

UNITED STATES DEPARTMENT OF LABOR

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BUREAU OF LABOR STATISTICS

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Wages in Department and Clothing Stores

Large Cities, Spring and Summer 1943

Prepared by

DIVISION OF WAGE ANALYSIS

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
BUREAU OF LABOR STATISTICS,
Washington, D. C., November 20, 1944.

The SECRETARY OF LABOR:

I have the honor to transmit herewith a report on wages in department and clothing stores in large cities, spring and summer of 1943. This report was prepared by Joseph M. Sherman, under the direction of Harry Ober, in the Bureau's Division of Wage Analysis.

A. F. HINRICHS, Acting Commissioner.

HON. FRANCES PERKINS,
Secretary of Labor.

(IV)

*Bulletin No. 801 of the
United States Bureau of Labor Statistics*

[Reprinted from the MONTHLY LABOR REVIEW, November 1944]

Wages in Department and Clothing Stores in Large Cities, Spring and Summer of 1943

Summary

Median hourly rates of pay of workers in department, general-merchandise, and clothing stores in selected large cities in the spring and summer of 1943 ranged from 39 cents an hour for women bundle wrappers and stock girls to \$1.18 (including commissions) for furniture salesmen. These findings are based on information collected in 60 cities of 100,000 or more population. Rates of pay were appreciably higher for selling than for nonselling workers.

The highest earnings among broad geographic regions were reported for Pacific Coast workers, while rates of pay were lowest in southern cities. Earnings of some workers in the Seattle-Tacoma area exceeded \$2 an hour. Many rates below 35 cents an hour were found in the South. Wage rates were also found to differ substantially by size of city. In every occupation, the highest median rates were found in places of 500,000 or more, while the lowest were generally found in communities of 100,000 to 250,000.

Characteristics of Establishments Studied

Retail-trade employees constitute an important group of "white-collar" workers. In recent months more than 6,000,000 persons have been employed in various branches of retailing. A substantial proportion of these perform fairly similar functions—selling and maintaining records in department, general-merchandise, dry-goods, and clothing stores. During the war years, the importance of this branch of the economy as an employer of labor has been eclipsed by the dramatic increase in labor requirements in the industries that are directly involved in the production and transportation of war supplies for our armed forces.

Wage levels in retailing were generally lower than those in manufacturing industries, even before the war. Moreover, because of the relative decline in the demand for retail employees, the small extent of union organization, and the traditional rigidity of white-collar wages, the pre-war difference has probably increased. With interest currently shifting to employment opportunities in peacetime pursuits, however, the role of retail trade as a prospective employer of labor assumes more importance. In evaluating this role, a cross

section of current wage rates in representative branches of retail trade should be of considerable interest.

TYPES OF STORES

According to the census of 1939 the branches of retail trade represented in this study—department, general-merchandise, dry-goods, and clothing stores—accounted for about a fifth (about 900,000) of all employees in retail trade, and for an equal proportion of the total retail pay roll. These stores constitute an important segment of the business life of all urban communities, but they are, as a group, particularly important in cities with a population of 100,000 or more. This concentration in the larger cities is most pronounced in the case of the department and clothing stores. The dry-goods and general-merchandise stores, on the other hand, tend to be more important in the smaller urban localities.

There is no clear line of demarcation between department stores and other types of stores engaged in general merchandising. At one extreme, to be sure, it is possible to distinguish the large modern store that is highly departmentalized in selling as well as administration. At the other extreme is the small store that sells a wide variety of merchandise but in which departmental specialization in selling and accounting is nonexistent. Between these extremes there are stores that sell a wide variety of merchandise and tend toward departmental specialization in varying degrees. It is mainly for this reason that the usual dividing line between department and other stores is more or less arbitrary; stores with annual sales of \$100,000 or more are often classified as department stores while those with lesser annual sales are considered general-merchandise stores. In view of the general similarity of the functions and the labor force in these different types of stores it was found practicable to group them for study.

The 1939 census of retail trade shows the corporation to be the dominant legal form of organization in all branches of retail trade included in the study, with the exception of dry-goods and general-merchandise stores. The corporate form of business organization, for example, was found in 92 percent of all department stores, and these accounted for 97 percent of total sales. Individual proprietorships and partnerships, on the other hand, were found in 85 percent of the dry-goods and general-merchandise stores and accounted for about three-fifths of the sales of such stores.

In 1939, department stores averaged 111 full-time employees per store, while the other types of stores included in the study were much smaller. As is pointed out below, however, the smallest stores in all lines were excluded from the scope of the study.

THE LABOR FORCE

Typical functions of the employees in the stores studied include selling directly to customers, packing and unpacking goods, maintaining stock records, and performing a variety of clerical office functions relating to management and administration. There are, of course, considerable differences in the duties of sales clerks; the chief differentiating factors seem to be in the costliness of the items

sold and the amount of information that is entailed in presenting various products to customers. Thus, employees engaged in selling such items as furniture, pianos, men's and women's clothing, and precious jewelry generally represent the more experienced and versatile group of the labor force. On the other hand, employees who sell inexpensive, standard items usually require little training or experience.

Department and clothing stores have historically been among the most important employers of women. About 1 of every 25 women gainfully employed in the United States in June 1943 worked in such stores. Several of the branches of retail trade under discussion have had a much higher proportion of women employees than retail trade as a whole. Thus, in 1939, women formed about a third of the labor force in retail trade as a whole, but two-thirds in department and clothing stores, seven-eighths in women's ready-to-wear stores, and five-ninths in family clothing stores. In men's and boys' clothing stores, on the other hand, only a sixth were women. In recent years the growing labor shortage has induced many stores to place women in positions normally filled by men.

WORKING CONDITIONS

Employment in the branches of retail trade studied is highly seasonal. Peak employment is usually reached in December. This is followed by a drop in January and February, and a secondary peak is reached in April. The level of employment is rather low in June, July, and August, but thereafter it rises gradually as the Christmas shopping period is approached. These swings in employment are generally quite violent, and in some years the number of employees in December is twice that in February. Characteristically the peaks of employment are met by augmenting the regular labor force with substantial numbers of part-time workers. In 1939, about 1 of every 5 employees in the branches of retail trade studied was employed part time. The ratio of part-time to full-time employees in department stores at the Christmas peak is generally about 1 to 3.

Unionization in retail trade is not very extensive. Of the stores studied only about 13 percent had union agreements covering substantial proportions of the employees. A higher proportion of unionization was found among the larger stores and in the larger cities. Unionization of department and clothing stores was most common in the far western areas. All department stores studied in Tacoma and Seattle were unionized. In the Northeast, unionization was more common than in the United States as a whole, while in the South few stores were unionized.

Typically, retail clerks in department and clothing stores receive incentive payments in addition to their basic rates. The incentive payments consist of some kind of commission on sales. In some instances the commissions are paid as a flat percentage of total sales, and in others they apply only to sales above a set quota or to sales of particular items. The latter commissions are often referred to as "P. M.'s" (postmortems or push money) or "Reds" (reductions), to denote a reward for special effort in promoting sales of slow-moving or especially profitable items. Some workers are on a "draw commission" basis; that is, they draw a weekly salary related to sales in a previous period. The actual commission earned is calculated from

time to time, and any excess over the amount drawn is credited to the employee. This form of commission is most commonly found in clothing, furniture, and floor-covering departments.

Method and Scope of Survey

Information on earnings of employees in department, general-merchandise, dry-goods, and clothing stores was obtained in connection with the Bureau's Occupational Wage Rate Project covering characteristic industries in selected urban areas. The information for each city covered by the survey is based upon all, or a representative sample of, such stores with 9 or more employees. The limitation on size excluded numerous small dry-goods, general-merchandise, and independent clothing stores.¹ Moreover, in view of the fact that the data presented in this study are limited to cities with a population of 100,000 or more, the wage information is considerably influenced by department and chain clothing stores. Of the cities in this size group, data are presented for 12 of the 14 cities with half a million or more inhabitants, and for three-fifths of the cities with population of 100,000 to 500,000.

The data for most of the selected cities refer to a pay-roll period in the spring or summer of 1943. In examining the cross section of wage rates during this period, it would be well to bear in mind that wage rates in department and clothing stores have increased substantially since that time. A study of the trend in urban wage rates,² for example, indicates that from April 1943 to April 1944 wage rates in these stores in the United States as a whole have increased about 13 percent. In general, higher wage increases have been reported in the regions with relatively lower wage levels than in those regions where the highest wage levels typically prevail. Thus, the highest increase (23.5 percent) was found in the Southwest, while the lowest increase (4.6 percent) was in the Pacific Coast area. Wage increases in the Southeast, Great Lakes, and Middle West have also been higher than the average for the country as a whole.

The wage information presented in this article was obtained from pay rolls and other related store records by field representatives of the Bureau. Premium overtime payments and shift differentials were excluded. In instances where employees were receiving commissions based on sales volume, such earnings were included in the data presented. Uniform occupational descriptions were used in all establishments to assure comparability in the classification of workers from store to store.

Of the numerous job classifications found in the stores covered, the few selected occupations for which data are presented in this report accounted for a large majority of the labor force. In all, the employment in these occupations amounted to about 90,000 in the selected cities. Of these, retail clerks accounted for about three-fourths of the employees, and the nonselling occupations for the remainder. Women employed as general clerks and as saleswomen in women's clothing departments were numerically by far the most important retail clerical groups. Among the nonselling occupations studied,

¹ In some areas, however, clothing stores with as few as 5 employees were included in the study.

² See *Wartime Wage Movements and Urban Wage-Rate Changes* in *Monthly Labor Review* for October 1944 (p. 684). (Reprinted as Serial No. R. 1684.)

cashiers were the most numerous classifications. Salesmen of men's clothing and furniture were among the least numerous retail-clerk classifications. The job classifications included for study are limited to characteristic store occupations; office employees, whose duties in stores do not differ materially from those in other business or industrial establishments, were omitted.

Hourly Earnings

Median city average hourly earnings for selected selling and non-selling job classifications are presented in table 1. These median averages were derived from a simple array of individual city averages for each classification. Although no attempt has been made to assign different weights to individual cities, based on relative employment, the data are useful in this form for purposes of rough comparison. Detailed information on average hourly earnings by city and method of wage payment may be observed in table 2.

Among the retail clerks the type of merchandise sold has a very pronounced influence on straight-time average hourly earnings. The highest median earnings, for example, were received by furniture salesmen and amounted to \$1.18. Employees selling men's and women's clothing and shoes also earned appreciably more than other sales clerks. In selling these commodities, however, men generally earned appreciably more than women; thus, men selling men's clothing averaged \$1.05 per hour whereas women selling women's clothing averaged 58 cents per hour. Salesmen of men's shoes averaged 24 cents more than the saleswomen of women's shoes. The lowest average earnings (49 cents per hour) of specialized sales clerks were received by women selling cosmetics and toiletries and hosiery. General clerks' earnings also varied considerably by sex; men averaged 83 cents and women 50 cents per hour.

Earnings among the five selected nonselling occupations did not show so much variation as those among the sales personnel; stock girls and bundle wrappers earned on the average 39 cents per hour, and women cashiers grades I and II, 50 and 43 cents per hour, respectively.

A fairly consistent relationship between size of city and average wage rates may be observed in table 1. As would be expected, average earnings were appreciably higher in the largest cities (500,000 or more population) than in the cities with a population of 100,000 to 250,000. Among retail clerks, the differences ranged from 36 cents for men's clothing salesmen to 5 cents in women's hosiery departments. In the nonselling jobs, also, average hourly earnings tended to vary with size of city. Thus, cashiers in the largest cities earned 5 cents more, stockgirls 3 cents more, bundle wrappers 6 cents more, and stockmen 8 cents more, than in cities with 100,000 to 250,000 population.

Although earnings varied appreciably from region to region the contrast between earnings levels of northern and southern localities does not appear to be so pronounced in retail trade as in manufacturing industries. Earnings in cities of the Far West, however, were generally highest, while those in the South were generally lowest. Since none of the southern cities is included in the "500,000 and over" group, it is apparent that the wage variation by size of city, discussed

above, is due in part to regional differences. It will be noted, however, that variation by size of city is also apparent within individual regions.

TABLE 1.—Median Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by City Size and Region, Spring and Summer of 1943

Region and size of city	Retail clerks						
	Male				Female		
	Furniture	General clerks	Men's clothing	Shoes	Cosmetics and toiletries	General clerks	Hosiery, women's
All cities.....	\$1.18	\$0.83	\$1.05	\$0.84	\$0.49	\$0.50	\$0.49
Cities with population of—							
500,000 and over.....	1.30	.92	1.24	.99	.57	.60	.52
250,000 and under 500,000.....	1.19	.82	1.12	.85	.52	.50	.52
100,000 and under 250,000.....	1.14	.84	.88	.80	.46	.46	.47
Northeastern cities.....	1.18	.84	1.04	.86	.46	.51	.47
Border State cities.....	1.31	.80	1.13	.86	.51	.47	.46
Southern cities.....	1.06	.78	.88	.77	.50	.46	.48
Middle Western cities.....	1.25	.85	1.06	.93	.53	.53	.50
Mountain and Pacific Coast cities.....	1.49	.89	1.39	.99	.60	.64	.61

Region and size of city	Retail clerks—Continued		Nonselling occupations				
	Female—Con.		Male	Female			
	Shoes	Women's clothing	Stockmen	Bundle wrappers	Cashiers, grade I ²	Cashiers, grade II ²	Stock-girls
All cities.....	\$0.60	\$0.58	\$0.48	\$0.39	\$0.50	\$0.43	\$0.39
Cities with population of—							
500,000 and over.....	.71	.62	.54	.44	.53	.48	.42
250,000 and under 500,000.....	.62	.61	.49	.38	.50	.42	.38
100,000 and under 250,000.....	.53	.55	.46	.38	.48	.43	.39
Northeastern cities.....	.62	.57	.49	.40	.48	.43	.41
Border State cities.....	.52	.58	.47	.38	.48	.48	.37
Southern cities.....	.49	.54	.40	.35	.46	.38	.33
Middle Western cities.....	.60	.60	.51	.42	.50	.44	.40
Mountain and Pacific Coast cities.....	.79	.83	.57	.54	.61	.57	.50

¹ Exclusive of premium pay for overtime or late-shift work.

² In general, the cashier, grade I, accepts payments on charge accounts, cashes customers' checks, and sells gift certificates besides assuming, whenever necessary, the duties of the cashier, grade II, who accepts payment for sales slips made out by clerks, makes change, and may also wrap packages.

Significant differences in earnings were found between workers paid on a time basis and those on an incentive basis (table 2). The largest variations between earnings of time and incentive workers occurred among sales clerks in furniture, clothing, and shoe departments. Furniture salesmen receiving commissions earned on the average 40 cents an hour more than the corresponding time workers; men's clothing salesmen and general clerks (male) averaged 27 and 8 cents, respectively, more per hour on an incentive than on a time basis. Women shoe clerks earned 15 cents more per hour on an incentive than on a time basis.

TABLE 2.—Average Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by Method of Wage Payment, Spring and Summer 1943

Region and city	Retail clerks								
	Male								
	Furniture			General clerks			Men's clothing		
	All work-ers	Time work-ers	Incentive work-ers	All work-ers	Time work-ers	Incentive work-ers	All work-ers	Time work-ers	Incentive work-ers
<i>Northeast</i>									
500,000 population and over:									
Boston.....							\$1.41	\$0.99	\$1.50
Buffalo.....	\$1.28		\$1.28				1.04	(³)	1.04
New York.....	1.44	\$0.95	1.48	\$1.11	\$0.92	\$1.36	1.33	.93	1.39
Philadelphia.....	1.69						1.15	(³)	(²)
Pittsburgh.....	1.57		1.57				1.33	(³)	1.34
250,000 and under 500,000 population:									
Providence.....							1.27	1.17	1.29
Rochester.....	.97		.97				.77		.77
100,000 and under 250,000 population:									
Bridgeport.....	.96	(³)	(³)				.89	.70	1.07
Fall River.....	(³)		(³)				1.05	.72	1.10
Hartford.....	1.22		1.22	.84	.84		.99	.84	1.10
New Bedford.....	1.01		1.01				.72	.70	.91
New Haven.....	.95		.95				.80	.75	.83
Lowell.....	1.75		1.75				.83	.82	.84
Scranton-Wilkes-Barre.....	1.05	.79	1.22	.81	.53	.99	1.12	1.12	
Springfield.....	1.11		1.11	.94	(²)	.95	1.13	1.14	1.13
Syracuse.....	1.24		1.24				.90		.90
Worcester.....	1.14	.74	1.40	.64	.64		.92	.84	.98
<i>Border States</i>									
500,000 population and over:									
Baltimore.....	1.00		1.00	.90	.90	.92	1.20	1.12	1.20
Washington.....	1.42		1.42	.71	.71	(²)	1.07	.93	1.13
100,000 and under 250,000 population:									
Norfolk.....	1.46		1.46	.84	.81	.93	1.19		1.19
Richmond.....	1.20	.70	(²)	.76	.63	.95	.88	.63	1.17
<i>South</i>									
250,000 and under 500,000 population:									
Atlanta.....	1.23		1.23	.79	.51	.85	1.16	.82	1.24
Birmingham.....	1.19		1.19	.79	.64	.94	1.04	.89	1.11
Dallas.....	.88		.88	.89	.53	.93	1.05	.97	1.06
Houston.....	.96		.96	.73	.66	.77	1.13	.90	1.28
New Orleans.....	1.02	(³)	1.07	.69	.62	.76	.84	.57	.89
San Antonio.....	(³)		(²)	.77	.73	.93	(³)		(³)
100,000 and under 250,000 population:									
Charlotte.....	1.02	.86	1.21	.64	.60	.81	.62	.63	.55
Chattanooga.....	(³)		(³)	.63	.42	.83	.64	.44	.71
Fort Worth.....	.67	.40	1.22	.92	.85	.96	.88	.57	1.11
Jacksonville.....	(³)		(³)	.96	.51	1.16	.86		.86
Knoxville.....	1.09	.65	1.18	.78	.50	1.05	1.18	(³)	1.18
Miami.....	1.50		1.50	1.11	.98	1.28	.84	.93	.90
Nashville.....	(³)		(²)	.64	.46	.72	.66	.43	.79
Oklahoma City.....			.83	.62	1.01				
Tampa.....	1.09		1.09	.63	.42	.71	1.39		1.39
Tulsa.....			.72	.71	.79	(³)	(³)		
<i>Middle West</i>									
500,000 population and over:									
Chicago.....	1.33	(³)	1.33	.80	.77	.83	1.27	.94	1.29
Milwaukee.....				.95	.82	.96			
St. Louis.....	1.13		1.13				1.18	.73	1.20
250,000 and under 500,000 population:									
Indianapolis.....	1.34	(³)	1.36	.82	.47	.84	1.09	.61	1.16
Kansas City.....	1.25		1.25	.83		.83	1.04	(³)	1.02
Minneapolis-St. Paul.....	1.13		1.13	.98	.87	1.00	1.18	.71	1.24

See footnotes at end of table.

TABLE 2.—Average Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by Method of Wage Payment, Spring and Summer 1943—Con.

Region and city	Retail clerks								
	Male								
	Furniture			General clerks			Men's clothing		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
<i>Middle West—Continued</i>									
100,000 and under 250,000 population:									
Des Moines.....			\$0.77	(?)	\$0.87	\$0.82	(?)	\$0.93	
Duluth-Superior.....	\$1.04		.94	(?)	.95	.83	(?)	.91	
Flint.....			1.24	\$1.06	1.65	1.08		1.08	
Fort Wayne.....	1.56		1.56	1.08	1.59	1.05	\$0.74	1.25	
Gary.....	1.25		.85	.74	.94	.88	.64	1.02	
Grand Rapids.....			.74	.54	.78				
Peoria.....	1.34		.89	.58	.97	.74	.41	.81	
South Bend.....	1.18		.59	.57	.78	1.23	.92	1.28	
<i>Mountain and Pacific</i>									
500,000 population and over:									
Los Angeles.....	1.11	\$1.06	1.12	.96	.89	1.04	1.24	1.06	1.34
San Francisco.....	1.14	1.03	1.34				1.49	1.29	1.53
250,000 and under 500,000 population:									
Denver.....			.89	.89					
Portland.....	1.84		1.84			1.51	.90	1.68	
Seattle-Tacoma.....	1.95	1.00	2.02	1.49	.93	1.61	1.39	.96	1.66
100,000 and under 250,000 population:									
Sacramento.....	(?)	(?)	1.66			1.66	1.15	1.14	1.16
Salt Lake City.....			.88	.88					
San Diego.....	(?)	(?)	.89	.89		(?)	(?)		
Spokane.....			.82	.66	1.42				

Region and city	Retail clerks—Continued								
	Male—Continued			Female					
	Shoes			Cosmetics and toiletries			General clerks		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
<i>Northeast</i>									
500,000 population and over:									
Boston.....	\$1.03		\$1.03	(?)	(?)				
Buffalo.....	.93		.93	\$0.46	\$0.40	\$0.47			
New York.....	1.08	\$1.11	1.06	.49	.57	.49	\$0.63	\$0.56	\$0.75
Philadelphia.....	.94	(?)	(?)	.49	.57	.49	.54	(?)	(?)
Pittsburgh.....	1.01	(?)	1.02	.58	.44	.59	.69	.68	.69
250,000 and under 500,000 population:									
Providence.....	.89	.74	.93	.49	.49	.49	.87		.57
Rochester.....	.78	.69	.86	.47	.42	.56			
100,000 and under 250,000 population:									
Bridgeport.....	1.10	.73	1.11	.47	.46	(?)			
Fall River.....	.72	(?)	.75	.46	.37	.55	(?)	(?)	
Hartford.....	.95	.91	.97	.54	.52	.54	.47	.47	
New Bedford.....	.80	(?)	.81	.42	.40	.43			
New Haven.....	.77	.81	.62	.40	.40				
Lowell.....	.72	.73	.72	.44	.43	.47			
Scranton-Wilkes-Barre.....	.61	.55	.63	.39	.34	.44	.44	.38	.72
Springfield.....	.84	.74	.86	.46	.43	.50	.49	.51	.48
Syracuse.....				.40	.46	.36			
Worcester.....	.72	.60	.79	.47	.47	.47	.44	.42	.49

See footnotes at end of table.

TABLE 2.—Average Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by Method of Wage Payment, Spring and Summer 1943—Con.

Region and city	Retail clerks—Continued								
	Male—Continued			Female					
	Shocs			Cosmetics and toiletries			General clerks		
	All work-ers	Time work-ers	Incentive work-ers	All work-ers	Time work-ers	Incentive work-ers	All work-ers	Time work-ers	Incentive work-ers
<i>Border States</i>									
500,000 population and over:									
Baltimore.....	\$0.82	\$0.77	\$0.85	\$0.51	\$0.45	\$0.52	\$0.49	\$0.49	\$0.49
Washington.....	.94	.66	.97	.57	.53	.56	.53	.52	.53
100,000 and under 250,000 population:									
Norfolk.....	.90	.91	.88	.43	.43	.44	.45	.43	.49
Richmond.....	.72	.59	1.01	(?)		(?)	.38	.38	
<i>South</i>									
250,000 and under 500,000 population:									
Atlanta.....	.76		.76	.51	.46	.53	.45	.36	.49
Birmingham.....	1.08	.78	1.11	.51	.46	.67	.47	.40	.53
Dallas.....	.76	.49	.79	.88	.61	.56	.47	.31	.55
Houston.....	.66	.64	.70	.47	.49	.44	.46	.36	.52
New Orleans.....	.78	.89	.74	.40	.36	.54	.42	.37	.46
San Antonio.....	(?)		(?)				.46	.47	.46
100,000 and under 250,000 population:									
Charlotte.....	.54	.53	(?)	.41	.41		.37	.35	.40
Chatanooga.....	.85	(?)	.85	.55	(?)	.56	.45	.37	.46
Fort Worth.....	.77	.46	.93	.41	.42	.39	.46	.40	.48
Jacksonville.....	.53	.48	.95	.44	.52	.39	.51	.45	.52
Knoxville.....	.69	(?)	.70	.38			.42	.33	.45
Miami.....	.86	.73	1.26	.62	.57	.63	.53	.50	.64
Nashville.....	.50	.44	.57	.50	.55	.44	.43	.33	.52
Oklahoma City.....							.46	.40	.58
Tampa.....	.88		.88	(?)		(?)	.46	.34	.48
Tulsa.....				.59	.50		.60	.68	.51
<i>Middle West</i>									
500,000 population and over:									
Chicago.....	1.23	.75	1.27	.68	.52	.69	.53	.48	.59
Milwaukee.....				(?)		(?)	.58	.55	.58
St. Louis.....	.97	(?)	.98	.54	(?)	.54	.61		.61
250,000 and under 500,000 population:									
Indianapolis.....	1.26	(?)	1.28	.64	(?)	.62	.53	.41	.55
Kansas City.....	1.63	.73	1.66	.60		.60	.56	.38	.58
Minneapolis-St. Paul.....	.96	.66	.97	.54		.54	.56	.42	.63
100,000 and under 250,000 population:									
Des Moines.....	.73	(?)	.75	.43	(?)	.44			
Duluth-Superior.....	.82	.68	.88	.49	.44	.57	.48	.52	.47
Flint.....	.90		.90	.55	.61	(?)	.53	.53	.57
Fort Wayne.....	.96	(?)	1.01	.48	.46	.40	.50	.49	.59
Gary.....	.82	.81	.83	.48	.45	.55	.46	.43	.56
Grand Rapids.....							.56	.38	.59
Peoria.....	.84		.84	.45	(?)	.45	.50	.50	.54
South Bend.....	.74	.68	(?)	.52	(?)	.54	.47	.42	.49
<i>Mountain and Pacific</i>									
500,000 population and over:									
Los Angeles.....	.99	.93	1.04	.71	.63	.75	.64	.51	.73
San Francisco.....	1.09	.92	1.22	.68	.64	.70	1.13	.78	1.23
250,000 and under 500,000 population:									
Denver.....							.53	.53	
Portland.....	.88	.83	.96	.54	.50	.61			
Seattle-Tacoma.....	1.21	.70	1.34	.60	.59	.62	.97	.67	1.00
100,000 and under 250,000 population:									
Sacramento.....	(?)		(?)	(?)	(?)		.78	.77	.80
Salt Lake City.....							.56	.56	
San Diego.....	.78	.75	(?)	.54	.52	(?)	.54	.54	.65
Spokane.....							.47	.46	.69

See footnotes at end of table.

TABLE 2.—Average Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by Method of Wage Payment, Spring and Summer 1943—Con.

Region and city	Retail clerks—Continued								
	Female—Continued								
	Hosiery, women's			Shoes			Women's clothing		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
<i>Northeast</i>									
500,000 population and over:									
Boston.....	\$0.49	\$0.42	\$0.59				\$0.62	\$0.51	\$0.63
Buffalo.....	.49		.49	\$0.74	(²)	\$0.74	.52		.52
New York.....	.52	.50	.55	.69	\$0.64	.72	.66	.64	.73
Philadelphia.....	.50	(²)	(²)	.66	(²)	(²)	.58	(²)	(²)
Pittsburgh.....	.54	.43	.55	.73	.51	.75	.66	.57	.67
250,000 and under 500,000 population:									
Providence.....	.53	.49	.57	.62	.60	.63	.53	.51	.56
Rochester.....	.44	.43	.46	.69	.51	.73	.57	.51	.65
100,000 and under 250,000 population:									
Bridgeport.....	.47	.43	.52	.61	.48	.81	.64	.52	.80
Fall River.....	.42	.38	.53	.47	.41	.53	.50	.45	.55
Hartford.....	.57	.52	.66	.64	.57	.68	.61	.55	.66
New Bedford.....	.43	.41	.47	.66	.49	.69	.47	.46	.49
New Haven.....	.44	.44	.42	.43	.43	.43	.59	.49	.65
Lowell.....	.44	.42	.50	.53	.43	.59	.54	.52	.57
Scranton—Wilkes-Barre.....	.43	.34	.48	.45	.37	.46	.54	.40	.69
Springfield.....	.46	.44	.50	.57	.54	.60	.53	.50	.55
Syracuse.....	.47	.43	.51	.50	.39	.52	.49		.49
Worcester.....	.50	.40	.54	.60	.48	.69	.57	.42	.62
<i>Border States</i>									
500,000 population and over:									
Baltimore.....	.48	.50	.48	.54	.48	.55	.62	.53	.62
Washington.....	.58	.54	.62	.69		.69	.61	.58	.65
100,000 and under 250,000 population:									
Norfolk.....	.43	.39	.47	.49	.37	.51	.55	.46	.58
Richmond.....	.44	.39	.56	.49	.45	.69	.56	.36	.70
<i>South</i>									
250,000 and under 500,000 population:									
Atlanta.....	.49	.42	.49	.61	.52	.61	.67	.47	.68
Birmingham.....	.49	.39	.51	.53	.41	.57	.66	.52	.68
Dallas.....	.60	.39	.67	.63	(²)	.63	.60	.42	.61
Houston.....	.38	.33	.41	.41	.30	.64	.48	.37	.54
New Orleans.....	.39	.35	.43	.44	.35	.50	.53	.37	.56
San Antonio.....	(²)	(²)		(²)		(²)	(²)	(²)	
100,000 and under 250,000 population:									
Charlotte.....	.39	.36	.46	.49	.41	.63	.47	.43	.52
Chattanooga.....	.65		.65	.50		.50	.44	.34	.47
Fort Worth.....	.38	.33	.45	.46	.31	.54	.54	.42	.69
Jacksonville.....	.47	.47	.47	.60	.47	.64	.53		.53
Knoxville.....	.46	.34	.49	.45	.36	.47	.68	.43	.72
Miami.....	.55	(²)	.55	.63	.60	.63	.71	.69	.71
Nashville.....	.54	(²)	.56	.46	.42	.48	.54	.36	.61
Oklahoma City.....									
Tampa.....	.41	.40	.41	.44	.37	.47	.47	.34	.50
Tulsa.....	.52	.55	(²)				.60	.60	.69
<i>Middle West</i>									
500,000 population and over:									
Chicago.....	.59	.48	.61	.89	.53	.90	.75	.65	.76
Milwaukee.....	.37		.37				.58	.46	.59
St. Louis.....	.51	(²)	.51	.71	(²)	.76	.55	(²)	.55
250,000 and under 500,000 population:									
Indianapolis.....	.67	(²)	.67	.84	(²)	.84	.81	.63	.82
Kansas City.....	.54		.54	.76		.76	.60	(²)	.61
Minneapolis—St. Paul.....	.50	.40	.52	.62	.46	.64	.62	.60	.63

See footnotes at end of table.

TABLE 2.—Average Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by Method of Wage Payment, Spring and Summer 1943—Con.

Region and city	Retail clerks—Continued								
	Female—Continued								
	Hosiery, women's			Shoes			Women's clothing		
	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers	All workers	Time workers	Incentive workers
<i>Middle West—Continued</i>									
100,000 and under 250,000 population:									
Des Moines.....	\$0.56	(?)	\$0.59	\$0.69	(?)	\$0.72	\$0.55		\$0.55
Duluth-Superior.....	.46	\$0.43	.49	.45	\$0.37	.53	.51	\$0.45	.57
Flint.....	.54	.51	.63	.58	.51	.60	.57	.49	.68
Fort Wayne.....	.50	.46	.51	.57	(?)	.58	.68	.45	.71
Gary.....	.48	(?)	.47	.59	.48	.62	.68	.56	.70
Grand Rapids.....									
Peoria.....	.45	.37	.47	.58		.58	.50	.40	.53
South Bend.....	.48	.43	.54	.56	(?)	.59	.66	.47	.72
<i>Mountain and Pacific</i>									
500,000 population and over:									
Los Angeles.....	.61	.57	.64	(?)		(?)	.73	.64	.75
San Francisco.....	.78	.77	.78	.81	.76	.87	.80	.66	.87
250,000 and under 500,000 population:									
Denver.....									
Portland.....	.68	.64	.71	.67	.57	.75	.85	.61	.88
Seattle-Tacoma.....	.60	.56	.67	.79	.61	.88	.83	.56	.98
100,000 and under 250,000 population:									
Sacramento.....	(?)		(?)	(?)		(?)	.86	.55	.91
Salt Lake City.....									
San Diego.....	.54	.54					.83	.62	1.15
Spokane.....									
Region and city	Nonselling occupations								
	Male		Female						
	Stockmen	Bundle-wrappers	Cashiers, grade I ²	Cashiers, grade II ²	Stock girls				
<i>Northeast</i>									
500,000 population and over:									
Boston.....		\$0.50	\$0.40	\$0.49	\$0.43	\$0.41			
Buffalo.....		.48	.37	.47	.42	.42			
New York.....		.57	.45	.61	.49	.47			
Philadelphia.....		.49	.43	.52	.46	.40			
Pittsburgh.....		.55	.49	.53	.50	.46			
250,000 and under 500,000 population:									
Providence.....		.45	.42	.41	.41	.38			
Rochester.....		.61	.39	.52	.42	.42			
100,000 and under 250,000 population:									
Bridgeport.....		.50	.41	.48	.46	.39			
Fall River.....		(?)	.38	.44	.41				
Hartford.....		.54	.38	.56	.50	.42			
New Bedford.....		.47			.40	.39			
New Haven.....		(?)	(?)	.53	.43	.39			
Lowell.....		.39		.47	.46	.47			
Scranton-Wilkes-Barre.....		.39	.32	.39	.36				
Springfield.....		.41	.40	.50	.45	(?)			
Syracuse.....		.58	.36	.45	.37				
Worcester.....		.42	.36	.41	.42	.34			
<i>Border States</i>									
500,000 population and over:									
Baltimore.....		.48	.39	.48	.43	.33			
Washington.....		.52	.42	.62	.53	.43			
100,000 and under 250,000 population:									
Norfolk.....		.46	.36	.48	.48	.41			
Richmond.....		.40	.36	.47	(?)	.28			

See footnotes at end of table.

TABLE 2.—Average Hourly Earnings¹ in Selected Job Classifications in Department and Clothing Stores, by Method of Wage Payment, Spring and Summer 1943—Con.

Region and city	Nonselling occupations				
	Male	Female			
	Stockmen	Bundle-wrappers	Cashiers, grade I ²	Cashiers, grade II ²	Stock girls
<i>South</i>					
250,000 and under 500,000 population:					
Atlanta.....	\$0.40	\$0.35	\$0.50	\$0.39	\$0.33
Birmingham.....	.41	.29	.44	.38	.28
Dallas.....	.40	.37	.51	.42	.35
Houston.....	.36	.32	.45	.36	.33
New Orleans.....	.44	.35	.45	.37	.37
San Antonio.....	.49	.27	.42	.35	.27
100,000 and under 250,000 population:					
Charlotte.....	.41	.31	.38	.38	.30
Chattanooga.....	.31	.26	.45	.34	.28
Fort Worth.....	.34	.38	.52	.37	.28
Jacksonville.....	.43	.34	.45	-----	(³)
Knoxville.....	.31	(³)	.54	.34	(³)
Miami.....	.54	.40	.49	-----	.47
Nashville.....	.33	.30	.41	.37	.31
Oklahoma City.....	.49	.35	.47	.38	.37
Tampa.....	.38	.35	.47	.40	-----
Tulsa.....	.48	.54	.57	.52	.37
<i>Middle West</i>					
500,000 population and over:					
Chicago.....	.55	.44	.55	.51	.45
Milwaukee.....	.57	.44	.53	.48	.40
St. Louis.....	.51	.39	.50	.41	.27
250,000 and under 500,000 population:					
Indianapolis.....	.51	.43	.52	.47	.45
Kansas City.....	.60	.36	.51	.42	.36
Minneapolis-St. Paul.....	.56	.41	.49	.43	.40
100,000 and under 250,000 population:					
Des Moines.....	-----	-----	-----	.43	.39
Duluth-Superior.....	.47	.43	.47	-----	(³)
Flint.....	.52	.45	.60	.51	.36
Fort Wayne.....	.46	.42	.49	.47	.41
Gary.....	.51	(³)	.50	.47	.41
Grand Rapids.....	.39	.41	.50	.41	-----
Peoria.....	.43	.33	.46	.40	.34
South Bend.....	.59	.39	.52	.45	.44
<i>Mountain and Pacific</i>					
500,000 population and over:					
Los Angeles.....	.65	.54	.70	.56	.50
San Francisco.....	.81	.62	.71	.61	.55
250,000 and under 500,000 population:					
Denver.....	.49	.38	.39	(³)	.38
Portland.....	.67	.50	.54	.45	.48
Seattle-Tacoma.....	.61	.56	.63	.61	.58
100,000 and under 250,000 population:					
Sacramento.....	-----	.55	.61	.58	.47
Salt Lake City.....	.53	.44	.50	-----	-----
San Diego.....	.52	.55	.68	.57	.50
Spokane.....	.47	-----	.55	.53	-----

¹ Exclusive of premium pay for overtime or late-shift work.

² In general, the cashier, grade I, accepts payments on charge accounts, cashes customers' checks, and sells gift certificates besides assuming, whenever necessary, the duties of the cashier, grade II, who accepts payment for sales slips made out by clerks, makes change, and may also wrap packages.

³ Insufficient information to justify presentation.