

UNITED STATES DEPARTMENT OF LABOR

Frances Perkins, Secretary

BUREAU OF LABOR STATISTICS

Isador Lubin, Commissioner (on leave)

A. F. Hinrichs, Acting Commissioner

+

Trend of Earnings Among
White-Collar Workers During
the War

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



Bulletin No. 783

[Reprinted from the Monthly Labor Review, May 1944]

UNITED STATES GOVERNMENT PRINTING OFFICE WASHINGTON : 1944

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

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS,
Washington, D. C., May 29, 1944.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on the trend of earnings among white-collar workers during the war. Much of the material presented in this article was assembled by the Bureau of Labor Statistics for use by the Subcommittee on Wartime Health and Education of the Senate Committee on Education and Labor.

This report was prepared by Margaret L. Plunkett, under the supervision of Louis M. Solomon, in the Bureau's Division of Wage Analysis.

A. F. HINRICHS, *Acting Commissioner.*

HON. FRANCES PERKINS,
Secretary of Labor.

(III)

Contents

	Page
Summary.....	1
Nature of the problem of the white-collar worker.....	2
Who is the white-collar worker?.....	2
Working conditions.....	3
Trend of wages of clerical and office workers.....	4
Earnings of railroad office workers.....	6
Earnings of employees of large insurance companies.....	6
Professional and semiprofessional workers.....	7
Public-school teachers.....	7
College and university professors.....	8
Nurses.....	8
Radio employees.....	9
Government employees;	
State and local employees.....	11
General salary adjustments by State governments.....	12
Federal Executive service.....	9
Salary changes in small towns.....	13
Comparative increases in manufacturing industries.....	15
Comparison of increases in identical manufacturing establishments....	16

*Bulletin No. 783 of the
United States Bureau of Labor Statistics*

[Reprinted from the MONTHLY LABOR REVIEW, May 1944.]

Trend of Earnings Among White-Collar Workers During the War

Summary

White-collar workers, as represented by clerical and professional employees, currently number about 11 million. The great majority of these workers have always received modest incomes, and during the past few years they have felt the increased cost of living more keenly than the other major divisions of the labor force. The less favorable position of the white-collar workers results in part from the fact that the demand for their services has not expanded proportionately with that for factory workers, and in part from the traditional rigidity of their salaries, their relative lack of union organization, and other causes.

Although the salary scales of white-collar workers have risen less rapidly than factory wage rates, there is considerable evidence that they have increased substantially since January 1941. Retail trade, an industry that employs many thousands of clerical and sales people, shows increases in hourly earnings of 25 percent and substantial gains in weekly earnings. Other white-collar industries employing numerous clerical workers show increases in hourly and weekly earnings ranging from 15 to over 30 percent. Even in small towns that are relatively unaffected by war production, salary adjustments of about 20 percent have taken place. Unlike factory operatives, however, white-collar employees have had their hours of work only slightly lengthened on the average. Premium rates for overtime work are also less common among white-collar groups. Their weekly earnings, therefore, have increased but little more than their hourly earnings.

Little information is available regarding the salary trends of professional and semiprofessional workers. Certain groups directly involved in the war production program, however, such as engineers and chemists, have undoubtedly enjoyed very substantial increases. On the other hand, the salaries of public-school teachers in the school year 1942-43 averaged only 8 to 10 percent above their pre-war level, and most teachers in institutions of higher learning probably fared even less well. Nurses in hospitals appear to have enjoyed wartime salary increases of 15 percent or more, but public-health nurses have had smaller increases. Radio workers' salary scales have gone up more than 20 percent.

White-collar workers employed by the Federal Government have had no wartime increase in base rates. Longer hours of work, however, have resulted in an increase amounting to slightly more than 21 percent on base earnings up to \$2,900. Of 45 States reporting to the U. S. Bureau of Labor Statistics, only 3 have failed to adjust salaries upward since January 1941. The average increase for white-collar workers employed by the States appears to be about 16 percent. City and county workers have had much smaller increases.

Much of the rise in the salary scales of white-collar workers has resulted from individual merit increases and reclassification of employees. General salary adjustments affecting all or substantial proportions of the employees in a given establishment probably have accounted for less than half of the rise in salary levels.

Nature of the Problem of the White-Collar Worker

The movement of wages and earnings since the outbreak of the war has become a matter of major public interest. Among subjects of concern is the fact that not all segments of the working population have experienced equivalent wage adjustments, and therefore that the impact of the rising cost of living has fallen with particular severity upon certain groups. Salaried workers and other persons on relatively stable incomes inevitably suffer more than other groups in a period of rising prices. Several million clerical, professional, and other so-called "white-collar" workers fall into this class.

The situation of the white-collar worker is particularly difficult to depict because of the inadequacy of available statistical information. Wage statistics for professional and clerical workers and related groups have never been very satisfactory; and their interpretation during recent years has been rendered doubly difficult by wartime changes in hours of work and in job content, the substitution of women for men in many occupations, and other factors difficult to measure.

Much of the material presented in this article was assembled by the Bureau of Labor Statistics for use by the Subcommittee on Wartime Health and Education of the Senate Committee on Education and Labor, which held hearings early in 1944 on the problems of the white-collar worker. Certain information assembled by other agencies is also presented in the following pages; some of this was previously discussed at the hearings of the subcommittee.

WHO IS THE WHITE-COLLAR WORKER?

The term "white-collar worker" does not lend itself to precise definition. It is sometimes extended beyond its more obvious meaning to include the service trades and other groups of nonmanufacturing employees. This report, however, is confined to the narrower concept, namely to those persons receiving salaries or wages for clerical or office duties,^{*} retail selling, and certain professional and technical work. Excluded for present purposes are the executive and managerial groups, the self-employed, and workers in nonmanufacturing industries whose duties are not primarily of a clerical or professional nature. Although their number varies according to the definition employed, the white-collar workers under discussion embrace many millions of persons.

In 1940, according to the Bureau of the Census, professional and semi-professional groups alone comprised almost 3½ million employees, and 7½ million were found in the clerical and sales groups (tables 1 and 2). Together these groups included some 11 million workers. The number of workers employed in these classifications today is probably somewhat higher than in 1940.

TABLE 1.—Major Occupational Groups in the Employed Population in the United States, 1940¹

Occupational group	Number of persons employed (in thousands)		
	All industries	Agriculture	Nonagricultural industries
All groups.....	45,166	8,372	36,794
Professional and semiprofessional workers.....	3,345	10	3,335
Proprietors, managers, and officials.....	8,893	5,155	3,738
Clerical, sales, and kindred workers.....	7,518	13	7,505
Craftsmen, foremen, and kindred workers.....	5,056	9	5,047
Operatives and kindred workers.....	8,252	39	8,213
Protective-service workers.....	682	2	680
Service workers except protective ²	4,885	3	4,885
Laborers.....	6,154	3,141	3,013
Occupation not reported.....	378	(³)	378

¹ Data are from Sixteenth Census of the United States, 1940, Population, Volume III.

² Includes 2,111,000 domestic workers, of whom 1,885,000 were employed in nonagricultural industries.

³ Less than 500 workers.

TABLE 2.—Clerical, Sales, and Professional Employees in the United States, by Major Industrial Groups, 1940¹

Industry group	White-collar workers (in thousands)			Total, all occupational groups (in thousands)
	Clerical, sales, and kindred workers	Professional and semi-professional workers	Total	
All industries.....	7,518	3,345	10,863	45,166
Agriculture.....	13	10	23	8,372
Mining.....	34	18	52	913
Construction.....	54	64	118	2,056
Manufacturing.....	1,479	321	1,800	10,573
Transportation, communication, and other public utilities.....	727	85	812	3,113
Wholesale and retail trade.....	2,818	118	2,936	7,539
Finance, insurance, and real estate.....	941	18	959	1,468
Business and repair services.....	111	32	143	364
Personal services.....	122	83	205	4,009
Amusement, recreation, and related services.....	49	103	152	395
Professional and related services.....	365	2,304	2,669	3,318
Government.....	630	171	801	1,753
Miscellaneous and not reported ²	175	18	193	793

¹ Data are from Sixteenth Census of the United States, 1940, Population, Volume III.

² Includes forestry and fishery.

WORKING CONDITIONS

Certain obvious and important differences in working conditions have always distinguished white-collar workers from factory craftsmen and operatives. Not all of these have an immediate influence on the relative trends of their earnings, but several have a very definite effect on the current income status of the white-collar worker. Factory workers, for instance, are customarily paid premium rates for

overtime, whereas the office worker only infrequently enjoys this added compensation. Factory operatives working on night shifts are typically paid at premium rates, but ordinarily the clerical or professional employee who works on an extra shift receives no differential in pay. The lengthening workweek in the manufacturing industries, with premium pay for overtime hours, has contributed to the upswing of gross earnings for factory workers. The clerical and professional worker has not enjoyed the same opportunity for this extra compensation; even where he is working somewhat longer hours, his earnings are generally not increased to the same extent as those of factory workers. Finally, factory operatives have the protection of union organization to a much greater degree than white-collar workers and through such organizations are more effectively represented when applications for wage increases are involved.

In his attempt to increase his earnings, therefore, the white-collar worker's normal conditions of employment have put him at a disadvantage as compared with the factory craftsman or operative. On the other hand, the white-collar worker enjoys certain advantages in his working life which the factory employee does not have, and although most of these advantages do not contribute to increased earnings, they are undoubtedly important factors influencing an individual in his choice of occupation. Generally speaking, for instance, the white-collar worker enjoys cleaner, more comfortable, and less dangerous working surroundings than does the factory operative. There is, on the whole, a larger measure of personal independence and opportunity for advancement. Provisions for vacations and sick leave are more liberal for office than for factory workers. Usually job security is greater, and participation in non-production bonuses more extensive.

Trend of Wages of Clerical and Office Workers

Probably the most comprehensive information available regarding wage trends for clerical, office, and kindred workers consists of the Bureau's monthly reports on average weekly and hourly earnings in various branches of nonmanufacturing industry. These industries, it is true, cover substantial numbers of service workers, maintenance and custodial employees, and others whose duties are not even remotely related to office work. Most of them, however, include large numbers of clerical, office, and related workers, and in some—such as brokerage and insurance and the various branches of retail trade—these workers predominate. In the absence of more refined measures for these broad industry groups, therefore, the data are of value as rough measures of the extent of wage increases.

The material presented in table 3 reveals substantial increases in hourly and weekly earnings between January 1941 and January 1944. Hourly earnings in retail trade as a whole rose 25 percent, with the figures for individual branches ranging from 22 percent in general merchandising to 35 percent in apparel. Employees in electric utilities companies had average increases of 21 percent, and those in the communications industry (telephone and telegraph) of 7 percent. Owing to the merger of the two great telegraph companies, Western Union and Postal Telegraph, earnings data are not available after August 1943 for the communications industry. The change of 7

percent through August is believed to further understate the full extent of the increase in this industry, since it has been influenced considerably by the employment of new workers at beginner's rates.² Fragmentary information for a group of 400 telephone exchanges in the Southwest indicates increases in straight-time rates ranging from about 12 to 20 percent for various groups of white-collar workers between January 1941 and April 1943. These apparently include a general increase of \$2 per week granted to operators and other traffic employees in the summer of 1942. No adequate information of this type is available for telegraph companies.

TABLE 3.—Average Hours and Earnings in Selected Nonmanufacturing Industries, January 1941 and January 1944¹

Industry	Average hours worked per week		Average hourly earnings			Average weekly earnings		
	January 1941	January 1944 ²	January 1941	January 1944 ²	Percent of increase, January 1941 to January 1944	January 1941	January 1944 ²	Percent of increase, January 1941 to January 1944
Public utilities:			<i>Cents</i>	<i>Cents</i>				
Telephone and telegraph.....	39.7	* 42.1	80.4	* 86.1	7	\$31.69	* \$36.10	14
Electric light and power.....	39.4	42.2	90.3	109.4	21	35.49	46.99	32
Street railways and busses.....	45.3	49.6	73.1	90.4	24	33.63	45.98	37
Trade								
Wholesale.....	40.6	42.4	75.0	97.2	30	30.59	41.20	35
Retail.....	42.7	40.3	54.5	68.0	25	21.53	26.16	22
Food.....	43.3	39.9	53.1	67.5	27	24.51	29.60	21
General merchandising.....	38.8	36.8	46.5	56.9	22	18.22	21.26	17
Apparel.....	39.0	36.9	55.8	75.6	35	21.89	27.22	24
Furniture.....	43.7	42.7	68.3	86.7	27	27.96	35.71	28
Automotive.....	46.7	48.8	61.0	75.8	24	28.26	39.27	39
Lumber.....	41.7	43.3	64.0	86.0	34	26.16	36.28	39
Hotels (year-round).....	45.9	44.5	33.8	48.2	43	15.65	21.34	36
Laundries.....	42.9	44.1	42.9	59.4	38	18.37	26.29	43
Dyeing and cleaning.....	41.9	43.8	48.8	69.5	42	19.92	29.64	49
Brokerage.....	(4)	(4)	(4)	(4)	(4)	37.92	51.27	35
Insurance.....	(4)	(4)	(4)	(4)	(4)	37.52	44.65	19

¹ Data are from monthly statistics of the Bureau's Division of Employment Statistics.

² Preliminary, subject to revision.

³ August 1943 figures are the latest available; figures for later periods are not available, owing to the merger of Western Union and Postal Telegraph.

⁴ Not available.

In most cases percentage increases in weekly earnings in these industries were larger than in hourly earnings. Typically, however, the difference was less pronounced than in manufacturing industry. Decreases in average hours of work in several lines of retailing—resulting from the large-scale employment of part-time workers—artificially restricted the rise in average weekly earnings in these lines. It may be assumed that the weekly earnings of full-time retail employees increased at least as much, on the average, as did their hourly earnings, namely, 25 percent. Employees in brokerage establishments enjoyed a 35-percent increase in weekly earnings and those in insurance offices a 19-percent increase.

² In general, average hourly and weekly earnings in nonmanufacturing industries have been affected less than those in manufacturing by labor turnover, changes in occupational structure, and interindustry transfers. Weekly earnings in retail trade and certain other nonmanufacturing industries, however, have been considerably influenced by the employment of part-time workers. The figures presented in table 3, although indicating beyond doubt that substantial increases have occurred, should not be accepted as precise measures of the extent of those increases.

EARNINGS OF RAILROAD OFFICE WORKERS

Various groups of professional and clerical employees of the Nation's class I railroads had increases in straight-time average hourly earnings of 6 and 9 percent between September 1940 and September 1943.³ The larger percentage increase went to those paid on an hourly basis, who constituted in 1943 roughly 80 percent of the 200,000 persons employed in the classes covered. With the additional increase of approximately 9 cents an hour granted retroactively to these workers by the Economic Stabilization Director early in 1944, the estimated increase in straight-time earnings between 1940 and 1944 amounted roughly to 21 percent for hourly workers and 14 percent for those paid on a daily basis, the latter group consisting mainly of inspectors, claim agents, and accountants. Overtime payments contribute to somewhat higher increases in daily and weekly earnings.

EARNINGS OF EMPLOYEES OF LARGE INSURANCE COMPANIES

It has been seen from table 3 that average weekly earnings in insurance companies have increased by about 20 percent since January 1941. This resulted from various types of adjustment, including general wage increases affecting large groups of workers, and promotions and merit increases affecting individual workers or small groups. An attempt to discover the comparative effect of general wage increases in this industry was made through a limited special inquiry relating to 23 large insurance companies. This information, which covers more than 60,000 employees, applies primarily to the home offices of these companies, located throughout the eastern and midwestern sections of the country, but also includes the branch offices of a few companies.

TABLE 4.—General Increases in Salary Scales Granted by Large Insurance Companies, January 1941 to January 1944, by Type of Increase

Percent of increase in earnings attributable to general changes in salary scales ¹	Total companies reporting	Number of companies reporting type of general increases		
		Percent of change ²	Flat amount	Other and combination changes
All companies.....	23	14	1	4
None.....	4			
Less than 5.....				
5 but less than 10.....	9	7	1	1
10 but less than 15.....	5	4		1
15 but less than 20.....	3	2		1
20 or more.....	2	1		1

¹ Does not include individual promotions, merit increases, or other increases affecting individuals or small groups.

² The percent of increase may not have been granted at one time, and may not have affected all workers in equal proportion. Most companies reported minimum and maximum amount of change which usually operated in such a manner as to give the lowest-paid workers a higher proportionate increase than the higher-paid workers.

Nineteen of these companies (see table 4) reported that they had granted general increases averaging from 5 percent to more than 20 percent; 4 had effected no general increases. Half of these companies

³ Based on Wage Statistics of Class I Steam Railways in the United States, Interstate Commerce Commission, September 1940 and September 1943.

granted increases between 5 and 10 percent; the average general increase, weighted roughly by the number of employees affected, was approximately 8 percent. There is no indication of any consistent difference in percentage of increase resulting either from geographic location or size of company.

Supplementary information supplied by many of these companies throws additional light on the nature of salary trends in this industry. A few companies granted uniform percentage increases to all workers, but usually the salary changes were graduated in such a way as to give the greatest percentage increase to the lowest-paid workers. In addition, a majority of the increases appear to have been considered as temporary, not permanent, changes in salary scales.

It is of interest to note that even in these large companies salary increases were frequently effected on an individual basis rather than by means of the general increases presented in table 4. Indeed, informal and individual adjustments were probably equally important with formal increases affecting large groups. Several companies, for example, granted no general salary increases but accomplished approximately the same result by means of individual merit increases, promotions, and liberalization of overtime-pay provisions, while many companies combined general salary increases with liberal raises for merit. Some companies reporting general wage increases averaging less than 10 percent stated that additional individual adjustments had exhausted the full 15-percent increase permitted under the "Little Steel" formula. A number of companies increased their weekly hours of work, in many cases as much as 4 or 5 hours per week, and this increase was paid for at time and a half. Apparently more than half of the companies are paying appreciably more for overtime than they did 3 years ago.

Professional and Semiprofessional Workers

Bureau of the Census figures indicate that there were almost 3½ million professional and semiprofessional workers in 1940, of whom about 1 million were distributed among various industrial groups (see table 2). Salary or wage changes for these workers have undoubtedly shown extreme variation. Many groups, including certain classes of engineers, chemists, and other highly specialized workers, have played a direct and vital part in the war production program. They have not only enjoyed salary increases within their jobs but have had opportunities for advancement to better jobs. Other groups, including various classes of teachers, have fared less well. Information is readily available for only a few of these professional groups.

PUBLIC-SCHOOL TEACHERS

According to the National Education Association,⁴ the average salary of almost 900,000 public-school teachers for the school year 1942-43 was \$1,550. This is an increase of 8 percent over the \$1,441 paid in 1939-40, and of 10 percent over the average salary for the last pre-war year, 1938-39. The averages cited here include only the earnings resulting from their major employment and hence may

⁴ National Education Association, Research Bulletin Vol. XXI, No. 4: Teachers' Salaries and the Public Welfare. Washington, 1943.

not reflect exactly the trend of their total earnings. Nevertheless, although teachers may work at some other occupation during the summer months, it is not always possible for them to do so and their basic situation in the current upswing of prices must therefore be judged by the increases in the salaries of their principal occupation. The low level of earnings of public-school teachers is indicated by the fact that in spite of the generally upward movement since 1938-39, slightly more than 75 percent earned less than \$2,000 in 1942-43, and almost a third earned less than \$1,000. Only 8 percent earned \$3,000 or more, and these were mainly principals and superintendents.

COLLEGE AND UNIVERSITY PROFESSORS

College and university professors, numbering nearly 125,000, appear to have fared no better than public-school teachers.⁵ Indeed, their position has in some ways been less favorable, for loss of enrollment (amounting to 18 percent from 1940 to 1942) has strained the fiscal position of many institutions and discouraged them from making additional financial outlays. Large Army-Navy programs (recently curtailed in many colleges) enabled some institutions to grant increases—often accompanied by a heavier teaching load—and a few have effected cost-of-living or other increases independently of these service programs. Statistical data regarding salary changes are not available, but it is improbable that salary scales in institutions of higher learning have risen by as much as 10 percent since 1941.

NURSES

Nurses have always been among the lowest-paid professional workers, but available data indicate that their earnings have increased appreciably in recent years. Salary scales and earnings vary considerably for the different types of nursing service, and comparisons from period to period are somewhat hazardous. Studies made by the American Nurses Association for 1936 and 1942 for general staff nurses,⁶ however, indicate that median cash annual earnings have risen by slightly more than 15 percent for nurses receiving either full or partial maintenance. Earnings of those receiving no maintenance appear to have dropped, but the data are inconclusive for this group.⁷

Data for 392 identical agencies supplied by the National Organization for Public Health Nursing indicate that increases gained by public health nurses have been considerably less than for institutional nurses.⁸ No direct comparison with other branches of the profession can be made, however, since the period covered for this group is from December 1938 to January 1942, a span of only 3 years as compared with 6 years for institutional nurses. Increases varied from one type of agency to another, but generally averaged about 5 percent. Increases occurred in greater proportion in the smaller than in the larger

⁵ Information summarized from a statement presented to the Senate Subcommittee on Wartime Health and Education by the American Association of University Professors, January 29, 1944.

⁶ Data for 1936 are from American Journal of Nursing, November 1938; 1942 data are from the report Annual Salaries and Salary Increases and Allowances Paid to General Staff Nurses, prepared by the National League of Nursing Education (New York), 1943.

⁷ Attention is called to the scanty but highly accurate data regarding hourly earnings of general duty nurses in small-town hospitals, presented in table 8. Of the eight communities for which figures were obtained, only one showed an increase of less than 20 percent in the earnings of these nurses from January 1941 to December 1943.

⁸ Data from unpublished study by National Organization for Public Health Nursing entitled "Changes in Public Health Nursing Salaries, 1938-1942."

agencies, and in nonofficial agencies as compared with public-health departments of various types. Although the percentage increases in salaries of public-health nurses appear to have been small in comparison with those of other groups, it should be noted that their earnings are considerably higher, median salaries in 1942 ranging from about \$1,600 to \$2,900 per year, depending upon the type of position and the type of organization providing employment. The range for these same groups in 1938 was about \$100 lower.

RADIO EMPLOYEES

The radio broadcasting industry, although essentially a commercial enterprise, employs large numbers of artists, musicians, and other types of professional workers in addition to its clerical and sales personnel. For this reason wage increases in this industry throw some light on the situation of the salaried professional worker.

Reports to the Federal Communications Commission⁹ indicate that these professional workers increased their average weekly earnings, including overtime, from about \$40 to \$50, or by about 24 percent between 1940 and 1943. Both part-time and full-time workers are covered and, generally speaking, the part-time workers have enjoyed proportionately higher increases. The personnel studied does not include the artists paid by program sponsors, but only those persons hired and paid by the radio networks themselves.

Gross average weekly earnings for all employees in the industry, excluding executives and miscellaneous workers, increased 22 percent, from \$38 to \$47, in the 3 years between October 1940 and October 1943. The 4,000 part-time employees covered have fared relatively better, with a 38-percent increase, than the 17,000 full-time employees, whose average weekly earnings increased only about 20 percent. Increases for salesmen, and general administrative and clerical employees, as a group, were considerably less, however, than for the professional employees, and amounted to only 16 percent in the 3-year period for which data are available.

Government Employees

FEDERAL EXECUTIVE SERVICE

Basic rates for clerical and professional workers in the Federal service have remained unchanged since the beginning of the war. Longer hours, paid for at approximately straight-time rates, together with merit increases and promotions, have, however, increased average salaries since 1941 by about 23 percent for the Executive service, exclusive of the Agriculture, Interior, and Post Office Departments. If these three departments (for which wage data on white-collar and non-white-collar workers cannot readily be segregated) are included with the other executive departments, the increase in average salaries amounts to only 20 percent (table 5).

⁹ Based on Summaries of Functional Employee Data, October 1940 and October 1943, furnished by the Federal Communications Commission.

TABLE 5.—Number and Average Annual Pay of Employees in Federal Executive Service, Exclusive of Selected Groups of Non-White-Collar Workers, 1939-43¹

Period	Total executive service, including non-white-collar workers	Executive service, excluding selected non-white-collar groups ²				
		Total including Post Office, Interior, and Agriculture ³	Total excluding Post Office, Interior, and Agriculture ³	War	Navy	Other war agencies ⁴
Average pay per employee						
1939.....	\$1,817	\$1,855	\$1,854	\$1,531	\$1,603	\$2,265
1940.....	1,818	1,838	1,782	1,512	1,553	1,503
1941.....	1,835	1,794	1,710	* 1,522	1,791	1,446
1942.....	1,985	1,803	1,737	1,536	1,943	1,890
1943 ⁵	2,276	2,158	2,110	1,969	2,217	2,369
January 1941.....	1,856	1,832	1,755	1,452	1,627	1,393
November 1941.....	1,843	1,769	1,697	* 1,475	1,767	1,694
November 1942.....	1,987	1,847	1,816	1,592	1,852	1,892
May 1943.....	2,306	2,195	2,162	1,999	2,278	2,328
Number of employees (in thousands)						
1939.....	916.7	784.2	345.2	70.3	25.4	2.1
1940.....	1,031.9	855.1	412.7	98.3	33.4	7.7
1941.....	1,404.4	1,091.9	641.9	246.5	56.6	24.2
1942.....	2,319.4	1,816.4	1,368.9	750.4	161.1	102.8
1943 ⁶	3,013.2	2,438.2	1,995.0	1,261.1	262.6	192.1
January 1941.....	1,151.1	918.1	485.7	143.5	47.8	19.6
November 1941.....	1,545.1	1,181.2	728.7	355.5	76.7	29.1
November 1942.....	2,750.1	2,240.6	1,796.4	1,061.7	200.6	132.1
May 1943.....	3,065.0	2,486.0	2,045.3	1,296.9	246.8	203.7

¹ Compiled in the Bureau's Division of Construction and Public Employment from data collected by the U. S. Civil Service Commission.

² Non-white-collar groups excluded are as follows: Manufacturing arsenals, navy yards (including Pearl Harbor), torpedo stations, aircraft factories, force-account construction, and Government Printing Office. Data for the Public Buildings Administration, Bureau of Engraving and Printing, Bureau of the Mint, and manufacturing quartermaster depots could not be segregated.

³ Employees of the Post Office, Interior, and Agriculture Departments could not be segregated into white-collar and non-white-collar groups.

⁴ Excludes Panama Canal. In 1939 the only "other war agencies" consisted of the Maritime Commission and National Advisory Committee for Aeronautics. In 1940 and 1941 the Selective Service System dominated the group, and because of the low average pay in that agency, the average for the group was low.

⁵ Estimated.

⁶ Average based on first 11 months.

In the war agencies percentage increases since 1941 have been somewhat higher than for the Executive service generally, increases in the War Department amounting to 29 percent, in the Navy to 24 percent, and in other war agencies to 64 percent. As overtime pay for white-collar workers is estimated to represent about 21 percent of the base salary up to \$2,900, it would appear that more upgrading has taken place in the war agencies than in other branches of the Executive service.

Compared with earnings in 1939, the average salary of white-collar employees in the Executive service as a whole in 1943 increased approximately 15 percent, whereas non-white-collar employees enjoyed increases averaging about 75 percent. It is interesting to note that average salaries of the white-collar employees actually declined between 1939 and 1942, and showed a substantial increase only after overtime pay legislation became effective in 1943.

STATE AND LOCAL EMPLOYEES

The average annual pay of white-collar employees of State governments and of the larger units of local government, exclusive of school teachers, rose about 10 percent between 1941 and 1943 (table 6). The salaries of these workers in 1943 averaged \$1,757. The increase was less than half the percentage increase gained by the non-white-collar workers in the same jurisdictions, although the average annual salaries of the two groups in 1943 were approximately the same. Additional information indicates that employees of the smaller cities and counties received somewhat larger percentage increases during the same period, but that average salaries in these units remained much lower than in the larger jurisdictions. For white-collar workers alone, increases by the States averaged slightly over 16 percent whereas in cities of over 25,000 the increases amounted to only 6 percent and in counties of over 50,000 only about 3 percent. For non-white-collar workers these cities and counties granted somewhat greater increases than the 18 percent granted by the States. The 1943 levels of pay, however, remained higher for the white-collar functions in most jurisdictions. These generally higher levels are attributable to the inclusion, with white-collar workers, of firemen and policemen, who constitute a considerable proportion of the employees in these jurisdictions and whose salaries are comparatively high. If these two groups were excluded the average yearly pay of white-collar workers for the States and the larger units of local government would be \$1,404 as compared with \$1,461 for non-white-collar workers in 1941, and \$1,548 as compared with \$1,761 in 1943. The average increase for policemen and firemen alone in the 2-year period was 7 percent.

TABLE 6.—Average Annual Pay of Nonschool Employees of State and Local Governments, by White-Collar and Non-White-Collar Functions, 1941 and 1943¹

Type and size of governmental unit	White-collar functions ²				Non-white-collar functions ³			
	1941	1943	Percent of change	Proportion of total employment 1943	1941	1943	Percent of change	Proportion of total employment 1943
All types.....	\$1,606	\$1,757	+9.4	60.1	\$1,461	\$1,761	+20.6	39.9
States ⁴	1,304	1,516	+16.2	60.0	1,261	1,492	+18.3	40.0
Cities over 25,000 ⁵	1,902	2,021	+6.2	54.5	1,624	1,958	+20.6	45.5
Over 1,000,000.....	2,422	2,499	+3.1	47.8	2,139	2,372	+10.9	52.2
500,000-1,000,000.....	1,776	1,860	+4.7	59.7	1,505	2,093	+39.1	40.3
250,000-500,000.....	1,645	1,739	+5.7	53.9	1,448	1,732	+19.7	46.1
100,000-250,000.....	1,918	2,033	+6.0	57.4	1,437	1,724	+20.0	42.6
50,000-100,000.....	1,725	1,978	+14.6	54.7	1,387	1,658	+19.5	45.3
25,000-50,000.....	1,635	1,794	+9.9	56.2	1,273	1,580	+24.1	43.8
Counties over 50,000 ⁶	1,605	1,650	+2.8	33.7	1,413	1,811	+28.1	16.3
Over 100,000.....	1,686	1,679	-.4	37.1	1,662	2,064	+24.1	12.9
50,000-100,000.....	1,225	1,473	+20.2	67.5	895	1,322	+47.6	32.5

¹ Compiled in the Bureau's Division of Construction and Public Employment from data collected by the U. S. Bureau of the Census in its Quarterly Employment Survey. Data based on identical governments reporting in the 2 periods indicated.

² Police and fire department employees have been included with white-collar functions.

³ Covers the following functions: Highways, sanitation, conservation and development of natural resources, recreation, and public-service enterprises.

⁴ Data are for January 1941 and July 1943; employment data for July 1943.

⁵ Data are for July 1941 and July 1943; employment data for July 1943.

⁶ Data are for January 1942 and October 1943; employment data for October 1943.

GENERAL SALARY ADJUSTMENTS BY STATE GOVERNMENTS

In an effort to determine what proportion of the increases in salaries of State employees was attributable to general rate changes alone, the Department of Labor addressed a special inquiry to State Governors, requesting this type of information for permanent, salaried employees. The tabulation presented in table 7 indicates the nature of the various salary changes instituted by 45 States from January 1941 to January 1944, and reveals considerable variation not only in the extent of salary revision but in the procedures employed in making readjustments.

TABLE 7.—*Salary Adjustments Affecting Permanent Salaried Employees of 45 State Governments, January 1941 to January 1944*

[Preliminary, subject to revision]

State	Date of change	Nature of increase	Percent of workers affected (approx.)
Alabama	(1)	Revision of salary ranges for classified workers	(2)
Arizona	(1)	10 percent to highway department	(2)
California	July 1942	\$15 per month emergency cost-of-living bonus	(3)
	Feb. 1943	\$10 per month on salaries under \$300; \$5 on those over \$300.	(3)
Colorado	(1)	Individual increases	100
Connecticut	Fall 1941	\$120-\$240 a year for clerical workers	35
	Fall 1942	Clerical minimum raised to \$1,080	25
	Feb. 1943	\$180 on salaries under \$1,800 a year; \$240 on those of \$1,800 or more.	100
Florida	(1)	Individual increases	100
Georgia	(1)	Individual increases to lower-salaried workers	(2)
Idaho	1942	Individual increases averaging 15 percent, on salaries under \$100 a month.	(2)
Illinois	July 1943	\$10 per month cost-of-living bonus on salaries of \$200 a month or less.	(2)
Indiana	(1)	13 percent general wage increase	100
		15-25 percent on salaries under \$200 a month; 15 percent on those over \$200.	(2)
Iowa	(1)	15 percent for lower-salaried workers, ranging to 7½ percent for higher-paid workers.	85
Kansas	June 1941	10 percent to highway department	(3)
	Oct. 1942	do.	(3)
	Apr. 1943	15 percent adjustment in rate ranges.	(3)
Kentucky	(1)	Salary-range revisions	100
Louisiana	Jan. 1943	Classifications established, and individual increases	100
Maine	Feb. 1942	10 percent on salaries less than \$30 a week	50
	May 1943	Revision of salary ranges	100
Maryland	July 1943	Standardization of rates	90
		\$200 bonus on salaries under \$3,000	50
		\$240 bonus on salaries under \$1,600	60
		15 percent bonus on salaries of \$1,601-\$2,399	28
		\$360 bonus on salaries of \$2,400 or over	11
Michigan	(1)	Revision of salary ranges	95
Minnesota	July 1943	\$7.50 monthly, plus 5 percent; maximum increase, \$15	90
Mississippi		No change	
Missouri	(1)	Individual increases	(2)
Montana	(1)	do.	75
Nebraska	Sept. 1941	Classifications established	100
	July 1943	Classifications established	100
Nevada	Aug. 1942	15 percent to highway department (white collar)	60
	Sept. 1942	12 percent to clerical	2
	Mar. 1943	15 percent to clerical	20
	July 1943	20 percent to clerical	3
New Hampshire	July 1943	\$75 a year, plus 5 percent; minimum increase \$150, maximum \$300.	100
New Jersey	Jan. 1943	\$120 on salaries under \$800; 15 percent on salaries \$800-\$2,000; \$300 on salaries \$2,000-\$5,000.	(2)
New Mexico	(1)	Individual increases	100
New York	May 1943	10 percent on salaries under \$2,000	70
		7½ percent on salaries between \$2,000 and \$4,000	20
		\$300 increase in clerical minimum	2
North Carolina	Jan. 1943	\$5-\$24 a month, with greater percentage but smaller dollar increment for lowest salaries.	100
North Dakota	(1)	Departmental increases	100
		30 percent on maintenance allowances	(2)

See footnotes at end of table.

TABLE 7.—*Salary Adjustments Affecting Permanent Salaried Employees of 45 State Governments, January 1941 to January 1944—Continued*

State	Date of change	Nature of increase	Percent of workers affected (approx.)
Ohio.....	Jan. 1943.	10 percent on salaries under \$1,800; \$15 on those of \$1,800-\$3,600.	95
Oklahoma.....	.....	No change.	.....
Oregon.....	July 1943.	Standardization of rates.	100
Pennsylvania.....	Oct. 1942.	15 percent on salaries under \$3,000; those between \$3,000 and \$3,456 increased to \$3,456.	95
Rhode Island.....	Feb. 1942.	Classifications and salary ranges established.	80
South Carolina.....	July 1943.	\$10 a month on salaries under \$2,500.	65
South Dakota.....	(1).....	15 percent to 2 departments.	10
Tennessee.....	Oct. 1943.	Individual increases.	(2)
Texas.....	.....	Standardization of rates.	100
Vermont.....	Jan. 1943.	No change.	.....
Virginia.....	Jan. 1942.	Individual increases.	100
.....	.....	10 percent on first \$1,000 and 5 percent on second \$1,000, on salaries under \$2,400.	(2)
.....	After Jan. 1942.	Individual increases.	(2)
Washington.....	Aug. 1943.	Departmental increases; amount not specified.	100
West Virginia.....	(1).....	10 percent on salaries under \$2,400.	75
Wisconsin.....	July 1942.	\$10 a month on minimum salaries of \$100 or less.	6
.....	Apr. 1943.	Bonus of \$7-\$15, lower amounts going to higher-paid workers.	85
Wyoming.....	After Jan. 1943.	Individual increases.	100

¹ After January 1941, but exact date not available.

² No data.

³ All employees paid on monthly basis.

Three of the 45 States—Mississippi, Texas, and Oklahoma—reported that they had effected no general salary increases since January 1941. The 42 States that have increased salaries may be grouped in four chief classes: (1) Although no State reported a uniform increase to all employees, 19 States—the largest group—granted systematic percentage or dollar increases to substantial groups of employees (often the lowest-paid workers). In some instances the period of effectiveness of these salary revisions was limited by the legislature or by executive directives to 1 or 2 years or the duration of the war. (2) Ten States gave no specific salary increases, but raised the salary levels of large numbers of workers by establishing or raising salary ranges for specific occupations. (3) Nine States effected increases by means of adjustments for individual employees. (4) The remaining four States employed combinations of the above methods.

It is difficult to evaluate the net effect on salary levels of the various measures taken. Of 37 States for which fairly reliable estimates can be made, however, 6 raised salaries about 10 percent on the average, and 17 raised salaries by amounts varying from 10 to 20 percent. The median for all 37 States was about 12 percent.

It would appear that merit increases and similar adjustments for individual workers or small groups have been almost as important as general salary increases in accounting for the rise in salaries of State employees.

Salary Changes in Small Towns

The material presented in the preceding pages, although indicating wide differences in the extent of salary increases for various groups of white-collar workers, provides convincing evidence of an appreciable general upward movement. In order to discover whether increases

for these workers were confined to large industrial centers or had occurred more generally, the Bureau conducted a brief, special study of the salary trends of such workers in a number of small towns not substantially affected by the war production program. The subjects of the study were 12 widely scattered towns ranging in size from 6,000 to 20,000 inhabitants.

The methods employed were such as to yield highly dependable results. Except for their limited scope, the findings of this study are probably the most reliable information at hand regarding the movement of white-collar wages during the war period. All data were obtained by the Bureau's trained field representatives and were based on company pay rolls and other basic records for the months of January 1941 and December 1943. The findings here shown apply to one key job in each of 7 nonmanufacturing industries, and to two clerical occupations common to both manufacturing and nonmanufacturing. The figures for the two periods refer to identical establishments and in many cases to identical workers. The increases shown are in terms of hourly earnings and reflect not only general increases but also merit increases, seniority promotions within the job, and all similar adjustments. The commissions of certain sales clerks are included, but not overtime premiums.

The study indicates that although white-collar workers in these towns are still employed at relatively low rates, they have enjoyed substantial and widespread wage adjustments (table 8). Despite the absence of a highly competitive labor market in these communities, white-collar workers received increases in straight-time hourly earnings averaging somewhat over 20 percent.

TABLE 8.—*Straight-Time Average Hourly Earnings,¹ December 1943, in Key Occupations in Selected Industries in 12 Towns, and Percent of Change Since January 1941*

Town and State	Banks		Department and clothing stores		Hospitals		Hotels		Insurance and real estate	
	Paying and receiving tellers		Sales clerks		Nurses ² general duty		General desk clerks		Cashiers	
	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941
Town A, Vermont.....	\$0.923	11.2	\$0.465	10.9	\$0.441	14.8	\$0.516	25.9	\$0.563	11.3
Town B, New York.....	1.055	-11.6	.538	19.3	.577	40.0	.507	33.5	1.156	14.9
Town C, Maryland.....	.845	10.5	.394	24.7	(³)	(³)	(³)	(³)	(³)	(³)
Town D, Virginia.....	.676	5.3	.471	22.3	.460	42.9	.439	28.0	(³)	(³)
Town E, Ohio.....	.915	-7	.471	4.9	(³)	(³)	.382	8.2	.548	1.1
Town F, Michigan.....	.636	40.1	.422	43.1	(³)	(³)	4.253	133.9	(³)	(³)
Town G, Illinois.....	.835	7.9	.407	26.4	.414	36.2	4.412	15.4	(³)	(³)
Town H, Nebraska.....	.607	28.8	.415	28.1	.476	23.0	4.157	27.6	.392	81.5
Town I, Colorado.....	.749	9.5	.521	15.8	.531	45.5	.518	26.7	(³)	(³)
Town J, Oklahoma.....	.920	-11.7	.416	23.8	(³)	(³)	.314	52.4	(³)	(³)
Town K, California.....	.845	5.5	.510	15.6	.760	67.8	.624	33.6	(³)	(³)
Town L, Washington.....	.811	9.3	.489	5.4	.832	33.1	.432	28.6	(³)	(³)

See footnotes at end of table.

TABLE 8.—*Straight-Time Average Hourly Earnings,¹ December 1943, in Key Occupations in Selected Industries in 12 Towns, and Percent of Change Since January 1941*

Town and State	Limited-price variety stores		Public utilities		All industries				Median percent of increase for occupations other than stenographers and general office clerks, 1941-43
	Sales clerks		Meter readers		Stenographers		General office clerks		
	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941	Current rate, December 1943	Percent of change since January 1941	
Town A, Vermont.....	\$0. 259	22. 2	\$0. 705	50. 0	\$0. 549	11. 4	\$0. 542	10. 4	15
Town B, New York.....	. 310	21. 1	. 814	16. 5	. 563	14. 9	. 469	19. 9	19
Town C, Maryland.....	. 298	36. 7	(²)	(²)	. 481	28. 3	. 381	28. 3	25
Town D, Virginia.....	. 266	26. 1	. 543	17. 3	. 515	19. 8	(²)	(²)	24
Town E, Ohio.....	. 283	24. 7	. 608	17. 6	. 564	31. 2	. 472	37. 2	7
Town F, Michigan.....	. 312	41. 8	. 700	31. 1	. 547	41. 3	. 459	36. 6	42
Town G, Illinois.....	. 306	28. 0	. 762	0	. 566	19. 4	. 493	14. 4	26
Town H, Nebraska.....	. 293	36. 3	. 550	24. 4	. 348	43. 8	. 346	33. 1	28
Town I, Colorado.....	. 295	17. 1	. 719	13. 6	. 546	30. 3	. 460	14. 4	16
Town J, Oklahoma.....	. 310	40. 3	. 918	10. 1	. 791	25. 0	. 407	23. 3	24
Town K, California.....	. 446	20. 2	. 975	30. 0	. 934	21. 1	. 827	20. 2	25
Town L, Washington.....	. 385	14. 2	. 889	13. 2	. 921	14. 3	. 636	10. 6	14

¹ Exclusive of premium payments for overtime or night work.

² Excludes allowances for board and room. These additional perquisites are commonly furnished in hospitals in addition to wages.

³ Data not available.

⁴ Excludes allowances for meals.

The wage increases, it will be noted, were not confined to a single industry but extended to all of the industries included in the study. Meter readers, selected as being typical of public-utilities systems, received increases averaging between 10 and 30 percent (the median increase was 17 percent). Sales clerks in department stores and in limited-price variety stores were granted wage adjustments averaging approximately 21 and 25 percent, respectively. Bank tellers received somewhat smaller increases on the whole, the average being about 10 percent. In this occupation the limited increase is due in large measure to the fact that women, who have been replacing male tellers in increasing numbers in recent months, have not been employed long enough to receive the automatic wage adjustments which are commonly granted in banking houses after specified periods of service.

Data for the two general clerical occupations for which wage information was reported—stenographers and general office clerks—also give evidence of substantial wage increases. The median increases in salary for these two groups were approximately 23 and 20 percent, respectively. Increases for clerks in the hotel industry averaged 28 percent, while general-duty nurses in hospitals received sufficient increases to bring their December 1943 wage rates approximately 38 percent above the average for January 1941.

Comparative Increases in Manufacturing Industries

Although, as is indicated above, salary adjustments granted to many groups of white-collar and professional workers have been fairly substantial, the available evidence indicates that these increases have not

kept pace with the wage adjustments extended to the Nation's factory workers.

Data regularly collected by the Bureau's Division of Employment Statistics indicate the variations in wage increases for manufacturing and nonmanufacturing employees. Average hourly earnings of factory workers have increased by about 47 percent since January 1941, and average weekly earnings have increased almost 70 percent. These data include overtime pay and other premium payments. Similar data for the nonmanufacturing industries in which large proportions of white-collar workers are employed indicate increases in average hourly earnings of only 20 to 30 percent for most of the industries for which data are available, and in weekly earnings of 35 percent or less.

Wage and income data compiled by the U. S. Bureau of Foreign and Domestic Commerce also indicate a contrast in the movement of average weekly earnings for these two major groups of workers for the period 1939-43 (table 9). By the end of 1943 increases in those private nonmanufacturing fields which employ large numbers of white-collar workers ranged from 7 to 30 percent above 1939 levels. Other branches of nonmanufacturing in which much smaller proportions of white-collar workers are employed showed considerably higher percentage increases in weekly earnings. Factory workers during the same period enjoyed increased earnings of almost 75 percent.

TABLE 9.—Average Weekly Wage and Salary Income, in Private Nonagricultural Employments, 1939-43¹

Branch of employment	Estimated average numbers of employ-ees in 1943 (thousands)	Average weekly wage and salary income		
		1939	1943	Percent of increase
All establishments excluding agriculture, Government, and the armed forces.....	38,554	\$24.81	\$39.17	58
Manufacturing.....	17,265	26.06	45.44	74
Private nonmanufacturing—				
Including mining, construction, and transportation.	21,289	24.40	34.08	40
Excluding mining, construction, and transportation.....	16,092	22.85	30.23	32
Service.....	4,984	17.92	25.83	44
Wholesale trade.....	1,625	32.50	46.13	42
Power and gas.....	344	33.96	43.56	28
Retail trade.....	5,491	20.31	26.10	29
Insurance.....	561	32.71	39.21	20
Banking.....	404	35.90	38.50	7
Communications.....	491	30.06	34.65	15
Security, brokerage, and real estate.....	539	24.69	30.65	24
Other.....	1,653	24.87	32.29	30

¹ Derived from data supplied by the Bureau of Foreign and Domestic Commerce.

COMPARISON OF INCREASES IN IDENTICAL MANUFACTURING ESTABLISHMENTS

Further light is shed on comparative increases for factory and salaried employees by the Bureau's experimental study of applications filed with the National War Labor Board by employers seeking approval of wage increases. These applications offered an unusual opportunity for examining the relationship between salary adjustments affecting white-collar workers and wage revisions of factory employees in identical manufacturing establishments. Although the individuals included in the category of salaried workers apparently

covered some nonclerical workers, such as superintendents and truck drivers, most of the persons included were office employees.

Some 20,000 applications for wage increases were filed with the Board during the 4 months from October 1942 to January 1943 (the period during which such applications included the data essential to this study). After elimination of all applications which for one reason or another were not usable for the special purpose of this survey, only 1,600 remained; these included representation for each of the major geographical areas of the country.

Table 10 shows the number of establishments studied for each of the Board's administrative regions. The establishments included are not necessarily representative of all applicants before the Board; but, for the purpose of the present inquiry, this was not necessary since the comparison is between white-collar and factory workers in identical manufacturing establishments. The table indicates that in each of the 11 regions for which data are shown, white-collar workers suffered a disadvantage in wage adjustments, by amounts ranging from 1 cent per hour in the Atlanta region to almost 6 cents in the Mountain area and in Michigan. For the country as a whole the median difference, based on the workers covered, was about 3 cents an hour. The median increase in average straight-time hourly earnings for factory workers, based on plant averages, was about 13 cents while the median increase for office workers in the same group of plants was about 10 cents. Stated another way, in the period between January 1941 and January 1943, the 1,600 manufacturing plants covered granted factory workers wage increases averaging 3 cents an hour more than those they granted to salaried workers.

TABLE 10.—Increases in Straight-Time Average Hourly Earnings¹ of Salaried and Plant Workers in Identical Factories, January 1941–January 1943

War Labor Board administrative regions	Number of workers employed, winter 1942-43 (in thousands)			Excess of plant over salaried workers' increase (in cents per hour) ²	Number of plants studied	Number of plants in which salaried workers received increases (in cents)—		
	All	Plant	Salaried			Equal to those of plant workers	Less than those of plant workers	More than those of plant workers
All regions.....	704	611	93	3.1	1,600	172	780	648
I. Boston.....	73	66	7	2.3	133	12	63	58
II. New York.....	101	85	16	4.0	222	23	114	85
III. Philadelphia.....	106	94	12	3.4	247	22	127	98
IV. Atlanta.....	38	35	3	1.0	79	12	24	43
V. Cleveland.....	98	87	11	3.0	197	26	100	71
VI. Chicago.....	130	114	16	2.6	284	31	151	102
VII. Kansas City.....	44	36	8	3.9	101	13	46	42
VIII. Dallas.....	34	28	6	4.2	105	16	39	50
IX. Denver.....	3	2	1	5.5	13	1	6	6
X. San Francisco ³	33	26	7	4.0	140	13	69	58
XI. Detroit.....	44	38	6	5.7	79	3	41	35

¹ Exclusive of premium payments for overtime and night work.

² Estimated median amount by which increases of (individual) salaried workers fell short of average increase of wage workers in the same plant. If the median were computed on the basis of plant averages, salaried workers would still be shown to sustain some disadvantage, but in a smaller amount.

³ Includes Region XII, Seattle.

FOR VICTORY



**BUY
UNITED
STATES
WAR
BONDS
AND
STAMPS**