22 | 81 | 32 | - | - | - |
| Nonwhite (%) | 52.9 | - | 28.1 | - | - | 35.9 | 34.6 | 38.4 | 33.7 | 29.3 | - | - | - |
| 1969 Total (number) | 14 | 7 | 12 | 3 | 37 | 15 | 13 | 26 | 134 | 35 | 7 | 10 | 2 |
| Minorities (%) | 49.2 | 34.2 | 24.4 | 46.1 | 17.6 | 36.3 | 35.8 | 28.3 | 28.6 | 18.1 | 25.9 | 42.9 | 51.0 |
| Nonwhite (%) | 48.2 | 30.1 | 21.0 | 37.6 | 14.1 | 33.7 | 33.1 | 24.1 | 25.0 | 14.8 | 21.6 | 38.3 | 42.6 |
| Negro (%) | 47.8 | 29.1 | 20.4 | 18.0 | 11.2 | 31.9 | 32.8 | 23.2 | 24.1 | 13.4 | 20.2 | 37.2 | 42.2 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Eating, Misc. | Retail | | Credit | Security, | Insurance | Insurance | Hotels, | Personal | Misc. | Motion | Medical, | Educational |
|--------------------------------------|--------------------|--------|---------|----------|----------------------|-----------|--------------|------------------|----------|----------------------|----------|-----------------|-------------|
| | Drinking Places | Stores | Banking | Agencies | Commodity Brokers | Carriers | Agents, etc. | Other Lodging | Services | Business Services | Pictures | other Health | Services |
| SIC Code | (58) | (59) | (60) | (61) | (62) | (63) | (64) | (70) | (72) | (73) | (78) | (80) | (82) |
| Total Employment | | | | | | | | | | | | | |
| 1960 Total (number) | 1,412 | | | | | | | 474 | | | | 2,196 | 3,245 |
| Nonwhite (%) | 15.2 | - | - | - | - | - | - | 23.7 | - | - | - | 14.4 | 9.4 |
| 1969 Total (number) | 282 | 169 | 651 | 123 | 128 | 837 | 65 | 189 | 96 | 733 | 55 | 1,387 | 863 |
| Minorities (%) | 29.7 | 13.1 | 12.1 | 7.4 | 7.8 | 9.1 | 5.9 | 38.6 | 41.7 | 18.7 | 15.8 | 20.6 | 13.1 |
| Nonwhite (%) | 23.1 | 10.5 | 8.8 | 4.8 | 5.2 | 7.0 | 4.5 | 27.2 | 32.9 | 15.2 | 11.1 | 17.4 | 11.4 |
| Negro (%) | 21.6 | 9.5 | 7.5 | 4.0 | 4.2 | 6.2 | 3.8 | 23.8 | 31.8 | 14.1 | 9.4 | 15.7 | 9.7 |
| White Collar Employment | | | | | | | | | | | | | |
| 1960 Total (number) | 150 | - | - | - | - | - | - | 119 | - | - | - | 1,272 | 2,604 |
| Nonwhite (%) | 6.6 | - | - | - | - | - | - | 4.1 | - | - | - | 6.6 | 7.5 |
| 1969 Total (number) | 52 | 121 | 614 | 118 | 125 | 809 | 63 | 42 | 29 | 416 | 32 | 813 | 661 |
| Minorities (%) | 12.0 | 8.1 | 10.9 | 6.1 | 7.5 | 8.4 | 5.5 | 11.8 | 10.3 | 7.8 | 13.0 | 12.1 | 8.1 |
| Nonwhite (%) | 9.2 | 6.0 | 7.7 | 3.5 | 4.9 | 6.3 | 4.1 | 7.5 | 7.7 | 5.8 | 9.2 | 10.0 | 6.9 |
| Negro (%) | 8.2 | 5.1 | 6.4 | 2.7 | 4.0 | 5.6 | 3.4 | 5.3 | 6.8 | 4.6 | 7.2 | 7.8 | 4.9 |
| Managers and Officials | | | | | | | | | | | | | |
| 1960 Total (number) | 74 | - | - | - | - | - | - | 42 | - | - | - | 38 | 66 |
| Nonwhite (%) | 6.4 | - | - | - | - | - | - | 4.0 | - | - | - | 3.6 | 4.8 |
| 1969 Total (number) | 23 | 20 | 114 | 26 | 12 | 103 | 8 | 11 | 7 | 63 | 5 | 60 | 45 |
| Minorities (%) | 10.3 | 4.4 | 2.9 | 2.0 | 1.9 | 2.9 | 1.4 | 11.1 | 7.7 | 4.6 | 5.8 | 6.7 | 4.6 |
| Nonwhite (%) | 8.3 | 3.6 | 1.8 | 1.0 | 1.2 | 2.2 | 1.1 | 7.8 | 5.6 | 3.7 | 3.7 | 5.5 | 4.0 |
| Negro (%) | 7.3 | 2.7 | 0.9 | 0.4 | 0.8 | 1.8 | 0.7 | 5.6 | 5.2 | 2.9 | 3.0 | 4.3 | 3.5 |
| Professional 1/ | | | | | | | | | | | | | |
| 1960 Total (number) | 12 | - | - | - | - | - | - | 9 | - | - | - | 842 | 2,194 |
| Nonwhite (%) | 13.7 | - | - | - | - | - | - | 4.8 | - | - | - | 7.2 | 7.8 |
| 1969 Total (number) | 2 | 7 | 17 | 5 | 5 | 94 | 17 | 3 | 1 | 123 | 10 | 351 | 359 |
| Minorities (%) | 9.8 | 9.8 | 4.6 | 3.6 | 2.2 | 2.6 | 1.7 | 9.9 | 22.8 | 4.4 | 11.6 | 9.1 | 6.8 |
| Nonwhite (%) | 6.7 | 8.3 | 3.0 | 2.8 | 1.6 | 2.0 | 1.1 | 7.8 | 13.0 | 3.4 | 9.1 | 7.5 | 5.9 |
| Negro (%) | 5.5 | 4.7 | 2.0 | 1.1 | 0.7 | 1.4 | 0.7 | 6.2 | 8.1 | 1.7 | 5.2 | 4.2 | 3.3 |
| Technical | | | | | | | | | | | | | |
| 1960 Total (number) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Nonwhite (%) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1969 Total (number) | 1 | 4 | 10 | 2 | 2 | 39 | 3 | 2 | 2 | 60 | 3 | 191 | 65 |
| Minorities (%) | 26.3 | 4.7 | 10.8 | 8.0 | 8.4 | 7.1 | 4.0 | 17.7 | 10.3 | 8.8 | 24.1 | 20.4 | 14.7 |
| Nonwhite (%) | 13.9 | 3.9 | 8.0 | 5.3 | 4.6 | 5.6 | 3.2 | 14.9 | 6.4 | 6.0 | 15.7 | 17.4 | 12.5 |
| Negro (%) | 11.0 | 2.6 | 5.9 | 4.2 | 3.2 | 4.6 | 2.4 | 12.2 | 5.2 | 4.6 | 13.2 | 15.7 | 10.2 |
| Sales Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 16 | - | - | - | - | - | - | 2 | - | - | - | 2 | 6 |
| Nonwhite (%) | 5.5 | - | - | - | - | - | - | 7.3 | - | - | - | 6.9 | 2.4 |
| 1969 Total (number) | 11 | 69 | 3 | 4 | 33 | 168 | 4 | 3 | 12 | 32 | 2 | 3 | 4 |
| Minorities (%) | 13.4 | 8.4 | 4.5 | 3.0 | 1.7 | 6.8 | 7.8 | 6.9 | 8.2 | 5.3 | 7.6 | 10.9 | 6.1 |
| Nonwhite (%) | 10.4 | 6.0 | 2.9 | 2.5 | 1.2 | 5.0 | 7.0 | 3.9 | 6.8 | 3.9 | 5.8 | 9.5 | 5.0 |
| Negro (%) | 8.5 | 5.2 | 2.2 | 1.1 | 0.5 | 4.6 | 6.4 | 2.4 | 6.0 | 3.2 | 5.1 | 7.7 | 3.8 |
| Official and Clerical Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 47 | - | - | - | - | - | - | 66 | - | - | - | 389 | 338 |
| Nonwhite (%) | 5.5 | - | - | - | - | - | - | 4.0 | - | - | - | 5.5 | 5.8 |
| 1969 Total (number) | 15 | 21 | 470 | 81 | 74 | 406 | 32 | 24 | 8 | 138 | 13 | 207 | 188 |
| Minorities (%) | 14.0 | 11.6 | 13.3 | 7.8 | 11.4 | 11.9 | 8.5 | 13.1 | 14.9 | 12.6 | 15.4 | 11.2 | 9.3 |
| Nonwhite (%) | 10.6 | 8.8 | 9.5 | 4.5 | 7.5 | 9.1 | 6.1 | 7.8 | 11.1 | 9.5 | 10.6 | 8.9 | 7.7 |
| Negro (%) | 9.4 | 7.5 | 8.0 | 3.5 | 6.3 | 8.0 | 5.2 | 5.0 | 10.0 | 8.4 | 9.4 | 7.9 | 6.5 |

APPENDIX: DISTRIBUTION OF EMPLOYMENT, BY RACE, OCCUPATION, AND INDUSTRY, 1960 AND 1969 (continued)

| OCCUPATION AND RACE | Eating, Drinking Places | Misc. Retail Stores | Banking | Credit Agencies | Security, Commodity Brokers | Insurance Carriers | Insurance Agents, etc. | Hotels, Other Lodging | Personal Services | Misc. Business Services | Motion Pictures | Medical, other Health | Educational Services |
|----------------------------|-------------------------|---------------------|---------|-----------------|-----------------------------|--------------------|------------------------|-----------------------|-------------------|-------------------------|-----------------|-----------------------|----------------------|
| SIC Code | (58) | (59) | (60) | (61) | (62) | (63) | (64) | (70) | (72) | (73) | (78) | (80) | (82) |
| Blue Collar Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 31 | - | - | - | - | - | - | 51 | - | - | - | 141 | 149 |
| Nonwhite (%) | 17.8 | - | - | - | - | - | - | 17.2 | - | - | - | 13.8 | 10.8 |
| 1969 Total (number) | 30 | 25 | 10 | 2 | 2 | 12 | 1 | 31 | 61 | 166 | 11 | 99 | 81 |
| Minorities (%) | 37.8 | 20.0 | 28.8 | 30.2 | 18.9 | 26.8 | 9.9 | 39.9 | 55.5 | 27.2 | 10.0 | 25.2 | 18.6 |
| Nonwhite (%) | 30.0 | 15.8 | 22.9 | 28.9 | 14.5 | 22.7 | 9.2 | 27.5 | 43.9 | 22.2 | 5.0 | 20.0 | 15.3 |
| Negro (%) | 28.5 | 13.9 | 13.6 | 24.5 | 10.7 | 20.1 | 7.7 | 25.3 | 42.6 | 21.3 | 3.7 | 18.8 | 14.2 |
| Craftsmen | | | | | | | | | | | | | |
| 1960 Total (number) | 14 | - | - | - | - | - | - | 28 | - | - | - | 67 | 92 |
| Nonwhite (%) | 14.2 | - | - | - | - | - | - | 8.0 | - | - | - | 6.2 | 6.8 |
| 1969 Total (number) | 7 | 5 | 3 | 1 | (2/) | 5 | (2/) | 10 | 4 | 46 | 5 | 22 | 29 |
| Minorities (%) | 37.4 | 10.8 | 33.8 | 16.5 | 22.7 | 11.9 | 9.5 | 20.8 | 37.0 | 10.1 | 6.4 | 13.9 | 8.2 |
| Nonwhite (%) | 28.6 | 7.4 | 30.3 | 15.8 | 20.5 | 10.6 | 8.3 | 13.4 | 29.3 | 6.8 | 3.1 | 10.8 | 6.2 |
| Negro (%) | 25.9 | 4.6 | 6.8 | 4.6 | 9.4 | 5.1 | 5.3 | 11.3 | 27.7 | 5.8 | 2.5 | 9.2 | 5.5 |
| Operatives | | | | | | | | | | | | | |
| 1960 Total (number) | 12 | - | - | - | - | - | - | 15 | - | - | - | 62 | 33 |
| Nonwhite (%) | 19.7 | - | - | - | - | - | - | 31.6 | - | - | - | 19.9 | 16.0 |
| 1969 Total (number) | 9 | 12 | 6 | (2/) | 1 | 4 | (2/) | 9 | 45 | 70 | 5 | 47 | 23 |
| Minorities (%) | 33.1 | 18.0 | 26.6 | 37.5 | 24.2 | 24.1 | 6.1 | 41.2 | 55.5 | 28.4 | 12.7 | 27.6 | 22.8 |
| Nonwhite (%) | 27.7 | 14.1 | 18.9 | 34.5 | 17.5 | 18.7 | 0.0 | 30.1 | 44.7 | 22.6 | 6.0 | 21.6 | 19.0 |
| Negro (%) | 26.6 | 12.3 | 15.9 | 32.8 | 14.6 | 17.5 | 6.1 | 28.2 | 43.5 | 21.8 | 3.6 | 20.6 | 18.2 |
| Laborers | | | | | | | | | | | | | |
| 1960 Total (number) | 5 | - | - | - | - | - | - | 8 | - | - | - | 12 | 24 |
| Nonwhite (%) | 23.6 | - | - | - | - | - | - | 20.8 | - | - | - | 25.1 | 18.5 |
| 1969 Total (number) | 14 | 8 | 1 | 1 | 1 | 3 | (1/) | 12 | 12 | 50 | 1 | 30 | 28 |
| Minorities (%) | 41.1 | 28.8 | 25.8 | 36.5 | 10.9 | 52.1 | 31.2 | 54.8 | 62.2 | 41.3 | 16.6 | 29.8 | 25.7 |
| Nonwhite (%) | 32.2 | 23.6 | 21.3 | 35.8 | 7.6 | 45.6 | 0.0 | 37.1 | 46.2 | 36.0 | 10.6 | 24.0 | 21.5 |
| Negro (%) | 31.0 | 22.0 | 20.9 | 35.2 | 7.2 | 45.4 | 31.2 | 34.8 | 44.8 | 34.9 | 9.9 | 23.1 | 19.8 |
| Service Workers | | | | | | | | | | | | | |
| 1960 Total (number) | 1,231 | - | - | - | - | - | - | 304 | - | - | - | 784 | 512 |
| Nonwhite (%) | 16.2 | - | - | - | - | - | - | 32.5 | - | - | - | 27.3 | 18.7 |
| 1969 Total (number) | 200 | 23 | 27 | 3 | 1 | 16 | 1 | 116 | 6 | 151 | 12 | 475 | 121 |
| Minorities (%) | 33.1 | 32.1 | 32.3 | 42.4 | 21.1 | 35.2 | 23.6 | 48.1 | 53.2 | 39.5 | 29.0 | 34.0 | 36.9 |
| Nonwhite (%) | 25.7 | 28.5 | 29.1 | 40.0 | 15.8 | 30.1 | 21.4 | 34.4 | 42.8 | 33.3 | 22.1 | 29.5 | 33.8 |
| Negro (%) | 24.1 | 27.9 | 28.6 | 39.4 | 15.2 | 29.4 | 19.9 | 30.2 | 41.4 | 32.2 | 20.6 | 28.5 | 32.9 |

1/ In 1960 Census, Professional and Technical Workers were not separated.

2/ Less than 500.

- Sources: (1) Statistics on numbers employed in 1960 are from Bureau of Census, Census of Population, 1960, "Occupational Characteristics", Final Report PC (2)-7A, Table 3, pp. 21-30. Percentage distributions were calculated in the Division of Research and Statistics, Federal Reserve Board.
- (2) Statistics on numbers employed in 1969 are from the United States Equal Employment Opportunity Commission, Report EEO-1. These data are collected annually under Title VII of the Civil Rights Act of 1964. In most cases, reports are received from companies with 100 or more permanent employees. Consequently, the coverage varies substantially from industry to industry, depending on the prevalence of small firms. An indication of the degree of coverage, by broad industry groups, is provided by a comparison of 1967 EEO-1 reported employment with 1966 total employment reported by the Bureau of Labor Statistics.

(In Thousands)

| <u>SIC</u> | <u>Industry</u> | <u>Dec. 1966 BLS Employment</u> | <u>1967 EEO-1 Employment</u> | <u>Percent of BLS Employment</u> |
|------------|---|-------------------------------------|----------------------------------|--|
| (10-14) | Mining | 626.9 | 347.0 | 55.4 |
| (15-17) | Contract Construction | 3,121.5 | 542.2 | 17.4 |
| (19-39) | Manufacturing | 19,418.9 | 14,831.3 | 76.4 |
| (40-49) | Transportation, Commu- nication, Electric, Gas, and Sanitary Services | 4,199.0 | 3,103.3 | 74.0 |
| (50-59) | Wholesale and Retail Trade | 14,254.4 | 4,373.5 | 30.7 |
| (60-67) | Finance, Insurance, and Real Estate | 3,104.2 | 1,742.2 | 56.1 |
| (70-89) | Services | 9,731.0 | 3,224.1 | 33.2 |