

---

UNITED STATES DEPARTMENT OF LABOR  
Frances Perkins, Secretary

BUREAU OF LABOR STATISTICS  
Isador Lubin, Commissioner (on leave)  
A. F. Hinrichs, Acting Commissioner



**Earnings and Hours  
in Book and Job Printing  
January 1942**

♦

Prepared in the  
**DIVISION OF WAGE ANALYSIS**  
ROBERT J. MYERS, Chief



**Bulletin No. 726**

[Reprinted without change from the Monthly Labor Review,  
October and November 1942]

UNITED STATES  
GOVERNMENT PRINTING OFFICE  
WASHINGTON : 1943

---

For sale by the Superintendent of Documents, U. S. Government Printing Office  
Washington, D. C. - Price 10 cents

## CONTENTS

---

	<b>PART 1.—Hourly Earnings</b>	<b>Page</b>
Summary-----	1	
Characteristics of the industry-----	1	
Purpose and scope of survey-----	5	
Hourly earnings-----	7	

	<b>PART 2.—Hourly Earnings by Occupation</b>	<b>Page</b>
Summary-----	18	
Occupational structure-----	18	
Hourly earnings-----	26	
Weekly hours and earnings-----	30	

## LETTER OF TRANSMITTAL

---

UNITED STATES DEPARTMENT OF LABOR,  
BUREAU OF LABOR STATISTICS,  
Washington, D. C., December 7, 1942.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on earnings and hours in book and job printing, January 1942. The study was conducted under the supervision of Victor S. Baril, and was prepared by Everette B. Harris, with the assistance of Woodrow C. Linn, in the Division of Wage Analysis, Robert J. Myers, Chief.

A. F. HINRICHs, *Acting Commissioner.*

Hon. FRANCES PERKINS,  
*Secretary of Labor.*

---

---

Bulletin No. 726 of the  
United States Bureau of Labor Statistics

[Reprinted without change from the MONTHLY LABOR REVIEW, October and November 1942]

---

## EARNINGS AND HOURS IN BOOK AND JOB PRINTING, JANUARY 1942

### PART I.—HOURLY EARNINGS

#### *Summary*

STRAIGHT-TIME hourly earnings in the printing industry, exclusive of large newspapers, averaged 78.3 cents in January 1942. Male employees earned an average of 87.0 cents, while woman workers, who constitute about one-fourth of the labor force, averaged 48.8 cents. This information is based on a mail questionnaire study by the Bureau of Labor Statistics covering almost 4,000 firms.

The heterogeneous character of the industry's labor force is indicated by the extreme variation in earnings, from less than 30 cents to over \$2 an hour. Slightly more than one-tenth of the workers earned less than 40 cents an hour, while roughly one-third had average earnings of \$1 or more an hour. Only 7.0 percent of the males but 22.6 percent of the woman workers averaged less than 40 cents.

Earnings were highest in the gravure branch of the industry; the small group of skilled workers in this branch averaged \$1.24 per hour. The bookbinding branch, which employed numerous women, paid the lowest wages, averaging 61.5 cents per hour. The averages in other branches, studied separately, were as follows: General commercial printing, 78.4 cents; periodicals, 86.2 cents; books, 81.8 cents; small newspapers, 66.6 cents; and lithography, 77.2 cents.

Examined from a regional point of view, wages were highest on the Pacific coast. Workers in large cities enjoyed a substantial wage advantage over those in the smaller towns, and workers in large plants received higher wages than those in small shops.

#### *Characteristics of the Industry*

The reproduction of words, pictures, figures, and symbols on paper by the printing processes is one of the great industries of the United States, in time of war as well as in time of peace. In 1939, according to the Census of Manufactures, printing, publishing, and allied industries operated nearly 25,000 separate establishments and employed about one-third of a million workers.

Wartime necessities have affected the printing industries, particularly those largely dependent upon advertising. Increases in Government printing work have failed to compensate for the loss of private business.

#### PRINTING PROCESSES

The various forms of commercial printing involve a great variety of operations, many of which fall into two broad classes: operations essential to the preparation of a patterned surface, such as a type face, suitable for making the desired impressions; and those operations involved in the repetitive reproduction of the pattern of words or symbols on paper or other media. There are, of course, other important operations, such as proofreading and bookbinding. All of these are normally performed by specialized types of workers whose wages are determined more or less independently.

The preparation of the printing surface has most commonly involved the setting of type by hand or by machine, although engraving, photoengraving, and other methods are also widely used. Each recent decade has brought forth important technological developments in this field, all of which have influenced the position of the worker. Wider use of the teletypesetter, by which a central operator can set up type in distant cities, is anticipated for the future. Recent inventions, which make practical application of the photoelectric cell, are the Howey engraving machine and the Semagraph; the latter operates a linotype or Intertype machine from typewritten copy.

Actual reproduction processes are of three major types. In order of importance these are letterpress, lithography (offset), and gravure.

The letterpress method, often called "relief" printing, is the oldest and most widely used method in this country. In this process raised type is used and the ink is applied to the type surface for transfer to the paper. Letterpress printing may be accomplished on a platen press, where the impressions are made by flat, even pressure against a flat type area; on a cylinder press, where a cylinder carrying the paper rolls across a type area consisting of a stereotyped or electrotyped plate; or on a web-rotary press, used by most newspapers, by which continuous rolls of paper are run over curved stereotyped plates.

Lithography, a somewhat newer form of printing, has developed rapidly during recent years. Under this process the printing surface is a smooth metal plate (usually zinc or aluminum), chemically treated in such a manner that ink adheres only to the appropriate outlines or areas. The most popular lithographic equipment now in use is the "offset" press which makes use of three principal rollers; one of these carries the press plate, the second is covered by a rubber blanket which transfers or offsets the printing to the paper, and the third carries the paper.

In gravure printing, the parts of the plate by which the impression is transmitted are recessed; they are filled with ink for each impression, while the remaining surfaces are kept free of ink by a "doctor" blade or other special equipment. While gravure accounts for a relatively small proportion of all printing, it is tending to come into wider usage as suitable paper and less expensive presses become available.

A very marked trend away from the "general" or "all-round" printer and print shop has been in evidence during recent years. Many shops formerly equipped to complete all phases of production now find it advantageous to send out their composition, binding, photoengraving, camera work, offset-plate making, stereotyping, electrotyping, mounting and finishing, or other work. Also there has been a trend toward specialization of product. Many printers

now concentrate on a particular line such as labels, advertising pieces, continuous business forms, manifold forms, folders, menus, tickets, etc.

#### BRANCHES OF THE INDUSTRY

Of the various printing industries distinguished by the Census of Manufactures, the newspaper branch is largest by most measures (table 1). Establishments engaged in newspaper publishing and printing numbered 6,878 in 1939, employed nearly 100,000 wage earners, and reported \$671,000,000 in value added by manufacture. General commercial (job) printing establishments numbered nearly 10,000 and employed almost 100,000 workers, but reported only \$324,000,000 in value added by manufacture. Lithography, periodicals, and books were the other leading branches. As is pointed out below, the study reported in this article excluded large newspapers and certain other branches reported by the Census, but included representation of letter shops, which the Census of Manufactures does not classify as printing establishments.

TABLE 1.—*Number of Establishments, Average Number of Wage Earners, Wages, Value of Products, and Value Added by Manufacture in Printing, Publishing, and Allied Industries, 1939*<sup>1</sup>

Branch of industry	Number of establish- ments	Wage earners (average for year)	Wages	Value of product	Value added by manu- facture
All branches.....	24,878	324,535	\$493,615,659	\$2,578,464,382	\$1,766,456,764
General commercial (job) printing.....	9,595	96,039	132,944,964	515,435,609	323,701,972
Lithography and photolithography.....	749	26,000	37,929,201	154,394,787	96,708,353
Books:					
Publishing without printing.....	556	135	195,673	109,579,003	74,030,729
Publishing and printing.....	150	6,091	8,404,779	39,517,202	27,783,509
Printing without publishing.....	690	16,647	25,037,639	87,656,088	55,644,083
Periodicals:					
Publishing without printing.....	1,958	436	550,099	266,831,618	150,167,491
Publishing and printing.....	600	20,985	33,002,502	202,015,136	144,382,328
Bookbinding and related work.....	1,133	25,690	29,062,627	102,591,313	72,162,598
Newspapers:					
Publishing without printing.....	431	280	363,445	11,963,611	6,648,981
Publishing and printing.....	6,878	96,991	164,355,044	898,225,000	671,047,669
Gravure, rotogravure, and rotary photo- gravure.....	24	2,623	5,436,278	18,614,827	11,371,501
Photoengraving.....	694	9,207	22,568,156	55,619,445	48,257,775
Greeting cards (except hand painted).....	109	7,522	7,264,165	39,715,439	24,225,293
Machine and hand typesetting.....	641	6,244	10,424,914	25,096,497	22,044,421
Engraving (steel, copperplate, and wood).....	436	5,353	7,156,404	22,163,638	16,134,287
Electrotyping and stereotyping.....	234	4,412	8,919,769	29,045,159	22,140,774

<sup>1</sup> Data are from Census of Manufactures.

#### LOCATION AND SIZE OF PLANTS

The printing industries are scattered throughout the United States, with a decided concentration, as would be expected, in the most populous States. The concentration is particularly pronounced in general commercial (job) printing, in which New York ranks first in number of establishments (1,823 in 1939), Illinois second (857), California third (789), and Pennsylvania fourth (705). New York also leads in number of firms in the books, lithography, and bookbinding branches. The printing and publishing of newspapers is more widely distributed geographically than are most of the other branches.

Certain processes requiring great skill or expensive equipment, such as gravure, engraving, multicolor work, and the printing and publishing of books, have tended to concentrate in a few large cities. New York, Chicago, and Philadelphia are the most important of the great printing centers, but substantial concentrations are found in other metropolitan areas. A movement toward decentralization, apparent in recent years, has been felt particularly in the New York area. This movement has been prompted largely by the desire to obtain lower-priced labor and has been facilitated by technological developments within the industry.

Despite a trend toward concentration in the hands of the larger producers, the printing industry is still composed mainly of relatively small industrial units. Of the 25,000 establishments reported by the Census of Manufactures in 1939, only 1 had more than 2,500 wage earners, only 9 had more than 1,000 wage earners, and only 520 (2 percent) employed more than 100 workers. Almost nine-tenths of all establishments employed an average of 20 employees or less.

#### CHARACTERISTICS OF THE LABOR FORCE

Printing-trades workers are predominantly skilled white males. Fewer than 2 percent of the workers included in the Bureau's study were Negroes. Woman workers were found to constitute one-fourth of the labor force of the total industry but were employed primarily in the lower-skilled occupations. The proportion of woman workers varied among the various branches of the industry, ranging from 2.2 percent in the gravure branch to 73.6 percent of the letter-shop employees. Women comprise slightly more than one-fifth (20.7 percent) of the workers in commercial printing and almost one-half (46.1 percent) of the bookbinding employees.

Job requirements in the printing trades are unusually high, often requiring a combination of a good educational background, sound judgment, and physical strength and skill. Journeyman workers in many occupations must have several years of experience, and formal apprenticeships are in common use. Proofreaders, machinists, and engravers rank near the top in skill requirements. Among the most numerous of the skilled workers are the compositors, who set up type by hand or machine, and the pressmen.

Working conditions are relatively favorable. Most branches show but minor seasonal fluctuations in employment. Few manufacturing workers have greater job security than the printers.

No attempt was made in the present study to determine the extent of unionization in the industry. It is well known, however, that organized labor has long had a profound influence on the printing industry. It is estimated that over one-third of the total number of workers are covered by collective agreements, although union organization is confined mainly to production workers. Most of the many individual unions in the industry are affiliated with the A. F. of L. The local unions enjoy a high degree of autonomy; as a result there is a wide variance in wage scales and shop rules from city to city.

Although the questionnaire used in the Bureau's survey carried no inquiry regarding method of wage payment, printing is known to be predominantly a time-rate industry.

### *Purpose and Scope of Survey*

This survey of wages and hours of work in the book and job printing and related industries was undertaken by the Bureau of Labor Statistics as part of its established program for securing basic information on the wage structure of American industries. In addition, the survey was requested by the Wage and Hour Division of the U. S. Department of Labor, for use by an industry committee appointed by the Administrator to consider the appropriate legal minimum wage scale for the industry group. This is the first comprehensive study of wages and hours in the printing industry to be made by the Bureau. Information regarding union wage rates in certain occupations, however, has been published annually by the Bureau for many years.

The Bureau's survey was primarily concerned with seven branches of the printing industry, namely, commercial printing, lithography, books, periodicals, bookbinding, small newspapers, and gravure. There is, of course, much overlapping among these branches. Establishments engaged in more than one of the specified types of operation were classified on the basis of major product.

The *commercial printing* branch includes establishments primarily engaged in commercial or job printing (letterpress printing). This branch also includes firms printing newspapers for others. In the Bureau's study, firms printing periodicals for others were classified in the periodicals branch, whereas the Census of Manufactures classifies them in the general commercial (job) printing industry.

For purposes of the present survey, the *lithography* branch includes all firms primarily engaged in lithographing or offset printing, whereas the Census of Manufactures groups the lithographing of books, pamphlets, and greeting cards in other industries.

In the *books* branch, the Bureau's definition differs from that of the Census in that only those establishments engaged primarily in printing without publishing or in both the printing and publishing of books are included; firms doing publishing alone are not considered within the scope of the present survey. Also the Bureau's classification includes only those firms printing books by the letterpress method, all work by the lithograph or gravure processes being classified in those respective branches.

In the *periodicals* branch, also, those firms doing publishing only are excluded from the Bureau's survey and firms printing periodicals for others are included in this branch rather than under commercial printing.

The Bureau's definition of *bookbinding* does not differ from that of the Census. Included in this branch are firms primarily engaged in the binding of books and pamphlets (chiefly on a contract or custom basis), in the manufacture of blank books, loose-leaf and similar devices, and in related work such as paper ruling and cutting. Binderies operated in conjunction with printing establishments are not included in this branch but are considered as departments of the printing firms.

Newspapers, as such, were not included in the survey. However, those newspaper plants which undertake a sufficient volume of job printing to be a factor in the commercial field were covered. Specifically, the survey included newspaper establishments which obtained 20 percent or more of their 1941 total dollar receipts from commercial

printing.<sup>1</sup> In the following discussion such establishments are referred to as *small newspapers*.

The *gravure* branch, as set up by the Bureau, covers firms primarily engaged in gravure, rotogravure, and rotary photogravure printing, but does not include establishments concerned solely with the preparation of plates.

In addition to the above, the Bureau's survey included a number of private printing plants operated incidentally in connection with other industries. Since the list of such plants was incomplete, however, and the returns were not entirely satisfactory, data regarding these operations are excluded from the main body of this report.<sup>2</sup> Private printing plants are not considered a division of the general industry group by the Census of Manufactures, as the printing carried on by these establishments is of secondary importance. The Census of Manufactures collects no data for multigraphing, mimeographing, and addressing done by establishments engaged wholly or chiefly in this class of work. At the specific request of the Wage and Hour Division, however, the Bureau has included representation of such establishments, which are presented elsewhere as the "letter shop" branch.<sup>2</sup>

Service industries for the printing trade, consisting of establishments doing machine and hand typesetting, photoengraving, electrotyping, stereotyping, plate making, etc., were excluded from the Bureau's survey.

#### QUESTIONNAIRE RETURNS

The basic data for the present survey were obtained largely by means of mail questionnaires, which were sent to a representative sample of establishments in the various branches of the industry. An exception was made in the case of the larger firms (those employing 500 or more workers) which were visited by the Bureau's trained field representatives. The questionnaires called for information regarding the color, sex, occupation, shift, hours, and earnings of each wage earner during a representative pay-roll period ending about January 15, 1942.

The sample of plants from which information was sought included approximately 25 percent of all plants in the covered segments of the industry. Great care was taken to give appropriate representation to each branch of the industry, and to the various geographic localities and sizes of plants. Of the 9,805 companies from which information was requested, 6,791 (69 percent) made returns. Many of these firms, however, proved to employ no wage earners, to be out of business, or (in a few instances) to be improperly classified in the printing industry. The number of usable returns was 3,816 (table 2).

An analysis of the returns received revealed a slight overrepresentation of the largest plants; particularly those with 500 or more wage earners, which had been visited by the Bureau's representatives. The weight of these plants (500 or over) was consequently reduced by including in the final tabulations only an appropriate random sample of the workers from such plants. The representation by branch of the industry and by geographic area is believed to be reasonably dependable.

<sup>1</sup> A number of large-city newspapers which met this qualification were excluded from the survey, nevertheless.

<sup>2</sup> Information regarding these branches is available in mimeographed form and may be obtained from the Bureau upon request.

TABLE 2.—*Number of Establishments and of Wage Earners Included in Survey of Printing Industry, by Branch of Industry, 1942*

Branch of industry	Number of estab- lishments	Number of workers		
		Total	Male	Female
All branches.....	3,816	55,626	41,842	13,784
All branches, exclusive of letter shops and private printing plants.....	3,419	51,569	39,363	12,206
Commercial printing.....	2,227	22,314	17,699	4,615
Lithography.....	136	7,838	5,847	1,991
Books.....	99	7,465	5,420	2,045
Periodicals.....	98	6,895	5,421	1,474
Bookbinding.....	211	3,921	2,112	1,809
Small newspapers.....	643	2,626	2,365	261
Gravure.....	5	510	499	11
Letter shops.....	201	1,377	363	1,014
Private printing plants.....	196	2,680	2,116	564

*Hourly Earnings*

## WAGE TRENDS

A brief review of the trend of wages in the printing industry reveals that when the Bureau's survey was made printing-industry wages were near to their highest recorded level.

TABLE 3.—*Trend of Average Hourly Earnings in Specified Branches of the Printing Industry, 1935-42*<sup>1</sup>

Month	1935	1936	1937	1938	1939	1940	1941	1942
Book and job printing								
January.....	\$0.733	\$0.743	\$0.758	\$0.793	\$0.799	\$0.817	\$0.810	\$0.849
February.....	.728	.740	.752	.785	.802	.804	.810	.843
March.....	.731	.750	.757	.803	.811	.817	.817	.857
April.....	.740	.750	.762	.799	.805	.816	.814	.860
May.....	.742	.748	.779	.799	.802	.821	.819	.868
June.....	.752	.742	.778	.806	.809	.820	.828	.869
July.....	.741	.731	.781	.800	.802	.805	.819	.866
August.....	.730	.728	.770	.793	.797	.799	.816	-----
September.....	.732	.747	.779	.800	.805	.805	.829	-----
October.....	.732	.743	.785	.799	.801	.807	.827	-----
November.....	.736	.745	.785	.798	.806	.812	.838	-----
December.....	.746	.742	.787	.798	.809	.813	.848	-----
Newspapers and periodicals								
January.....	\$0.875	\$0.903	\$0.927	\$0.981	\$0.995	\$1.018	\$1.052	\$1.086
February.....	.877	.903	.931	.977	.996	1.018	1.057	1.089
March.....	.884	.908	.942	.978	.994	1.023	1.055	1.103
April.....	.884	.912	.953	.983	.998	1.029	1.057	1.108
May.....	.885	.918	.968	.994	1.001	1.035	1.066	1.116
June.....	.894	.923	.971	.994	.999	1.036	1.069	1.125
July.....	.892	.920	.966	.978	1.001	1.033	1.068	1.128
August.....	.898	.921	.960	.971	.998	1.031	1.070	-----
September.....	.900	.932	.965	.988	1.007	1.029	1.076	-----
October.....	.902	.935	.985	.991	1.013	1.026	1.081	-----
November.....	.905	.934	.971	.998	1.016	1.049	1.084	-----
December.....	.918	.949	.991	1.007	1.027	1.059	1.107	-----

<sup>1</sup> Based on monthly reports to the Bureau of Labor Statistics. Figures include extra payments for overtime work.

The data presented in table 3, based on monthly reports by a large number of establishments in the major branches of the industry, are not directly comparable with the wage information obtained as a result

of the Bureau's special study,<sup>3</sup> but are believed to present a dependable picture of recent wage movements. These data indicate that wages have risen slowly but steadily since 1935, both in book and job and in newspaper and periodical printing. In contrast to the wage trends in most industries, however, the upward movement was not greatly accelerated following the outbreak of the war in 1939. Average hourly earnings were only slightly higher in July 1942 than in January 1942, the period represented by the Bureau's study.

#### HOURLY EARNINGS IN THE INDUSTRY AS A WHOLE

Average hourly earnings, exclusive of extra payments for overtime, in all branches of the printing industry combined, amounted to 78.3 cents in January 1942 (table 4). The extreme variation in hourly earnings, from less than 30 cents to over \$2, reflects the heterogeneous character of the industry's wage structure. No 5-cent wage interval embraced as many as 10 percent of the workers; the largest number of workers in any interval (7.9 percent) earned from 50 to 55 cents per hour. Only 10.7 percent of the workers earned less than 40 cents an hour, and only 5.0 percent earned less than 35 cents. Somewhat more than half (59.3 percent) of the workers earned 40 cents but less than \$1 per hour. (See chart 1.)

TABLE 4.—*Percentage Distribution of Wage Earners in Specified Branches of the Printing Industry, by Average Hourly Earnings, 1942*

Average hourly earnings	All branches	Com- mer- cial print- ing	Lithog- raphy	Books	Peri- odicals	Book- bind- ing	Small news- papers	Grav- ure
Under 30.0 cents	0.7	0.7	0.1	0.1	0.1	0.3	6.1	0.4
Exactly 30.0 cents	2.5	2.9	1.7	1.4	2.3	3.7	4.2	-----
30.1 and under 32.5 cents	.5	.5	.7	.2	.4	.4	1.2	-----
32.5 and under 35.0 cents	1.3	1.3	1.1	1.6	.7	2.3	1.9	-----
35.0 and under 37.5 cents	3.1	3.0	3.5	2.3	3.3	4.6	2.9	.4
37.5 and under 40.0 cents	2.6	2.4	2.4	4.1	1.6	2.7	2.8	-----
Exactly 40.0 cents	5.1	4.7	5.3	5.1	3.3	13.1	2.5	.2
40.1 and under 45.0 cents	4.0	3.4	4.8	5.1	3.4	5.0	4.0	-----
45.0 and under 50.0 cents	7.2	6.4	9.6	6.7	7.1	10.3	5.2	2.5
50.0 and under 55.0 cents	7.9	7.3	8.3	7.6	6.4	11.0	8.6	4.9
55.0 and under 60.0 cents	5.8	4.7	5.3	7.2	6.1	8.9	7.0	3.3
60.0 and under 65.0 cents	5.7	5.6	5.1	5.6	4.8	7.1	8.4	3.7
65.0 and under 70.0 cents	4.2	4.2	5.1	3.8	3.1	4.4	4.8	2.5
70.0 and under 75.0 cents	3.3	3.5	2.9	3.1	3.3	2.6	4.3	7.1
75.0 and under 80.0 cents	4.1	4.6	4.2	3.5	3.2	2.8	6.5	1.8
80.0 and under 85.0 cents	3.5	4.3	3.5	2.3	2.5	2.6	3.7	5.7
85.0 and under 90.0 cents	3.2	3.6	3.8	2.1	2.8	1.6	3.3	9.9
90.0 and under 95.0 cents	3.0	3.7	3.2	2.3	2.7	1.5	2.2	1.8
95.0 and under 100.0 cents	2.3	2.5	2.2	2.2	2.8	1.1	1.9	1.8
100.0 and under 105.0 cents	3.9	4.7	3.2	3.3	3.9	2.2	3.7	1.6
105.0 and under 110.0 cents	3.1	3.4	2.2	3.2	4.3	1.4	3.2	.4
110.0 and under 115.0 cents	3.7	4.0	3.0	3.7	5.1	2.2	1.9	4.1
115.0 and under 120.0 cents	2.7	3.1	2.1	2.4	3.8	1.4	1.9	1.6
120.0 and under 125.0 cents	3.1	2.9	2.5	4.0	4.6	2.1	2.1	5.1
125.0 and under 130.0 cents	2.7	2.9	2.5	2.2	4.0	1.5	1.6	.4
130.0 and under 140.0 cents	3.3	3.2	3.8	3.4	4.6	2.0	1.7	2.2
140.0 and under 150.0 cents	3.1	3.0	2.8	5.0	4.1	.7	.6	4.1
150.0 and under 160.0 cents	1.9	1.9	1.9	2.9	2.1	.3	.8	2.4
160.0 and under 170.0 cents	.9	.8	1.1	1.5	1.0	.2	.6	2.4
170.0 and under 180.0 cents	.7	.4	.9	1.2	1.0	(1)	.3	8.8
180.0 and under 190.0 cents	.3	.2	.5	.4	.5	(1)	-----	2.0
190.0 and under 200.0 cents	.1	(1)	.2	.2	.3	-----	-----	2.7
200.0 cents and over	.5	.2	.5	.3	.8	(1)	.1	16.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of plants	3,419	2,227	136	99	98	211	643	5
Number of workers	51,569	22,314	7,838	7,465	6,895	3,921	2,626	510
Average hourly earnings	\$0.783	\$0.784	\$0.772	\$0.818	\$0.862	\$0.615	\$0.666	\$1.240

<sup>1</sup> Less than a tenth of 1 percent.

<sup>2</sup> In addition to their somewhat different scope, the data presented in table 3 include premium payments for overtime work; such payments are excluded from the hourly earnings figures appearing elsewhere in this report.

This general picture has only limited significance, since the industry is made up of branches with very different wage levels. Average hourly earnings by branch ranged from a low of 61.5 cents in the book-binding division to a high of \$1.24 in the gravure branch. Because of this variance, the earnings of workers in each of the individual branches merit special analysis.

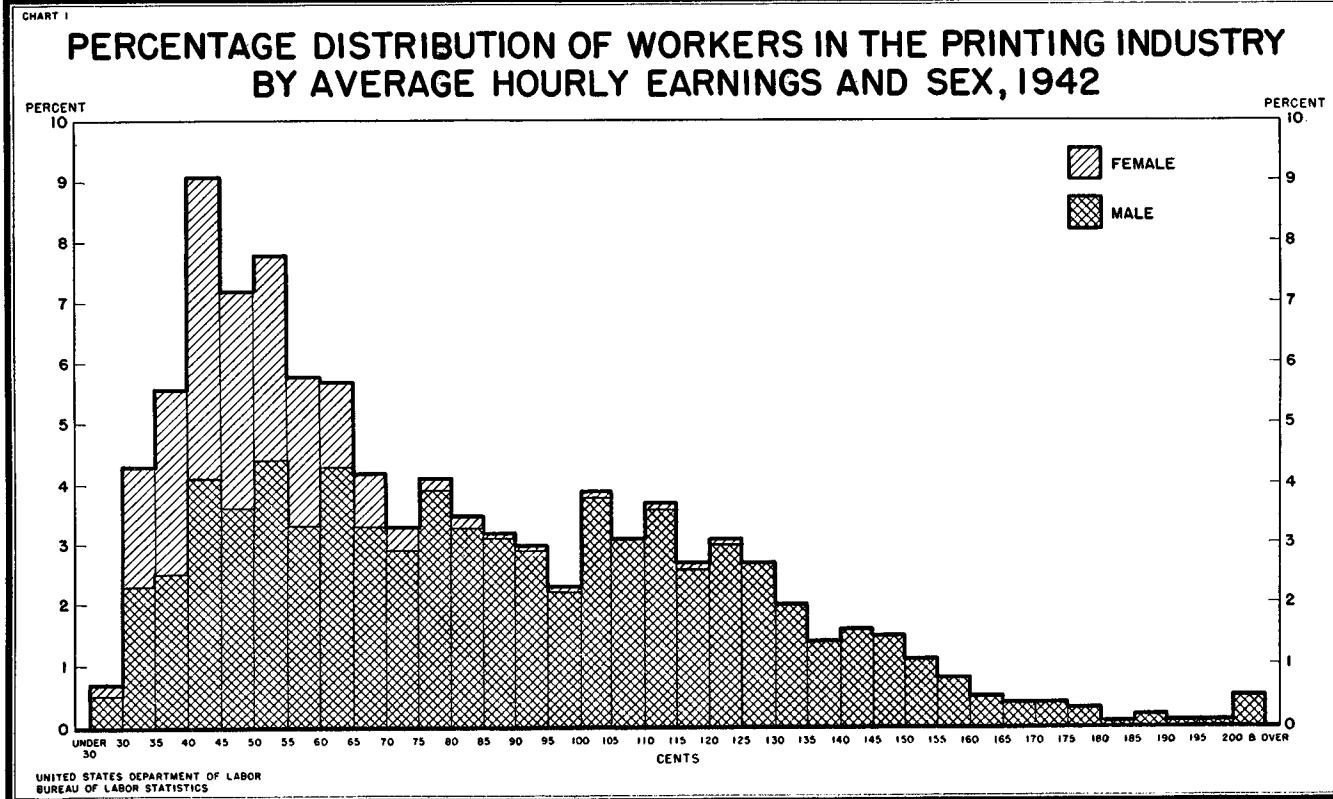
#### VARIATIONS BY BRANCH

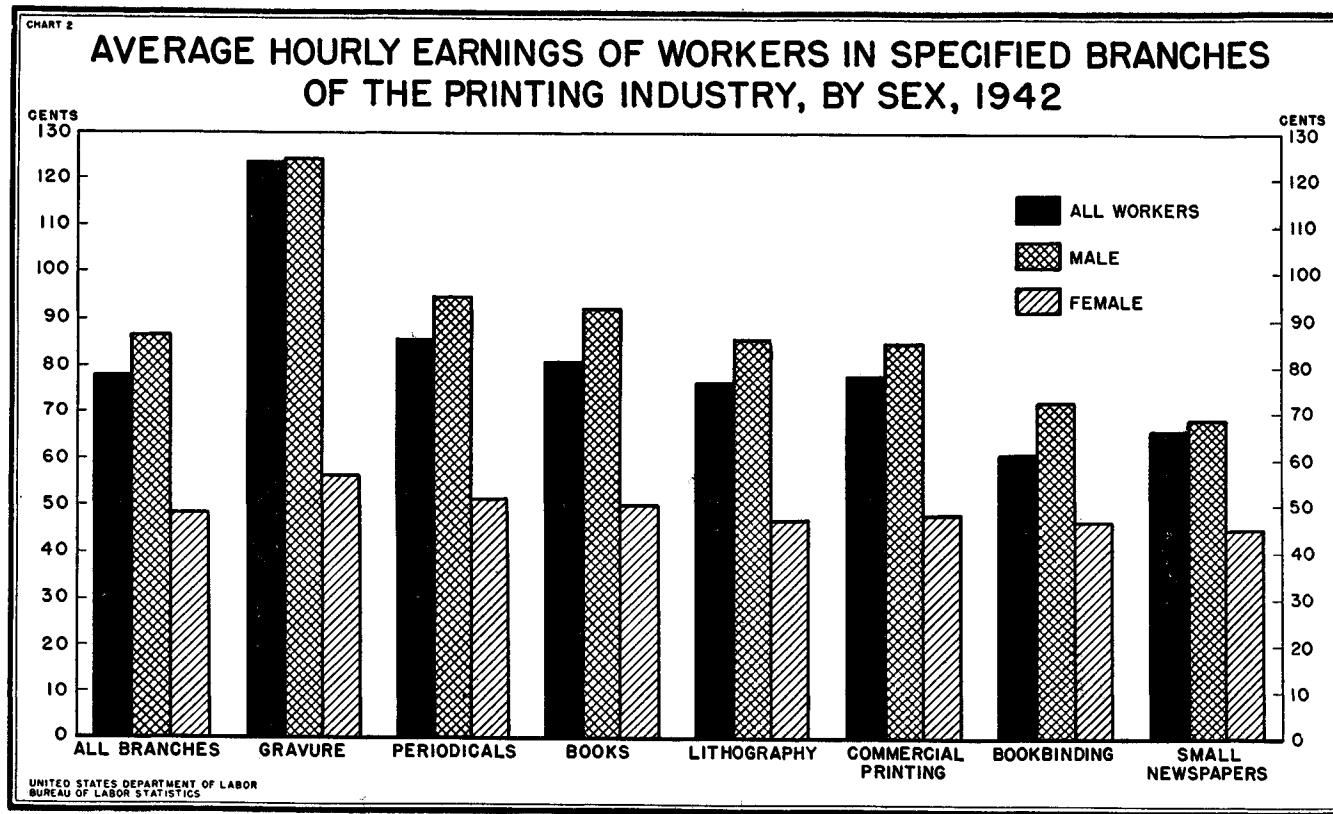
The extremely high average of \$1.24 in the gravure branch pertained, of course, to a relatively small number of wage earners. This was the smallest branch covered by the survey and its labor force was comprised mainly of highly skilled, specialized workers. More than one-half (53.8 percent) of the workers had average hourly earnings of \$1 or over, whereas less than 1 percent earned under 40 cents an hour. At the opposite extreme, the 61.5-cent average paid to workers in bookbinding establishments represented a substantial number of workers. Bookbinding workers earning less than 40 cents an hour amounted to 14.0 percent of the total, and a large proportion, 62.3 percent, earned less than 60 cents an hour. Almost four-fifths (79.2 percent) of these workers had average hourly earnings under 80 cents, while only 14.0 percent earned \$1 or more an hour. Bindery workers as a group embrace a large number of unskilled hand workers for whom rates are much lower than those of skilled printing-trades workers.

The small-newspapers branch was the second lowest paid, with an average of 66.6 cents an hour. Earnings of individual workers in this branch showed considerable concentration in the lower brackets; almost one-fifth (19.1 percent) of the workers had average hourly earnings of less than 40 cents and almost one-half (46.4 percent) averaged less than 60 cents an hour. Only 18.5 percent of the workers in small newspaper plants earned \$1 or more an hour. The newspapers included in the survey were chiefly in small communities and this fact accounts in part for the rather low average earnings. In many of these small establishments the proprietor acts as a working foreman and not only does much of the skilled work himself but also closely supervises his workers, who may be young or inexperienced. Few of the small newspapers have collective agreements with trade-unions.

The four remaining branches, commercial printing, lithography, books, and periodicals, are somewhat similar with regard to wage structure. Branch averages ranged from 77.2 cents an hour in lithography, to 78.4 in commercial printing, 81.8 in books, and 86.2 in periodicals. The percentage of workers with average hourly earnings of \$1 or more was 27.2 in lithography, 30.7 in commercial printing, 33.7 in books, and 40.1 in periodicals. Approximately 10 percent in each of these branches earned an average of less than 40.0 cents an hour (8.4 percent in periodicals, 9.5 in lithography, 9.7 in books, and 10.8 in commercial printing).

The influence of sex, size of plant, and size of city, of course, is also reflected in the branch averages. The wide dispersion of the earnings of individual workers, moreover, is greatly influenced by the occupational structure of each branch. Because of the importance of these factors, they are discussed individually in subsequent sections of this report. (See chart 2.)





## WAGE DIFFERENCES, BY SEX

Earnings of male employees, who account for more than three-fourths (76.3 percent) of the labor force, averaged 87.0 cents an hour (table 5). This average was substantially greater than that attained by woman workers, 48.8 cents an hour. An interesting feature of the wage distributions by sex is the tendency for the earnings of male workers to concentrate in the upper and intermediate brackets while the average earnings of woman employees tend to concentrate in the lower intervals. Thus, well over one-half (59.2 percent) of the male workers had average earnings of 75 cents or more an hour as against less than one-twentieth (4.6 percent) of the women. Only 7.0 percent of the men but more than one-fifth (22.6 percent) of the women averaged less than 40 cents an hour. Bookbinding, the branch with the lowest general average, had by far the greatest number of woman workers (46.1 percent). On the other hand, the smallest proportion of women (2.2 percent) was found in gravure, the highest-paying branch.

TABLE 5.—*Percentage Distribution of Wage Earners in Specified Branches of the Printing Industry, by Average Hourly Earnings and Sex, 1942*

Average hourly earnings	All branches	Com- merical print- ing	Lithog- raphy	Books	Periodi- cals	Book- binding	Small news- papers	Grav- ure
<b>Males</b>								
Under 30.0 cents.....	0.7	0.7	0.1	0.1	0.1	0.3	5.2	0.2
Exactly 30.0 cents.....	1.8	2.2	1.3	1.0	.9	2.3	3.6	-----
30.1 and under 32.5 cents.....	.4	.5	.6	.2	.2	.2	1.0	-----
32.5 and under 35.0 cents.....	.8	.8	.5	1.0	.4	1.3	1.5	-----
35.0 and under 37.5 cents.....	1.8	1.9	1.9	1.0	1.9	2.4	2.5	-----
37.5 and under 40.0 cents.....	1.5	1.5	1.4	1.4	1.0	1.6	2.5	-----
Exactly 40.0 cents.....	3.3	2.9	3.2	3.5	2.8	10.4	1.9	-----
40.1 and under 45.0 cents.....	2.1	1.9	2.4	1.8	2.3	2.1	4.0	-----
45.0 and under 50.0 cents.....	4.7	3.7	6.3	4.9	4.3	8.8	4.9	2.6
50.0 and under 55.0 cents.....	5.8	5.4	6.2	6.1	4.5	7.0	8.5	3.4
55.0 and under 60.0 cents.....	4.2	3.6	4.5	5.3	3.4	5.3	6.9	3.4
60.0 and under 65.0 cents.....	5.6	5.5	4.8	5.2	4.9	7.7	8.9	3.8
65.0 and under 70.0 cents.....	4.3	4.4	5.2	3.9	3.2	4.4	5.1	2.6
70.0 and under 75.0 cents.....	3.8	3.9	3.6	3.2	3.7	4.0	4.6	7.2
75.0 and under 80.0 cents.....	5.1	5.5	5.4	4.4	3.6	4.8	7.0	1.8
80.0 and under 85.0 cents.....	4.4	5.2	4.5	3.1	3.0	4.5	3.8	5.8
85.0 and under 90.0 cents.....	4.0	4.4	4.9	2.6	3.3	2.8	3.6	10.3
90.0 and under 95.0 cents.....	3.8	4.5	4.2	3.0	3.3	2.7	2.4	1.8
95.0 and under 100.0 cents.....	3.0	3.1	2.9	3.0	3.4	2.0	2.0	1.8
100.0 and under 105.0 cents.....	5.0	5.9	4.2	4.4	4.6	3.9	4.0	1.6
105.0 and under 110.0 cents.....	4.0	4.2	3.0	4.3	5.4	2.7	3.4	4
110.0 and under 115.0 cents.....	4.8	5.0	4.0	4.9	6.4	4.0	2.1	4.2
115.0 and under 120.0 cents.....	3.5	3.9	2.8	3.2	4.6	2.5	2.1	1.6
120.0 and under 125.0 cents.....	4.0	3.6	3.3	5.2	5.8	3.8	2.2	5.0
125.0 and under 130.0 cents.....	3.5	3.6	3.3	3.0	4.9	2.7	1.7	.4
130.0 and under 140.0 cents.....	4.3	3.9	5.1	4.7	5.7	3.7	1.9	2.2
140.0 and under 150.0 cents.....	4.0	3.7	3.8	6.8	5.1	1.2	.7	4.2
150.0 and under 160.0 cents.....	2.5	2.4	2.5	3.9	2.7	.5	.9	2.4
160.0 and under 170.0 cents.....	1.2	1.0	1.4	2.1	1.3	.4	.7	2.4
170.0 and under 180.0 cents.....	.9	.5	1.2	1.6	1.3	(1)	.3	9.0
180.0 and under 190.0 cents.....	.4	.3	.7	.5	.6	(1)	-----	2.0
190.0 and under 200.0 cents.....	.2	.1	.2	.3	.4	-----	-----	2.8
200.0 cents and over.....	.6	.3	.6	.4	1.0	-----	.1	16.5
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	39,363	17,699	5,847	5,420	5,421	2,112	2,365	499
Average hourly earnings.....	\$0.870	\$0.859	\$0.866	\$0.929	\$0.951	\$0.730	\$0.687	\$1.249
<b>Females</b>								
Under 30.0 cents.....	0.7	0.7	0.2	0.2	0.2	0.3	15.0	9.1
Exactly 30.0 cents.....	4.9	5.4	3.0	2.5	7.4	5.3	10.0	-----
30.1 and under 32.5 cents.....	.8	.8	.8	.1	1.2	.6	3.1	-----
32.5 and under 35.0 cents.....	3.0	3.2	2.6	3.2	1.6	3.6	5.7	-----
35.0 and under 37.5 cents.....	7.1	6.9	8.0	5.8	8.4	7.1	6.5	-----

<sup>1</sup> Less than a tenth of 1 percent.

TABLE 5.—*Percentage Distribution of Wage Earners in Specified Branches of the Printing Industry, by Average Hourly Earnings and Sex, 1942—Continued*

Average hourly earnings	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers	Gravure
<i>Females—Continued</i>								
37.5 and under 40.0 cents	6.1	5.9	5.1	11.2	3.7	4.0	5.0	
Exactly 40.0 cents	11.0	11.6	11.7	9.1	5.1	16.2	8.0	9.1
40.1 and under 45.0 cents	10.0	9.3	11.8	13.9	7.7	8.5	3.4	
45.0 and under 50.0 cents	15.4	16.7	19.6	11.5	17.4	12.1	8.0	
50.0 and under 55.0 cents	14.2	14.8	15.0	12.0	13.4	15.7	10.8	72.7
55.0 and under 60.0 cents	10.8	9.1	8.0	12.2	15.8	13.2	7.7	
60.0 and under 65.0 cents	6.0	6.0	6.0	6.7	4.6	6.4	4.6	
65.0 and under 70.0 cents	3.7	3.4	4.7	3.6	2.7	4.4	1.5	
70.0 and under 75.0 cents	1.7	1.7	.9	2.8	1.9	1.1	1.9	
75.0 and under 80.0 cents	1.0	1.1	.7	1.1	1.6	.5	1.5	
80.0 and under 85.0 cents	.7	.7	.6	.4	1.0	.4	1.9	
85.0 and under 90.0 cents	.5	.3	.4	.8	1.1	.2	1.1	
90.0 and under 95.0 cents	.4	.4	.1	.4	.6	.1	1.1	
95.0 and under 100.0 cents	.2	.3	—	.1	.7	.1	.4	
100.0 and under 105.0 cents	.4	.3	.2	.1	1.2	.1	.8	
105.0 and under 110.0 cents	.1	.2	—	.1	.1	—	.8	
110.0 and under 115.0 cents	.3	.3	—	.6	.4	—		
115.0 and under 120.0 cents	.2	—	.1	.1	.7	—		
120.0 and under 125.0 cents	.3	.1	.2	.6	.3	.1	.8	9.1
125.0 and under 130.0 cents	.1	.1	.1	(1)	.5	—		
130.0 and under 140.0 cents	.2	.3	.1	.1	.3	—		
140.0 and under 150.0 cents	.2	.1	—	.6	.4	—		
150.0 and under 160.0 cents	(1)	(1)	—	—	—	—		
160.0 and under 170.0 cents	(1)	(1)	—	—	—	—		
170.0 and under 180.0 cents	(1)	—	.1	.1	—	—	.4	
180.0 and under 190.0 cents	—	—	—	—	—	—		
190.0 and under 200.0 cents	—	—	—	—	—	—		
200.0 cents and over	(1)	(1)	—	—	—	—	—	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	12,206	4,615	1,991	2,045	1,474	1,809	281	11
Average hourly earnings	\$0.488	\$0.485	\$0.475	\$0.504	\$0.520	\$0.472	\$0.452	\$0.570

<sup>1</sup> Less than a tenth of 1 percent.

The averages for male workers differed, of course, from branch to branch. The lowest paid were those in the small-newspapers branch, whose average hourly earnings amounted to 68.7 cents. In contrast, males in the gravure branch had average hourly earnings of \$1.249. In the bookbinding branch, where the work is less exacting than in other branches, male workers averaged 73.0 cents an hour. Woman workers' earnings were lowest in the small-newspapers branch, where they averaged 45.2 cents an hour, and were highest in the gravure branch where they averaged 57.0 cents an hour. In the bookbinding branch, where almost one-half (46.1 percent) of the workers were women, hourly earnings averaged 47.2 cents for woman workers. In the remaining branches, their earnings had a spread of only 4.5 cents, ranging from an average of 47.5 cents an hour in lithography to 52.0 in periodicals.

#### REGIONAL WAGE DIFFERENCES

Geographical differences in wages also contribute to the wide dispersion in hourly earnings of workers in the various branches of the industry. Employees of all branches in the Pacific region, the highest-paid area, averaged 88.2 cents an hour (table 6). This average was substantially greater than 67.6 cents an hour averaged by workers in the South, the lowest-wage region. Averages in other regions ranged from 71.6 cents an hour in the Mountain area to 81.4 cents in the Middle Atlantic States.

TABLE 6.—*Average Hourly Earnings in Specified Branches of the Printing Industry, by Region, 1942*

Region <sup>1</sup>	All branches	Com- mer- cial print- ing	Lith- og- raphy	Books	Peri- odicals	Book- bind- ing	Small news- papers	Grav- ure
Average hourly earnings								
All regions.....	\$ 0.783	\$ 0.784	\$ 0.772	\$ 0.818	\$ 0.862	\$ 0.615	\$ 0.666	\$ 1.240
Pacific.....	.882	.894	.921	.631	1.114	.777	.663	-----
Mountain.....	.716	.745	.704	.827	.707	.457	.678	-----
Great Lakes.....	.787	.799	.764	.810	.837	.612	.689	.920
Middle Atlantic.....	.814	.804	.792	.865	.939	.626	.723	1.286
New England.....	.723	.698	.746	.872	.791	.531	.678	-----
South.....	.676	.682	.657	.677	.744	.551	.544	(3)
Number of workers								
All regions.....	51,569	22,314	7,838	7,465	6,895	3,921	2,626	510
Pacific.....	3,247	2,315	553	82	65	88	144	-----
Mountain.....	1,262	753	54	16	23	25	386	-----
Great Lakes.....	21,171	8,541	3,840	4,274	2,506	870	1,117	23
Middle Atlantic.....	16,767	5,996	2,489	2,248	2,710	2,490	407	427
New England.....	3,710	1,770	201	386	845	369	139	-----
South.....	5,412	2,939	701	459	741	79	433	60

<sup>1</sup> The States included in the various regions are as follows: *Pacific*.—California, Oregon, and Washington. *Mountain*.—Arizona, Colorado, Idaho, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Utah, and Wyoming. *Great Lakes*.—Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Ohio, and Wisconsin. *Middle Atlantic*.—New Jersey, New York, and Pennsylvania. *New England*.—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. *South*.—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

<sup>2</sup> Number of plants insufficient to permit presentation of an average.

Variations between regions are emphasized by the distributions based upon hourly earnings of individuals (table 7). Only 3.0 percent of the workers in the Pacific region had average hourly earnings of less than 40 cents whereas such workers in the South amounted to more than one-fifth (20.6 percent) of the total. The proportion of workers earning an average of \$1 or more an hour did not vary radically from region to region. The range was from slightly more than one-fifth (21.1 percent) in the South to almost two-fifths (39.4 percent) in the Pacific area. Distributions in other regions, taking the same general pattern, fell between these two extremes.

TABLE 7.—*Percentage Distribution of Wage Earners in the Printing Industry,<sup>1</sup> by Average Hourly Earnings and Region, 1942*

Average hourly earnings	All regions	Pacific	Mountain	Great Lakes	Middle Atlantic	New Eng-land	South
Under 30.0 cents	0.7	0.6	3.6	0.6	0.4	0.1	2.0
Exactly 30.0 cents	2.5	.4	4.4	2.1	2.2	1.8	6.6
30.1 and under 32.5 cents	.5	.2	1.6	.4	.4	.3	1.2
32.5 and under 35.0 cents	1.3	.5	1.8	1.2	1.4	.6	2.7
35.0 and under 37.5 cents	3.1	.7	4.2	2.9	3.0	3.8	4.7
37.5 and under 40.0 cents	2.6	.6	2.4	2.6	2.8	1.8	3.4
Exactly 40.0 cents	5.1	1.5	3.7	5.1	5.3	9.1	4.5
40.1 and under 45.0 cents	4.0	1.9	3.8	4.2	3.8	4.1	5.0
45.0 and under 50.0 cents	7.2	5.1	4.9	7.9	6.8	7.2	7.2
50.0 and under 55.0 cents	7.9	7.2	9.8	7.8	7.6	7.7	7.1
55.0 and under 60.0 cents	5.8	6.2	2.9	6.2	5.9	5.3	4.7
60.0 and under 65.0 cents	5.7	6.8	6.1	5.8	5.3	5.8	5.4
65.0 and under 70.0 cents	4.2	6.8	3.5	4.2	3.9	4.0	3.7
70.0 and under 75.0 cents	3.3	1.9	3.2	3.5	3.2	4.0	3.4
75.0 and under 80.0 cents	4.1	6.1	3.9	3.9	3.7	5.7	4.1
80.0 and under 85.0 cents	3.5	3.9	3.8	3.5	3.1	4.9	3.4
85.0 and under 90.0 cents	3.2	3.5	3.2	2.9	3.3	4.2	3.3
90.0 and under 95.0 cents	3.0	4.0	2.9	3.1	2.4	3.5	3.7
95.0 and under 100.0 cents	2.3	2.7	1.7	2.2	2.1	3.4	2.8
100.0 and under 105.0 cents	3.9	3.8	6.4	3.5	3.7	4.3	5.1
105.0 and under 110.0 cents	3.1	2.6	5.5	2.9	2.7	4.9	3.9
110.0 and under 115.0 cents	3.7	3.4	4.4	3.4	3.6	7.2	3.0
115.0 and under 120.0 cents	2.7	3.4	3.2	3.3	2.3	1.2	2.2
120.0 and under 125.0 cents	3.1	3.4	2.5	3.2	4.1	1.4	.9
125.0 and under 130.0 cents	2.7	3.9	2.3	2.8	2.9	.9	2.0
130.0 and under 140.0 cents	3.3	9.5	2.9	2.7	3.8	1.2	2.0
140.0 and under 150.0 cents	3.1	5.2	4	3.4	3.8	.8	.9
150.0 and under 160.0 cents	1.9	2.4	.2	2.0	2.6	.3	.6
160.0 and under 170.0 cents	.9	.8	.4	1.3	1.0	.2	.2
170.0 and under 180.0 cents	.7	.5	.2	.6	1.2	.2	.1
180.0 and under 190.0 cents	.3	.2	.1	.3	.5	(?)	.1
190.0 and under 200.0 cents	.1	.1	—	.2	.2	—	(?)
200.0 cents and over	.5	.2	.1	.3	1.0	.1	.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of plants	3,419	342	219	1,158	913	233	554
Number of workers	51,569	3,247	1,262	21,171	16,767	3,710	5,412
Average hourly earnings	\$0.783	\$0.882	\$0.716	\$0.787	\$0.814	\$0.723	\$0.676

<sup>1</sup> Includes the small newspapers, commercial printing, books, periodicals, bookbinding, lithography, and gravure branches.

<sup>2</sup> Less than a tenth of 1 percent.

Within the large commercial printing branch, average hourly earnings varied from 68.2 cents in the South to 89.4 cents in the Pacific area (table 8). It is noteworthy that even within a given region in this one branch the workers show wide variation in average hourly earnings.

TABLE 8.—*Percentage Distribution of Wage Earners in Commercial Printing Branch of Printing Industry, by Average Hourly Earnings and Region, 1942*

Average hourly earnings	All regions	Pacific	Mountain	Great Lakes	Middle Atlantic	New England	South
Under 30.0 cents	0.7	0.4	2.1	0.5	0.6	0.1	1.8
Exactly 30.0 cents	2.9	.3	4.4	2.2	2.5	2.3	7.6
30.1 and under 32.5 cents	.5	.2	1.5	.6	.3	.6	.8
32.5 and under 35.0 cents	1.3	.2	2.3	1.3	1.2	.7	2.4
35.0 and under 37.5 cents	3.0	.6	3.6	2.9	3.0	3.8	4.3
37.5 and under 40.0 cents	2.4	.5	2.0	1.9	3.5	2.2	3.5
Exactly 40.0 cents	4.7	1.3	4.0	4.8	4.6	8.6	4.9
40.1 and under 45.0 cents	3.4	1.6	2.0	3.3	4.1	3.8	3.6
45.0 and under 50.0 cents	6.4	4.9	5.0	7.0	5.9	7.2	6.5
50.0 and under 55.0 cents	7.3	7.9	10.4	7.5	6.8	8.4	6.7
55.0 and under 60.0 cents	4.7	6.9	2.7	5.0	4.1	4.1	4.1
60.0 and under 65.0 cents	5.6	7.0	5.4	5.1	5.5	6.8	5.3
65.0 and under 70.0 cents	4.2	5.9	3.3	4.5	3.4	4.7	3.6
70.0 and under 75.0 cents	3.5	2.2	2.4	3.9	3.1	3.9	3.9
75.0 and under 80.0 cents	4.6	4.5	3.5	4.0	4.9	6.7	4.5
80.0 and under 85.0 cents	4.3	3.2	4.4	4.4	4.1	5.9	4.3
85.0 and under 90.0 cents	3.6	3.2	3.6	3.1	4.1	5.0	3.4
90.0 and under 95.0 cents	3.7	3.8	3.9	3.9	3.0	3.4	4.3
95.0 and under 100.0 cents	2.5	2.7	1.9	2.3	2.3	3.9	2.9
100.0 and under 105.0 cents	4.7	4.1	7.8	3.8	5.0	5.4	6.3
105.0 and under 110.0 cents	3.4	2.9	6.8	3.4	2.8	3.4	4.3
110.0 and under 115.0 cents	4.0	4.0	5.3	3.9	3.7	6.1	3.1
115.0 and under 120.0 cents	3.1	4.2	3.2	4.1	2.6	.8	2.0
120.0 and under 125.0 cents	2.9	4.6	2.3	2.9	4.0	.3	.9
125.0 and under 130.0 cents	2.9	4.5	2.1	3.2	3.0	.5	2.0
130.0 and under 140.0 cents	3.2	9.2	2.5	2.6	3.2	.3	1.8
140.0 and under 150.0 cents	3.0	5.2	.5	3.2	4.0	.3	.7
150.0 and under 160.0 cents	1.9	2.5	.1	2.5	2.5	.3	.3
160.0 and under 170.0 cents	.8	.6	.5	1.0	1.1	.3	.1
170.0 and under 180.0 cents	.4	.6	.3	.5	.6	.1	.1
180.0 and under 190.0 cents	.2	.1	.1	.3	.3	.1	(1)
190.0 and under 200.0 cents	(1)			.1	(1)	.1	(1)
200.0 cents and over	.2	.2	.1	.3	.2	.1	(1)
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of plants	2,227	250	105	728	620	171	353
Number of workers	22,314	2,315	753	8,541	5,996	1,770	2,939
Average hourly earnings	\$0.784	\$0.894	\$0.745	\$0.799	\$0.804	\$0.698	\$0.682

<sup>1</sup> Less than a tenth of 1 percent.

## SIZE OF COMMUNITY

Average hourly earnings are also affected by size of community. It will be noted that in all branches combined average earnings rise gradually from 66.7 cents in the smallest city-size category, under 2,500 population, to 84.9 cents in the largest city classification, 1,000,-000 and over (table 9). The same general pattern, although somewhat less regular, is exhibited by the averages in each of the individual branches.

TABLE 9.—*Average Hourly Earnings in Specified Branches of the Printing Industry, by Size of City, 1942*

Size of city (population)	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers	Gravure
Average hourly earnings								
All cities	\$0.783	\$0.784	\$0.772	\$0.818	\$0.862	\$0.615	\$0.666	\$1.240
Under 2,500	.667	.574	—	.623	.811	—	.509	(1)
2,500 and under 10,000	.670	.670	.602	.633	.872	.463	.597	—
10,000 and under 50,000	.719	.682	.748	.721	.778	.488	.798	—
50,000 and under 250,000	.752	.764	.751	.794	.805	.570	.784	—
250,000 and under 1,000,000	.790	.799	.735	.812	.855	.630	.918	1.018
1,000,000 and over	.849	.855	.819	.863	.935	.652	1.037	1.286
Number of workers								
All cities	51,569	22,314	7,838	7,465	6,895	3,921	2,626	510
Under 2,500	1,929	320	—	25	906	—	675	3
2,500 and under 10,000	3,416	1,351	183	112	625	203	942	—
10,000 and under 50,000	6,469	3,055	872	936	897	80	599	—
50,000 and under 250,000	9,016	4,001	1,159	1,418	1,418	929	91	—
250,000 and under 1,000,000	11,807	5,987	2,287	1,605	1,190	488	170	80
1,000,000 and over	18,932	7,570	3,337	3,369	1,859	2,221	149	427

<sup>1</sup> Number of plants insufficient to permit presentation of an average.

## SIZE OF ESTABLISHMENT

A comparison of average hourly earnings by size of establishment appears in table 10. These data leave little doubt that earnings in the industry are also closely related to the size of the operating unit. This relationship is not as obvious in some branches as in others, however. In the small-newspapers branch the averages by size of company reveal a definite progression. In most of the remaining branches a more irregular trend is indicated. If average hourly earnings vary according to size of establishment in the lithography branch, that fact is not apparent from the data at hand.

TABLE 10.—*Average Hourly Earnings in Specified Branches of the Printing Industry, by Size of Establishment, 1942*

Size of establishment	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers	Gravure
Average hourly earnings								
All establishments	\$0.783	\$0.784	\$0.772	\$0.818	\$0.862	\$0.615	\$0.666	\$1.240
1 to 5 workers	.664	.699	.748	.734	.678	.658	.565	(1)
6 to 20 workers	.740	.760	.784	.729	.808	.598	.683	(1)
21 to 50 workers	.804	.812	.819	.825	.854	.632	.849	(1)
51 to 100 workers	.775	.818	.720	.765	.735	.541	1.109	(1)
101 to 250 workers	.772	.806	.770	.760	.852	.580	—	—
251 to 500 workers	.803	.667	.791	.799	.817	.669	—	(1)
501 to 1,000 workers	.888	.949	.725	.906	.917	—	—	—
1,001 workers and over	.869	(1)	—	.827	.949	—	—	—
Number of workers								
All establishments	51,569	22,314	7,838	7,465	6,895	3,921	2,626	510
1 to 5 workers	5,276	3,458	79	73	76	282	1,305	3
6 to 20 workers	8,106	5,684	421	340	150	693	798	20
21 to 50 workers	8,803	5,115	932	787	763	795	384	27
51 to 100 workers	6,302	3,421	1,025	482	756	419	139	60
101 to 250 workers	8,018	3,070	2,634	572	987	855	—	—
251 to 500 workers	7,328	471	2,215	1,802	1,563	877	—	400
501 to 1,000 workers	3,712	855	632	1,210	1,015	—	—	—
1,001 workers and over	4,024	240	—	2,199	1,585	—	—	—

<sup>1</sup> Number of plants insufficient to permit presentation of an average.

## **PART 2.—HOURLY EARNINGS BY OCCUPATION**

### ***Summary***

IN THE book and job printing industry, as in most other industries, pronounced differences in the skill requirements of the labor force are reflected in broad variance in occupational earnings. This is revealed in the returns from a mail questionnaire survey by the Bureau of Labor Statistics covering almost 4,000 companies in 7 branches of the industry.

The survey revealed a range in occupational average hourly earnings for males in the larger plants from 36.9 cents for delivery and errand boys to \$1.667 for foremen in the plate department. Earnings of male hand compositors, a key craft in the industry, amounted to \$1.185 an hour in large plants and to 91.6 cents in the small shops. Male cylinder pressmen in large plants averaged \$1.161 an hour; offset pressmen, \$1.258; and rotary and web-rotary pressmen, \$1.351. Male platen pressmen earned an hourly average of 94.3 cents in large plants as against 76.4 cents in small shops. Woman hand workers in binderies, one of the lower-paid occupations, earned an average of 45.9 cents an hour in large plants, exactly 2 cents an hour more than comparable workers in small establishments.

Workers in the industry were employed an average of 40.1 hours, male workers averaging 40.6 hours and woman workers, 38.6. Hours worked did not vary notably among branches of the industry, the range being from 38.1 hours in the gravure branch to 41.5 hours in the lithography and books branches.

As a group, wage earners in the industry earned an average of \$32.66 a week. The earnings of male workers, \$36.76, were almost double those of woman workers. The wide variations in weekly earnings found among branches of the industry and among the individual occupations were due more to differences in hourly earnings than to differences in weekly hours, as fluctuations in hours of work were not marked.

### ***Occupational Structure***

Craftsmanship is still dominant in the printing industry. Although technological improvements have increased the effectiveness of semi-skilled and unskilled workers, the skilled craftsman remains the typical printing-trades worker. Unions in the industry are organized primarily along craft lines, and the wage minima which the unions have established through collective agreements have had much to do with the wages prevailing in individual occupations.

The various branches of the printing industry display considerable diversity in occupational structure. This is apparent from table 11, in which the workers in the larger plants (21 or more wage earners) are segregated by branch of the industry, department, occupation, and

sex. As would be expected, the composing department is of greatest relative importance in commercial printing, books, periodicals, and small newspapers. Only the lithography and gravure branches employ substantial proportions of their workers in the plate department. Most workers in bookbinding establishments are, of course, in the bindery department. Although, in the interest of brevity, much of the discussion of occupations throughout this article refers to the industry as a whole, such differences from branch to branch should be kept clearly in mind.

TABLE 11.—*Average Hourly Earnings and Number of Wage Earners in Printing Plants Employing 21 or More Wage Earners, by Occupation, Branch, and Sex, 1942*

AVERAGE HOURLY EARNINGS

Occupation	All branches	Com- mer- cial print- ing	Lithog- raphy	Books	Peri- odicals	Book- bind- ing	Small news- papers	Grav- ure <sup>1</sup>
<i>Males</i>								
Total, males .....	\$0.916	\$0.921	\$0.869	\$0.938	\$0.956	\$0.734	\$0.943	\$1.249
Composing department:								
All-round printers .....	.818	.907	(2)					(2)
Apprentices .....	.619	.603	.575	.625	.668	(2)	.523	
Compositors, hand .....	1.185	1.165	1.159	1.276	1.296	1.041	1.044	(2)
Copyholders .....	.511	.524	(2)	(2)	.450			
Foremen .....	1.361	1.416	1.278	1.334	1.413	(2)	1.325	
Linotype operators .....	1.212	1.225	1.086	1.295	1.188	(2)	1.090	
Luclow operators .....	.931	(2)	(2)		(2)	(2)		
Machinists .....	1.291	1.235	(2)	1.317	1.338			(2)
Monotype casters .....	1.136	1.144	(2)	1.121	1.198			
Monotype keyboard operators .....	1.246	1.209	1.224	1.359	1.255			(2)
Proof-press operators .....	1.018	.821	(2)	(2)	1.159			
Proofreaders .....	1.151	1.100	1.051	1.316	1.120			(2)
Stonemen .....	1.112	1.124	1.237	1.113	1.055	(2)	(2)	
Other workers .....	.523	.530	.538	.498	.551			(2)
Electrotyping and stereotype department:								
Apprentices .....	.702	.684	(2)	(2)	.734			(2)
Electrotypers .....	1.459	1.451	(2)	1.458	1.487			
Foremen .....	1.592	1.443			(2)			(2)
Stereotypers .....	1.222	1.184	(2)	1.168	1.540		1.266	
Other workers .....	.725	.819	(2)	.613	.739			(2)
Plate department:								
Apprentices .....	.715	.610	.675	.650	(2)			(2) 1.246
Artists, retouchers, and re-etchers .....	1.454	1.169	1.369	1.581	1.706	(2)		2.129
Engravers .....	1.432	1.378	1.235	(2)	1.880			(2)
Finishers .....	1.460	1.522	1.249	(2)				
Foremen .....	1.667	1.602	1.565	(2)	(2)			(2)
Grainers .....	.841	(2)	.817	(2)				
Photographers and cameramen .....	1.372	1.185	1.275	1.756	2.005			2.043
Plate makers .....	1.180	1.055	1.151	1.443	(2)			(2)
Transferrers and provers .....	1.291	1.329	1.210	1.568	(2)			2.268
Other workers .....	.688	.586	.612	(2)	.846	(2)		1.198
Press department:								
Apprentices .....	.721	.635	.684	.908	.851	(2)	(2)	.811
Foremen .....	1.485	1.494	1.500	1.437	1.548	(2)	(2)	(2)
Machinists .....	1.106	1.150	(2)	1.044	(2)			
Multilith operators .....	.695	(2)	.798		.622			
Press assistants and helpers .....	.871	.805	.685	1.040	1.009	(2)	.562	1.387
Press feeders .....	.879	.857	.757	1.054	.924	.672	(2)	(2)
Press washers .....	.537	.589	.516	.579	.491			
Pressmen, cylinder .....	1.161	1.126	1.131	1.254	1.194	.984	1.006	(2)
Pressmen, gravure .....	1.584		(2)	(2)	1.512			1.623
Pressmen, offset .....	1.258	1.123	1.296	1.407	(2)			(2)
Pressmen, platen .....	.948	.968	.855	1.024	.836	.814	(2)	(2)
Pressmen, rotary and web-rotary .....	1.351	1.202	1.076	1.676	1.554		1.183	
Overlay cutters .....	1.102	(2)	(2)	1.063	(2)			
Other workers .....	.649	.610	.624	.676	.610	.406	(2)	.756
Bindery department:								
Apprentices .....	.589	.594	.601	.698	.597	.493	(2)	
Assistants and helpers .....	.604	.496	.504	.555	.474	.450		
Folding-machine operators .....	.981	.895	.862	1.131	.948	.972	(2)	
Foremen .....	1.127	1.154	1.115	1.257	1.162	.972	(2)	
Hand workers .....	.639	.628	.606	.634	.598	.683	(2)	(2)
Machine feeders .....	.690	.732	.680	.722	.725	.588		
Machine operators .....	.947	.874	.880	1.064	1.068	.874	(2)	
Machinists .....	1.040	(2)	(2)	1.100	(2)	.952		
Power cutters .....	.985	.982	.974	1.073	.983	.947	(2)	(2)
Ruling-machine operators .....	.981	1.028	.994	(2)	(2)	.922		

See footnotes at end of table.

TABLE 11.—*Average Hourly Earnings and Number of Wage Earners in Printing Plants Employing 21 or More Wage Earners, by Occupation, Branch, and Sex, 1942—Con.*

AVERAGE HOURLY EARNINGS—Continued

Occupation	All branches	Com- mer- cial print- ing	Lithog- raphy	Books	Peri- odicals	Book- bind- ing	Small news- papers	Grav- ure
<i>Males—Continued</i>								
Shipping and stock department:								
Delivery and errand boys.....	\$0.369	\$0.376	\$0.352	\$0.363	\$0.392	\$0.375	\$0.339	.....
Foremen.....	1.091	1.181	(2)	(2)	1.083	(2)	(2)	.....
Mailers.....	.779	.894	.528	.706	.757	1.211	.870	.....
Shipping clerks.....	.755	.770	.737	.766	.778	.720	(2)	(2)
Stock clerks.....	.679	.708	.638	.674	.698	(2)	(2)	(2)
Truck drivers.....	.714	.685	.764	.640	.743	.764	(2)	(2)
Other workers.....	.550	.532	.515	.565	.613	.510	(2)	\$0.804
Maintenane department:								
Firemen.....	.756	.812	.640	.919	.698	(2)	.....	.....
Janitors, watchmen, and service workers.....	.509	.496	.494	.556	.516	.458	.481	.536
Other semiskilled workers.....	.723	.707	.702	.742	.791	(2)	(2)	.....
Other unskilled workers.....	.562	.537	.512	.579	.597	(2)	(2)	(2)
Skilled workers.....	1.148	1.126	1.079	1.164	1.142	1.164	.....	1.661
Miscellaneous:								
Clerks, plant.....	.691	.862	.644	.641	.863	(2)	.....	.....
Handicapped workers and learners.....	.537	.604	(2)	.....	(2)	.361	(2)	(2)
<i>Females</i>								
Total, females.....	.494	.494	.475	.506	.520	.474	.557	.570
Composing department:								
Apprentices.....	.497	.536	(2)	.446	(2)	.....	.....	.....
Compositors, hand and machine.....	.814	.870	(2)	.766	.874	(2)	(2)	.....
Proofreaders.....	.750	.792	.598	.810	.694	.....	(2)	.....
Other workers.....	.463	.472	.563	.451	.453	.....	(2)	.....
Plate department: All workers.....	.561	.607	.532	(2)	(2)	.....	.....	.....
Press department:								
Apprentices.....	.462	.454	(2)	.....	(2)	.....	.....	.....
Press operators and feeders.....	.565	.540	.520	(2)	.840	(2)	(2)	.....
Other workers.....	.526	.502	.547	(2)	(2)	.....	.....	.....
Bindery department:								
Apprentices.....	.426	.441	.398	.418	.386	.385	.....	.....
Forewomen.....	.649	.620	.717	.656	(2)	.667	.....	.....
Hand workers.....	.459	.457	.451	.466	.460	.464	.460	(2)
Machine operators and feeders.....	.512	.504	.492	.527	.540	.504	(2)	(2)
Shipping and stock department:								
Mailers.....	.444	.534	.507	.388	.420	(2)	.....	.....
Other workers.....	.482	.514	.479	.392	.489	(2)	(2)	.....
Maintenance department: Maintenance workers.....	.482	.474	(2)	.469	.517	(2)	.....	.....
Miscellaneous:								
Clerks, plant.....	.499	.518	.507	.481	.484	(2)	.....	.....
Handicapped workers and learners.....	.359	(2)	.....	(2)	(2)	.340	.....	(2)

NUMBER OF WORKERS

Males	28,117	9,874	5,417	5,075	5,228	1,540	484	499
<i>Males</i>								
Total, males.....	28,117	9,874	5,417	5,075	5,228	1,540	484	499
Composing department:								
All-round printers.....	15	10	2	.....	.....	2	.....	1
Apprentices.....	443	200	37	61	126	2	17	.....
Compositors, hand.....	2,096	1,034	187	324	457	12	80	2
Copyholders.....	48	20	2	5	21	.....	.....	.....
Foremen.....	143	76	11	20	20	5	11	.....
Linotype operators.....	1,363	504	51	306	371	6	125	.....
Ludlow operators.....	18	7	4	.....	5	2	.....	.....
Machinists.....	85	26	4	25	22	.....	.....	8
Monotype casters.....	55	29	4	12	10	.....	.....	.....
Monotype keyboard operators.....	158	80	18	37	22	.....	1	.....
Proof-press operators.....	30	11	2	5	12	.....	.....	.....
Proofreaders.....	273	97	25	52	94	.....	5	.....
Stonemasons.....	305	137	26	79	58	2	3	.....
Other workers.....	393	116	34	142	94	.....	7	.....
Electrotypes and stereotype department:								
Apprentices.....	33	17	1	4	10	.....	1	.....
Electrotypes.....	207	35	5	75	92	.....	.....	.....
Foremen.....	28	16	.....	3	8	.....	1	.....
Stereotypers.....	167	105	1	26	17	.....	18	.....
Other workers.....	91	33	1	24	32	.....	1	.....
Plate department:								
Apprentices.....	177	20	114	22	4	.....	4	13
Artists, retouchers, and re-etchers.....	440	76	247	32	37	1	.....	47
Engravers.....	162	49	74	5	27	.....	2	5
Finishers.....	49	21	17	3	8	.....	.....	.....
Foremen.....	46	13	25	1	4	.....	1	2
Grainers.....	50	3	45	2	.....	.....	.....	.....

See footnotes at end of table.

TABLE 11.—*Average Hourly Earnings and Number of Wage Earners in Printing Plants Employing 21 or More Wage Earners, by Occupation, Branch, and Sex, 1942—Con.*  
NUMBER OF WORKERS—Continued

Occupation	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers	Gravure
<i>Males—Continued</i>								
<i>Plate department—Continued.</i>								
Photographers and cameramen	211	37	135	10	13	—	1	15
Plate makers	184	48	101	24	1	—	1	9
Transferers and provers	249	36	186	14	3	—	—	10
Other workers	420	63	285	3	15	1	—	53
<i>Press department:</i>								
Apprentices	611	307	95	70	118	1	5	15
Foremen	174	89	20	22	34	1	7	1
Machinists	39	17	2	13	7	—	—	—
Multilith operators	36	9	12	—	15	—	—	—
Press assistants and helpers	1,790	440	540	363	418	1	11	27
Press feeders	1,541	708	223	215	345	36	6	8
Press washers	191	42	51	40	58	—	—	—
Pressmen, cylinder	2,166	1,012	254	368	468	26	29	9
Pressmen, gravure	114	—	3	7	18	—	—	86
Pressmen, offset	611	149	430	27	4	—	1	—
Pressmen, platen	855	583	123	69	54	12	9	5
Pressmen, rotary and web-rotary	549	299	20	61	145	—	24	—
Overlay cutters	20	1	5	12	2	—	—	—
Other workers	1,121	216	145	378	241	10	3	128
<i>Bindery department:</i>								
Apprentices	223	80	15	38	40	48	2	—
Assistants and helpers	563	59	60	191	141	112	—	—
Folding-machine operators	374	91	46	93	89	53	1	1
Foremen	164	61	24	28	16	34	1	—
Hand workers	1,309	258	132	445	181	337	5	1
Machine feeders	218	14	17	35	106	46	—	—
Machine operators	1,026	190	124	299	120	289	4	—
Machinists	50	8	2	21	8	11	—	—
Power cutters	1,179	504	274	116	130	146	7	2
Ruling-machine operators	130	71	16	4	3	36	—	—
<i>Shipping and stock department:</i>								
Delivery and errand boys	409	210	105	30	36	18	10	—
Foremen	49	15	8	6	17	2	1	—
Mailers	262	37	32	16	111	28	38	—
Shipping clerks	408	189	107	45	25	36	3	3
Stock clerks	293	130	91	35	24	9	1	3
Truck drivers	263	117	55	22	39	25	3	2
Other workers	1,213	348	268	309	168	91	5	24
<i>Maintenance department:</i>								
Firemen	67	23	17	12	14	1	—	—
Janitors, watchmen, and service workers	1,037	350	206	173	240	39	17	12
Other semiskilled workers	177	62	48	34	26	6	1	—
Other unskilled workers	381	108	47	91	123	7	2	3
Skilled workers	336	102	55	63	93	12	—	11
<i>Miscellaneous:</i>								
Clerks, plant	154	24	98	18	12	2	—	—
Handicapped workers and learners	75	32	3	—	6	32	1	1
<i>Females</i>								
Total, females	10,093	3,298	1,921	1,977	1,441	1,406	39	11
<i>Composing department:</i>								
Apprentices	60	18	2	33	7	—	—	—
Compositors, hand and machine	206	43	5	105	44	2	7	—
Proofreaders	357	128	28	83	113	—	4	1
Other workers	219	64	11	73	70	—	1	—
Plate department: All workers	118	22	82	6	8	—	—	—
<i>Press department:</i>								
Apprentices	39	35	2	—	2	—	—	—
Press operators and feeders	286	196	42	9	26	9	4	—
Other workers	68	43	16	6	3	—	—	—
<i>Bindery department:</i>								
Apprentices	211	143	17	11	23	17	—	—
Forewomen	99	45	15	12	7	10	—	—
Hand workers	5,680	1,902	1,157	1,213	477	907	19	5
Machine operators and feeders	1,681	446	209	384	273	412	3	4
<i>Shipping and stock department:</i>								
Mailers	239	30	40	23	140	6	—	—
Other workers	271	77	100	17	67	9	1	—
<i>Maintenance department: Maintenance workers</i>								
Miscellaneous:	84	15	6	22	32	9	—	—
Clerks, plant	459	89	189	25	147	9	—	—
Handicapped workers and learners	26	2	—	5	2	16	—	—

<sup>1</sup> Includes 2 plants having fewer than 21 wage earners.

<sup>2</sup> Number of workers insufficient to permit presentation of an average.

As a matter of fact, the interbranch differences in occupational structure are apparent only in part from table 11, in which the establishments studied are classified on the basis of major product. Many establishments, of course, engage in more than one of the major branches of production, with a resulting confusion of occupational structure. Thus, some compositors are employed in plants that engage primarily in lithography. There are more bindery workers in general commercial printing establishments than there are in specialized bookbinding shops.

Among the numerically important occupations in the large plants are compositors of various types, who account for slightly more than one-eighth of the male wage earners studied. Well over one-half (57 percent) of the compositors covered were hand compositors, while 37 percent were linotype operators. The remaining 6 percent consisted of Ludlow operators, monotype keyboard operators, and monotype casters. In most shops the foreman determines the method of typesetting to be used on a certain job. Usually the body type is set by machine—linotype or monotype—while the large headings and other display type are set by hand compositors or by a Ludlow operator, who combines both hand and machine work.

The hand compositor generally stands in front of a type case, selects the proper characters, and places them in a composing stick which he holds in one hand. After the stick is filled, the type is transferred carefully to a tray called a galley. Proofs are then made from these galleys and are checked and corrected by the proofreader. The linotype operator sits at a large machine which has a keyboard with many more keys than a typewriter. As the operator strikes these keys, characters or matrices are released until a complete line is formed in an assembly chamber. These lines are then released and travel automatically to a casting device where a line of type is formed from molten metal. These lines are then placed in galleys. Monotype operators operate a machine which is not only smaller than a linotype but which also operates on a somewhat different principle. By striking the keys the operator cuts holes through a strip of paper to form a perforated roll similar to that used on a player piano. When this roll of perforated paper is placed on a casting machine by a monotype caster operator, compressed air passing through the holes controls the automatic casting and arranging of the type. There are, of course, certain other auxiliary workers in the composing room, such as the stoneman, who assembles the galleys and engravings into an iron frame called the chase. Woman workers are seldom engaged as compositors. Only 2 percent of the 10,093 women included in the survey in large plants were hand or machine compositors. It is probable, of course, that war conditions will increase the number of women in these jobs.

In many plants skilled electrotypers and stereotypers duplicate the type forms on metal plates which are used in place of the original type. Use of plates is particularly desirable for large editions. Stereotype plates are used for most newspaper printing; electrotype plates are generally used for printing periodicals and books. Only slightly more than 1 percent of all male workers, and no female workers at all, were found in these two occupations.

Another important occupation in the printing industry is that of pressmen, who accounted for slightly over 15 percent of all male

workers in large plants. Of the several types of pressmen found in the industry, cylinder pressmen were the most numerous, while platen pressmen ranked second; 50.4 and 19.9 percent, respectively, of all pressmen in large plants were found in these two occupations. In the other three classifications of pressmen, namely, offset, rotary and web-rotary, and gravure, were found respectively 14.2, 12.8, and 2.7 percent of all male pressmen in large plants. The pressman, with or without the help of feeders or assistants, is responsible for turning out the printed page, but his duties vary greatly with the type of press used. The operation of a hand-fed platen press is relatively simple in contrast with the job of operating complicated machines such as the large rotary presses. Women were not often found as press operators. Because of their small number, they were grouped with woman press feeders, and the combination group made up less than 3 percent of the woman workers included in the sample of large plants.

In the bindery department a different situation exists; women greatly surpass men in numerical importance. Of the 28,117 male wage earners included in the sample in the large plants, 5,236 (18.6 percent) were in bindery departments. In contrast, 7,661 woman workers were in the bindery departments, and this total accounted for more than three-fourths (75.9 percent) of the 10,093 women included in the sample of large establishments. Within binderies the jobs of men and women are normally quite distinct, men operating the heavier machines and women tending and feeding the lighter machines and performing hand work. This hand work, which occupies a great majority of the woman workers, includes a large variety of tasks, such as hand-folding, pasting or tipping by hand, gathering, collating, and sewing. Although machinery exists for much of this work, part of it is performed by hand in virtually all binderies. As a general rule, women perform the various operations in binding, from the folding through the stitching process. Men are more commonly concerned with making the covers and backing of books, operating ruling machines and power cutters, and performing related tasks.

In addition to the production workers, there are in printing establishments numerous auxiliary and service occupations, such as shipping clerks, stock clerks, truck drivers, maintenance workers, and plant clerks. Roughly one-fifth of the men and one-tenth of the women in large plants were found in these auxiliary and service occupations.

In the small plants (establishments with fewer than 21 wage earners), data for which are presented in table 12, there is much less specialization than in large plants. For example, a much larger proportion of all-round printers, who perform a combination job of composition and presswork, is found in the small shops.

TABLE 12.—*Average Hourly Earnings and Number of Wage Earners in Printing Plants with Fewer Than 21 Wage Earners, by Occupation, Branch, and Sex, 1942*

## AVERAGE HOURLY EARNINGS

Occupation	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers
<i>Males</i>							
Total, males	\$0.753	\$0.780	\$0.823	\$0.780	\$0.805	\$0.717	\$0.627
Composing department:							
All-round printers	.651	.693	(1)	(1)	(1)	(1)	.599
Apprentices	.485	.505	(1)	.501	(1)	(1)	.427
Compositors, hand	.916	.954	.891	.905	.932	(1)	.719
Foremen	1.034	1.149	(1)	(1)	(1)	(1)	.813
Linotype operators	.847	.926	.790	.916	.986	(1)	.714
Ludlow operators	.951	.933					(1)
Machinists	1.105	(1)		(1)	(1)		(1)
Monotype casters	(1)	(1)		(1)			(1)
Monotype keyboard operators	.963	.955		(1)			
Proofreaders	.949	1.019	(1)	(1)			(1)
Stonemen	.965	1.041	(1)	(1)	(1)		.734
Other workers	.532	.537		(1)	(1)		.531
Electrotype and stereotype department:							
Apprentices	(1)	(1)					
Stereotypers	.751	.849		(1)			.642
Other workers	(1)						(1)
Plate department:							
Apprentices	.465	(1)	.463				
Artists, retouchers, and re-etchers	.931	.826	.983	(1)			
Engravers	.862	.860	(1)				(1)
Foremen	(1)	(1)	(1)				
Photographers and cameramen	.980	(1)	.982				
Platemakers	.947	.937	.972	(1)			(1)
Transferrers and provers	1.040	(1)	1.031				
Other workers	.550	(1)	.581	(1)			(1)
Press department:							
Apprentices	.464	.473	(1)	(1)	(1)		.410
Foremen	1.085	1.109	(1)	(1)	(1)		(1)
Multilith operators	.783	(1)	.889	(1)			
Press assistants and helpers	.613	.607	.738	.639	(1)	(1)	.542
Press feeders	.585	.583	.708	.677	.699	(1)	.433
Pressmen, cylinder	.908	.964	.995	.911	.900		.661
Pressmen, offset	1.026	.968	1.063	(1)			
Pressmen, platen	.764	.776	.768	.819	.722	(1)	.605
Pressmen, rotary and web-rotary	.955	.991	(1)	(1)	(1)		.725
Other workers	.443	.472	(1)		(1)		.375
Binder department:							
Apprentices	.427	.379		(1)			.465
Assistants and helpers	.505	.462		(1)			.533
Folding-machine operators	.814	.664		(1)	(1)		.982
Foremen	1.005	.995	(1)	(1)	(1)		
Hand workers	.608	.536	(1)	(1)	(1)		.681
Machine operators	.806	.778	(1)	.916	(1)		.817
Power cutters	.860	.861	.878	.732	(1)		.886
Ruling-machine operators	.901	.926					.896
Shipping and stock department:							
Delivery and errand boys	.362	.358	.436	.379	(1)	.360	.328
Mailers	.689	.867	(1)	(1)	(1)		.451
Shipping and stock clerks	.610	.622	.675	(1)	(1)		.489
Truck drivers	.571	.564	(1)		(1)		(1)
Other workers	.433	.436	(1)	(1)	(1)		.435
Maintenance department:							
Janitors, watchmen, and service workers	.412	.309	.405	.414	(1)	(1)	.461
Other maintenance workers	.586	.589	(1)		(1)		(1)
Miscellaneous: Handicapped workers and learners	.318	.384	(1)	(1)	(1)		.240
<i>Females</i>							
Total, females	.459	.461	.463	.443	.507	.463	.434
Composing department:							
Apprentices	(1)	(1)					(1)
Compositors, hand and machine	.542	.594		(1)	(1)	(1)	.504
Proofreaders	.537	.595	(1)	(1)	(1)		.401
Other workers	.461	.462		(1)			(1)
Plate department: All workers							
Press department:							
Apprentices	(1)	(1)					
Press operators and feeders	.494	.470	(1)	(1)	(1)		.376
Other workers	.387	.363		(1)	(1)		(1)

See footnote at end of table.

TABLE 12.—*Average Hourly Earnings and Number of Wage Earners in Printing Plants with Fewer Than 21 Wage Earners, by Occupation, Branch, and Sex, 1942—Con.*

## AVERAGE HOURLY EARNINGS—Continued

Occupation	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers
<i>Females—Continued</i>							
Bindery department:							
Apprentices.....	\$0.370	\$0.347	-----	(1)	-----	\$0.382	-----
Forewomen.....	606	(1)	-----	(1)	-----	(1)	-----
Hand workers.....	.439	.438	\$0.423	\$0.399	(1)	.454	\$0.354
Machine operators and feeders.....	.492	.489	(1)	.402	(1)	.499	(1)
Shipping and stock department:							
Mailers.....	.440	.474	(1)	(1)	(1)	-----	(1)
Other workers.....	.432	.417	(1)	-----	(1)	-----	(1)
Maintenance department: Maintenance workers.....	.392	(1)	(1)	-----	-----	(1)	(1)
Miscellaneous:							
Clerks, plant.....	.495	.480	.503	(1)	-----	-----	-----
Handicapped workers and learners.....	.250	.286	(1)	-----	-----	(1)	.205

## NUMBER OF WORKERS

Males	11,246	7,825	430	345	193	572	1,881
<i>Composing department:</i>							
All round printers.....	602	317	4	3	5	4	269
Apprentices.....	326	228	2	15	5	1	75
Compositors, hand.....	1,383	1,101	12	38	22	2	208
Foremen.....	103	116	-----	8	4	-----	65
Linotype operators.....	1,495	865	13	42	39	4	532
Ludlow operators.....	16	14	-----	1	3	-----	2
Machinists.....	15	7	-----	2	-----	-----	4
Monotype casters.....	6	2	-----	1	-----	-----	2
Monotype keyboard operators.....	31	30	-----	1	-----	-----	-----
Proofreaders.....	20	14	2	2	-----	-----	2
Stonemasons.....	86	57	2	3	1	-----	23
Other workers.....	100	80	-----	2	1	-----	17
<i>Electrotype and stereotyping department:</i>							
Apprentices.....	2	2	-----	-----	-----	-----	-----
Stereotypers.....	28	13	-----	1	-----	-----	14
Other workers.....	2	-----	-----	-----	-----	-----	2
<i>Plate department:</i>							
Apprentices.....	18	8	10	-----	-----	-----	-----
Artists, retouchers, and re-etchers.....	31	10	20	1	-----	-----	-----
Engravers.....	27	22	2	-----	-----	-----	3
Foremen.....	4	2	2	-----	-----	-----	-----
Photographers and cameramen.....	22	2	20	-----	-----	-----	-----
Plate makers.....	38	10	26	1	-----	-----	1
Transcribers and provers.....	22	2	20	-----	-----	-----	-----
Other workers.....	24	2	20	1	-----	-----	1
<i>Press department:</i>							
Apprentices.....	235	183	5	7	5	-----	35
Foremen.....	55	44	-----	1	2	-----	8
Multilith operators.....	26	8	16	2	-----	-----	-----
Press assistants and helpers.....	267	211	18	14	4	1	19
Press feeders.....	510	424	14	25	14	2	31
Pressmen, cylinder.....	1,200	906	16	46	30	-----	202
Pressmen, offset.....	120	47	69	4	-----	-----	-----
Pressmen, platen.....	1,651	1,442	25	37	18	7	122
Pressmen, rotary and web-rotary.....	98	71	3	4	1	-----	19
Other workers.....	116	78	8	-----	1	-----	29
<i>Bindery department:</i>							
Apprentices.....	56	29	-----	2	-----	25	-----
Assistants and helpers.....	69	26	-----	2	-----	41	-----
Folding-machine operators.....	55	20	-----	6	1	28	-----
Foremen.....	29	19	2	1	1	6	-----
Hand workers.....	223	99	5	6	2	107	4
Machine operators.....	292	133	2	11	4	141	1
Power cutters.....	372	293	25	12	4	37	1
Ruling-machine operators.....	117	43	-----	-----	-----	73	1
<i>Shipping and stock department:</i>							
Delivery and errand boys.....	420	328	18	15	6	42	11
Mailers.....	37	18	-----	1	2	3	13
Shipping and stock clerks.....	169	113	19	9	3	16	9
Truck drivers.....	59	47	4	-----	2	5	1
Other workers.....	92	64	8	6	3	15	6

See footnote at end of table.

TABLE 12.—*Average Hourly Earnings and Number of Wage Earners in Printing Plants with Fewer Than 21 Wage Earners, by Occupation, Branch, and Sex, 1942—Con.*

## NUMBER OF WORKERS—Continued

Occupation	All branches	Com- mer- cial print- ing	Lithog- raphy	Books	Peri- odicals	Book- bind- ing	Small news- papers
<i>Males—Continued</i>							
Maintenance department:							
Janitors, watchmen, and service workers.	232	154	13	11	6	9	39 <sup>a</sup>
Other maintenance workers.....	37	29	2	—	—	2	4
Miscellaneous: Handicapped workers and learners.....	218	102	3	2	4	1	106
<i>Females</i>							
Total, females.....	2,113	1,317	70	68	33	403	222
Composing department:							
Apprentices.....	8	3	—	—	—	—	5
Compositors, hand and machine.....	226	89	—	4	6	1	126
Proofreaders.....	61	39	1	7	1	—	13
Other workers.....	16	12	—	—	1	—	3
Plate department: All workers.....	13	10	3	—	—	—	—
Press department:							
Apprentices.....	2	2	—	—	—	—	—
Press operators and feeders.....	178	166	1	1	6	1	13 <sup>b</sup>
Other workers.....	12	10	—	—	1	—	1
Bindery department:							
Apprentices.....	28	13	—	1	—	14	—
Forewomen.....	12	7	—	1	—	4	—
Hand workers.....	1,159	748	27	40	9	298	37
Machine operators and feeders.....	241	137	5	11	3	83	2
Shipping and stock department:							
Mailers.....	31	18	4	2	5	—	2
Other workers.....	32	25	4	—	1	—	2
Maintenance department: Maintenance workers.....	14	9	3	—	—	1	1
Miscellaneous:							
Clerks, plant.....	45	23	21	1	—	—	—
Handicapped workers and learners.....	35	16	1	—	—	1	17

<sup>a</sup> Number of workers insufficient to permit presentation of an average.*Hourly Earnings*

If it were necessary to choose one occupation, the rates for which were to be used for making comparisons between plants, regions, branches, or cities, the one key craft would undoubtedly be that of hand compositor. The male workers in this occupation earned an average of \$1.185 in the large plants, the earnings ranging from \$1.041 in bookbinding shops to \$1.276 in the books branch. These figures, like other hourly earnings presented in this article, represent straight-time earnings, and are not influenced by premium payments for overtime work. Hand compositors averaged \$1.165 an hour in the commercial printing branch and \$1.044 an hour in small newspaper establishments. Higher-paid male wage earners in composing department occupations of large plants were foremen (\$1.361), machinists (\$1.291), monotype keyboard operators (\$1.246), and linotype operators (\$1.212) (table 11). In small plants male hand compositors earned an hourly average of 91.6 cents (table 12), or 26.9 cents less than comparable workers in large establishments.

Woman compositors, hand and machine, earned an hourly average of 81.4 cents in large plants, 54.2 cents in small plants. Earnings for women in this occupation in both large and small plants were thus substantially less than for men. It should be pointed out, however, that in this occupation, as in most occupations in which both man and woman workers are employed, the differences do not always reflect

accurately wage differences for equal work, since the classifications used are broad enough to permit considerable difference in type of work and degree of responsibility.

Average hourly earnings of proofreaders, a skilled occupation in the composing department in which women outnumbered men, amounted in the large plants to \$1.151 for men and to 75 cents for women; in small shops the averages were 94.9 and 53.7 cents, respectively.

In the electrotype and stereotype department where only male workers were found, electrotypers in the large plants averaged \$1.459. The earnings of workers in this occupation varied only slightly from branch to branch (\$1.487 in periodicals, \$1.458 in books, and \$1.451 in commercial printing). Electrotypers were not found in the small shops. Stereotypers, another skilled occupation in the same department, earned \$1.222 an hour in large plants and 75.1 cents in small plants.

Hourly earnings were particularly high in the plate department. Among the higher-paid occupations in this department in large plants were foremen (\$1.667), finishers (\$1.460), artists (\$1.454), engravers (\$1.432), and photographers and cameramen (\$1.372). Grainers, who earned 84.1 cents an hour, and apprentices, who averaged 71.5 cents, were among the lower-paid workers.

In the important press department, gravure pressmen in large plants were the highest-paid male workers (\$1.584). Other male workers in this department who averaged more than \$1 an hour were foremen (\$1.485), rotary and web-rotary pressmen (\$1.351), offset pressmen (\$1.258), cylinder pressmen (\$1.161), machinists (\$1.106), and overlay cutters (\$1.102). Among the lower-paid occupations were press feeders (87.9 cents), press assistants and helpers (87.1 cents), apprentices (72.1 cents), multilith operators (69.5 cents), and press washers (53.7 cents). As in the other departments, hourly earnings in the press department of small plants were substantially lower than in large plants.

Bindery workers, as a group, were considerably lower paid than composition and pressroom wage earners. Only two occupations in this department had average earnings of more than \$1 an hour—foremen who earned \$1.127 an hour in large plants and \$1.005 an hour in small shops and machinists who earned \$1.040 an hour in large plants. As a group, woman bindery workers received relatively low earnings. Average earnings in the large plants amounted to 64.9 cents an hour for forewomen, 51.2 cents for machine operators and feeders, 45.9 cents for hand workers, and 42.6 cents for apprentices. In the same four occupations in the small shops bindery women earned between 2 and 6 cents less than in large plants.

Average hourly earnings for the auxiliary workers employed in the shipping and stock department, the maintenance department, and in miscellaneous other occupations were, on the whole, lower than those of the production workers. By and large, their duties call for much less skill. The organization of the work force along craft lines, with very little unionization of these auxiliary workers, may also account in part for these lower rates.

Substantial differences are apparent in the occupational averages presented for the various branches. In the gravure branch, the occupational earnings of male workers in large plants varied from a low of 53.6 cents an hour for janitors, watchmen, and service workers to a

high of \$2.268 for transmitters and provers. By comparison, in the bookbinding branch, where the lowest level of earnings was found, the range in occupational average hourly earnings for male workers in the large plants was from 36.1 cents an hour for handicapped workers and learners to \$1.211 for mailers. Substantial variations in average hourly earnings are found within most of the occupations listed. These differences are, on the whole, more pronounced in the skilled than in the unskilled occupations, and are greater for men than for the women.

#### OCCUPATIONAL EARNINGS BY REGION AND BY CITY

Regional variations in earnings are clearly reflected in the occupational data presented in table 13 for the commercial-printing branch of the industry. Because of the limited number of plants in the other branches studied, it was not practical to present regional data for each branch. It is believed that the variations indicated for the commercial branch are much the same as in the other branches.

TABLE 13.—*Number of Wage Earners and Average Hourly Earnings in Selected Occupations in the Commercial-Printing Branch of the Printing Industry, by Region, 1942*

Occupation	All regions		Pacific		Mountain	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Males:</b>						
All-round printers.....	327	\$0.700	45	\$0.885	27	\$0.589
Bindery workers.....	1,909	.836	168	.966	70	.843
Compositors, hand.....	2,135	1.056	258	1.197	74	.963
Electrotypes.....	35	1.451			2	(1)
Linotype operators.....	1,369	1.034	158	1.276	69	.908
Machinists, composing.....	33	1.248	10	1.355	2	(1)
Monotype keyboard operators.....	110	1.139	6	(1)	10	.994
Press assistants and helpers.....	651	.739	49	.746	23	.744
Press feeders.....	1,132	.754	68	.778	24	.575
Pressmen, cylinder.....	1,918	1.049	131	1.138	45	.958
Pressmen, offset.....	196	1.085	20	1.215	14	.991
Pressmen, platen.....	2,025	.831	173	.963	72	.777
Pressmen, rotary and web-rotary.....	370	1.162	124	1.211	2	(1)
Stereotypers.....	118	1.146	37	1.322	1	(1)
Stonemen.....	194	1.099	14	1.162	5	(1)
Females: Bindery workers.....	3,233	.461	418	.563	103	.473
<b>Occupation</b>						
Occupation	Great Lakes		Middle Atlantic		New England	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Males:</b>						
All-round printers.....	88	\$0.743	56	\$0.694	35	\$0.658
Bindery workers.....	732	.818	465	.836	129	.730
Compositors, hand.....	788	1.094	561	1.059	173	.894
Electrotypes.....	30	1.492	3	(1)		
Linotype operators.....	403	1.003	423	1.093	62	.849
Machinists, composing.....	7	(1)	11	1.338	1	(1)
Monotype keyboard operators.....	48	1.219	19	1.174	12	.966
Press assistants and helpers.....	175	.748	305	.784	21	.576
Press feeders.....	506	.846	346	.716	83	.634
Pressmen, cylinder.....	755	1.058	621	1.195	166	.926
Pressmen, offset.....	86	1.118	34	1.071	6	(1)
Pressmen, platen.....	689	.899	552	.815	232	.736
Pressmen, rotary and web-rotary.....	102	1.200	100	1.201	23	.903
Stereotypers.....	30	1.067	37	1.238	7	(1)
Stonemen.....	64	1.143	79	1.129	23	.903
Females: Bindery workers.....	1,461	.455	577	.441	296	.434

<sup>1</sup> Number of workers insufficient to permit presentation of an average.

Occupational average hourly earnings were generally highest in the Pacific region, next highest in the Great Lakes and Middle Atlantic areas, and lowest in the New England States. The earnings of linotype operators, for example, averaged \$1.276 in the Pacific region, \$1.083 in the Middle Atlantic States, \$1.003 in the Great Lakes area, 94.8 cents in the South, 90.8 cents in the Mountain area, and 84.9 cents in the New England States. In a number of occupations, however, the averages for the New England area were higher than the corresponding averages for the South; and in a few instances they were higher than the corresponding averages for the Mountain area. All-round printers, cylinder pressmen, platen pressmen, rotary and web-rotary pressmen, press feeders, and female bindery workers all earned more in the New England States than in the South.

Examination of the data presented in table 14 for 5 selected occupations in 16 widely scattered cities reveals considerable variation in earnings from city to city. For example, the earnings of male hand compositors varied from 95.4 cents an hour in Baltimore to \$1.356 in Chicago, and those of male bindery workers varied from 78.7 cents in Washington, D. C., to \$1.262 in Seattle. The factors contributing to these differences are undoubtedly numerous. Among them are the extent of unionization, the high degree of autonomy of the union locals, and variation in size of establishments among cities. In general, however, the wages paid to workers in the printing industry in the respective cities are consistent with the wages paid in the same cities to workers in other industries. It should be pointed out that, for purposes of table 14, the printing industry was limited to the following branches: Commercial printing, lithography, books, periodicals, and bookbinding. In determining the average hourly earnings by city of such key occupations as hand compositors, linotype operators, pressmen, bookbinders, and bindery women it was desirable to exclude the small-newspaper and gravure branches and confine the analysis to those branches considered within the jurisdiction of the book and job division of the international craft organizations.

TABLE 14.—*Number of Wage Earners and Average Hourly Earnings in Selected Occupations in the Printing Industry,<sup>1</sup> by Selected City, 1942*

Selected city	Compositors, hand, male		Linotype operators, male		Pressmen, male		Bindery workers, male		Bindery workers, female	
	Num- ber of work- ers	Aver- age hourly earn- ings								
Baltimore, Md.	32	\$0. 954	24	\$1. 002	117	\$0. 856	97	\$0. 961	102	\$0. 400
Boston, Mass.	77	.989	33	1.072	171	.925	93	.844	187	.456
Chicago, Ill.	304	1.356	114	1.243	734	1.279	809	.862	1,607	.474
Cleveland, Ohio	39	1.152	10	1.039	73	1.130	19	.981	39	.483
Detroit, Mich.	60	1.254	106	1.411	108	1.166	71	1.017	167	.540
Indianapolis, Ind.	30	1.118	12	1.141	70	1.046	51	.933	100	.465
Los Angeles, Calif.	72	1.054	32	1.121	170	.964	84	.891	216	.542
Minneapolis, Minn.	44	1.115	19	1.087	81	1.055	40	.879	81	.490
New York, N. Y.	341	1.204	300	1.236	910	1.146	971	.884	911	.497
Philadelphia, Pa.	259	1.173	115	1.186	401	1.161	370	.883	401	.483
Pittsburgh, Pa.	12	1.009	17	1.221	35	.900	18	.822	17	.454
St. Louis, Mo.	109	1.091	42	1.127	193	1.017	117	.802	210	.462
St. Paul, Minn.	46	1.092	10	1.073	89	1.063	40	.946	82	.486
San Francisco, Calif.	79	1.354	47	1.339	119	1.281	62	1.187	109	.658
Seattle, Wash.	33	1.310	18	1.477	38	1.196	11	1.262	21	.672
Washington, D. C.	33	1.278	34	1.268	57	1.140	32	.787	59	.525

<sup>1</sup> Includes commercial printing, lithography, books, periodicals, and bookbinding.

*Weekly Hours and Earnings*

## WEEKLY HOURS

Wage earners in the printing industry worked an average of 40.1 hours during the sample week studied in January 1942. Male workers averaged 2 hours more per week than female workers, the respective averages being 40.6 and 38.6 hours (table 15).

TABLE 15.—*Percentage Distribution of Wage Earners in Specified Branches of the Printing Industry, by Weekly Hours and Sex, 1942*

Weekly hours actually worked	All branches			Commercial printing			Lithography			Books		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Under 16 hours.....	3.3	3.1	4.0	3.8	3.7	4.1	1.4	1.2	2.1	2.7	2.2	4.1
16 and under 20 hours.....	1.7	1.7	1.8	1.9	1.8	2.4	1.1	1.0	1.5	1.8	2.0	1.2
20 and under 24 hours.....	1.1	1.0	1.4	1.4	1.3	1.7	1.6	1.5	.8	.8	.6	1.2
24 and under 28 hours.....	2.1	2.0	2.5	2.2	2.1	2.6	1.5	1.2	2.2	2.0	2.1	1.9
28 and under 32 hours.....	2.0	1.7	3.0	2.0	1.8	2.5	2.3	1.9	3.5	1.6	1.1	2.9
32 and under 36 hours.....	5.0	4.9	5.5	5.3	5.1	6.0	4.6	4.2	5.7	4.2	4.4	3.8
36 and under 40 hours.....	7.3	6.7	9.1	6.9	6.6	8.1	7.8	6.8	10.7	6.5	5.6	8.8
Exactly 40 hours.....	40.8	40.4	41.8	43.4	43.4	43.2	36.3	34.8	41.3	42.8	42.5	42.9
40.1 and under 44 hours.....	9.4	9.9	7.8	8.7	9.5	5.7	13.4	13.6	12.7	5.9	6.8	3.7
44 and under 48 hours.....	12.6	12.4	13.2	13.0	12.3	15.8	13.9	14.6	11.6	10.5	9.3	13.9
48 and under 52 hours.....	8.1	8.2	7.9	6.5	6.6	6.0	8.3	9.1	5.7	10.3	9.9	11.6
52 and under 56 hours.....	3.4	4.1	1.1	2.3	2.7	1.0	4.6	5.7	1.3	7.1	9.1	1.8
56 hours and over.....	3.2	3.9	.9	2.6	3.1	.9	4.2	5.4	.9	3.8	4.4	2.2
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	51,589	39,363	12,206	22,314	17,699	4,615	7,838	5,847	1,991	7,465	5,420	2,045
Average weekly hours.....	40.1	40.6	38.6	39.4	39.6	38.3	41.5	42.3	39.2	41.5	42.2	39.7
Periodicals												
Under 16 hours.....	3.7	3.2	5.4	3.1	2.6	3.6	6.4	6.0	10.0	5.9	5.2	36.3
16 and under 20 hours.....	1.5	1.5	1.6	1.5	1.4	1.5	1.9	1.9	1.5	2.5	2.6	-----
20 and under 24 hours.....	1.0	1.0	.7	1.1	.9	1.4	1.8	1.6	3.1	.6	.6	-----
24 and under 28 hours.....	2.3	2.2	2.6	2.0	1.6	2.6	2.5	2.2	5.7	3.7	3.6	9.1
28 and under 32 hours.....	1.7	1.5	2.4	2.8	1.6	4.1	2.3	2.0	5.0	2.7	2.8	-----
32 and under 36 hours.....	5.9	5.9	5.9	3.9	2.7	5.3	4.2	3.8	6.9	16.3	16.1	27.3
36 and under 40 hours.....	8.6	8.1	10.4	7.4	5.9	9.2	5.8	5.5	8.0	15.5	15.6	9.1
Exactly 40 hours.....	40.4	41.2	38.2	42.2	41.5	42.8	29.6	30.0	28.8	19.7	19.7	18.2
40.1 and under 44 hours.....	12.2	11.3	15.7	6.8	7.8	5.7	9.0	9.0	8.4	8.2	8.4	-----
44 and under 48 hours.....	9.3	9.7	7.9	13.8	14.9	12.6	18.7	19.7	9.6	7.3	7.4	-----
48 and under 52 hours.....	7.6	7.3	8.5	10.7	11.5	9.8	12.4	12.5	11.9	9.4	9.6	-----
52 and under 56 hours.....	2.1	2.5	.5	2.3	3.5	1.0	2.8	3.0	1.1	4.3	4.4	-----
56 hours and over.....	3.7	4.6	.2	2.4	4.1	.4	2.6	2.8	3.9	4.0	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	6,895	5,421	1,474	3,921	2,112	1,809	2,626	2,365	261	510	490	11
Average weekly hours.....	39.7	40.2	38.2	40.2	41.4	38.7	39.3	39.7	35.6	38.1	38.4	23.5
Bookbinding												
Under 16 hours.....	6.4	6.0	10.0	5.9	5.2	36.3	-----	-----	-----	-----	-----	-----
16 and under 20 hours.....	1.9	1.9	1.5	2.5	2.6	-----	-----	-----	-----	-----	-----	-----
20 and under 24 hours.....	1.8	1.6	3.1	.6	.6	-----	-----	-----	-----	-----	-----	-----
24 and under 28 hours.....	2.5	2.2	5.7	3.7	3.6	9.1	-----	-----	-----	-----	-----	-----
28 and under 32 hours.....	2.3	2.0	5.0	2.7	2.8	2.8	-----	-----	-----	-----	-----	-----
32 and under 36 hours.....	4.2	3.8	8.0	15.5	15.6	9.1	-----	-----	-----	-----	-----	-----
36 and under 40 hours.....	5.5	5.5	8.0	15.5	15.6	9.1	-----	-----	-----	-----	-----	-----
Exactly 40 hours.....	42.8	41.3	42.8	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
40.1 and under 44 hours.....	28.8	28.8	28.8	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
44 and under 48 hours.....	30.0	30.0	30.0	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
48 and under 52 hours.....	29.6	29.6	29.6	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
52 and under 56 hours.....	12.6	12.6	12.6	7.3	7.3	7.4	-----	-----	-----	-----	-----	-----
56 hours and over.....	12.6	12.6	12.6	7.3	7.3	7.4	-----	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	510	490	11	-----	-----	-----	-----	-----	-----	-----	-----	-----
Average weekly hours.....	38.1	38.4	23.5	-----	-----	-----	-----	-----	-----	-----	-----	-----
Small newspapers												
Under 16 hours.....	6.0	6.0	10.0	5.9	5.2	36.3	-----	-----	-----	-----	-----	-----
16 and under 20 hours.....	1.9	1.9	1.5	2.5	2.6	-----	-----	-----	-----	-----	-----	-----
20 and under 24 hours.....	1.6	1.6	3.1	.6	.6	-----	-----	-----	-----	-----	-----	-----
24 and under 28 hours.....	2.5	2.2	5.7	3.7	3.6	9.1	-----	-----	-----	-----	-----	-----
28 and under 32 hours.....	2.3	2.0	5.0	2.7	2.8	2.8	-----	-----	-----	-----	-----	-----
32 and under 36 hours.....	4.2	3.8	8.0	15.5	15.6	9.1	-----	-----	-----	-----	-----	-----
36 and under 40 hours.....	5.5	5.5	8.0	15.5	15.6	9.1	-----	-----	-----	-----	-----	-----
Exactly 40 hours.....	42.8	41.3	42.8	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
40.1 and under 44 hours.....	28.8	28.8	28.8	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
44 and under 48 hours.....	30.0	30.0	30.0	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
48 and under 52 hours.....	29.6	29.6	29.6	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
52 and under 56 hours.....	12.6	12.6	12.6	7.3	7.3	7.4	-----	-----	-----	-----	-----	-----
56 hours and over.....	12.6	12.6	12.6	7.3	7.3	7.4	-----	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	510	490	11	-----	-----	-----	-----	-----	-----	-----	-----	-----
Average weekly hours.....	38.1	38.4	23.5	-----	-----	-----	-----	-----	-----	-----	-----	-----
Gravure												
Under 16 hours.....	5.9	5.9	10.0	5.9	5.2	36.3	-----	-----	-----	-----	-----	-----
16 and under 20 hours.....	2.5	2.5	3.1	.6	.6	-----	-----	-----	-----	-----	-----	-----
20 and under 24 hours.....	1.6	1.6	3.1	.6	.6	-----	-----	-----	-----	-----	-----	-----
24 and under 28 hours.....	2.2	2.2	5.7	3.7	3.6	9.1	-----	-----	-----	-----	-----	-----
28 and under 32 hours.....	2.0	2.0	5.0	2.7	2.8	2.8	-----	-----	-----	-----	-----	-----
32 and under 36 hours.....	4.2	3.8	8.0	15.5	15.6	9.1	-----	-----	-----	-----	-----	-----
36 and under 40 hours.....	5.5	5.5	8.0	15.5	15.6	9.1	-----	-----	-----	-----	-----	-----
Exactly 40 hours.....	42.8	41.3	42.8	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
40.1 and under 44 hours.....	28.8	28.8	28.8	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
44 and under 48 hours.....	30.0	30.0	30.0	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
48 and under 52 hours.....	29.6	29.6	29.6	19.7	19.7	18.2	-----	-----	-----	-----	-----	-----
52 and under 56 hours.....	12.6	12.6	12.6	7.3	7.3	7.4	-----	-----	-----	-----	-----	-----
56 hours and over.....	12.6	12.6	12.6	7.3	7.3	7.4	-----	-----	-----	-----	-----	-----
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	510	490	11	-----	-----	-----	-----	-----	-----	-----	-----	-----
Average weekly hours.....	38.4	38.4	23.5	-----	-----	-----	-----	-----	-----	-----	-----	-----

Examination of the distribution of individual hours reveals that two-fifths of all wage earners (40.8 percent) worked exactly 40 hours per week and that somewhat more than one-third (36.7 percent) worked in excess of 40 hours per week. The longer hours of the latter group of workers were about offset by the shorter hours worked by slightly more than one-fifth (22.5 percent) of the workers. Not all of the workers on shorter hours, of course, should be considered part-time workers, as a standard workweek of less than 40 hours is not uncommon in this industry.

Average hours worked per week did not vary notably among branches of the industry. The shortest week, 38.1 hours, was found in the gravure branch and the longest, 41.5 hours, was in the lithography and books branches. On the whole, the longest hours worked were found in the maintenance and in the shipping and stock departments. For example, in the composing department of large plants, the range in the average weekly hours of male workers was from 37.0 for copy-holders to 42.0 for proof-press operators, whereas in the maintenance department average weekly hours varied from a low of 43.6 for other unskilled workers to a high of 47.1 for firemen. The hours worked by woman workers show comparatively little variation.

#### WEEKLY EARNINGS

As a group, printing-trades workers earned an average of \$32.66 a week in January 1942 (table 16). These earnings are gross figures, including premium earnings for overtime work. Individual weekly earnings varied widely; the averages ranged from less than \$10 to more than \$100. Many part-time workers, of course, are to be found in the lower-wage brackets.

TABLE 16.—*Percentage Distribution of Wage Earners in Specified Branches of the Printing Industry, by Weekly Earnings and Sex, 1942*

Weekly earnings	All branches			Commercial printing			Lithography			Books		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Under \$10.00.....	4.5	3.5	8.0	4.8	3.8	8.5	2.2	1.5	4.4	3.7	2.3	7.2
\$10.00 and under \$12.50.....	3.0	2.2	5.6	3.4	2.7	6.1	2.2	1.4	4.6	2.2	1.5	4.1
\$12.50 and under \$15.00.....	4.6	2.8	10.6	4.4	2.9	10.1	5.9	3.0	14.4	4.7	2.5	10.5
\$15.00 and under \$17.50.....	7.9	4.7	17.8	7.2	4.6	17.3	8.2	4.0	20.1	8.7	5.0	18.9
\$17.50 and under \$20.00.....	7.0	4.6	14.9	7.0	4.4	17.1	7.6	5.0	15.2	6.1	4.6	9.9
\$20.00 and under \$22.50.....	8.2	5.8	15.4	7.6	5.8	14.9	9.3	5.9	18.6	7.2	4.9	13.4
\$22.50 and under \$25.00.....	5.8	4.6	9.5	5.2	4.2	8.9	5.6	5.1	7.1	6.4	4.0	12.6
\$25.00 and under \$27.50.....	6.1	5.0	6.9	6.0	5.0	6.7	5.9	5.6	6.9	5.5	5.1	6.6
\$27.50 and under \$30.00.....	4.5	4.7	3.9	4.5	4.8	3.5	4.7	5.0	3.9	4.3	4.1	4.6
\$30.00 and under \$32.50.....	5.5	6.3	2.6	6.2	7.1	2.8	5.1	6.3	1.4	4.7	4.9	4.2
\$32.50 and under \$35.00.....	3.9	4.6	1.6	4.2	4.9	1.6	4.0	5.0	1.2	3.3	3.5	2.9
\$35.00 and under \$37.50.....	4.4	5.6	.8	5.0	6.1	.8	4.3	5.6	.5	3.4	4.3	1.2
\$37.50 and under \$40.00.....	3.4	4.3	.6	3.8	4.7	.6	3.0	4.0	.1	3.2	4.0	1.2
\$40.00 and under \$42.50.....	4.6	5.9	.4	5.3	6.5	.4	4.2	5.6	.4	4.3	5.7	.4
\$42.50 and under \$45.00.....	3.4	4.3	.4	3.3	4.2	.2	3.6	4.8	.2	3.7	4.8	.6
\$45.00 and under \$47.50.....	4.1	5.2	.3	4.3	5.4	.2	3.6	4.8	.2	3.4	4.5	.4
\$47.50 and under \$50.00.....	3.2	4.2	.2	3.2	4.0	(1)	3.0	4.0	.1	3.5	4.7	.2
\$50.00 and under \$52.50.....	3.2	4.1	.1	3.5	4.5	(1)	2.9	3.8	.3	2.7	3.7	(1)
\$52.50 and under \$55.00.....	1.9	2.5	.1	1.8	2.2	.2	2.0	2.7	.1	2.0	2.7	.1
\$55.00 and under \$57.50.....	2.1	2.8	.1	2.2	2.8	.1	2.3	3.1	—	2.7	3.7	.3
\$57.50 and under \$60.00.....	1.6	2.0	.1	1.5	1.8	—	1.4	1.8	.1	2.3	3.1	.4
\$60.00 and under \$62.50.....	1.5	2.0	1	1.4	1.7	(1)	1.8	2.4	—	2.4	3.2	.1
\$62.50 and under \$65.00.....	.9	1.2	(1)	.9	1.1	(1)	.9	1.2	—	1.4	2.0	—
\$65.00 and under \$67.50.....	.8	1.1	(1)	.8	.9	(1)	1.1	1.4	—	1.2	1.6	(1)
\$67.50 and under \$70.00.....	.7	.9	(1)	.6	.7	—	.7	1.0	.1	.9	1.2	.1
\$70.00 and under \$75.00.....	.9	1.2	(1)	.7	.9	(1)	1.2	1.6	.1	1.3	1.7	.1
\$75.00 and under \$80.00.....	.6	.8	(1)	.4	.5	(1)	.9	1.1	—	.9	1.2	(1)
\$80.00 and under \$85.00.....	.4	.5	—	.3	.3	—	.7	.9	—	.5	.8	—
\$85.00 and under \$90.00.....	.3	.4	(1)	.1	.1	(1)	.4	.6	—	.6	.9	—
\$90.00 and under \$95.00.....	.2	.3	(1)	.1	.2	(1)	.3	.4	—	.4	.5	—
\$95.00 and under \$100.00.....	.2	.2	(1)	.1	.1	—	.3	.5	—	.4	.5	(1)
\$100.00 and over.....	.6	.8	—	.2	.2	—	.7	.9	2.0	2.8	—	—
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	51,569	39,363	12,206	22,314	17,699	4,615	7,838	5,347	1,991	7,465	5,420	2,045
Average weekly earnings.....	\$32.66	\$36.76	\$19.41	\$31.84	\$35.16	\$19.11	\$33.55	\$38.47	\$19.10	\$36.05	\$41.82	\$20.77

<sup>1</sup> Less than a tenth of 1 percent.

TABLE 16.—*Percentage Distribution of Wage Earners in Specified Branches of the Printing Industry, by Weekly Earnings and Sex, 1942—Continued*

Weekly earnings	Periodicals			Bookbinding			Small newspapers			Gravure		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Under \$10.00.....	4.3	2.8	9.9	5.9	4.1	7.8	10.2	8.7	24.4	5.3	4.4	45.5
\$10.00 and under \$12.50.....	2.2	1.6	4.7	3.9	1.7	6.4	5.6	4.6	14.7	1.2	1.0	9.1
\$12.50 and under \$15.00.....	3.3	2.3	6.8	7.3	3.9	11.3	3.4	2.7	10.3	2.2	2.2	—
\$15.00 and under \$17.50.....	6.4	4.2	14.4	12.6	8.0	18.3	6.2	5.7	10.3	1.2	.6	27.2
\$17.50 and under \$20.00.....	6.6	3.7	17.2	10.2	7.4	13.5	5.3	4.8	10.0	2.2	2.0	9.1
\$20.00 and under \$22.50.....	7.0	4.9	14.8	12.4	8.3	17.5	7.8	7.9	6.9	2.2	2.2	—
\$22.50 and under \$25.00.....	5.4	4.0	10.3	8.4	7.7	9.3	7.0	6.6	10.3	1.2	1.2	—
\$25.00 and under \$27.50.....	5.6	5.2	7.3	6.9	6.1	7.8	9.8	10.7	3.1	4.3	4.4	—
\$27.50 and under \$30.00.....	4.2	4.1	4.7	4.7	5.3	4.0	5.7	6.0	2.7	3.3	3.4	—
\$30.00 and under \$32.50.....	4.5	4.9	2.8	3.9	5.6	1.9	8.4	9.3	.8	4.7	4.8	—
\$32.50 and under \$35.00.....	3.5	4.1	1.1	2.8	4.4	1.0	4.8	5.1	1.9	4.9	5.0	—
\$35.00 and under \$37.50.....	4.3	5.3	.9	3.1	5.4	.4	5.1	5.6	1.1	3.7	3.8	—
\$37.50 and under \$40.00.....	3.6	4.4	.8	1.8	3.2	.2	3.4	3.6	1.1	3.1	3.2	—
\$40.00 and under \$42.50.....	4.0	4.8	.8	3.6	6.4	.2	4.5	5.0	.4	2.7	2.8	—
\$42.50 and under \$45.00.....	4.4	5.3	.9	1.6	2.8	.2	2.9	3.1	.8	2.5	2.6	—
\$45.00 and under \$47.50.....	5.7	7.2	.6	2.5	4.7	—	2.9	3.2	.4	5.8	5.9	—
\$47.50 and under \$50.00.....	4.7	5.8	.5	1.8	3.3	—	1.8	1.9	.4	4.7	4.6	9.1
\$50.00 and under \$52.50.....	4.3	5.4	.3	1.8	3.2	.1	1.6	1.7	—	3.3	3.4	—
\$52.50 and under \$55.00.....	2.9	3.7	.1	1.2	2.3	—	1.0	1.1	—	2.5	2.6	—
\$55.00 and under \$57.50.....	2.3	2.9	.2	1.0	1.8	—	.6	.7	—	2.7	2.8	—
\$57.50 and under \$60.00.....	2.3	2.8	.2	.5	.9	—	.6	.6	—	2.2	2.2	—
\$60.00 and under \$62.50.....	1.5	1.8	.2	.6	1.0	.1	.6	.6	.4	2.9	3.0	—
\$62.50 and under \$65.00.....	.9	1.1	.1	.2	.4	—	.3	.3	—	1.8	1.8	—
\$65.00 and under \$67.50.....	.9	1.1	.1	.4	.7	—	.1	.1	—	.6	.6	—
\$67.50 and under \$70.00.....	.9	1.2	.1	(1)	(1)	—	.1	.1	—	5.5	5.7	—
\$70.00 and under \$75.00.....	1.1	1.4	.1	.4	.8	—	.2	.2	—	5.7	5.8	—
\$75.00 and under \$80.00.....	.9	1.1	.1	1	.1	—	.1	.1	—	5.9	6.0	—
\$80.00 and under \$85.00.....	.6	.7	—	.1	.1	—	—	—	—	2.5	2.6	—
\$85.00 and under \$90.00.....	.4	.5	—	.1	.1	—	—	—	—	2.5	2.6	—
\$90.00 and under \$95.00.....	.3	.3	—	(1)	(1)	—	(1)	(1)	—	1.6	1.6	—
\$95.00 and under \$100.00.....	.2	.3	—	—	—	—	(1)	(1)	—	2.0	2.0	—
\$100.00 and over.....	.8	1.1	—	.2	.3	—	(1)	(1)	—	3.1	3.2	—
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	6,895	5,421	1,474	3,921	2,112	1,809	2,626	2,365	261	510	499	11
Average weekly earnings.....	\$35.66	\$39.84	\$20.32	\$25.56	\$31.41	\$18.72	\$26.64	\$27.79	\$16.20	\$49.80	\$50.60	\$13.37

<sup>1</sup> Less than a tenth of 1 percent.

It is evident that the wide dispersion in individual earnings is to a large extent due to sharp differences in the earnings of man and woman workers, which averaged \$36.76 and \$19.41, respectively. It will be recalled that male workers not only had much higher average hourly earnings than women, but also worked longer hours. The weekly earnings of woman workers were largely confined to the lower wage brackets, while those of male workers were widely distributed among the intermediate and upper brackets. Approximately two-thirds of all woman workers earned between \$15 and \$27.50, and less than one-eighth earned \$27.50 or more. In contrast, only one-fourth of the male workers earned between \$15 and \$27.50 and two-thirds earned \$27.50 or more.

Occupation tends to determine the general level of weekly earnings. Although in the large plants certain of the highly skilled occupations had average weekly earnings in excess of \$75, such earnings were by no means typical (table 17). Earnings ranging from an average of \$40 to \$60 a week were common for most of the skilled workers, and only the unskilled workers and apprentices found less than \$30, on the average, in their weekly pay envelope. Weekly earnings in small plants were substantially lower than in large plants.

TABLE 17.—*Average Weekly Earnings of Wage Earners in Large and Small Printing Plants, by Occupation, Branch, and Sex, 1942*

## PLANTS EMPLOYING 21 OR MORE WAGE EARNERS

Occupation	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers	Gravure <sup>1</sup>
<i>Males</i>								
Total, males.....	\$39.28	\$38.16	\$38.81	\$42.57	\$40.12	\$32.12	\$35.09	\$50.60
Composing department:								
All-round printers.....	33.27	35.69	(*)			(*)		(*)
Apprentices.....	25.98	24.80	24.88	27.29	28.25	(*)	21.33	
Compositors, hand.....	46.33	45.78	47.01	49.06	46.52	44.92	39.80	(*)
Copyholders.....	19.48	21.85	(*)	(*)	14.60			
Foremen.....	56.88	59.68	52.08	53.41	58.20	(*)	54.05	
Linotype operators.....	46.90	46.74	46.47	51.73	45.12	(*)	41.47	
Ludlow operators.....	39.92	(*)	(*)		(*)	(*)		
Machinists.....	53.00	51.71	(*)	55.64	54.92		(*)	
Monotype casters.....	46.74	45.03	(*)	49.62	50.37			
Monotype keyboard operators.....	50.72	49.79	49.41	51.45	55.38		(*)	
Proof-press operators.....	44.70	36.16	(*)	(*)	49.88			
Proofreaders.....	45.44	42.48	45.45	56.36	42.27		(*)	
Stonemen.....	46.51	46.43	51.57	48.23	43.42	(*)	(*)	
Other workers.....	21.66	21.66	21.55	20.10	24.46		(*)	
Electrotype and stereotype department:								
Apprentices.....	29.70	26.63	(*)	(*)	33.11		(*)	
Electrotypes.....	56.73	59.22	(*)	57.11	55.93			
Foremen.....	64.33	58.16		(*)	(*)		(*)	
Stereotypers.....	44.78	42.07	(*)	49.89	47.53		51.49	
Other workers.....	29.02	33.97	(*)	24.60	28.03		(*)	
Plate department:								
Apprentices.....	29.52	22.22	28.58	27.13	(*)		(*)	47.71
Artists, retouchers, and re-etchers.....	63.52	45.09	61.00	70.44	93.17	(*)		77.38
Engravers.....	59.66	52.42	52.67	(*)	85.74		(*)	(*)
Finishers.....	61.22	56.39	48.47	(*)	(*)			
Foremen.....	71.69	67.00	69.62	(*)	(*)		(*)	
Grainers.....	35.95	(*)	35.65	(*)				
Photographers and cameramen.....	58.12	47.38	55.09	75.51	88.17		(*)	76.05
Platemakers.....	51.88	45.60	51.64	62.98	(*)		(*)	(*)
Transferrers and provers.....	53.64	52.24	50.10	71.53	(*)			95.01
Other workers.....	30.20	23.49	27.44	(*)	40.66	(*)		50.76
Press department:								
Apprentices.....	31.11	26.76	29.03	43.76	36.29	(*)	(*)	37.40
Foremen.....	64.22	65.02	66.54	62.02	63.55	(*)	(*)	(*)
Machinists.....	49.14	52.63	(*)	48.53	(*)			
Multilith operators.....	29.14	(*)	33.51		26.02			
Press assistants and helpers.....	39.43	31.83	32.21	54.54	43.84	(*)	20.23	50.59
Press feeders.....	35.48	33.89	32.67	41.31	37.59	28.92	(*)	(*)
Press washers.....	25.20	26.42	24.57	29.12	22.89			
Pressmen, cylinder.....	48.12	45.77	48.33	55.90	47.92	41.18	39.50	(*)
Pressmen, gravure.....	65.83	(*)	(*)	82.64				62.98
Pressmen, offset.....	55.54	47.35	58.62	52.63	(*)		(*)	
Pressmen, platen.....	39.61	40.15	37.08	42.44	38.93	32.24	(*)	(*)
Pressmen, rotary and web-rotary.....	59.24	51.09	57.34	85.64	69.48		32.95	
Overlay cutters.....	57.53	(*)	(*)	56.41	(*)			
Other workers.....	30.83	26.36	28.50	35.43	28.21	24.58	(*)	33.10
Bindery department:								
Apprentices.....	26.88	26.41	24.30	33.23	24.60	25.48	(*)	
Assistants and helpers.....	21.16	20.67	22.23	24.43	18.92	18.08		
Folding-machine operators.....	45.26	37.18	38.05	65.18	40.74	38.29	(*)	(*)
Foremen.....	50.23	52.07	48.75	53.73	48.12	46.15	(*)	
Hand workers.....	27.58	24.82	26.78	25.89	24.54	30.18	(*)	(*)
Machine feeders.....	28.44	34.53	29.12	29.74	28.03	26.30		
Machine operators.....	42.43	38.29	37.91	45.52	46.50	39.20	(*)	
Machinists.....	48.57	(*)	(*)	57.74	(*)	41.06		
Power cutters.....	44.46	44.07	45.40	51.68	42.44	41.11	(*)	(*)
Ruling-machine operators.....	44.26	47.82	41.90	(*)	(*)	39.50		
Shipping and stock department:								
Delivery and errand boys.....	15.09	15.09	14.70	16.39	16.24	14.94	11.47	
Foremen.....	48.59	54.40	(*)	45.85	(*)	(*)		
Mallers.....	25.35	23.59	21.13	29.48	27.19	26.17	22.90	
Shipping clerks.....	35.74	35.41	36.99	38.27	33.53	33.40	(*)	(*)
Stock clerks.....	30.53	30.59	28.91	32.55	33.25	(*)	(*)	(*)
Truck drivers.....	33.94	31.92	37.12	31.08	35.72	36.44	(*)	(*)
Other workers.....	25.00	23.80	23.84	26.96	26.12	23.35	(*)	31.15
Maintenance department:								
Firemen.....	38.32	45.17	34.73	40.70	31.10	(*)		
Janitors, watchmen, and service workers.....	24.63	22.78	23.78	26.08	27.49	22.72	21.31	26.45
Other semiskilled workers.....	34.89	33.14	36.02	35.38	36.65	(*)	(*)	
Other unskilled workers.....	26.17	24.86	24.76	27.11	27.60	(*)	(*)	(*)
Skilled workers.....	54.20	54.83	51.62	56.83	50.59	53.39		77.61

See footnotes at end of table.

TABLE 17.—*Average Weekly Earnings of Wage Earners in Large and Small Printing Plants, by Occupation, Branch, and Sex, 1942—Continued*  
 PLANTS EMPLOYING 21 OR MORE WAGE EARNERS—Continued

Occupation	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers	Gravure
<i>Males—Continued</i>								
Miscellaneous:								
Clerks, plant.....	\$28.66	\$33.17	\$26.36	\$29.34	\$36.94	(2)		
Handicapped workers and learners.....	19.36	22.29	(2)	-----	(2)	\$12.90	(2)	(2)
<i>Females</i>								
Total, females.....	19.93	19.96	19.20	20.95	20.37	19.05	\$19.21	\$13.37
Composing department:								
Apprentices.....	19.09	18.47	(2)	18.00	(2)			
Compositors, hand and machine.....	31.58	31.63	(2)	29.33	37.54	(2)	(2)	
Proofreaders.....	29.91	30.39	23.32	32.99	28.57		(2)	(2)
Other workers.....	17.85	17.53	22.36	17.56	17.71		(2)	
Plate department: All workers.....	21.98	24.15	20.83	(2)	(2)			
Press department:								
Apprentices.....	19.50	19.01	(2)		(2)			
Press operators and feeders.....	23.66	22.76	19.37	(2)	39.98	(2)	(2)	
Other workers.....	21.16	20.55	20.24	(2)	(2)			
Bindery department:								
Apprentices.....	17.66	18.77	15.20	17.47	15.31	14.09		
Forewomen.....	28.15	26.57	31.72	28.84	(2)	28.28		
Hand workers.....	18.42	18.39	18.22	19.26	16.88	18.55	13.19	(2)
Machine operators and feeders.....	21.33	21.41	20.70	23.11	20.98	20.59	(2)	(2)
Shipping and stock department:								
Mailers.....	17.43	17.95	19.79	14.52	17.21	(2)		
Other workers.....	19.54	21.25	19.09	15.55	19.70	(2)	(2)	
Maintenance department: Maintenance workers.....	19.46	14.95	(2)	21.86	20.72	(2)		
Miscellaneous:								
Clerks, plant.....	20.20	19.68	20.97	20.12	19.73	(2)		
Handicapped workers and learners.....	11.03	(2)	-----	(2)	(2)	10.38		(2)

## PLANTS EMPLOYING FEWER THAN 21 WAGE EARNERS

Occupation	All branches	Commercial printing	Lithography	Books	Periodicals	Book-binding	Small newspapers
<i>Males</i>							
Total, males.....	\$30.46	\$31.37	\$34.26	\$30.71	\$32.10	\$29.49	\$25.91
Composing department:							
All-round printers.....	28.05	29.58	(2)	(2)	(2)	(2)	26.12
Apprentices.....	18.80	19.54	(2)	19.35	(2)	(2)	16.70
Compositors, hand.....	36.60	37.61	37.99	37.01	37.33	(2)	30.55
Foremen.....	45.63	49.60	(2)	(2)	(2)		37.71
Linotype operators.....	34.37	36.78	30.43	34.31	38.59	(2)	30.37
Ludlow operators.....	38.99	39.15					
Machinists.....	40.66	(2)		(2)	(2)		(2)
Monotype casters.....	(2)	(2)		(2)			(2)
Monotype keyboard operators.....	39.51	39.23		(2)			
Proofreaders.....	36.38	38.93	(2)	(2)			(2)
Stonemen.....	41.10	43.92	(2)	(2)	(2)		32.89
Other workers.....	22.26	22.82		(2)	(2)		20.78
Electrotype and stereotype department:							
Apprentices.....	(2)	(2)					
Stereotypers.....	28.36	30.34		(2)			25.70
Other workers.....	(2)						(2)
Plate department:							
Apprentices.....	17.13	(2)	15.87				
Artists, retouchers, and re-etchers.....	37.64	32.53	40.58	(2)			
Engravers.....	33.28	33.16	(2)				(2)
Foremen.....	(2)	(2)	(2)				
Photographers and cameramen.....	37.95	(2)	37.89				
Plate makers.....	40.52	39.66	42.47	(2)			(2)
Transferrers and provers.....	42.37	(2)	42.11				(2)
Other workers.....	23.01	(2)	24.86	(2)			(2)

See footnotes at end of table.

TABLE 17.—*Average Weekly Earnings of Wage Earners in Large and Small Printing Plants, by Occupation, Branch, and Sex, 1942—Continued*

## PLANTS EMPLOYING FEWER THAN 21 WAGE EARNERS—Continued

Occupation	All branches	Com- mer- cial print- ing	Litho- graphy	Books	Peri- odicals	Book- bind- ing	Small news- papers
<i>Males—Continued</i>							
Press department:							
Apprentices.....	\$18.16	\$18.56	(1)	(1)	(1)		\$15.68
Foremen.....	47.34	48.22	(1)	(1)	(1)		(1)
Multilith operators.....	30.32	(1)	\$35.29	(1)			
Press assistants and helpers.....	25.16	24.88	34.39	\$24.87	(1)	(1)	19.64
Press feeders.....	22.96	22.73	26.89	27.03	\$30.46	(1)	17.79
Pressmen, cylinder.....	37.34	39.48	35.45	37.68	37.79		27.75
Pressmen, offset.....	44.28	41.30	46.59	(1)			
Pressmen, platen.....	31.20	31.62	31.25	33.35	27.69	(1)	25.80
Pressmen, rotary and web-rotary.....	39.49	40.39	(1)	(1)	(1)		30.27
Other workers.....	16.21	17.75	(1)		(1)		12.43
Bindery department:							
Apprentices.....	16.99	14.92		(1)		\$18.76	
Assistants and helpers.....	19.43	16.75		(1)		21.66	
Folding-machine operators.....	31.99	26.25		(1)	(1)	39.18	
Foremen.....	43.74	44.33	(1)	(1)	(1)	(1)	
Hand workers.....	23.34	19.48	(1)	(1)	(1)	28.04	(1)
Machine operators.....	33.76	32.50	(1)	35.85	(1)	34.47	(1)
Power cutters.....	35.97	36.27	36.99	28.05	(1)	37.10	(1)
Ruling-machine operators.....	36.38	34.94				37.51	(1)
Shipping and stock department:							
Delivery and errand boys.....	13.90	13.66	17.57	15.92	(1)	14.66	8.23
Mailers.....	17.29	19.13		(1)	(1)	(1)	10.42
Shipping and stock clerks.....	26.07	26.89	28.37	(1)	(1)	21.09	(1)
Truck drivers.....	23.91	23.78	(1)	(1)	(1)	(1)	
Other workers.....	17.77	18.75	(1)	(1)	(1)	17.86	(1)
Maintenance department:							
Janitors, watchmen, and service workers.....	15.47	15.62	17.07	16.65	(1)	(1)	13.97
Other maintenance workers.....	23.24	23.13	(1)			(1)	(1)
Miscellaneous:							
Handicapped workers and learners.....	12.04	14.75	(1)	(1)	(1)	(1)	8.92
<i>Females</i>							
Total, females.....	16.92	16.99	16.44	15.49	18.30	17.60	15.67
Composing department:							
Apprentices.....	(1)	(1)					(1)
Compositors, hand and machine.....	20.18	22.17		(1)	(1)	(1)	18.63
Proofreaders.....	20.91	22.65	(1)	(1)	(1)		16.59
Other workers.....	17.99	17.84			(1)		(1)
Plate department: All workers.....	18.28	18.51	(1)				
Press department:							
Apprentices.....	(1)	(1)					
Press operators and feeders.....	18.19	18.45	(1)	(1)	(1)	(1)	14.90
Other workers.....	15.27	14.93			(1)		(1)
Bindery department:							
Apprentices.....	14.11	12.91		(1)		15.17	
Forewomen.....	24.70	(1)		(1)		(1)	
Hand workers.....	15.89	15.71	13.79	13.54	(1)	17.50	10.73
Machine operators and feeders.....	18.15	18.36		15.06	(1)	18.00	(1)
Shipping and stock department:							
Mailers.....	16.06	18.08	(1)	(1)	(1)		(1)
Other workers.....	16.03	15.93	(1)		(1)		(1)
Maintenance department:							
Maintenance workers.....	12.86	(1)	(1)			(1)	(1)
Miscellaneous:							
Clerks, plant.....	18.25	17.53	18.67	(1)			
Handicapped workers and learners.....	9.86	11.78	(1)			(1)	7.88

<sup>1</sup> Includes 2 plants having fewer than 21 wage earners.<sup>2</sup> Number of workers insufficient to permit presentation of an average.