

EMPLOYEE EARNINGS AND HOURS IN NONMETROPOLITAN AREAS OF THE SOUTH AND NORTH CENTRAL REGIONS

JUNE 1965



Bulletin No. 1552

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

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UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Arthur M. Ross, Commissioner

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Preface

This bulletin presents estimates of employee average hourly earnings and weekly hours of work in manufacturing and selected nonmanufacturing industries in nonmetropolitan areas of the South and North Central regions in June 1965. Separate information is provided for 15 nonmetropolitan county areas in the South and 11 in the North Central region. The results of this survey supplement those of similar studies made periodically since October 1960. They permit an examination of wage changes occurring during a period when the Federal minimum wage was increased from \$1 to \$1.25, and a \$1 minimum wage was established and later raised to \$1.15 for employees (mostly those in large retail enterprises) brought under the provisions of the Fair Labor Standards Act for the first time in September 1961. The survey, conducted by the Bureau of Labor Statistics, was part of a broad program of studies initiated by the U. S. Department of Labor's Wage and Hour and Public Contracts Divisions for continuing appraisal of Federal minimum wage and maximum hours legislation. In this connection, data from the survey were published in the Report Submitted to the Congress in Accordance with the Requirements of Section 4(d) of the Fair Labor Standards Act, January 1966.

This study was conducted in the Bureau's Office of Wages and Industrial Relations by the Division of National Wage and Salary Income. The analysis was prepared by William L. Dansby, under the supervision of Alvin Bauman.

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Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, June 1965

Introduction

This report presents the findings of a June 1965 survey of earnings and hours of work of nonsupervisory employees in nonmetropolitan areas of the South and North Central regions.¹

Sixty-six county areas in the two regions were included in the study. Data for the 26 areas listed below—15 in the South and 11 in the North Central region—met Bureau of Labor Statistics publication criteria for separate presentation. They are not necessarily representative of any other nonmetropolitan areas, but provide rarely available detailed statistics for small areas.

SOUTH

Bartow and Cherokee Counties, Ga.
Beaufort, Tyrrell, and Washington Counties, N. C.
Chambers and Lee Counties, Ala.
Charlotte and Sarasota Counties, Fla.
Cooke and Grayson Counties, Tex.
Florence County, S. C.
Gaston County, N. C.
Harrison County, W. Va.
Hopkins and Muhlenberg Counties, Ky.
Jones County, Miss.
Lake, Pasco, and Polk Counties, Fla.
Loudon and McMinn Counties, Tenn.
Somerset, Wicomico, and Worcester Counties, Md.
Union County, Ark.
Washington County, Va.

NORTH CENTRAL

Alpena County, Mich.
Barton and Rice Counties, Kans.
Crawford, Franklin, and Washington Counties, Mo.
Elkhart County, Ind.
Fayette County, Ind.
Manitowoc County, Wis.
Marathon County, Wis.
Portage County, Ohio
Sandusky County, Ohio
Whiteside County, Ill.
Winona County, Minn.

The survey covered all major industry divisions, except agriculture, contract construction, and government, within the broad categories of manufacturing and nonmanufacturing. Industries excluded from the survey were petroleum and natural gas production, railroad transportation, and nonprofit religious, charitable, educational, and humanitarian organizations. Eating and drinking places in the retail trade industry group were not covered on a regional basis but were included in the 26 selected areas. The data, which relate to a representative payroll period in June 1965, are presented in the form of average straight-time hourly earnings (exclusive of premium pay for overtime, and for work on weekends, holidays, vacations, etc.) during a selected week in the survey month. A detailed description of the scope and method of survey is found in appendix A.

Surveys of employee earnings in the two broad geographic regions were conducted on a selective and recurring basis from October 1960 to June 1965. Data for the regional and selected areas permit an analysis of wage changes between June 1962 and June 1965 for all industries within the scope of the studies, and between October 1960 and June 1965 for manufacturing industries.² Although

¹ See appendix A for definitions of terms.

² During this time, some minor adjustments were made in data published from the earlier surveys, primarily, as a result of refinements in universe material. Consequently, some of the data published here for surveys prior to June 1965 may differ from those previously published.

each of the surveys was timed to evaluate the effects of 1961 amendments to the Fair Labor Standards Act of 1938 (FLSA), the opportunity is taken here to examine the broader aspects of area wage structure and wage change over a relatively long period of time.

In both the regional and selected area analyses, the general level of earnings is described by using the mean, the median, and the interquartile range. The mean, defined as the sum of all the individual hourly earnings divided by the number of workers, tends to become less informative as the distribution of earnings departs from symmetry. In these cases, a useful measure of the general wage level is the median, the amount below and above which earnings for an equal number of employees are found. The interquartile range offers a broader view of the general earnings distribution, and describes the degree of dispersion of individual earnings around the averages by defining the range of earnings for the middle 50 percent of the employees.³

Summary

In June 1965, straight-time hourly earnings for nonsupervisory employees included in the survey in nonmetropolitan areas averaged \$1.64 in the South and \$1.98 in the North Central States. In manufacturing industries in the South, the average pay was \$1.74, and in the nonmanufacturing industries studied, \$1.50 an hour. The hourly pay levels for the manufacturing and nonmanufacturing industry groups in the North Central region were \$2.19 and \$1.70, respectively.

Employees in southern nonmetropolitan areas worked an average of 41 hours during a single week in June 1965; those in the North Central areas averaged 40 hours a week. The average workweek in manufacturing industries in both regions was 41 hours; but in nonmanufacturing industries average weekly hours in the South, 41, were 2 more than in the North Central region.

Since June 1962, average earnings in the South increased 15 cents an hour (10 percent). Advances in manufacturing earnings were greater than those in the nonmanufacturing group, both in a relative and absolute sense—the 17-cent increase in manufacturing equaled 11 percent but that in nonmanufacturing, 11 cents, was an 8 percent rise. The same was true for the North Central region. Earnings for all employees in nonmetropolitan areas of these States rose 21 cents (12 percent) between June 1962 and June 1965. The pay for those in manufacturing industries also rose 21 cents, an 11 percent increase, which was 6 cents and 1 percentage point greater than the increase for those in nonmanufacturing industries.

Among the 15 southern nonmetropolitan areas for which data permit separate publication, average hourly earnings ranged from \$1.36 in Beaufort, Tyrrell, and Washington Counties, N. C., to \$2.33 in Harrison County, W. Va. In 11 other areas, on the other hand, the average varied no more than 25 cents, from \$1.55 to \$1.80. Average weekly hours of work in the selected southern areas ranged from 38 to 43. The average week was 40 hours in five areas and exceeded this level in eight. The average wage level increased in all areas between June 1962 and June 1965, from 8 cents an hour in Hopkins and Muhlenberg Counties, Ky., to 23 cents in Lake, Pasco, and Polk Counties, Fla. In nine county areas, the increases ranged from 14 to 18 cents.

In the 11 areas of the North Central region studied separately, employee earnings ranged from \$1.70 in Barton and Rice Counties, Kans., to \$2.60 an hour in Whiteside County, Ill. The average pay level exceeded \$2 an hour in

³ The interquartile range was calculated by interpolation within the 5- or 10-cent intervals shown in the tables, using percentages in tenths rather than percentages rounded to the whole number.

six areas and was no more than 4 cents below that level in two others. There was more similarity between the selected areas in the two regions regarding weekly hours of work. Such hours among the North Central units ranged from 38 to 42. In five areas, the average was 40 hours. The average earnings of employees advanced in each of the 11 areas by from 5 cents an hour in Alpena County, Mich., to 25 cents in Crawford, Franklin, and Washington Counties, Mo., and Whiteside County, Ill. Among the remaining areas, the increases in seven were between 13 and 19 cents, and in one, 24 cents.

Southern Region

Earnings

In nonmetropolitan areas of the South, average straight-time earnings of nonsupervisory employees came to \$1.64 an hour in June 1965. Median earnings were somewhat less—one-half the work force earned more and one-half earned less than \$1.47. Although earnings ranged from less than 75 cents to more than \$3, about seven-tenths of the 3.3 million employees in nonmanufacturing and manufacturing industries within the scope of the survey earned between \$1 and \$2 an hour. The middle half of the work force was spread over a 60-cent range, from \$1.28 to \$1.88 an hour. A sixth were clustered at the \$1.25 to \$1.30 wage interval.

Nonmanufacturing. The 1.4 million nonsupervisory employees engaged in nonmanufacturing earned an average of \$1.50 an hour, 14 cents an hour less than all employees. This lower pay level results from disproportionate representation of nonmanufacturing employees among the low paid workers. For example, all but 5 percent of the employees in southern nonmetropolitan areas who earned less than \$1.25 an hour worked in nonmanufacturing. One-fifth of the nonmanufacturing employees were paid less than \$1. Almost another one-fifth earned between \$1 and \$1.25, and one-eighth had earnings between \$1.25 and \$1.30. Thus, one-half the employees in nonmanufacturing earned less than \$1.30 an hour. Not all nonmanufacturing employees were clustered at the lower pay levels. More than one-fourth earned at least \$1.75, and one-tenth, at least \$2.50.

Among five nonmanufacturing industry groups for which earnings are shown separately, hourly pay levels ranged from \$1.35 in retail trade to \$2.63 in mining. Transportation, communication, and public utilities which averaged \$2.05 an hour ranked second in earnings; followed by \$1.69 in finance, insurance, and real estate; and \$1.57 in wholesale trade.

Retail trade, employing 1 out of 2 nonmanufacturing workers included in the study, had a dominant influence on the level and distribution of earnings. Nearly one-fourth of the retail employees had earnings of less than \$1 an hour, and one-half earned less than \$1.25, accounting for three-fifths and two-thirds of all nonmanufacturing employees at these levels. Almost three-tenths of the employees received at least \$1.50 an hour but only about 1 of 10 were earning more than \$2 an hour. Nearly one-fifth of the employees were concentrated at or just above \$1.15 and \$1.25 an hour, reflecting, in part, the influence of Federal minimum wage legislation. In June 1965, one-fifth of the retail employees were in establishments generally subject to the provisions of the 1961 amendments to the FLSA. Most of these employees, thus, had to be paid at least \$1.15 an hour at the time of the survey and at least \$1.25, 3 months later. Nearly three-tenths of these employees earned between \$1.15 and \$1.20 an hour, and one-sixth were clustered in the \$1.25 to \$1.30 wage interval. By comparison, the proportions of employees at these two intervals in retail establishments generally not covered by the act were 5 and 10 percent, respectively.

Nine percent of the nonmanufacturing employees were in wholesale trade establishments where average earnings were \$1.57 an hour. One-third of the employees were clustered at the \$1.25 to \$1.30 wage interval, more than in any other industry division, and these accounted for almost one-fourth of all nonmanufacturing employees at this level. Three-fifths of the wholesale employees earned less than \$1.50 an hour, and all but one-sixth earned less than \$2 an hour.

Average earnings in finance, insurance, and real estate industries were higher than both trades divisions and exceeded the all nonmanufacturing average by 19 cents an hour. Almost three-fifths of the employees earned at least \$1.50 an hour and one-fifth earned \$2 or more.

Most of the higher paid nonmanufacturing employees were in mining, and the transportation, communication, and public utilities group of industries, where employees had average hourly earnings of \$2.63 and \$2.05, respectively. Together, these two groups accounted for one-sixth of the nonmanufacturing employment, but for more than two-fifths of those earning \$2 an hour or more. Moreover, although only 5 percent of the nonmanufacturing work force were engaged in mining, the industry contained two-fifths of the employees paid \$3 an hour or more.

Manufacturing. In manufacturing industries, which employed almost three-fifths of the employees included in the study, the pay level was \$1.74 an hour. One out of four employees had earnings of \$2 an hour or more, but almost one-half received less than \$1.50 an hour, and 1 out of 5 was concentrated at or near the \$1.25 Federal minimum wage. Six industry groups—food and kindred products, textile mill products, apparel and related products, lumber and wood products, furniture and fixtures, and paper and allied products—constituted more than three-fifths of the manufacturing work force. Except for the paper industry, nonsupervisory earnings in these groups were from 15 to 36 cents an hour less than the all-manufacturing level. Employees in other manufacturing industries, as a group, had somewhat higher earnings, \$2.04 an hour. Among the six industries, the influence of the Federal minimum wage was most apparent in the food, apparel, lumber, and furniture industries. Having about one-third of the manufacturing employment, they accounted for almost seven-tenths of those earning at or just above \$1.25 an hour. The higher earnings level of employees in paper and allied plants is reflected by their position relative to all manufacturing employees earning at least \$2 an hour. They constituted only 4 percent of manufacturing employment, but 14 percent of those having such earnings.

Hours

The 3.3 million southern employees worked an average of 41 hours during the June 1965 survey week. Slightly over 1 million—or more than three-tenths of the work force—were concentrated at exactly 40 hours, making this the most prevalent period of employment at the time of the survey. Elsewhere in the distribution of individual hours, 1 out of 4 employees worked at least 48 hours, but a smaller proportion, 1 of 6, worked less than 35 hours.

Nonmanufacturing. Average weekly hours in nonmanufacturing industries were also 41, but individual weekly hours were more evenly distributed than in all industries combined. For instance, nearly one-fifth of the nonmanufacturing employees worked less than 35 hours a week, and the proportion working 40 hours, about one-fourth, was smaller than that for all employees studied. A week of 48 hours or more, engaging close to three-tenths of the employees was slightly more prevalent in nonmanufacturing industries than overall.

The more than 700,000 retail trade employees in southern nonmetropolitan areas worked on the average of 41 hours a week. One-sixth of the employees were on a 40-hour week, more than any other single schedule. However, the proportions on part-time employment (fewer than 35 hours) and long workweeks (48 or more) were larger, a fifth and a third, respectively.

Employees in mining industries worked an average of 42 hours a week. Although a sizable proportion, one-sixth, worked part time, more employees were concentrated at points further up the hours scale. Three-tenths of the employees worked exactly 40 hours and another three-tenths had long workweeks (48 hours or more). In transportation, communication, and public utilities industries, the average workweek was 41 hours. More than one-half of the employees were on a 40-hour week, and relatively few worked part time (about one-tenth) or had long weeks (one-sixth). Wholesale trade employees average 42 hours. The most common week of work was exactly 40 hours, occupying nearly one-fifth of the employees, but a larger proportion, one-third, were clustered in the intervals at or upwards from 48 hours. Employees in finance, insurance, and real estate firms worked on the average of 38 hours which was less time than those in the other nonmanufacturing industries studied separately. Although one-third were on a 40-hour week, a greater proportion, two-fifths, worked less than this.

Manufacturing. In manufacturing industries, the nearly 1.9 million employees also worked an average of 41 hours. One out of seven employees worked part time, but 1 out of 4 had a long workweek. The length of the single most prevalent workweek, however, was 40 hours, occupying more than one-third of the employees.

Among the six industry groups studied separately, the workweek varied from 38 hours in apparel, the only industry having an average of less than 40, to 43 hours in textiles and paper. When examined in 1-hour increments, the most prevalent period of employment in six of the industries was exactly 40 hours, the proportions ranging from three-eighths in food to nearly one-half in paper. In textiles, the exception, 26 percent worked 48 hours but 25 percent worked 40. Part-time employment was negligible in the paper industry, engaging 5 percent of the employees, but relatively high in food, apparel, and lumber, occupying more than one-fifth of the employees in each industry. The incidence of long workweeks also differed among these industries. Almost 2 out of 5 textile employees, down to as few as 1 out of 20 apparel employees, worked at least 48 hours during the survey week.

Wage Changes, 1960-65

Average hourly earnings of nonsupervisory employees within the scope of the survey in southern nonmetropolitan areas increased 15 cents an hour between June 1962 and June 1965, going from \$1.49 to \$1.64. Most of this increase reflects advances in the pay levels of all but the lowest and highest paid tenths of the employees surveyed. During both periods about one-tenth of the employees earned less than \$1 an hour and another tenth were paid \$2.50 an hour or more. Between these points, however, rather sharp changes are discernible in the distribution of employees by average hourly earnings. Most notable of these changes was in the proportion of employees paid less than \$1.25 an hour, which declined from two-fifths to one-sixth. Another change of significance was in the point on the distribution at which the largest group of employees was found. In 1962, about 1 out of 6 employees in these areas earned between \$1.15 and \$1.20 an hour. In 1965, there was no concentration of employees at this point, but about 1 out of 6 employees had earnings in the \$1.25 to \$1.30 pay interval. These changes take on special meaning when it is recalled that certain changes in the

Federal minimum wage under the Fair Labor Standards Act took place between surveys. About seven-tenths of the employees were covered by the \$1.25 an hour Federal minimum wage which went into operation in September 1963, supplanting the \$1.15 minimum which had been in operation at the time of the 1962 survey. Thus, although other economic forces were at work in these areas, there can be little doubt that the sharp increase in the proportion of employees paid at least the \$1.25 minimum, and the large concentration of employees at of just above the minimum in 1965, as well as the movement of employees from \$1.15 to \$1.25 between 1962 and 1965 are in large measure due to the influence of Federal minimum wage legislation. Changes further up the pay scale resulted from factors other than Federal law—changes in the supply of or demand for labor, changes in industrial composition, changes in occupational mix, and collectively bargained or employer instituted wage changes. These factors, however, did not appear to have as great an influence on the area wage structure as did minimum wage legislation, using changes in the distribution above the \$1.25 minimum as an indicator. Thus, the proportion of employees earning \$1.50 an hour or more increased by 11 percentage points (from 36 to 47 percent), less than half the increase in the proportion earning \$1.25 or more. Changes in the distribution diminished further up the pay scale.

Nonmanufacturing Nonmanufacturing industries provided jobs for 2 out of 5 employees within the scope of the survey in nonmetropolitan areas of the South. Average hourly earnings for these employees were \$1.50 in June 1965, 11 cents higher than they had been 3 years earlier. Except for the highest paid one-tenth, who earned at least \$2.50 an hour at the time of each survey, employees throughout the pay scale enjoyed increased earnings. However, the most notable changes in the distribution took place between \$1 and \$1.30. For example, the proportion of employees earning \$1.25 an hour or more increased from somewhat more than half to slightly more than three-fifths. The changes in the distribution in this part of the pay scale are partially attributable to the influence of the \$1.25 minimum wage discussed earlier. However, only three-tenths of the non-manufacturing employees surveyed were subject to the \$1.25 minimum in 1965, so some of the changes in the distribution can be laid to other economic forces.

About 1 out of 2 nonmanufacturing employees was engaged in retail trade. Employee earnings in retail trade increased from \$1.24 to \$1.35 an hour between June 1962 and 1965. During the same period, hourly earnings in retail trade increased from \$1.67 to \$1.85 on a nationwide basis. During the 3 years, the Federal minimum wage which was applied to large retail enterprises in September 1961 increased from \$1 an hour to \$1.15 an hour, and was to increase to \$1.25 an hour in September 1965. About one-fifth of the retail trade employees were in establishments which were required to pay at least the established minimum wage. The influence of the minimum wage on the earnings of these employees, which is not fully revealed by an examination of the changes in the overall wage structure in retail trade, is shown in the following tabulation. The decrease in

Average hourly earnings	Percent of employees with specified earnings	
	1962	1965
Under \$1.05 -----	36	3
Under \$1.15 -----	45	3
Under \$1.20 -----	51	32
Under \$1.25 -----	54	37
Under \$1.30 -----	60	52
\$1.50 and over -----	28	33

the proportion of employees earning less than \$1.25 an hour and the concentration of 15 percent between \$1.25 and \$1.30 an hour is an indication that some employers had already adopted the \$1.25 minimum which was to go into operation 3 months after the survey date.

Retail trade employees who were not within the scope of the Fair Labor Standards Act also experienced increased earnings, as shown below, but nearly one-half still earned less than \$1.15 an hour in June 1965.

Average hourly earnings	Percent earning less than the specified amounts	
	1962	1965
Under \$1.00 -----	38	29
Under \$1.05 -----	51	40
Under \$1.15 -----	58	46
Under \$1.20 -----	63	51
Under \$1.25 -----	65	53
Under \$1.30 -----	70	63
\$1.50 and over -----	22	27

Manufacturing. Manufacturing employees in southern nonmetropolitan areas experienced a 25-cent-an-hour increase in average hourly earnings between October 1960 and June 1965. Seventeen cents of this increase occurred between June 1962 and June 1965. Much of this change reflects the improving wages of the lowest paid manufacturing employees over the 5-year period.

In October 1960, when the Federal minimum wage applicable to almost all manufacturing employees was \$1 an hour, nearly one-fifth earned less than \$1.05 an hour; three-tenths, less than \$1.15 an hour; and two-fifths, less than \$1.25. Only about one-sixth of the employees earned as much as \$2 an hour. In June 1962, when the Federal minimum was \$1.15 an hour, almost all manufacturing employees earned at least that amount, one-fourth earned less than \$1.20 an hour and one-third, less than \$1.25. Although there was this notable increase in earnings for lower paid employees, the proportion paid \$2 an hour or more was unchanged. Practically all manufacturing employees earned at least the \$1.25 an hour Federal minimum wage in operation at the time of the June 1965 survey. As had been noted during the earlier surveys, one-fifth of the employees earned within 5 cents of the minimum. However, unlike what transpired between the 1960 and 1962 surveys, sizable proportions of employees earning towards the higher end of the pay scale also experienced pay increases. For example, the proportion of employees earning at least \$2 an hour increased from one-sixth to one-fourth between June 1962 and June 1965.

In these areas in which the influence of the Federal minimum wage on the overall pay structure was so strong, average hourly earnings in manufacturing increased by 17 percent over the 5-year survey period. This rise was 21 percent greater than the nationwide increase of 14 percent in the straight-time pay level of production workers in manufacturing ⁴

The structure of wages in manufacturing in southern nonmetropolitan areas is, of course, a reflection of the interaction of the pattern of earnings distribution in the component industries. Six of these industries—food, textiles, apparel, lumber, furniture, and paper—together accounting from between three-fifths and seven-tenths of the manufacturing employees—were studied separately, and some interesting relationships revealed.

⁴ See Employment and Earnings Statistics for the United States (1909-65), BLS Bulletin 1312-3, 1960.

Five of the six industries, paper being the exception, had wage levels which were substantially below the average pay level of the other manufacturing industries. This reflects the disproportionate representation of lower paid manufacturing employees in these five industries, as illustrated in the tabulation below.

Employees in food, textiles, apparel, lumber, furniture

Year	Percent of manufacturing employees	Percent of manufacturing employees earning less than \$1.50 an hour
1960 -----	65	82
1962 -----	62	78
1965 -----	58	77

Increases in the Federal minimum wage over the 5 years had a profound effect on the wage structures in food, apparel, lumber, and furniture. Large concentrations of employees were clustered at the \$1 minimum in 1960 and these clusters moved up more or less intact as the minimum increased. However, there was little increase in the proportions paid \$2 an hour or more. Consequently, what had been relatively narrow earnings distributions in 1960 were further compressed by 1965. This condition was also true, although to a smaller extent, in textiles. By contrast, the paper industry, having a wage level substantially above that of other industries, was characterized by wage increases for higher paid employees. Thus, every other paper industry employee in these areas earned less than \$2 an hour in 1960, but by 1965 only 1 out of 12 had such earnings although 2 out of 5 earned \$2.50 or more.

As was noted for all manufacturing industries, the pay level of nonsupervisory employees in each of the six selected industries increased at a greater rate in southern nonmetropolitan areas than for production employees in the Nation as a whole. In each of the six industries the differential between average earnings in these areas and in the Nation narrowed. The changes in the Federal minimum played an important role in improving the relative position of employees in the five low paying industries, although the improvement for employees in paper reflects the influence of other factors.

Selected Southern Nonmetropolitan Areas

Data on earnings and hours of work are provided separately for each of 15 nonmetropolitan areas in the South. The information relates to the designated areas only and is not to be considered as necessarily representative of any other areas. Each of these areas is a relatively small and homogeneous job market in which economic activity is generally dominated by one or two industries. Wages and hours of work in these, as in all labor areas, are influenced by a variety of factors, including the following: The demographic characteristics of the labor force, supply of and demand for labor, industrial composition, occupational mix, availability of capital, Federal and State minimum wage legislation, degree of unionization, employer personnel practices, and regional and sectional wage patterns. Because of their interrelationship, the exact impact of these forces on earnings and hours of work cannot be isolated and measured, but the pressures they exert and the extent to which they interact largely determine the wage structure in an area. Under these influences, earnings and hours of work in the same industry may differ substantially from one area to another, as they may from one establishment to another within an area.

As shown in the following tabulation, populations (1960 census) in the 15 areas ranged from approximately 50,000 to 100,000, except for the relatively large Gaston, N. C. (127,000) and Lake, Pasco, and Polk, Fla. (289,300) areas. The number of nonsupervisory employees included in the June 1965 study varied widely from 4,900 to 39,300, but in 11 areas the range was from about 7,000 to 13,000. Manufacturing represented from one-half to four-fifths of the employment studied in 12 of the areas, but in the 3 remaining areas at least seven-tenths of the work force was in nonmanufacturing. Tourism in Sarasota and mining in the Hopkins and Muhlenberg area largely accounted for the relatively small proportions of employees in manufacturing in these areas. Although a variety of manufacturing activities was found in each of the areas, the most common were textiles, apparel, food processing, lumber, machinery, and paper products. Retail trade was numerically the most important nonmanufacturing industry in all but two of the areas.

Area	Population (1960 census)	Approximate number of employees included in the survey, June 1965	Percent of employees in—		Percent of nonmanu- facturing employees in retail trade
			Manufac- turing industries	Numerically important manufacturing industries	
Bartow and Cherokee Counties, Ga -----	51,268	7,000	72	Textile mill products 48, apparel 18, food and food products 17	53
Beaufort, Tyrrell, and Washington Counties, N. C.--	54,022	4,900	51	Apparel 30, lumber 29	54
Chambers and Lee Counties, Ala -----	87,582	13,200	78	Textile mill products 81	48
Charlotte and Sarasota Counties, Fla -----	89,489	11,700	16	Electrical machinery 42	51
Cooke and Grayson Counties, Tex -----	95,603	12,200	49	Food and food products 22, apparel 18, nonelectrical machinery 14, textile mill products 13	45
Florence County, S. C -----	84,438	12,000	54	Apparel 28, electrical machinery 16, textile mill products 14, lumber 14	53
Gaston County, N. C -----	127,074	39,300	79	Textile mill products 75, nonelectrical machinery 13	49
Harrison County, W. Va -----	77,856	12,400	51	Glass products 62, primary metals 15	26
Hopkins and Muhlenberg Counties, Ky -----	66,249	7,000	14	Apparel 38, lumber 23	25
Jones County, Miss -----	59,542	8,300	59	Paper and allied products 79	52
Lake, Pasco, and Polk Counties, Fla -----	289,307	32,500	30	Food and food products 44, chemicals and allied products 17	42
Loudon and McMinn Counties, Tenn -----	57,419	9,100	81	Textile mill products 30, paper and allied products 14	51
Somerset, Wicomico, and Worcester Counties, Md ---	92,406	16,300	57	Food and food products 50, apparel 23	48
Union County, Ark -----	49,518	6,900	48	Lumber 33, petroleum refining 21, chemicals and allied products 17	40
Washington County (including Bristol), Va -----	55,220	9,000	58	Nonelectrical machinery 33, food and food products 15, apparel 15	53

The following portion of this report summarizes the level and distribution of wages, wage changes, and hours of work in each of the selected southern areas.

Bartow and Cherokee Counties, Ga.

Bartow and Cherokee Counties, which lie in the northern part of Georgia, north of the Atlanta metropolitan area, comprise 877 square miles and contained a population of 51,268 at the time of the 1960 census. More than seven-tenths of the 7,000 employees included in the survey were in manufacturing industries, primarily textiles, apparel, and food. Slightly more than one-half of those in nonmanufacturing industries were in retail trade.

Earnings. Average straight-time earnings of nonsupervisory employees in June 1965 were \$1.55 an hour. One-half of the employees earned less and one-half more than \$1.50 an hour. Earnings for the middle 50 percent of the work force were between \$1.31 and \$1.70 an hour. Although pay levels in 12 of the selected areas were higher, the proportion of employees in Bartow and Cherokee Counties, one-tenth, earning less than \$1.25 was next to the smallest recorded.

Employees in nonmanufacturing industries averaged \$1.51 an hour. One-fifth received less than \$1 and a third less than \$1.25 an hour. On the other hand, 2 out of 5 employees earned at least \$1.50 an hour, and 1 in 5 earned more than \$2. Two-fifths of those at the latter level were employed in the small (employing one-tenth of the nonmanufacturing work force) but relatively important nonmetallic mineral mining industry.

Average earnings of \$1.30 in retail trade stores were 45 cents an hour less than those in other nonmanufacturing establishments. Nearly one-half of the retail workers earned less than \$1.25 an hour, accounting for more than three-fourths of the nonmanufacturing work force having such earnings. Nearly three-tenths earned at least \$1.50, but only one-eighth received \$2 or more an hour.

Earnings in manufacturing industries averaged \$1.57 an hour, 6 cents above the nonmanufacturing level. Four-fifths of the employees were concentrated within a 50-cent earnings interval, \$1.25 to \$1.75, and nearly one-sixth were at or near the \$1.25 Federal minimum wage. The food and apparel industries together employed about one-third of the manufacturing work force, but they accounted for four-fifths of the employees earning the minimum wage and for three-fifths of those earning less than \$1.50 an hour. Earnings in the area's largest industry, textiles, were somewhat higher. Two-thirds of the employees receiving \$1.50 or more were in these mills, which employed about one-half of the manufacturing employees.

Hours. Nonsupervisory employees worked an average of 41 hours during a 1-week period in June 1965. More than one-third were employed exactly 40 hours, by far the largest proportion at a single hour's interval. One-fifth of the employees worked 48 hours or longer, and one-sixth were part-time (less than 35 hours).

Nonmanufacturing employees also averaged 41 hours. Almost three-tenths were on a 40-hour week, and about the same proportion worked at least 48 hours. One-fifth of the employees worked less than 35 hours a week. Employees in retail trade averaged 40 hours of work a week. Close to two-fifths worked a long week (48 hours or more), but approximately one-fifth were either part-time employees or on a 40-hour week.

In manufacturing industries, the average workweek came to 41 hours. Two out of five employees worked 40 hours during the survey week. The proportions working part time or long weeks were small by comparison, about one-sixth in each case.

Wage Changes. Average earnings in the area rose 18 cents an hour between the June 1962 and June 1965 surveys. Changes in the distribution of pay were noted not only at the lower end of the scale but in the upper reaches as well. The proportion of employees earning less than \$1.25 an hour, largely in response to the increase in the Federal minimum wage, declined from nearly two-fifths to only one-tenth. Further up the wage scale, the proportion earning at least \$1.50 rose from one-third to one-half, and the proportion receiving \$2 or more went from 5 to 13 percent.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
			Total ¹		Retail trade		October	June	March	June	
	June 1962	June 1965	June 1962	June 1965	June 1962	June 1965	1960	1961	1962	1964	1965
	(Cumulative percent)										
Under \$1.00 -----	4	5	12	19	16	28	(2)	(2)	(2)	1	-
Under \$1.05 -----	9	7	26	24	40	34	12	(2)	(2)	1	-
Under \$1.15 -----	13	8	33	28	50	40	23	3	2	1	(2)
Under \$1.20 -----	31	9	47	31	58	46	33	26	22	1	(2)
Under \$1.25 -----	38	10	50	33	63	48	38	35	32	1	(2)
Under \$1.30 -----	47	24	58	46	69	60	44	46	41	20	15
Under \$1.50 -----	68	50	72	60	81	72	73	70	66	59	46
Under \$2.00 -----	95	87	92	80	97	88	96	97	96	95	90
Number of employees (in hundreds) -----	74	70	26	20	14	10	47	46	48	49	50
Average hourly earnings ---	\$1.37	\$1.55	\$1.31	\$1.51	\$1.22	\$1.30	\$1.38	\$1.37	\$1.40	\$1.47	\$1.57

² Includes industries in addition to those shown separately.

¹ Less than 0.5 percent.

In nonmanufacturing industries, average earnings increased by 20 cents during the 3-year period. Employees at most levels of the pay scale shared in the advance. The greatest change in the distribution was an increase from one-half to two-thirds in the proportion earning at least \$1.25 an hour. Much of this movement resulted from changes in the Federal minimum wage since the 1962 study. A minimum of \$1 an hour, applicable mainly to employees in large retailing organizations (about three-tenths of the area's retail work force) rose to \$1.15 in September 1964 and was to become \$1.25, 3 months after the 1965 survey period. A \$1.15 minimum in effect during 1962 moved to \$1.25 for employees in certain other nonmanufacturing establishments, e. g., those in the transportation and public utilities; wholesale trade; finance, insurance, and real estate industries. There were also noticeable changes higher in the wage scale. The proportions earning at least \$1.50 and at least \$2 an hour rose from 1962 levels of 28 percent and 8 percent to 40 percent and 20 percent, respectively.

The increase of 8 cents an hour in retail trade earnings between 1962 and 1965, was uniformly distributed along the wage scale. The proportion earning \$1.15 or more rose from one-half to three-fifths and that earning \$1.25 or more increased from fewer than two-fifths to more than one-half. Almost three-tenths of the employees earned at least \$1.50 an hour in 1965, compared to one-fifth

in 1962; and one-eighth received \$2 or more where only a small proportion had such earnings during the earlier survey. The retail wage advance would probably have been greater had not the proportion of employees earning less than \$1 an hour increased from one-sixth to nearly three-tenths. This resulted from a decline in the total number of retail employees, but the number paid less than \$1 increased slightly.

Between October 1960 and June 1965 earnings of nonsupervisory employees in manufacturing industries rose 19 cents an hour. Most of this advance, 17 cents, occurred since June 1962. Changes at the lower levels of the earnings distribution demonstrate the influence of movements in the Federal minimum wage in effect during the five surveys (\$1 in October 1960, \$1.15 in October 1961 and June 1962, and \$1.25 in March 1964 and June 1965). As a result, nearly all employees earned at least \$1.25 in 1965, whereas almost two-fifths were paid less than this amount in 1960. There were also significant increases at the middle levels of the distribution, where the proportion in 1965 earning \$1.50 or more an hour, 54 percent, was double that of 1960. The magnitude of change diminished above this level. For example, the proportion earning more than \$1.70 rose by only 7 percentage points (17 to 24 percent).

Beaufort, Tyrrell, and Washington Counties, N. C.

Beaufort, Tyrrell, and Washington Counties are located along the northern part of North Carolina's eastern seaboard. Somewhat sparsely populated, the area contained 54,022 persons within an area of 1,566 square miles at the time of the 1960 census. The number of employees within the scope of the June 1965 survey, about 4,900, was the smallest among the 15 selected areas. About one-half of the employees were in manufacturing industries and one-half of the nonmanufacturing group were in retail trade.

Earnings. Average hourly earnings of \$1.36 for all nonsupervisory employees included in the study were the lowest among the 15 individual areas. Median earnings were 6 cents lower than the average. The middle one-half of the work force earned between \$1.18 and \$1.51 an hour. Almost one-fourth of the employees had earnings of or just above \$1.25 an hour.

In nonmanufacturing industries, employees averaged \$1.45 an hour. Nearly three-tenths earned less than \$1 and one-half less than \$1.25. Although three-tenths of the employees earned more than \$1.50 an hour, only one-tenth received more than \$2.

Earnings in retail trade averaged \$1.19 an hour, which was 26 cents less than the average for other nonmanufacturing employees. Nearly two-fifths of the retail employees earned less than \$1 and more than two-thirds less than \$1.25 an hour, accounting for three-fourths of all nonmanufacturing employees receiving such earnings. All but one-fifth of the retail employees received less than \$1.50 an hour.

Employees in manufacturing establishments had straight-time earnings of \$1.40 an hour, the lowest average among the selected southern areas. One out of three earned the \$1.25 Federal minimum wage or a few cents above, and only 1 of 7 received more than \$1.55 an hour. This earnings distribution is attributable largely to several low wage industries which were the area's major employers. Among them, textiles, apparel, and lumber employed three-fourths of the manufacturing work force. Most of the 175 employees earning less than \$1.25 an hour were in the food industry, mainly the processing of shellfish which was not subject to the FLSA at the time of the survey.

Hours. All employees included in the survey worked an average of 38 hours during a 1-week period in June 1965. This average was the lowest level among the selected areas, and 1 of only 2 where the average workweek was under 40 hours. The relatively large proportion of employees, three-tenths, working part time (less than 35 hours) was the key to the area hours levels, even though the proportion one-fourth working a long week (48 hours or more) was exceeded in only five other areas. The relatively high part-time component in the area did not result from conditions in 1 or 2 large establishments or a single industry group, but from the area's industrial makeup in general. This was particularly true for the food, apparel, and lumber industries in manufacturing, and for wholesale trade, retail trade, and services in nonmanufacturing. Fewer than one-sixth of the employees worked a 40-hour week, which was also the smallest proportion among the 15 selected areas.

The average workweek in nonmanufacturing industries was 1 hour less than that for all employees; however, the distribution of individual weekly hours was nearly identical. The only noteworthy difference was the slightly smaller proportion (by 2 percentage points) of nonmanufacturing employees who worked 48 hours or more.

Employees in retail trade establishments also had an average workweek of 37 hours. Three-tenths were employed part-time, while nearly a fourth worked at least 48 hours. Individual weekly hours were evenly distributed; the largest concentration of employees at any one hour point along the scale, for example, was fewer than one-tenth.

Weekly hours of employees in manufacturing industries averaged 39 and were somewhat longer than the nonmanufacturing level. The proportions of employees in the major categories of part-time, standard (40 hours), and long workweeks were, however, substantially the same as those in nonmanufacturing industries, as well as those for the area as a whole.

Wage Changes. In June 1965, average hourly earnings in the area were 17 cents greater than the \$1.19 level, recorded in June 1962. Changes in the distribution of earnings among the lower paid employees were acute, and clearly measure the influence of movements of the Federal minimum wage. In 1962 when the minimum was \$1.25 an hour, one-fourth of the employees were clustered at or near this point, and three-fifths received less than \$1.25. Three years later when a \$1.25 standard was in effect, the proportion earning less than this amount had declined to about one-fourth and the concentration of employees at the former minimum had moved to the new one. There were also increases further up the wage scale—the proportion earning at least \$1.50, more than one-fourth in 1965, was double that of 1962. Changes beyond this point on the wage scale were progressively smaller. The increase at the \$1.80 level, for example, was only 4 percentage points, compared with 13 at \$1.50.

Changes in the earnings of employees in nonmanufacturing industries, which led to an increase of 15 cents an hour for the group between the 1962 and 1965 survey, were not as sharp as those for the entire area but they covered a wider range. At the lower levels, the proportion of employees earning at least \$1.15 an hour rose from one-half to three-fifths, and that receiving at least \$1.25 went from two-fifths to more than one-half. Further up the scale, the proportion of three-tenths earning \$1.50 or more in 1965 represented a rise from one-fifth in 1962. In 1962, only 4 percent of the employees earned \$2 or more an hour, but in 1965, 11 percent had such earnings.

Average hourly earnings	All industries		Nonmanufacturing								
			Total ¹		Retail trade		Manufacturing				
	June		June		October		June	March	June		
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
(Cumulative percent)											
Under \$1.00 -----	21	16	36	29	43	39	10	8	6	4	3
Under \$1.05 -----	29	20	46	36	58	51	40	16	13	5	3
Under \$1.15 -----	32	23	50	40	65	57	64	19	15	7	6
Under \$1.20 -----	57	26	58	47	69	66	68	57	55	8	6
Under \$1.25 -----	61	27	61	48	71	68	71	66	61	10	7
Under \$1.30 -----	70	50	69	60	77	73	82	74	71	52	40
Under \$1.50 -----	86	73	81	71	84	81	92	92	91	87	74
Under \$2.00 -----	97	93	96	89	98	90	97	99	99	99	97
Number of employees (in hundreds) -----	48	49	24	24	14	13	26	23	24	23	25
Average hourly earnings ---	\$1.19	\$1.36	\$1.16	\$1.31	\$1.11	\$1.19	\$1.15	\$1.20	\$1.22	\$1.32	\$1.40

¹ Includes industries in addition to those shown separately.

The earnings of retail trade employees rose 8 cents above June 1962, and as reflected by the size of the increase, changes in the distribution of earnings were not as sharp as those for all nonmanufacturing employees. The greatest change was an increase from 35 to 43 percent in the proportion of employees earning \$1.15 or more, which can be attributed, largely, to a change in the Federal minimum wage governing employees in large retail enterprises. (About one-fourth of the retail work force was employed in such establishments in 1965.) In 1962, one-sixth of the retail work force was clustered at the existing \$1 minimum; 3 years later this cluster was still one-eighth, but another of about one-tenth appeared at \$1.15, the new minimum. Changes at other pay levels were relatively minor.

Average hourly earnings in the area's manufacturing establishments increased 25 cents between October 1960 and June 1965. Eighteen cents of this advance occurred during the 3 years following the June 1962 study, which was 1 cent more than the area rise over the same time. Because of the area's low-wage manufacturing component, most of the change appeared to have been generated by the movement of the Federal minimum wage. During each of the five surveys, the proportion of employees clustered at the minimum in operation at the time ranged from 30 to 42 percent. The cluster moved up the scale as each new increment became effective. The change in the minimum from \$1 to \$1.15 had no observable effect on employees at higher pay levels, for the proportion of under one-tenth earning more than \$1.50 was the same in June 1962 as it was in October 1960. However, in March 1964, 6 months after the \$1.25 minimum became operative, the proportion paid \$1.50 or more rose to one-eighth, and then in June 1965 to one-fourth. There was almost no change at the higher pay levels (\$2 and up) since the October 1960 survey.

Chambers and Lee Counties, Ala.

Chambers and Lee Counties lie in east central Alabama, bordering on Georgia. The area covers 1,210 square miles and has a population of 87,582 according to the 1960 census. Auburn University is located in Lee County.

Nearly four-fifths of the approximately 13,200 employees included in the June 1965 survey were in manufacturing industries. Eight out of every ten manufacturing employees worked in the area's textile mills. About one-half of the employees in nonmanufacturing industries were in retail trade establishments.

Earnings. Average straight-time earnings for all employees were \$1.60 an hour. The middle half of the work force earned between \$1.37 to \$1.81 an hour. Median earnings, at \$1.61 were about halfway between these amounts and 1 cent above the average, reflecting the nearly symmetrical distribution of earnings above and below the mean.

Average earnings of \$1.31 an hour in nonmanufacturing industries were 29 cents less than the all-industry level. Three-tenths of the employees earned less than \$1 and almost one-half, less than \$1.25. Little more than one-fifth of the employees earned as much as \$1.75 an hour.

Employees in retail trade averaged \$1.29 an hour, 4 cents an hour less than other nonmanufacturing employees. The distribution of earnings in retail trade closely resembled that for all nonmanufacturing industries, the only noteworthy difference being the slightly larger concentration of employees at the lower pay levels. Fifty-one percent of the retail employees earned less than \$1.25 an hour, for example, compared to 47 percent of the nonmanufacturing group as a whole.

Average earnings of \$1.68 an hour in manufacturing industries were 37 cents higher than those in nonmanufacturing industries. The distribution of earnings in manufacturing was heavily influenced by the wage structure in the textile industry. Three-fifths of the employees earned between \$1.50 and \$2 an hour, the largest such concentration among the 15 selected areas. There was no clustering near the \$1.25 Federal minimum wage, but one-fourth of the employees received less than \$1.50 an hour.

Hours. The duration of the workweek in Chambers and Lee Counties, an average of 43 hours, led the selected southern areas. Nearly three-tenths of the work force were on a 48-hour week and, altogether, more than two-fifths worked this number of hours or more. One-fifth of the employees worked 40 hours and one-eighth were part time (less than 35 hours a week).

Employees in nonmanufacturing industries worked an average of 41 hours during a single week in June 1965. Nearly one-fourth worked exactly 40 hours, but almost three-tenths were employed at least 48 hours. One-sixth of the employees worked less than 35 hours.

Average weekly hours in the retail trade industry were the same as for all nonmanufacturing industries, but individual workweeks were distributed differently. Almost two-fifths of the retail employees worked at least 48 hours. The workweek of about one-half of these was exactly 48 hours, making this the most common period of employment. One-fifth of the employees were on part-time work, and about one-tenth worked 40 hours a week.

The level and distribution of weekly hours in manufacturing industries, particularly textile mill products, had a pronounced effect on the structure of the area's workweek. The relatively long average week, 44 hours, resulted from the large proportion, one-half, working 48 hours or more. One-third of the manufacturing employees had a week of exactly 48 hours, compared to one-fifth on a 40-hour week. Only one-eighth worked less than 35 hours.

Wage Changes. Average earnings of \$1.60 in June 1965 exceeded the June 1962 level by 16 cents an hour. Raising the Federal minimum wage to \$1.25, effective in September 1963, contributed to the improved earnings at the lower pay levels, for the proportion of one-eighth earning less than this amount in 1965 was one-half that of 1962. In a sharper change further up the wage scale, the proportion of employees earning at least \$1.50 advanced from two-fifths to two-thirds. The 1965 study also revealed that 14 percent of the employees had earnings of \$2 or more, whereas in 1962, only 4 percent of the employees had such earnings.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
			Total ¹		Retail trade						
	June 1962	June 1965	June 1962	June 1965	June 1962	June 1965	October 1960	June 1961	June 1962	March 1964	June 1965
	(Cumulative percent)										
Under \$1.00 -----	8	7	37	30	45	32	1	1	(2)	(2)	-
Under \$1.05 -----	11	10	48	37	60	41	5	2	1	(2)	1
Under \$1.15 -----	13	11	52	42	67	44	9	3	2	1	1
Under \$1.20 -----	20	11	62	45	69	49	16	17	9	1	2
Under \$1.25 -----	24	12	65	47	71	51	20	20	14	1	2
Under \$1.30 -----	32	18	70	59	75	61	23	24	22	9	6
Under \$1.50 -----	59	35	79	68	86	69	67	65	54	35	25
Under \$1.80 -----	87	75	90	82	93	81	93	90	86	78	73
Under \$2.00 -----	96	86	93	86	96	85	99	98	96	90	86
Number of employees (in hundreds) -----	140	132	29	30	14	14	107	111	111	105	103
Average hourly earnings ---	\$1.44	\$1.60	\$1.16	\$1.31	\$1.07	\$1.29	\$1.43	\$1.46	\$1.51	\$1.61	\$1.68

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Wage gains in nonmanufacturing industries, which averaged 15 cents an hour over the June 1962 to June 1965 period, were registered at all levels of the pay scale. The proportion of employees earning at least \$1.25 an hour rose from little more than one-third to over one-half and that receiving \$1.50 or more went from one-fifth to one-third. The concentrations at the \$1 and \$1.15 levels in 1962, each about one-tenth, were not as evident in 1965; many of these employees, accompanying the change in the Federal minimum wage, moved up to \$1.25. The proportion at \$1.25 rose from 5 to 12 percent.

The earnings of nonsupervisory employees in retail stores advanced 22 cents an hour, 13 cents more than the increase in the average received by employees in other nonmanufacturing industries. The magnitude of the retail advance was reflected throughout the earnings distribution. The largest change was in the proportion earning \$1.15 or more, which at 56 percent in June 1965, represented an increase from the one-third recorded 3 years earlier. The proportion of employees earning at least \$1.50 an hour more than doubled from the 14 percent in 1962, and those earning \$2 or more an hour went from a relatively small 4 to 15 percent. Changes in the Federal minimum wage (applicable to about one-half the area's retail work force, mainly those in large enterprises) had an apparent effect on the distribution of earnings. There was a shift in the employment concentrations from \$1 or just above the minimum applicable in June 1962, to the \$1.15 and \$1.25 levels. The former rate was in operation in June 1965 and the latter was to become effective 3 months later.

In June 1965, earnings in manufacturing industries were 25 cents higher than the level recorded in October 1960. Seventeen cents of this advance occurred since the June 1962 survey. The greater change, by far, in the distribution of wages was an increase in the proportion earning \$1.50 or more. Only one-third of the employees in 1960 were at this level, but three-fourths in 1965 had such earnings. Further, one-fourth of the employees were earning at least \$1.80 an hour, compared to fewer than one-tenth in 1960, and one-seventh had passed the \$2 point whereas only a handful had such earnings nearly 5 years earlier. At the lower pay levels, increases in the Federal minimum wage since the October 1960 survey served to bring one-fifth of the employees who earned less than \$1.25 in October 1960 to at least this point by June 1965.

Charlotte and Sarasota Counties, Fla.

Charlotte and Sarasota Counties, Fla., are situated on the Gulf of Mexico, south of Tampa Bay. Within the area's 1,291 square miles, there were 89,489 inhabitants at the time of the 1960 census. Two-fifths of the population resided in the city of Sarasota. Nearly 11,700 employees were included in the June 1965 survey, more than four-fifths of whom were in nonmanufacturing industries. Retail trade accounted for one-half of these, and the services and finance, insurance, and real estate industries together for one-third. Because the Sarasota area is a noted resort, employment in these groups was particularly large.

Earnings. Average earnings for all employees in the two-county area were \$1.67 an hour in June 1965. One-half of the employees earned more and one-half less than \$1.51 an hour. Earnings for the middle 50 percent of the employees ranged between \$1.24 and \$2.01 an hour.

Employees in nonmanufacturing industries averaged \$1.60 an hour. Only about one-eighth of the employees were paid less than \$1, but three-tenths earned less than \$1.25. Almost one-half of the nonmanufacturing force earned at least \$1.50 an hour, and more than one-fifth received \$2 or more.

Employees in retail establishments averaged \$1.53 an hour, which was 14 cents less than other nonmanufacturing workers, but the highest average for the industry among the selected southern areas. Two out of every five retail employees earned at least \$1.50, and about one-half of this proportion earned more than \$2 an hour. At the other end of the scale, however, one-sixth of the employees were paid less than \$1 an hour and more than one-third less than \$1.25. These lower paid retail employees accounted for more than three-fifths of the nonmanufacturing work force receiving such earnings.

Average earnings of \$2.06 an hour for employees in manufacturing industries were 46 cents an hour higher than those in nonmanufacturing industries. Three-fourths of the work force earned at least \$1.50 an hour, nearly one-half earned \$2 or more, and over one-fourth received at least \$2.50. Two-thirds of the employees who earned \$2.50 or more worked in the electrical machinery industry, which accounted for two-fifths of the manufacturing work force.

Hours. Employees in the area worked an average of 40 hours during the survey week. This was also the most common individual workweek, occupying one-fourth of the employees. One out of five employees were part time (less than 35 hours a week), which was about the same proportion that worked a week of 48 hours or more.

The average workweek in nonmanufacturing industries was 39 hours. Nearly the same proportion (about one-fifth each) worked part time, 40 hours, or a long workweek, reflecting the relatively uniform distribution of nonmanufacturing employees along the hours scale.

Retail trade employees also averaged 39 hours. The proportions of employees in retail trade working less than 35 hours, and 48 hours or more were similar to those for all nonmanufacturing employees, but fewer, one-sixth, worked exactly 40 hours.

The average workweek in manufacturing industries was 41 hours. More than one-half of the work force was on a 40-hour week. Only 1 employee in 10 worked part time during the survey week, and a slightly greater proportion, an eighth, worked at least 48 hours.

Wage Changes. The area pay level in June 1965 was 15 cents an hour higher than that recorded during the June 1962 study. Changes in the distribution of earnings were relatively uniform and affected employees at all levels of pay. The proportion of employees earning less than \$1.15 an hour declined from 27 percent to 19 percent, and the proportion earning less than \$1.25 decreased in 3 years from 35 to 25 percent. The advances further up the wage scale were of equal degree. The proportion earning at least \$1.50 an hour rose from 44 to 51 percent, and the proportion receiving at least \$2 increased from 19 to 26 percent.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
	June		Total ¹		Retail trade		October	June	March	June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)										
Under \$1.00 -----	12	10	15	12	16	15	(2)	-	(2)	(2)	-
Under \$1.05 -----	21	16	26	19	28	22	8	3	3	1	3
Under \$1.15 -----	27	19	32	22	35	26	13	4	6	1	3
Under \$1.20 -----	32	23	37	27	39	31	14	10	9	1	4
Under \$1.25 -----	35	25	40	30	42	36	16	13	11	1	4
Under \$1.30 -----	43	35	48	40	49	46	23	25	22	9	13
Under \$1.50 -----	56	49	61	54	61	59	41	41	35	20	25
Under \$2.00 -----	81	74	85	78	84	80	64	70	66	57	52
Under \$2.50 -----	91	86	94	88	93	89	79	82	79	71	73
Number of employees (in hundreds) -----	99	117	80	98	40	49	19	18	20	23	19
Average hourly earnings ---	\$1.52	\$1.67	\$1.45	\$1.60	\$1.46	\$1.53	\$1.81	\$1.75	\$1.83	\$2.20	\$2.06

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Earnings in nonmanufacturing industries rose 15 cents an hour, also. Because of the high ratio of nonmanufacturing employment to the total area employment, changes in the distribution of nonmanufacturing earnings were substantially the same as for the area as a whole. The largest gains were in the proportions earning at least \$1.15 and at least \$1.25, which increased, respectively, from 68 to 78 percent and from 60 to 70 percent.

Between 1962 and 1965, earnings in the retail trade industry increased 7 cents an hour. This rise was somewhat lower than the advance of 23 cents experienced by other nonmanufacturing employees as a group. The greatest improvement was in the proportion of retail employees paid \$1.15 or more an hour, which rose from 65 to 74 percent. Aside from the gain in the proportion earning at least \$1.25 (58 to 64 percent), changes elsewhere in the distribution were relatively minor. The increases at the \$1.15 and \$1.25 levels can be attributed largely to changes in the Federal minimum wage governing employees of large establishments subject to the provisions of the Fair Labor Standards Act (FLSA). About one-third of the employees included in the surveys were in such establishments. The existing minimum in June 1965 was \$1.15, which went to \$1.25, 3 months after the survey period.

The movement of the area's manufacturing pay level, as registered in the five surveys between October 1960 and June 1965, followed an irregular course, but resulted in an increase of 25 cents an hour. During the 3 years following the June 1962 study, average earnings rose 23 cents. There was considerable change in the distribution of wages since October 1960, reflecting higher earnings for employees at all levels of the scale. Although relatively few employees received less than \$1.25 an hour even in 1960 when the Federal minimum wage was \$1, nearly all of the one-sixth of the work force who had such earnings then were earning at least \$1.25 by 1965. Advances further up the scale were more striking. The proportion earning at least \$1.50 an hour went from three-fifths to three-fourths, and that receiving at least \$2 rose from about one-third to nearly one-half.

Cooke and Grayson Counties, Tex.

Cooke and Grayson Counties, Tex., located north of the Dallas-Fort Worth area and bordering on Oklahoma, cover 675 square miles and had a population of 95,600 at the time of the 1960 census. The 12,200 employees covered by the survey were equally divided between the manufacturing and nonmanufacturing industry groups.

Earnings. Average earnings for all employees included in the survey were \$1.61 an hour. One-half earned less and one-half more than \$1.45 an hour. Earnings for the middle one-half of the employees ranged between \$1.26 and \$2 an hour. Nearly one-sixth of the work force were clustered in the \$1.25 to \$1.30 wage interval.

Employees in nonmanufacturing industries averaged \$1.39 an hour. One-fourth earned less than \$1 and more than two-fifths received less than \$1.25. Only one-third of the nonmanufacturing employees earned more than \$1.50 an hour.

More than 2 out of every 5 nonmanufacturing employees worked in retail trade establishments and averaged \$1.26 an hour. This relatively low earnings level, which was 24 cents less than the mean level for employees in all other nonmanufacturing industries, reflects the distribution of individual pay. Three-tenths of the retail employees received less than \$1 an hour (one-fifth less than 75 cents), and twice this number earned less than \$1.25. Although a sizable proportion of employees, one-fourth, earned more than \$1.50 an hour, the proportions at successively higher pay levels rapidly diminished—only one-tenth, for example, earned \$2 or more an hour. Little more than one-fifth of the area's retail force were in establishments generally subject to the provisions of the

FLSA, as amended in September 1961, but nearly one-fourth were clustered around either \$1.15, the minimum wage in operation at the time of the survey, or \$1.25, the minimum to become effective 3 months after the survey period.

Average hourly earnings in manufacturing industries came to \$1.84. Almost all of the manufacturing employees earned at least \$1.25, the Federal minimum wage, but one-fifth were concentrated within 5 cents of this amount. On the other hand, more than three-fifths of the employees earned at least \$1.50 an hour, and over one-third received at least \$2. Two out of three manufacturing employees were in 1 of 4 industries: Food and kindred products, textiles and textile mill products, apparel, and nonelectrical machinery. The apparel industry, which employed about one-sixth of the manufacturing force, accounted for one-half of those earning between \$1.25 and \$1.30 an hour, but at the higher end of the pay scale, the food and machinery industries accounted for three-fifths of those earning \$2 or more, although they employed only about one-third of the manufacturing complement.

Hours. During the selected week in June 1965, nonsupervisory employees worked an average of 42 hours. Three out of ten employees were on a 40-hour week, making this the most prevalent period of employment at the time of the survey. Only one-seventh of the employees worked part time (less than 35 hours a week) but the incidence of long weeks (48 hours or more) was substantial, 1 of 3 having such hours.

The average workweeks in nonmanufacturing and manufacturing industries were 42 and 43 hours, respectively. The distribution of hours in each closely resembled that for all industries. For example, in both manufacturing and nonmanufacturing about three-tenths of the employees in each group of industries worked 40 hours, and one-third were employed 48 or more. The only significant difference was in the proportions working part time—one-sixth of the nonmanufacturing employees worked less than 35 hours during the week, somewhat more than the one-eighth in manufacturing, which resulted in the slightly lower average workweek for nonmanufacturing employees.

Although the data for the industry groups indicate a great degree of harmony, there were wide differences in hours of work among the major industries within the groups. Relatively few retail trade employees, 1 out of 8, worked a 40-hour week, for example, and nearly one-half worked 48 hours or more. In manufacturing, the distribution of hours among employees in the food industry closely followed that of the group as a whole, but two-fifths of the employees in textile and textile products mills worked exactly 48 hours. In apparel plants, by contrast, two-fifths of the employees worked exactly 40 hours, and only about one-eighth of the employees worked longer than that. Most of the nonelectrical machinery employees were either on standard or long workweeks—more than one-half worked 40 hours and one-fourth worked 48 hours or longer.

Wage Changes. Between June 1962 and June 1965, average earnings in Cooke and Grayson Counties increased from \$1.49 to \$1.61 an hour. Although the advance reflects pay increases received by employees at most levels of the pay scale, the greatest change benefited the lower paid employees. Of particular note was the decline from two-fifths to less than one-fourth in the proportion of employees earning less than \$1.25 an hour. For the most part, this change reflected the movement of the Federal minimum wage from the \$1.15 rate in effect at the time of the 1962 study to \$1.25, the cluster of employees at the former minimum moving up to the latter. The increases at other points along the wage scale were small by comparison, ranging from 3 to 8 percentage points.

Average hourly earnings	All industries		Nonmanufacturing							
			Total ¹		Retail trade					
	June		June		June					
	1962	1965	1962	1965	1962	1965				
	(Cumulative percent)									
Under \$1.00 -----	16	13	30	26	39	31				
Under \$1.05 -----	22	16	40	31	55	38				
Under \$1.15 -----	25	19	44	36	62	43				
Under \$1.20 -----	37	22	51	43	65	56				
Under \$1.25 -----	41	23	53	44	67	58				
Under \$1.30 -----	47	39	59	56	73	69				
Under \$1.50 -----	59	52	69	66	82	77				
Under \$2.00 -----	79	75	85	85	94	90				
Under \$2.50 -----	93	89	95	93	98	96				
Number of employees (in hundreds) -----	116	122	63	63	29	28				
Average hourly earnings -----	\$1.49	\$1.61	\$1.33	\$1.39	\$1.18	\$1.26				
	Manufacturing									
	Total ¹					Food and kindred products				
	October		June	March	June	October		June	March	June
	1960	1961	1962	1964	1965	1960	1961	1962	1964	1965
	(Cumulative percent)									
Under \$1.00 -----	(2)	(2)	(2)	(2)	-	(2)	-	-	-	-
Under \$1.05 -----	13	1	1	(2)	-	7	(2)	(2)	-	-
Under \$1.15 -----	22	1	2	(2)	1	11	(2)	1	-	-
Under \$1.20 -----	29	22	21	(2)	1	11	12	8	-	-
Under \$1.25 -----	33	28	27	(2)	1	12	14	9	-	-
Under \$1.30 -----	37	33	34	22	20	12	16	11	7	16
Under \$1.50 -----	48	45	47	37	38	16	22	13	11	26
Under \$2.00 -----	75	70	72	62	64	59	51	46	41	52
Under \$2.50 -----	94	93	91	86	86	96	94	93	82	86
Number of employees (in hundreds) -----	50	53	53	58	60	12	14	13	16	13
Average hourly earnings -----	\$1.62	\$1.69	\$1.69	\$1.85	\$1.84	\$1.90	\$1.92	\$2.01	\$2.07	\$1.98

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Average earnings in nonmanufacturing industries rose 6 cents an hour over the 1962 level. Most of the improvement was in general upgrading of earnings among employees clustered in the \$1 to \$1.30 an hour bracket, showing little change in the proportions earning either less or more than these amounts. Thus, the proportion of nonmanufacturing employees earning less than \$1 an hour declined slightly, from three-tenths to slightly more than one-fourth, but the proportion paid \$1.30 or more increased slightly from two-fifths. The proportion paid at least \$1.25 grew from 47 to 56 percent.

Earnings for retail trade employees increased 8 cents an hour between 1962 and 1965, 5 cents more than the advance made by employees in all other nonmanufacturing industries. This rise resulted mainly because of a sharper

response in retail trade to applications of the 1961 amendments to the FLSA. (About one-fifth of the retail employees were in establishments generally subject to provisions of the legislation.) In June 1962, when the minimum was \$1, one-sixth of the employees were clustered at or near this level, and more than three-fifths received less than \$1.15 an hour. Three years later, with a 15-cent increment added, the proportion earning less than the minimum had declined to nearly two-fifths, and a cluster comprising one-eighth of the employees appeared at or just above the new standard. At other points on the wage scale changes were relatively minor.

From October 1960 to June 1965, earnings in manufacturing industries rose 22 cents an hour. Between June 1962 and June 1965 the advance was 15 cents, more than double the increase registered in nonmanufacturing industries over the same period. The effects of changes in the Federal minimum wage on the distribution of employee earnings were clearly evident in the lower reaches of the earnings array—more so than in the nonmanufacturing group due to the more widespread application of the FLSA in manufacturing. (Nearly all manufacturing employees in the area were in establishments subject to a Federal minimum wage compared with about three-fifths of those in nonmanufacturing.) Thus, the 1 out of 3 manufacturing employees who were earning less than \$1.25 an hour in October 1960 were all earning at least this amount by June 1965.

About one-fifth of the work force was directly affected by movements of the Federal minimum wage during this time, stepping up as a group at each incremental change. As these changes were taking place, there were also advances at the higher pay levels. The proportion of employees earning \$2 or more an hour advanced from one-fourth in 1960 to more than one-third by 1965, and the proportion earning at least \$2.50, although relatively small, doubled to one-seventh.

Florence County, S. C.

Florence County encompasses 805 square miles in east central South Carolina and has a population of 84,438 (1960 census). The city of Florence is the county's major urban area. More than one-half of the 12,000 employees within the scope of the survey were in manufacturing industries and about the same proportion of nonmanufacturing employees were in retail trade.

Earnings. Average hourly earnings for all nonsupervisory employees were \$1.46. Median earnings were 8 cents lower. The middle 50 percent of the employees concentrated between \$1.26 and \$1.64 an hour. Nearly one-fifth were clustered between \$1.25 and \$1.30 an hour.

Employees in nonmanufacturing industries averaged \$1.32 an hour. Nearly three-tenths of the nonmanufacturing employees earned less than \$1 and somewhat more than two-fifths less than \$1.25 an hour. Earnings for one-eighth of the employees were concentrated between \$1.25 and \$1.30 an hour. Fewer than one-third earned more than \$1.50 an hour, and only one-eighth received more than \$2.

Average earnings of \$1.20 an hour for employees in retail trade were 25 cents less than for those in other nonmanufacturing industries. Almost two-fifths of the retail employees earned less than \$1 an hour and more than one-fourth received less than 75 cents. Three-fifths were paid less than \$1.25 an hour, accounting for seven-tenths of all nonmanufacturing employees below that level. One-tenth of the workers were concentrated at each of two 5-cent wage intervals—\$1.15 to \$1.20 and \$1.25 to \$1.30 an hour.

Average earnings in manufacturing industries, at \$1.58, were 26 cents an hour higher than the average in the nonmanufacturing group. Most of this disparity was attributable to the large proportion of nonmanufacturing employees earning less than \$1.25 an hour, for beyond this point, the earnings distributions of the two groups were relatively similar. Almost one-fourth of the employees earned between \$1.25 and \$1.30 an hour, reflecting the influence of the Federal minimum wage in the area's manufacturing establishments. Fewer than two-fifths of the work force earned more than \$1.50, and all but one-seventh were paid less than \$2. The level and distribution of earnings in the area reflected the somewhat similar wage structures of the four leading industries: Textiles, apparel, lumber, and electrical machinery, which together employed 70 percent of the work force. All had relatively large concentrations of employees at or just above the minimum wage and in none did the proportion earning more than \$1.50 an hour exceed one-third.

Hours. The average workweek among all employees during a single week in June 1965 was 40 hours. One-fourth of the employees worked exactly this number, one-fifth were employed 48 hours or more, and one-sixth were part time (less than 35 hours).

Average weekly hours in nonmanufacturing industries, although 1 hour less than the area level, were nevertheless distributed similarly. Slightly more employees, nearly one-fifth, worked part time, but also, more (almost one-fourth) had a long workweek.

Retail trade employees worked an average of 39 hours during the survey week, the same as that for the nonmanufacturing segment as a whole. The distribution of individual workweeks, however, differed from the group array. Only about one-sixth of the retail work force were on a 40-hour week, for example, but the proportions working part time and long weeks, about one-fourth each, were somewhat larger than in all nonmanufacturing.

The average workweek in manufacturing establishments was 41 hours. More than one-fourth of the employees worked 40 hours and one-sixth were employed 48 or more. Only about one-eighth of the work force were part time.

Wage Changes. Average earnings of all nonsupervisory employees advanced 15 cents an hour over the 3-year period following the June 1962 survey. The most important change in the distribution of earnings was in the proportion paid less than \$1.25 an hour which declined by more than one-half—from 53 percent in 1962 to 22 percent in 1965. In this association, the one-fifth of the employees concentrated at the 1962 minimum wage of \$1.15 an hour moved up to \$1.25, the base in effect during June 1965. Changes at other levels of the distribution were smaller by comparison. The proportion receiving more than \$1.50 an hour, for example, increased from one-fourth to one-third.

Earnings in nonmanufacturing industries rose 9 cents an hour between June 1962 and June 1965, mostly benefiting the lower paid employees. About the same proportion earned less than \$1 in 1965 as did in 1962 (29 percent and 34 percent, respectively), but the proportion earning less than \$1.25 decreased considerably, from 58 percent in 1962 to 44 percent in 1965. There was little change further up the wage scale.

Average earnings of employees in retail trade increased 7 cents an hour over the June 1962 level. The greatest change was in the proportion of employees earning at least \$1.15 an hour, which rose from 37 to 54 percent. This increase

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
			Total ¹		Retail trade		October		June	March	June
	June		June		June		October	June	March	June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)										
Under \$1.00 -----	17	14	34	29	44	38	(2)	2	2	(2)	1
Under \$1.05 -----	23	16	42	33	58	43	21	7	4	1	1
Under \$1.15 -----	25	18	46	36	63	46	32	8	6	2	2
Under \$1.20 -----	44	20	55	42	68	56	42	40	34	2	2
Under \$1.25 -----	53	22	58	44	70	59	63	52	47	3	2
Under \$1.30 -----	60	40	62	57	72	68	71	61	59	32	25
Under \$1.50 -----	75	66	72	69	79	77	82	77	78	72	63
Under \$1.80 -----	84	82	87	83	88	86	90	89	88	87	81
Under \$2.00 -----	91	86	89	87	92	88	93	92	93	89	85
Number of employees (in hundreds) -----	101	120	49	56	25	29	49	50	52	54	65
Average hourly earnings ---	\$1.31	\$1.46	\$1.23	\$1.32	\$1.13	\$1.20	\$1.29	\$1.36	\$1.38	\$1.49	\$1.58

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

appeared to be largely a result of the influence of changes in the Federal minimum wage applicable to employees in large retail organizations. (One-sixth of the employees were in such organizations.) Fourteen percent of the employees were clustered at the \$1 minimum in effect during the 1962 study; the main clusters, together accounting for 19 percent in 1965, were either at \$1.15 or \$1.25, the existing standard and the base that was to become effective 3 months after the survey period. Only minor changes were recorded among higher paid employees.

Between October 1960 and June 1965, average earnings in manufacturing industries increased 29 cents an hour, 20 cents of which occurred after June 1962. Changes in the distribution of earnings at the lower pay levels were striking. In 1960, when the Federal minimum wage was \$1, nearly 2 out of 3 employees earned less than \$1.25 an hour and fewer than one-fifth earned more than \$1.50. By 1965, almost all manufacturing employees earned at least the \$1.25 minimum wage, and the proportion receiving more than \$1.50 had doubled. The proportion of employees earning the minimum wage in operation during the five separate surveys of the area's manufacturing complex was substantial, ranging from one-fifth to one-third. Moving up the wage scale, the proportion earning \$2 or more doubled between 1960 and 1965, going from 7 to 15 percent.

Gaston County, N. C.

Gaston County, N. C., which is in the southwestern part of the State bordering on South Carolina, had a population of 127,074 at the time of the 1960 census. Gastonia is the chief urban center. The more than 39,300 employees included in the survey constituted the greatest number among the selected areas. Four out of five were in manufacturing industries, chiefly in the production of textile mill products. About one-half of the 8,000 employees in nonmanufacturing industries were in retail trade.

Earnings. Average earnings in all industries came to \$1.59 an hour, 9 cents more than median earnings. One-fourth of the employees earned less than \$1.35 and one-fourth more than \$1.74; thus, earnings for the middle 50 percent of the employees were spread over a relatively narrow band of 39 cents an hour.

Average earnings in nonmanufacturing industries were \$1.60 an hour. Nearly one-third of the employees earned less than \$1.25 and almost three-fifths less than \$1.50. On the other hand, somewhat more than one-fifth had earnings of \$2 or more an hour.

Employees in retail trade averaged \$1.33 an hour, 52 cents an hour less than other nonmanufacturing employees. One-sixth of the retail employees earned less than \$1 and somewhat more than one-half less than \$1.25, accounting for four-fifths of the nonmanufacturing employees with such earnings. Two-fifths of the retail work force were clustered at 1 of 3 5-cent intervals, \$1 to \$1.05, \$1.15 to \$1.20, and \$1.25 to \$1.30. The latter two concentrations, to a great degree, reflect the effects of Federal minimum wage legislation, which in June 1965 was applicable to more than one-fourth of the area's retail employees, mostly those in large enterprises. A rate of \$1.15 was operative at the time of the survey, and \$1.25 was to be effective shortly thereafter.

Employees in manufacturing industries were paid an average of \$1.59 an hour, 1 cent less than those in the nonmanufacturing group. The distribution of earnings in manufacturing, however, differed substantially. Although nearly all the employees earned at least \$1.25 an hour, three-fifths were concentrated between this amount and \$1.55. Only one-tenth of the employees earned more than \$2 an hour, one-half the proportion at this level in nonmanufacturing industries. The area's textile industry accounted for three-fourths of the manufacturing work force and strongly influenced both the level and the relatively narrow range of earnings in manufacturing, as well as in the area.

Hours. During a single week in June 1965, the average workweek for all employees included in the study was 42 hours. Two-fifths of the work force were employed at least 48 hours during the week, and one-sixth were part time (less than 35 hours). The most common period of employment was 48 hours, engaging 23 percent of the employees, 1 percentage point more than the proportion on a 40-hour week.

Employees in nonmanufacturing industries, by contrast, averaged 38 hours during the week. Almost one-fourth worked less than 35 hours and a slightly higher proportion worked exactly 40 hours. About one-sixth of the employees were employed 48 hours or longer.

The workweek in retail trade establishments was 37 hours, 2 hours less than the average for employees in other nonmanufacturing industries. The length of the week is attributable to the relatively large proportion of employees, three-tenths, who worked part time. Fewer than one-sixth of the retail employees worked a 40-hour week; somewhat more, one-fifth, had a week of 48 hours or longer.

The average week of 43 hours in manufacturing industries was noticeably longer than that in nonmanufacturing. Whereas part-time employment was prevalent in the latter, a large part of the manufacturing force, 45 percent, worked

a long week (48 hours or more) and relatively few, 14 percent, worked less than 35 hours. The most common workweek, one of 48 hours, occupied more than one-fourth of the employees, compared with about one-fifth of a 40-hour week.

Wage Changes. The area's nonsupervisory work force experienced a 12-cent-an-hour increase in earnings between the June 1962 and June 1965 surveys. During the earlier study, one-fifth of the employees earned less than \$1.25 an hour and only one-third earned more than \$1.50; 3 years later, fewer than one-tenth had earnings at the lower level and one-half earned more than \$1.50 an hour. The advance diminished, however, further up the wage scale. The proportion earning \$2 or more an hour, for example, increased from 8 to 13 percent.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
			Total ¹		Retail trade						
	June 1962	June 1965	June 1962	June 1965	June 1962	June 1965	October 1960	June 1961	June 1962	March 1964	June 1965
	(Cumulative percent)										
Under \$1.00 -----	2	2	14	11	19	17	1	(2)	(2)	(2)	(2)
Under \$1.05 -----	6	4	28	19	46	31	4	1	1	(2)	(2)
Under \$1.15 -----	7	5	35	24	56	38	10	1	1	(2)	(2)
Under \$1.20 -----	15	7	43	31	61	53	17	11	9	(2)	1
Under \$1.25 -----	20	7	46	32	65	54	27	21	15	(2)	1
Under \$1.30 -----	30	17	51	42	69	64	42	31	26	14	11
Under \$1.50 -----	65	50	63	57	80	76	75	70	65	62	48
Under \$1.80 -----	93	79	76	72	90	87	92	92	90	87	81
Under \$2.00 -----	92	87	81	78	94	90	96	96	95	93	89
Number of employees (in hundreds) -----	331	393	58	81	27	39	248	278	273	283	312
Average hourly earnings ---	\$1.47	\$1.59	\$1.48	\$1.60	\$1.23	\$1.33	\$1.39	\$1.43	\$1.47	\$1.52	\$1.59

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The increase in nonmanufacturing earnings, 12 cents an hour, was the same as that for all employees, but most of the gain was limited to the lower pay levels. The greatest change occurred in the proportion of employees earning at least \$1.25 an hour, which increased from 54 percent in 1962 to 68 percent in 1965. This shift is compared with an improvement of only 6 percentage points (37 percent to 43 percent) in the proportion earning more than \$1.50.

Earnings in retail trade were 10 cents above the 1962 level. Most of the change in the distribution of earnings appeared to be through the influence of the 1961 amendments to the FLSA, which raised the minimum wage for employees in establishments subject to the provisions of the act from \$1, which was operative during June 1962, to \$1.15, the minimum in June 1965. Consequently, the proportion of employees earning at least \$1.15 increased from 44 percent to 62 percent. There was little change in the proportion earning less than \$1 an hour (almost one-fifth during each survey), but there was a significant change at or just above the \$1 level. In June 1962, more than one-fourth of the retail store employees were clustered between \$1 and \$1.05, but by June 1965 the proportion had been halved. Many of these employees stepped up to the \$1.15 and \$1.25 levels (the latter was to become the minimum 3 months after the 1965 study period), where one-fourth of the work force was concentrated in June 1965. Comparatively few changes occurred elsewhere in the earnings distribution.

Nonsupervisory employees in manufacturing industries received a 20-cent increase in average hourly earnings between October 1960 and June 1965, 12 cents of which came between June 1962 and June 1965. Gains at the low end of the earnings distribution seemed to be mainly in response to increases in the Federal minimum wage (more than one-fourth of the employees earned less than \$1.25 an hour in 1960, whereas almost all earned at least \$1.25 in 1965). The most striking advances took place further up the wage scale, reflecting the movement of wages in the textile industry. The proportion earning \$1.40 or more rose from 37 to 75 percent, that earning \$1.50 or more rose from 25 to 52 percent, and that earning at least \$1.60 went from 19 to 35 percent. A major portion of the manufacturing advances can be attributed to four rounds of "across-the-board" increases granted by southern textile industry employers since the October 1960 survey. The amounts of the increases, which covered both wages and benefits, varied by company but were approximately 5 percent each and became effective around February 1962, November 1963, September 1964, and beginning in June 1965.⁵

Harrison County, W. Va.

Harrison County is located in north central West Virginia and covers 418 square miles. About one-third of the area's population, 77,856, reside in Clarksburg. Manufacturing industries accounted for one-half of the 12,400 employees included in the survey. The mining and retail trade industries each employed about one-fourth of the nonmanufacturing work force.

Earnings. Average hourly earnings of \$2.33 for all employees were the highest among the areas studied separately in the South. The median earnings level, \$2.36, reflects a nearly symmetrical distribution of earnings above and below the mean. The middle half of the employees earned between \$1.61 and \$2.90 an hour. Two out of every five employees studied worked in either the bituminous coal mining or glass manufacturing industries, contributing to this area's relatively high wage level.

Average earnings of \$2.02 an hour in nonmanufacturing industries were the second highest among the selected southern areas. One-third of the employees earned more than \$2.50 and one-fourth received \$3 or more. At the lower end of the wage scale, on the other hand, one-fifth of the employees earned less than \$1.25. The bituminous coal mining industry averaged \$3.05 an hour and accounted for two-thirds of the nonmanufacturing employees earning \$3 or more an hour. Most of the area's lower paid employees were in retail trade, which accounted for three-fifths of the nonmanufacturing employees earning less than \$1.25 an hour.

Manufacturing earnings, which averaged \$2.63 an hour, were higher than in any other southern area. All but one-sixth of the employees earned at least \$2 an hour and one-fifth earned more than \$3. Seven out of eight employees worked in the high paying glass, primary metals, and electrical machinery industries.

⁵ Current Wage Developments, Nos. 171 (March 1, 1962), 191 (November 1, 1963), 201 (September 1, 1964), and 210 (June 1, 1965).

Hours. Area employees averaged, as a group, 40 hours of work during the survey week. Nearly one-half of the force worked a 40-hour week, making this the most common period of employment. Relatively few employees worked part time (fewer than 35 hours) or long weeks (48 hours or more), one-eighth and one-sixth, respectively.

The average workweek in nonmanufacturing industries was 41 hours, 1 hour more than that of the area as a whole. The longer average week is attributable to the larger proportion of two-fifths of nonmanufacturing employees working more than 40 hours compared with three-tenths of the all-industry group. One-eighth of the nonmanufacturing force was employed part time and one-third worked exactly 40 hours. One-fifth had a week of 48 hours or more.

Employees in mining worked an average of 41 hours a week and those in retail trade an average of 40. The distribution of individual hours in the two groups was similar—in each, one-seventh worked less than 35 hours and one-fourth were on a 40-hour week, but about one-fifth were employed 48 hours or more.

Average weekly hours in manufacturing industries came to 40. A 40-hour week was most common, engaging 3 out of every 5 employees. Only one-tenth and one-seventh of the work force had respective weeks of less than 35 hours or 48 hours or more.

Wage Changes. The earnings level in Harrison County rose 17 cents an hour between June 1962 and June 1965. Changes in the distribution of earnings reflected improvements all along the pay scale, especially among the higher paid employees. The greatest growth was in the proportion earning \$2.50 an hour or more, which went from 44 to 54 percent in 3 years. Increases of almost this magnitude occurred at lower points on the scale. The proportion earning less than \$1.25, for example, fell from one-fifth to about one-tenth.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
	June		Total ¹		Retail trade		October	June	March	June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)										
Under \$1.00 -----	8	7	16	14	-	-	(²)	-	(2)	-	-
Under \$1.05 -----	13	8	24	17	-	-	1	(²)	(2)	-	-
Under \$1.15 -----	14	9	27	18	-	-	2	(²)	(2)	-	-
Under \$1.20 -----	18	10	32	21	(2)	-	3	3	4	-	-
Under \$1.25 -----	19	11	34	22	(²)	-	3	4	5	-	-
Under \$1.30 -----	23	15	40	30	8	5	3	5	6	4	2
Under \$1.50 -----	27	20	47	37	12	5	5	8	8	8	4
Under \$2.00 -----	44	36	63	56	30	12	12	27	27	17	17
Under \$2.50 -----	66	56	73	67	36	20	54	62	64	53	46
Number of employees (in hundreds) -----	128	124	66	61	14	13	55	51	52	54	63
Average hourly earnings --	\$2.16	\$2.33	\$1.81	\$2.02	\$2.74	\$3.05	\$2.52	\$2.44	\$2.44	\$2.53	\$2.63

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Average earnings of employees in nonmanufacturing industries increased 21 cents since June 1962, as a result of increases at almost all levels of the pay scale. The major part of the advance among the lower paid employees centered on changes in the Federal minimum wage. The proportion of employees earning less than \$1.15 an hour declined from 27 to 18 percent, and the proportion receiving less than \$1.25 dropped from 34 to 22 percent. The former rate, up from \$1 in 1962, was primarily applicable to the one-fourth of the retail employees who worked in large organizations subject to the provisions of the FLSA, but the latter, 10 cents higher than in 1962, applied to about four-fifths of the other nonmanufacturing employees. Increases in the earnings of mining employees, whose average rose 31 cents an hour, contributed much to the change at the higher levels of the distribution. Here, the proportion of employees earning at least \$2 an hour increased from 37 to 44 percent and that receiving \$2.50 or more, from 27 to 33 percent. In the mining industry itself, the proportion of employees earning \$2 an hour or more went from 70 to 88 percent, and that earning \$3 or more increased from 58 to 75 percent.

Average earnings in manufacturing industries rose 19 cents an hour between June 1962 and June 1965, more than offsetting an earlier decline in the level. Because of high prevailing wages in the area, nearly all of the advance concerned employees earning more than \$2 an hour. The proportion at this level increased from 73 percent in 1962 to 83 percent in 1965. The most noticeable change, however, occurred at an even higher level, where the proportion earning at least \$2.50 an hour rose from 36 to 54 percent in 3 years.

Hopkins and Muhlenberg Counties, Ky.

Located in the highlands of west central Kentucky, Hopkins and Muhlenberg Counties contain a population of 66,249 (1960 census) within a 1,037 square mile area. Nonmanufacturing industries accounted for 86 percent of the work force included in the study, the largest such proportion among the 15 selected areas. About one-half of these were employed in the bituminous coal mining industry.

Earnings. Average hourly earnings for all nonsupervisory employees included in the study were \$2.18. The median wage level, the amount above and below which one-half the work force are found, was 39 cents an hour less than the average. As the relationship between the average and median suggests, two-fifths of the employees earned more than \$3 an hour, but about the same proportion earned less than \$1.50.

Employees in nonmanufacturing industries averaged \$2.28 an hour, highest among the selected southern areas. Although nearly one-fourth of the employees earned less than \$1.25 an hour and about one-half less than \$2 more than two-fifths received over \$3 an hour. Nine out of ten employees at the latter wage level were in the bituminous coal mining industry, where the average straight-time pay was \$3.15 an hour. (Excluding this group from the tabulations lowered the nonmanufacturing pay level to \$1.49 an hour.)

Earnings in retail trade, the area's second largest employer, averaged \$1.19 an hour. Two-fifths earned less than \$1 and nearly two-thirds less than \$1.25. Seven-tenths of all nonmanufacturing employees earning less than \$1.25 were in retail establishments, although this industry employed only one-fourth of the employees.

Average earnings in manufacturing were \$1.54 an hour. Seven out of ten employees earned between \$1.25 and \$1.75 an hour, and 1 of 4 were concentrated at or just above the \$1.25 minimum wage. Fewer than one-sixth of the employees earned as much as \$2. The relatively low paying food, apparel, and lumber and wood products industries accounted for about three-fourths of the manufacturing employees.

Hours. All employees averaged 40 hours of work during a selected week in June 1965. One-fifth were employed part time (less than 35 hours) and almost three-tenths worked exactly 40 hours, the most common workweek. A fourth of the employees had a workweek of at least 48 hours in duration.

Nonmanufacturing employees also averaged 40 hours of work. Because of this group's employment dominance, the distribution of weekly hours was similar to that for all employees. For the same reason, workweeks among miners, who averaged 40 hours, were structured along the scale in substantially the same manner as the all-employee array. Although retail trade employees worked an average of 40 hours, too, individual weekly hours were arrayed differently from those of the nonmanufacturing division as a whole. Slightly more than one-fifth worked fewer than 35 hours, but fewer (one-seventh) worked a standard 40-hour week and a larger proportion, one-third, had weeks of 48 hours or more.

Employees in manufacturing industries averaged 41 hours of work during the survey week. The most common workweek, by far, was 40 hours, engaging more than two-fifths of the employees. About one-eighth of the employees were part time and about one-tenth worked a long week (48 hours or more).

Wage Changes. The area pay level rose 8 cents an hour between June 1962 and June 1965. These were advances at the lower and higher ends of the wage scale but, in line with the area's industrial makeup, little or no change occurred at the middle levels. For example, the proportion of employees earning \$1.25 an hour or more increased from seven-tenths to four-fifths, and the proportion receiving over \$3 an hour went from about one-fourth to nearly two-fifths, but the proportions earning at least \$1.50 (three-fifths) and at least \$2 (one-half) remained almost constant.

Average hourly earnings	All industries		Nonmanufacturing						Manufacturing				
	June		Total ¹		Mining		Retail trade		October	June	March	June	
	1962	1965	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)												
Under \$1.00 -----	12	12	14	14	-	-	41	39	1	1	4	-	2
Under \$1.05 -----	16	15	18	17	-	-	55	46	27	5	5	(2)	3
Under \$1.15 -----	18	16	20	18	-	-	62	49	48	8	8	(2)	5
Under \$1.20 -----	26	20	24	23	2	(2)	66	61	50	34	36	1	5
Under \$1.25 -----	29	21	26	23	2	(2)	69	63	54	39	41	1	5
Under \$1.30 -----	33	30	28	30	3	2	72	70	71	50	54	35	32
Under \$1.50 -----	39	39	34	36	3	5	81	78	83	63	64	62	56
Under \$2.00 -----	48	53	42	48	5	13	92	92	98	80	78	89	85
Under \$2.50 -----	54	59	47	53	9	14	97	97	100	86	88	97	94
Under \$3.00 -----	73	61	67	55	41	15	98	99	100	99	99	99	99
Number of employees (in hundreds) -----	76	70	63	60	34	29	14	15	9	13	13	9	10
Average hourly earnings -----	\$2.10	\$2.18	\$2.21	\$2.28	\$2.95	\$3.15	\$1.17	\$1.19	\$1.24	\$1.56	\$1.54	\$1.52	\$1.54

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

A 7-cent wage increase was registered in nonmanufacturing industries. Changes in the earnings distribution revealed only slight advances among the lower paid employees (the proportion earning less than \$1 an hour was 14 percent in both 1962 and 1965, and the proportion earning less than \$1.25—26 percent in 1962—declined but 3 percentage points), and even slight declines along the middle reaches of the scale. The only substantial gain was in the proportion earning \$3 an hour or more, mainly in mining, which rose from 33 to 45 percent.

Earnings in the mining industry increased 20 cents above the 1962 level. The movement of a large segment of employees from just below to a point above \$3 an hour (three-tenths earned between \$2.80 and \$3 an hour in 1962) resulted in the proportion having such earnings rising from 59 to 85 percent.

Retail trade employees, on the other hand, experienced an increase of 2 cents during the 3-year period. The gain, though small and strictly confined to the lower pay levels, represented a sizable relative advance for these employees. The proportion, fewer than two-fifths, earning \$1.15 an hour or more in 1962 increased to more than one-half by 1965. The influence of the Federal minimum wage, although fewer than one-tenth of the retail employees were in companies subject to the provisions of the FLSA, thus, appears to have been considerable. Further, the same proportion, about one-seventh, of employees who were clustered at the \$1 Federal minimum wage in 1962 moved up to \$1.15 by 1965.

Average earnings for manufacturing employees in June 1965 were 30 cents higher than the level recorded in October 1960. This advance was compressed into a single year period between October 1960 and October 1961, when the average rose 32 cents, only to decline 2 cents from that time to June 1965. Changes at the upper levels of the pay scale from 1961 to 1965, seemed to represent a period-to-period fluctuation that is often inherent in distributions of relatively small numbers of employees, but those at the lower levels were clear and sustained, and apparently strongly influenced by changes in the Federal minimum wage. Thus, by March 1964 when the minimum was \$1.25, nearly all employees were earning at least that amount compared to fewer than one-half in October 1960, when the minimum was \$1, and to only about three-fifths as late as June 1962 when the base was \$1.15. The concentration of employees stepping up the pay scale through the FLSA's influence was sizable, ranging from one-fourth to one-third of the work force at the time of each of the four surveys after October 1960.

Jones County, Miss.

Jones County encompasses 706 square miles in southeastern Mississippi, and contains a population of 59,542 (1960 census), almost one-half of whom reside in Laurel. Three-fifths of the 8,300 employees included in the study were in manufacturing industries. Slightly more than one-half of the nonmanufacturing employees were in retail trade.

Earnings. Average hourly earnings of all nonsupervisory employees were \$1.80, and median earnings were 1 cent an hour more. One-fourth of the employees earned less than \$1.28 an hour and another one-fourth received more than \$2.34 an hour.

Employees in nonmanufacturing industries averaged \$1.41 an hour. More than one-fourth of the employees received less than \$1 and about two-fifths less than \$1.25. Approximately one-third earned \$1.50 or more.

Employees in retail trade establishments averaged \$1.15 an hour, which is next to the lowest average earnings among the 15 selected southern areas. Over one-fourth of the employees received less than 75 cents an hour, and two-fifths received less than \$1 an hour. All but one-third earned less than \$1.25, accounting for approximately three-fourths of all nonmanufacturing employees receiving such earnings. More than one-half of the employees earning at least \$1.15 an hour were in establishments subject to the provisions of the FLSA, although they employed only one-third of the work force.

Average earnings of \$2.07 an hour in manufacturing industries were 66 cents higher than in the nonmanufacturing group and, by contrast, one-third highest among the 15 southern areas. Relatively few employees, one-eighth, were at the \$1.25 minimum wage, and all but one-fifth earned at least \$1.50 an hour. Almost two-thirds of the employees earned at least \$2, and one-fifth earned more than \$2.50 an hour. The lumber and wood products industry employed more than three-fourths of the manufacturing work force and nearly all of those earning \$2 an hour or more.

Hours. The average workweek in all industries was 42 hours during the June survey period. Four out of five employees worked 40 hours or more. The most common workweek, one of exactly 40 hours, occupied one-third of the work force, and more than one-fourth worked 48 hours or more. Only one-eighth of the employees were part time (less than 35 hours).

Nonmanufacturing employees averaged 41 hours a week. One-third were on a 40-hour week, and one-fifth worked 48 hours or more. One-eighth were employed on a part-time basis.

Although average weekly hours in retail trade were the same as those for all nonmanufacturing employees, individual workweeks were distributed differently. Larger proportions of retail employees, one-sixth, were part time and one-fourth had long workweeks. On the other hand, fewer (one-fourth) worked the standard 40-hour week.

The average week of 43 hours in manufacturing industries was longer than that in nonmanufacturing industries, but the hours were similarly distributed in some respects. The proportions working part time and 40 hours were nearly identical; however, the larger proportion, three-tenths, of manufacturing employees working 48 hours or more raised the group average.

Wage Changes. Between June 1962 and June 1965 average earnings of all nonsupervisory employees increased from \$1.60 to \$1.80 an hour. There were significant changes at the lower and higher levels of the wage scale, but those at the middle level were relatively minor, which is reflective of the area's industrial composition. Mainly through the influence of Federal minimum wage legislation the proportion of employees, one-sixth, earning less than \$1.25 an hour in 1965 was one-half that of 1962. Adjunctive to this change, the proportion of employees, 12 percent, at the \$1.15 minimum wage in 1962 moved as a group to the \$1.25 level. The proportion of employees earning \$1.50 or more increased, going from 54 to 62 percent, but sharper advancements occurred further up the scale. The proportion earning at least \$2 an hour rose from 26 to 45 percent and that earning \$2.50 or more went from 6 to 15 percent.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
			Total ¹		Retail trade						
	June		June		June		October	June	March	June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)										
Under \$1.00 -----	10	11	25	27	28	41	2	2	1	(2)	-
Under \$1.05 -----	15	13	36	31	43	45	17	3	1	4	(2)
Under \$1.15 -----	18	13	41	32	49	45	21	4	3	5	(2)
Under \$1.20 -----	30	16	49	40	51	60	25	18	18	5	(2)
Under \$1.25 -----	33	17	52	42	53	63	28	22	21	5	(2)
Under \$1.30 -----	37	29	56	53	55	69	30	26	25	19	13
Under \$1.50 -----	46	38	67	65	69	79	36	34	32	26	20
Under \$2.00 -----	74	55	85	83	87	92	77	71	68	34	37
Under \$2.50 -----	94	85	92	91	95	96	98	97	96	88	81
Number of employees (in hundreds) -----	91	83	36	34	19	17	56	56	55	47	49
Average hourly earnings ---	\$1.60	\$1.80	\$1.36	\$1.41	\$1.30	\$1.15	\$1.66	\$1.73	\$1.76	\$1.95	\$2.07

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Nonmanufacturing employees, as a group, experienced an average gain in earnings of 5 cents an hour in the 1962 to 1965 period. This small advance, compared with that for the rest of the area, is attributable to a decrease in the earnings level in retail trade (which accounts for about one-half the nonmanufacturing work force). The decline in the average was brought about by an increase in the number of employees earning less than \$1 an hour, coupled with the loss of some at the higher earnings levels. Earnings in other nonmanufacturing industries rose 24 cents.

Earnings in manufacturing industries increased 41 cents an hour from October 1960 to June 1965. During the last 3 years, they rose 31 cents an hour. Employees at all levels of the wage distribution shared in the advance. At the lower levels, the main agent of the increase seemed to be the FLSA, as amended in 1961, which served to raise the minimum wage from \$1 in 1960 to \$1.15 in 1961 to \$1.25 in 1963. Through its operation, the three-tenths of the work force earning less than \$1.25 in 1960 were all at the new rate or higher by 1965. As each new increment went into effect, the employees clustered within 5 cents of the previous minimum, ranging in size from 13 to 15 percent of the work force, stepped up the scale intact. Gains at the higher pay levels were even more impressive. The proportion earning \$2 an hour or more increased from fewer than one-fourth in 1960 to more than three-fifths by 1965. At the time of the first survey in the area, only 2 percent of the manufacturing employees earned as much as \$2.50 an hour but by 1965, nearly 1 out of 5 had such earnings.

Lake, Pasco, and Polk Counties, Fla.

Lake and Pasco Counties are located in the central portion of the Florida peninsula and Polk County to the west bordering on the Gulf of Mexico. The area adjoins the Tampa-St. Petersburg complex. According to the 1960 census, the three counties contained 289,307 persons within an area of 3,608 square

miles, by far the largest of the selected areas in both categories. The area's economy is varied, and has three major and distinct sources: The growing, processing, and distributing of citrus fruits and their byproducts; tourism; and phosphate mining, primarily for use in manufacturing fertilizers. Lakeland (Polk County), having a population of over 40,000, is the largest city. About three-tenths of the 32,500 employees included in the study were in manufacturing industries. Retail trade accounted for more than two-fifths of the nonmanufacturing workers and mining for one-sixth.

Earnings. Average hourly earnings of all nonsupervisory employees were \$1.72, which is 14 cents more than median earnings. The middle half of the work force earned between \$1.29 and \$2.09 an hour.

The nearly 23,000 employees in nonmanufacturing industries averaged \$1.68 an hour. Approximately one-fourth of these earned less than \$1.25, but more than one-half received \$1.50 an hour or more, and three-tenths had earnings of at least \$2. Two-thirds of the employees earning less than \$1.25 were in retail trade, although the mining industry accounted for over two-fifths of those earning \$2 an hour or more.

Average earnings in manufacturing industries were \$1.81 an hour. Seven out of every ten employees earned at least \$1.50 an hour, and 3 of 10 received \$2 or more. About one-sixth were concentrated at the \$1.25 Federal minimum wage. Two-fifths of those earning \$2 or more were employed in the chemical industry which employed only one-sixth of the manufacturing work force.

The food and food processing industry (mainly canning and packaging) accounted for more than two-fifths of the manufacturing employees included in the study. Their average hourly earnings, \$1.58, were 41 cents less than in other manufacturing industries. The proportion of employees, one-sixth, clustered at the minimum wage (\$1.25 to \$1.30 an hour) was not extreme; however, the middle one-half of the work force concentrated within the relatively narrow band of \$1.40 to \$1.72 an hour. Only one-tenth earned as much as \$2 an hour.

Hours. The length of the average workweek in the area was 42 hours during the June 1965 survey period. One-sixth of the employees worked part time (less than 35 hours), and one-fourth worked the standard 40-hour week. The area's relatively long average workweek resulted from the 1 in 3 who worked 48 hours or more.

Long weeks were prevalent throughout the area, as reflected by the average hours worked by employees in the two major industry segments—42 in nonmanufacturing industries and 43 in manufacturing. There were also marked similarities in the manner in which individual weekly hours were distributed within the two groups. In each, fewer than one-sixth of the employees worked part time, about one-fourth were on a 40-hour week, and about one-third worked 48 hours or more. Most (more than seven-tenths) of the nonmanufacturing employees having a long workweek were either in retailing or the phosphate mining industries which together accounted for less than three-fifths of the work force.

Long workweeks were typical in the food and food processing industry, which was in a period of relatively high production during June 1965. Average weekly hours for all food employees were 45; however, more than two-fifths of the complement worked longer than 48 hours; the largest concentration of employees along the hours scale, one-sixth, was at the interval between 50 and 51 hours. This industry accounted for about three-fifths of the manufacturing employees on a long workweek, but for only one-fourth of those working the standard 40-hour week. By contrast, the chemical industry, one-sixth of the work force, accounted for one-third of the employees on a 40-hour week.

Wage Changes. Average earnings in all industries within the scope of the survey rose 25 cents an hour between June 1962 and June 1965, reflecting increases received not only by the lower paid but the higher paid employees as well. The most noticeable portion of the advance centered around the points on the pay scale involved in the movements of the Federal minimum wage during this period. The proportion of employees earning less than \$1.25 fell in 3 years from 2 out of 5 to only 1 of 6. In 1962, about one-eighth of the area work force was clustered at each of two 5-cent wage intervals—\$1–\$1.05 and \$1.15–\$1.20. By 1965, the only noticeable cluster, one-eighth, was at \$1.25–\$1.30 and only one-sixth of the employees were paid less than \$1.25. Moving up the wage scale, the proportion of employees earning at least \$1.50 an hour increased from two-fifths to nearly three-fifths, and that of employees earning \$2 or more, from one-sixth to three-tenths.

Average hourly earnings	All industries		Nonmanu- facturing		Manufacturing									
					Total ¹					Food and kindred products				
	June 1962	June 1965	June 1962	June 1965	October 1960	June 1961	March 1962	June 1964	June 1965	October 1960	June 1961	March 1962	June 1964	June 1965
	(Cumulative percent)													
Under \$1.00---	9	8	14	12	(²)	1	1	1	-	(2)	1	2	2	.
Under \$1.05---	20	10	30	15	9	2	2	2	-	8	3	3	3	-
Under \$1.15---	24	12	34	17	17	3	4	2	(2)	15	4	6	4	-
Under \$1.20---	36	15	42	21	22	17	22	3	(2)	21	22	27	4	-
Under \$1.25---	40	16	46	23	25	21	28	3	(2)	24	26	33	4	(2)
Under \$1.30---	45	28	51	33	33	29	35	17	15	33	34	40	17	16
Under \$1.50---	61	42	61	47	53	47	61	42	31	67	68	78	47	35
Under \$2.00---	83	71	82	71	80	75	83	79	70	96	94	96	94	92
Number of employees (in hundreds) -----	342	325	222	227	76	89	120	130	98	32	37	67	76	43
Average hourly earnings -----	\$1.47	\$1.72	\$1.45	\$1.68	\$1.61	\$1.67	\$1.56	\$1.69	\$1.81	\$1.40	\$1.43	\$1.38	\$1.53	\$1.58

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Hourly earnings of employees in nonmanufacturing industries increased 23 cents over the 3 years. The most prominent change in the distribution of earnings was the reduction in the proportion of employees earning less than \$1.25 an hour—the 1965 level (23 percent) being one-half that of 1962. Declines of somewhat diminishing magnitude occurred at each step of the wage scale down to the \$1 level, below which there was little change. Toward the top of the scale, the proportion of employees earning at least \$1.50 rose from two-fifths to more than one-half, and that earning at least \$2 from one-sixth to nearly three-tenths.

Average earnings of nonsupervisory employees in manufacturing industries rose 20 cents an hour between October 1960 and June 1965, despite a 5-cent-an-hour decline in the wage level between October 1960 and June 1962. Seasonality of the citrus industry plus survey timing was responsible partly for the sporadic changes in earnings in the area. The October 1960 and 1961 studies were performed during the off-season for much of this key industry when companies maintain only skeletal forces (usually relatively high paid maintenance and office workers) on the payroll. The three later surveys, on the other hand,

took place during periods of full production when the work force included the usually lower paid seasonal employees. Thus, between October 1960 and October 1961 the manufacturing earnings level increased 6 cents, fell 11 cents below this level by June of the following year, but was higher during the succeeding surveys. Changes in the distribution of earnings reflect not only the advancing Federal minimum wage (\$1 in effect in October 1960, \$1.15 the following year, to \$1.25 in March 1964), but also the other factors that influence the wage level in an area. As a result, practically all employees earned at least \$1.25 an hour by June 1965 (1 out of 4 did not receive that amount in 1960), and the proportions earning \$1.50 and \$2 or more advanced from less than one-half to seven-tenths, and from one-fifth to three-tenths, respectively.

Employees in the food and food processing industry registered an 18-cent increase in hourly earnings between October 1960 and June 1965. During the period from October 1960 to June 1962, however, the level declined 2 cents, but rose 20 cents between that time and June 1965. In addition to the seasonal and survey timing influences already mentioned, an extreme freeze in the winter of 1962 greatly affected the size of the 1964 and 1965 citrus crops and, ultimately, that of the processing industry work force. These factors notwithstanding, changes in the distribution of earnings raised the industry earnings level over the 5-year period. The proportion earning less than \$1.25 an hour fluctuated from one-fourth to one-third between the 1960 and 1962 surveys, when the Federal minimum wage was at \$1 and \$1.15, respectively, to a point where nearly all employees earned at least this amount by the time of the 1964 and 1965 studies. The proportion earning at least \$1.50 an hour also gained strikingly. From one-fifth to one-third of the employees had such earnings during the three early surveys, but the proportion grew to more than one-half in 1964, and then to nearly two-thirds by 1965. As the proportion of employees receiving \$2 an hour or more did not exceed one-tenth during any of the surveys, the concentration of employment within the \$1.50 to \$2 wage interval doubled to 57 percent between 1960 and 1965.

Loudon and McMinn Counties, Tenn.

Loudon and McMinn Counties lie in the hilly eastern portion of Tennessee and extend over 675 square miles. At the time of the 1960 census, the area had a population of 57,419. Lenoir City and Loudon are the chief urban centers. Of the estimated 9,100 workers surveyed, four-fifths were in manufacturing. More than two-fifths of these were employed by the textile and the paper and paper products industries. One-half of the nonmanufacturing employees were engaged in retail trade.

Earnings. Average earnings of \$1.64 for all employees within scope of the survey were 20 cents an hour more than median earnings. One-fourth of the employees earned at least \$1.83 and a like proportion less than \$1.29 an hour. One out of five employees earned between \$1.25 and \$1.30 an hour.

Average earnings of \$1.23 an hour in nonmanufacturing industries were the lowest among the selected southern areas. One-third of the employees earned less than \$1 and one-half less than \$1.25 an hour. Less than one-fourth received more than \$1.50 an hour. About two-thirds of those receiving earnings below \$1 and below \$1.25 were in retail trade.

Employees in manufacturing industries averaged \$1.74 an hour, 51 cents more than those in nonmanufacturing establishments. Although most of the employees received at least the \$1.25 minimum wage, earnings for more than one-fifth were concentrated at or just above the minimum, and more than one-half earned less than \$1.50. One-fourth of the employees were paid \$2 an hour or more. Over one-half of these were in the paper and paper products industries.

Three-tenths of the manufacturing work force was employed in textile mills, where average earnings came to \$1.45 an hour. Approximately 1 of every 3 employees was clustered at or near the minimum wage and the earnings of 2 of 3 were within the relatively narrow range of \$1.25-\$1.50. These proportions accounted for about two-fifths of the manufacturing employees receiving such earnings. Only one-fifth of those paid more than \$1.50 an hour were in textile mills.

Hours. During the survey period, the average week of work in the area was 40 hours. Contributing to this level was the relatively large proportion, more than two-fifths, who worked exactly 40 hours. Part-time work (fewer than 35 hours) and long hours (48 or more) occupied about equal proportions, one-sixth, of the work force.

The average workweek in nonmanufacturing industries, at 42 hours, was longer than that for all employees. One-fourth of the employees were clustered at the 40-hour point on the scale and slightly more than this worked at least 48 hours. One-sixth of the employees were part time. Three-fourths of those having a long workweek and two-thirds of those working part time were in retail trade.

Because of a preponderance of employment in manufacturing, the average workweek in this group of industries, 40 hours, and the distribution of hours closely resembled that of all employees. Over two-fifths of the employees worked exactly 40 hours and one-seventh were employed either part time or long weeks. The distribution of hours in the textile industry was much the same, except that relatively fewer employees, 8 percent, worked a long week and relatively more, nearly one-fifth, worked fewer than 35 hours. The latter factor lowered the average hours in textile mills to 38.

Wage Changes. Earnings in the area rose by 15 cents an hour between June 1962 and June 1965. As a result of the increase in the Federal minimum wage from \$1.15, applicable during the 1962 survey, to \$1.25 an hour, the proportion of employees earning at least the latter rate went from 55 to 89 percent, but the group of employees concentrated at the existing minimum remained at about 1 out of 5 during each survey. The proportion of employees earning \$1.50 or more also increased, going from one-third to more than two-fifths; however, changes in earnings at higher levels of the wage scale were relatively minor.

Average hourly earnings	All industries		Nonmanufacturing		Manufacturing									
	June		June		Total					Textile mill products				
	1962	1965	1962	1965	October 1960	June 1961	March 1962	June 1964	June 1965	October 1960	June 1961	March 1962	June 1964	June 1965
	(Cumulative percent)													
Under \$1.00 --	9	6	38	32	(2)	1	1	(2)	(2)	1	1	2	(2)	1
Under \$1.05 --	12	8	48	40	22	2	2	(2)	(2)	34	3	4	(2)	1
Under \$1.15 --	14	10	53	46	37	3	3	1	1	58	5	5	1	2
Under \$1.20 --	37	10	63	49	43	32	30	1	1	66	45	43	2	3
Under \$1.25 --	45	11	69	51	48	41	39	1	1	72	57	56	3	3
Under \$1.30 --	53	30	75	62	54	48	48	30	23	77	65	66	42	34
Under \$1.50 --	66	58	82	77	63	62	62	54	54	87	81	83	72	67
Under \$2.00 --	83	79	91	93	80	79	80	75	75	97	95	97	97	94
Number of employees (in hundreds) ---	93	91	20	18	65	71	73	68	73	26	26	26	22	22
Average hourly earnings ----	\$1.49	\$1.64	\$1.14	\$1.23	\$1.52	\$1.59	\$1.58	\$1.71	\$1.74	\$1.21	\$1.32	\$1.31	\$1.41	\$1.45

1 Includes industries in addition to those shown separately.

2 Less than 0.5 percent.

Earnings of employees in nonmanufacturing industries increased 9 cents an hour during the 3 years following the 1962 study, which was somewhat less than the overall area advance. This smaller advance can be attributed partially to the smaller proportion of nonmanufacturing employees (fewer than one-half) than of those in manufacturing (nearly all) that were in establishments subject to Federal minimum wage legislation. Changes in the distribution of earnings at the \$1.25 level were, therefore, less marked among the nonmanufacturing employees, yet the proportion earning at least this amount did rise from fewer than one-third to nearly one-half. There were improvements all along the scale to the \$2 point but they were minor in comparison.

Between October 1960 and June 1965, average wages of nonsupervisory employees in manufacturing industries increased 22 cents an hour, 16 cents of which occurred since June 1962. Changes in the minimum wage, which went from \$1 in effect during the 1960 study, to \$1.15 during those in 1961 and 1962, and then to \$1.25 in 1964 and 1965 served to raise the earnings of nearly one-half of the work force from some point below to at least the \$1.25 level. The proportion of employees at or just above the existing minimum ranged from 22 to 29 percent during the five surveys. Although these rather abrupt changes focused attention at the lower levels, advances also occurred further up the wage scale. The proportion earning \$1.50 an hour or more increased from less than two-fifths in 1960 to almost one-half by 1965, and that part receiving at least \$2 rose from one-fifth to one-fourth.

The level of earnings in the area's textile mills rose 24 cents an hour between October 1960 and June 1965. In relative terms, the advance was about 20 percent compared with approximately 8 percent among the other manufacturing industries. The most striking changes occurred primarily through the influence of Federal minimum wage legislation. In 1960, when the minimum was \$1, more than seven-tenths of the textile employees earned less than \$1.25 an hour and one-third were concentrated near the minimum; a year later when \$1.15 was the base in operation, the proportion of employees earning less than \$1.25 had dropped to less than three-fifths, but the cluster at the minimum had enlarged to two-fifths. Practically all employees received the \$1.25 minimum in March 1964 and two-fifths were at just above it. By 1965, the proportion of employees at the \$1.25 to \$1.30 level had declined somewhat to fewer than one-third.

The rising wage floor between October 1960 and June 1962 appeared to have little influence on earnings further up the scale; the proportions earning \$1.50 or more rose from 13 to 17 percent. By March 1964, however, the proportion paid at least \$1.50 had increased to 28 percent and a year later to 33 percent. There was little or no change in the proportions at higher pay levels.

Somerset, Wicomico, and Worcester Counties, Md.

Somerset, Wicomico, and Worcester Counties lie in the eastern shore region of Maryland between the Atlantic Ocean and the Chesapeake Bay and cover 1,195 square miles. In 1960, the area's population was 92,406; Salisbury, in Wicomico County, is the largest urban center.

Earnings. Average hourly earnings of the approximately 16,300 employees included in the survey were \$1.59, which is 20 cents more than median earnings. Earnings for the middle half of the work force were distributed over a 50-cent range, from \$1.28 to \$1.78. One-sixth of the employees were clustered in a single 5-cent wage interval, \$1.25 to \$1.30 an hour.

More than two-fifths of the employees included in the survey were in non-manufacturing industries where the average pay level was \$1.65 an hour. Individual earnings were fairly broadly distributed along the scale; one-fourth earned less than \$1.25, almost one-half earned at least \$1.50, and another one-fourth received \$2 or more.

Almost one-half of the nonmanufacturing employees were in the retail trade industry. Average hourly earnings for these employees, \$1.45, were 39 cents less than the level in other nonmanufacturing industries. One-sixth of the retail employees earned less than \$1 an hour and more than one-third received less than \$1.25, the proportions at these respective levels accounting for four-fifths and seven-tenths of the nonmanufacturing employees with such earnings. Fewer than one-third of the employees earned more than \$1.50 an hour. A sizable proportion, 18 percent, was clustered at \$1.25 to \$1.30 an hour, at or just above the Federal minimum wage for employees in large enterprises which was to become effective 3 months after the time of the survey. Relatively few employees, on the other hand, were concentrated at the \$1.15 minimum rate in existence for establishments covered by the minimum wage law. About one-fourth of the retail work force were in such establishments.

Wholesale trade establishments employed nearly one-sixth of the nonmanufacturing work force and paid an average of \$1.62 an hour. One out of five of these employees earned \$2 an hour or more, and 3 out of 5 earned at least \$1.50. One-fifth of the employees earned less than \$1.30 an hour, about one-half of whom earned at least \$1.25.

The 9,200 employees in manufacturing industries earned \$1.54 an hour. This average, 11 cents an hour lower than that for the area's nonmanufacturing employees and next to the lowest among the 15 selected southern areas, is indicative of the large concentration of employees at the lower end of the wage scale. One-half of the work force earned between \$1.25 and \$1.40 an hour (1 out of 5 were at or just above the \$1.25 Federal minimum wage). Less than one-sixth of the employees had earnings of as much as \$2 an hour.

One-half of the manufacturing employees were in the food industry, primarily vegetable canning and seafood and poultry processing. Earnings for these employees, which averaged \$1.44 an hour, were spread over a very narrow range—almost three-fifths received between \$1.25 and \$1.40 an hour, the greater part of which were in the \$1.30 to \$1.35 wage interval. Contributing to the relatively low pay level in this industry were the 1 out of 8 who earned less than \$1.25 an hour. (Certain industries, in this case seafood processing, were not subject to Federal minimum wage legislation in June 1965.)

Average earnings in the apparel industry, which accounted for about one-fourth of the manufacturing employees, were also \$1.44 an hour. Two out of every five employees earned the \$1.25 minimum wage or just above, and all but one-third earned less than \$1.50 an hour.

Hours. The average workweek for all employees was 39 hours. Although one-sixth of the employees worked at least 48 hours and almost three-fifths worked 40 hours or more, the relatively large proportion of part-time employees, one-fourth, lowered the area average. (The average fell beneath 40 in only one other selected southern area.) Nearly one-fourth worked exactly 40 hours, making this the most common workweek among all employees.

Employees in nonmanufacturing industries averaged 39 hours, which is the same number of weekly hours as all employees; their hours were also distributed similarly. About the same proportion, one-fifth, was either part time, on a standard week of 40 hours, or had a week of 48 hours or more.

Retail trade employees averaged 38 hours during the survey week. Three out of ten employees worked part time, but nearly the same proportion, one-fourth, had weeks of at least 48 hours. The single most prevalent period of employment, 40 hours, occupied one-sixth of the force.

Hours of work in the wholesale trade industry, 41 a week, were somewhat longer than the average. This long working period can be attributed to the smaller proportion of wholesale employees having a workweek of less than 35 hours (about 1 out of 10). The proportion working exactly 40 hours and those having a long workweek, about one-fourth in each category, did not differ substantially from the concentrations at these levels in the all-nonmanufacturing distribution.

The average workweek for employees in manufacturing industries was 1 hour less than that for nonmanufacturing employees. This was one of only two selected areas having a large concentration of part-time manufacturing employees—almost three-tenths had a workweek of less than 35 hours. A week of exactly 40 hours, however, was the most common one, engaging one-fourth of the work force. A relatively small proportion, fewer than one-sixth, worked long hours.

Employees in the two predominant manufacturing industries, food processing and apparel, had workweeks of 38 and 37 hours, respectively. Both industries had substantial proportions on part-time work, one-third in food and one-fourth in apparel. More than one-fifth of the employees in food processing establishments had weeks of at least 48 hours, but almost none of those in apparel plants had such hours. On the other hand, nearly two-fifths of the latter group worked a 40-hour week compared with only about one-tenth of the former.

Wage Changes. Between June 1962 and June 1965, the area wage level rose 15 cents an hour. The sharpest gain was in the proportion of employees earning at least \$1.25 an hour, which advanced from 53 to 85 percent. Coincident to this change, one-sixth of the work force at the \$1.15 minimum wage in 1962 moved up to \$1.25, the standard in June 1965. Other than an increase in the proportion earning \$1.50 or more, which rose from 31 to 41 percent, changes at other levels of the distribution were relatively minor.

Average hourly earnings	All industries		Nonmanufacturing					
			Total ¹		Wholesale trade		Retail trade	
	1962	1965	1962	1965	1962	1965	1962	1965
	June							
	(Cumulative percent)							
Under \$1.00 -----	7	5	14	10	(2)	4	17	17
Under \$1.05 -----	13	8	26	16	(2)	5	34	25
Under \$1.15 -----	16	10	31	18	2	6	39	28
Under \$1.20 -----	33	13	37	23	20	9	45	33
Under \$1.25 -----	47	15	39	25	27	9	47	36
Under \$1.30 -----	57	32	47	38	37	21	55	54
Under \$1.50 -----	69	59	59	53	56	40	66	69
Under \$2.00 -----	86	81	80	76	89	79	85	84
Number of employees (in hundreds) -----	140	163	56	70	4	10	37	34
Average hourly earnings ---	\$1.44	\$1.59	\$1.50	\$1.65	\$1.50	\$1.62	\$1.41	\$1.45

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

		Manufacturing														
		Total ¹					Food and kindred products					Apparel				
Average hourly earnings		October		June	March		June		October		June	March		June		
		1960	1961	1962	1964	1965	1960	1961	1962	1964	1965	1960	1961	1962	1964	1965
(Cumulative percent)																
Under \$1.00----	(²)	1	1	1	1	(²)	3	2	1	3	1	(²)	(²)	-	(²)	
Under \$1.05---	25	4	4	1	2	16	8	5	3	4	48	1	4	(²)	(²)	
Under \$1.15---	40	5	5	2	3	31	10	8	4	5	70	1	5	2	2	
Under \$1.20---	57	37	30	4	6	61	38	25	7	11	79	42	41	2	3	
Under \$1.25---	66	53	52	4	7	78	62	61	8	13	82	57	57	2	4	
Under \$1.30---	72	65	63	27	27	82	77	78	21	24	87	64	65	46	43	
Under \$1.50---	80	76	76	66	64	91	87	88	82	77	95	82	84	76	66	
Under \$2.00---	94	92	90	86	85	98	98	97	95	94	98	98	98	95	95	
Number of employees (in hundreds) ----		91	94	84	81	92	43	48	38	37	46	18	22	22	18	22
Average hourly earnings -----		\$1.28	\$1.37	\$1.40	\$1.52	\$1.54	\$1.21	\$1.27	\$1.29	\$1.38	\$1.44	\$1.13	\$1.31	\$1.30	\$1.41	\$1.44

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Earnings in nonmanufacturing industries also increased 15 cents during the 3-year period, resulting mainly from a general elevation among employees at the lower pay intervals. Although the concentration of employees receiving less than \$1 an hour was relatively unchanged, the proportions at each step of the scale to the \$1.25 level were lower by 10 to 14 percentage points. The proportion of employees earning at least \$1.25 an hour was raised from three-fifths to three-fourths. During this time, the largest cluster of employment at a single wage interval, one-eighth, moved from \$1-\$1.05 to \$1.25-\$1.30.

The increase in retail trade earnings since 1962 was only 4 cents an hour, but there were noticeable improvements among employees earning between \$1 and \$1.25. The proportion of employees, one-sixth, earning less than \$1 an hour did not change in 3 years but the proportion clustered at or just above \$1 declined by one-half (from 17 to 8 percent), reducing the proportion earning less than \$1.05 from one-third to one-fourth.

Uniform increases of 11 to 12 percentage points were registered from this point to the \$1.25 level of the wage scale, where the advance slowed. However, as a consequence the proportion earning at least \$1.25 an hour rose from 53 to 64 percent, the cluster of employees that had been at \$1 in 1962 shifted to \$1.25. The latter rate was to become the Federal minimum wage in large retail enterprises 3 months after the survey period, but there was no large concentration at the \$1.15 rate in effect at the time.

Acute changes in earnings at the lower pay levels contributed to an increase of 12 cents in average earnings in the wholesale trade industry. The proportion of employees earning less than \$1.25 decreased from more than one-fourth to less than one-tenth, and in line with a change in the Federal minimum wage from \$1.15 to \$1.25, the concentration at the lower level moved to the higher. There were substantial increases further up the scale, also. The proportion earning at least \$1.50 went from somewhat more than two-fifths to three-fifths, and even the proportion paid \$2 or more an hour doubled, from one-tenth to one-fifth.

In almost 5 years, October 1960 to June 1965, the average pay level in manufacturing industries increased 26 cents an hour. Employees all along the pay scale shared in the gain, but the most acute changes took place at the lower

levels. As the Federal minimum wage rose during this period, each new standard provided a successively higher earnings base for those employees subject to the FLSA. Through this influence the proportion of employees earning less than \$1.25, 2 out of 3 in October 1960 when the minimum wage was \$1, fell to about 1 of 20 by March 1964 and June 1965, when the \$1.25 minimum was in operation. The cluster of employees earning at or less than 5 cents above the minimums moved up as a group after each change, ranging in size from one-fifth to nearly one-third of the work force. Further up the wage scale, the proportion of employees earning at least \$1.50 increased from 20 to 36 percent, and the proportion receiving at least \$2 an hour more than doubled, going from 6 to 15 percent.

Average wages in the food processing and apparel industries varied in their advance from 23 and 31 cents an hour, respectively, since October 1960, yet there were similarities in the changes in the earnings distribution. The proportions earning more than \$2 an hour were more or less the same in 1965 as in 1960; at the middle and lower portions of the array, however, the change was often sharp. In October 1960, about 4 out of 5 employees in each industry earned less than \$1.25 an hour and fewer than 1 of 10 received as much as \$1.50. At the time of the 1965 survey, having the \$1.25 minimum wage generally applicable, these proportions had decreased to 13 percent of the food processing employees (not all of which were in establishments subject to the FLSA provisions) and 4 percent of those in apparel plants, and earnings of at least \$1.50 were received by nearly one-fourth of the former and one-third of the latter group. The concentrations of employment at the Federal minimum rates varied in the two industries; during 4 of the 5 studies between 11 and 17 percent of the food employees were clustered at the \$1, \$1.15, or \$1.25 bases (in 1961, 28 percent earned the newly installed \$1.15 minimum), although this incidence was much greater among employees in apparel manufacturing, ranging between 36 and 47 percent during all of the surveys.

Union County, Ark.

Union County lies in the south central portion of Arkansas, bordering on Louisiana, and covers an area of 1,052 square miles. About one-half the area's population of 49,518 (1960 census) reside in El Dorado. Approximately 6,900 employees were within the scope of the survey. Slightly less than one-half the employees surveyed were in manufacturing, seven-tenths of whom were employed in the lumber and wood products, chemicals, and petroleum refining industries. Two-fifths of the employees in the nonmanufacturing industry group were in retail trade.

Earnings. Average earnings for all employees included in the survey were \$1.79 an hour. Median earnings were substantially lower, \$1.46 an hour, reflecting the concentrations of employees at the lower end of the pay scale. The middle half of the work force was spread over a relatively wide range of \$1.26 to \$2.36 an hour.

Average earnings in nonmanufacturing industries were \$1.47 an hour. One-fourth of the employees earned less than \$1 and two-fifths less than \$1.25. One out of seven concentrated between \$1.25 and \$1.30 an hour. More than three-fifths of the nonmanufacturing employees received less than \$1.50 an hour. The distribution of earnings in retail trade industry had a depressing effect on the overall nonmanufacturing pay level. For example, this industry accounted for about one-half of the employees having earnings of less than \$1.25 and \$1.50 an hour, but for only one-fourth of those earning more than \$1.50.

Employees in manufacturing industries averaged \$2.12 an hour, which was next to the highest among the 15 selected areas. There were large concentrations of employees at the lower pay levels, however. One out of five clustered around the \$1.25 Federal minimum wage, and twice this proportion earned less than \$1.50 an hour. Most of these employees were in the lumber and wood products industry, although it accounted for only one-third of the manufacturing work force. At the higher pay levels, more than two-fifths of the employees earned \$2 or more, and one-fourth received at least \$3 an hour. The chemical and petroleum industries, accounting for less than two-fifths of the force, employed nearly nine-tenths of those earning at least \$2, and almost all who earned in excess of \$2.50 an hour.

Hours. The average workweek for all nonsupervisory employees during a selected week in June 1965 was 41 hours. Two out of every five employees worked 40 hours a week, and 1 of 4 worked 48 hours or more. Only one-eighth of the area's work force was part time (less than 35 hours).

Employees in nonmanufacturing industries also averaged 41 hours of work during the survey week. The most common workweek, 40 hours, occupied one-fourth of the employees, but three-tenths worked 48 hours or more. More than one-half of the employees working long hours were in the retail trade industry. One out of six nonmanufacturing employees was working part time during the selected week.

Average hours in manufacturing, 41, were the same as in nonmanufacturing industries; however, the distribution differed substantially. A 40-hour week, engaging over one-half of the work force, dominated in most industries, particularly the chemical and petroleum group where all but a handful worked such hours. Long weeks (48 hours or more) were worked by one-sixth of the manufacturing employees, nearly two-thirds of whom were in the lumber and wood products industry. Part-time work was rare in manufacturing plants.

Wage Changes. Between June 1962 and 1965, the area earnings level rose 9 cents an hour, prompted, in great part, by an increase in the Federal minimum wage in September 1963. This change, from \$1.15 to \$1.25 an hour, affected 1 out of 6 employees, who were concentrated at or just above the \$1.15 minimum in 1962. As a result, the proportion earning less than \$1.25 declined by one-half, from two-fifths to one-fifth. Changes at other pay levels were relatively minor.

Average hourly earnings	All industries		Nonmanufacturing		Manufacturing				
	June		June		October	June	March	June	
	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)								
Under \$1.00 -----	15	13	30	25	-	1	1	(¹)	-
Under \$1.05 -----	19	15	37	28	17	2	2	(¹)	1
Under \$1.15 -----	22	17	42	32	26	2	2	(¹)	1
Under \$1.20 -----	38	20	49	37	32	26	27	(¹)	1
Under \$1.25 -----	41	21	51	39	34	32	33	2	1
Under \$1.30 -----	46	37	55	53	37	38	38	25	20
Under \$1.50 -----	55	52	64	63	42	47	45	38	40
Under \$2.00 -----	68	68	81	78	47	55	55	53	58
Under \$2.50 -----	79	78	93	91	61	66	66	61	64
Under \$3.00 -----	87	85	98	95	80	79	78	73	74
Number of employees (in hundreds) -----	71	69	35	36	34	37	36	35	33
Average hourly earnings ---	\$1.70	\$1.79	\$1.38	\$1.47	\$2.00	\$2.00	\$2.01	\$2.16	\$2.12

¹ Less than 0.5 percent.

Nonmanufacturing employees experienced an average hourly increase of 9 cents, also, during the 3-year period. Again, the 1961 amendments to the FLSA appear to have provided the main impetus for the wage change. The new minimums, \$1.15 applying in large retail enterprises and \$1.25 in other industries subject to the provisions of the act (two-fifths of the employees in total), raised the proportions of employees earning at least \$1.15 and \$1.25 from three-fifths to two-thirds and from one-half to three-fifths, respectively. By contrast, there was only a few percentage points change at other levels of the pay scale.

Earnings in manufacturing industries advanced 12 cents an hour between October 1960 and June 1965. All but 1 cent of this, however, took place during the 3-year period since June 1962. Because the area's industrial complex has sizable concentrations of both relatively high wage and low wage industries, there were noticeable changes at the extreme ends of the earnings distribution, but little or none at the middle levels. The proportion earning less than \$1.50 an hour remained constant at about two-fifths over the nearly 5-year span, but the proportion earning less than \$1.25, one-third at the time of the 1960, 1961, and 1962 studies, had their earnings elevated by an ascending Federal minimum wage to at least the \$1.25 point by March 1964. As a result, the earnings of two-fifths of the work force were compressed from a spread of 50 cents to one of 25 cents. No other noteworthy change occurred until the \$3 level, where the proportion earning at least this amount increased from one-fifth to one-fourth.

Washington County, Va.

Washington County, including the independent city of Bristol, is situated in southwestern Virginia, bordering on Tennessee. The area covers 579 square miles and in 1960 had a population of 55,220. Nearly three-fifths of the 9,000 employees included in the survey were in manufacturing industries; nonelectrical machinery employed a third of these, and food processing and apparel together accounted for three-tenths. More than one-half of the nonmanufacturing employees were in retail trade.

Earnings. Average earnings for all employees were \$1.65 an hour. Median earnings came to \$1.55, although the middle half of the work force earned between \$1.27 and \$2 an hour.

Employees in nonmanufacturing industries averaged \$1.37 an hour. More than one-fourth of these earned less than \$1 and nearly one-half received less than \$1.25 an hour. Only three-tenths of the employees received as much as \$1.50 an hour.

Earnings in the retail trade industries were \$1.18 an hour, 40 cents an hour less than the average received by all other nonmanufacturing employees. The lower level of retail pay reflects the distribution of individual earnings. One out of three employees earned less than \$1 and 2 out of 3 received less than \$1.25. Retail trade accounted for only one-fifth of all employees included in the study, but for three-fourths of those earning less than \$1.25.

Average earnings in manufacturing industries were \$1.84 an hour. Seven out of ten employees received at least \$1.50 an hour, and 1 of 3 at least \$2. The food processing and apparel industries employed half the workers earning less than \$1.50 an hour, and the machinery industry employed somewhat more than half of those earning \$2 or more.

Hours. During the June 1965 survey week, the average period of employment among all employees was 41 hours. The most common workweek was 40 hours, occupying three-tenths of the employees. Nearly one-fifth of the work force was employed 48 hours or more and one-sixth worked less than 35.

Employees in nonmanufacturing industries averaged 41 hours of work. Almost one-fifth of the employees worked a 40-hour week, making this the most common period of employment. More than one-fourth, however, worked at least 48 hours. About one-sixth of the nonmanufacturing employees were part time (fewer than 35 hours a week).

The average workweek in retail trade was also 41 hours but the distribution of retail employees along the hours scale differed substantially from that of nonmanufacturing employees as a whole. Less than one-tenth were employed exactly 40 hours, for example, although the proportions working fewer than 35 hours, one-fifth, and 48 hours or more, one-third, were larger.

In manufacturing industries the average workweek was 40 hours, and almost two-fifths of the employees had such hours. Relatively small proportions of one-eighth worked part time or had long weeks.

Wage Changes. Between June 1962 and June 1965 the area earnings level rose 14 cents an hour. Most of the increase, as reflected by changes in the distribution of earnings, occurred among employees at the lower pay levels. The proportion of employees clustered in the \$1 to \$1.25 interval, declined from one-fifth in 1962 to one-tenth in 1965, boosting the proportion earning at least \$1.25 an hour from two-thirds to four-fifths. There were also increases further up the pay scale. The proportion earning \$1.50 an hour or more moved from 45 to 55 percent; however, from this level upward, the changes were minor.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing				
	June		Total ¹		Retail trade		October	June	March	June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1964	1965
	(Cumulative percent)										
Under \$1.00-----	15	11	32	27	35	34	1	(2)	(2)	(2)	-
Under \$1.05-----	19	13	42	31	52	38	4	(2)	(2)	(2)	(2)
Under \$1.15-----	21	14	46	34	59	42	13	1	1	(2)	(2)
Under \$1.20-----	30	18	55	41	70	56	18	13	10	(2)	1
Under \$1.25-----	34	20	57	46	72	65	22	18	16	(2)	1
Under \$1.30-----	41	30	64	55	77	70	26	26	22	9	12
Under \$1.50-----	55	45	72	70	82	81	37	41	40	35	28
Under \$2.00-----	79	75	88	86	93	94	71	74	72	68	66
Under \$2.50-----	92	91	92	93	95	98	97	93	92	88	90
Number of employees (in hundreds) -----	84	90	38	38	15	20	42	47	46	40	52
Average hourly earnings ---	\$1.51	\$1.65	\$1.26	\$1.37	\$1.17	\$1.18	\$1.69	\$1.70	\$1.72	\$1.81	\$1.84

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The pay level in nonmanufacturing industries increased 11 cents an hour in 3 years, primarily resulting from gains for the lower paid employees. Movements of the Federal minimum wage appear to have been largely responsible for the changes. For example, the proportion of employees, 46 percent, earning less than \$1.15 an hour in 1962 declined to 34 percent in 1965, and that part receiving less than \$1.25 decreased from 57 to 46 percent. The clusters of employees at or just above the existing minima also moved up. One-fifth of the employees earned either \$1 (the minimum for retail establishments subject to the law) or \$1.15 (the minimum for other subject establishments) in 1962; by 1965, a similar proportion grouped near the \$1.15 and \$1.25 levels (the new minima). There was almost no change at higher pay levels.

Average earnings in retail trade hardly changed during the 3-year period; however, there were significant changes in the distribution of individual pay that paralleled the movement of the Federal minimum wage. The largest cluster of employees in a single 5-cent wage interval in 1962 was the 17 percent earning between \$1 and \$1.05 an hour; in 1965, the largest concentration, 14 percent, was at \$1.15 to \$1.20. This movement raised the proportion of retail employees receiving at least \$1.15 an hour from two-fifths to nearly three-fifths. About one-half of the area's retail work force were in establishments generally subject to the provisions of the FLSA. The changes elsewhere in the earnings distribution were minor.

Earnings in manufacturing industries rose 15 cents an hour between October 1960 and June 1965. The most obvious overall wage change over the span of almost 5 years stemmed from increases in the Federal minimum wage, which moved from \$1 at the time of the October 1960 study, to \$1.15 in effect during the October 1961 and June 1962 surveys, to \$1.25 in March 1964 and June 1965. Although there was no concentration at the \$1 level in 1960 (this minimum had been operative for 4 years), each of the subsequent studies found about one-tenth of the employees at the respective \$1.15 and \$1.25 standards. As a result, the 1 out of 5 employees who earned less than \$1.25 in 1960, were earning at least \$1.25 by June 1965. There were also gains among the higher paid manufacturing employees during this period. The proportion paid \$1.50 an hour or more increased from 63 to 72 percent, and the proportion earning \$2.50 or more rose from 3 to 10 percent.

North Central Region

Earnings

In nonmetropolitan areas of the North Central region, nonsupervisory employees averaged \$1.98 an hour during the June 1965 survey week. Median earnings were 12 cents less than the average. The middle half of the work force earned between \$1.38 and \$2.45 an hour. Nearly seven-tenths of the 2.3 million employees within the scope of the survey had earnings of at least \$1.50 an hour and all but one-eighth earned at least \$1.25, although the latter proportion amounted to more than a quarter of a million employees. Two-fifths of the employees received \$2 or more, and close to one-fourth earned at least \$2.50.

Nonmanufacturing. Average earnings in nonmanufacturing industries which accounted for roughly 1 million employees, were \$1.70 an hour. One-fourth of the nonmanufacturing employees earned less than \$1.25 an hour, accounting for nearly all of those in the region with such earnings; almost one-half earned less than \$1.50 an hour. On the other hand, about one-fourth of the employees, more than 250,000, had earnings of at least \$2 an hour.

One-half of the nonmanufacturing work force were in retail trade, where average earnings were \$1.59 an hour. The distribution of retail earnings was similar to that for all nonmanufacturing employees, except that slightly larger proportions were concentrated at the lower pay levels. Most of the employees earning less than \$1.30 an hour (more than two-fifths had such earnings) were concentrated in three 5-cent wage intervals—9 percent at \$1 to \$1.05, 6 percent at \$1.15 to \$1.20, and 12 percent at \$1.25 to \$1.30. The relatively large cluster at or just above \$1.25 an hour, in some part, reflected the influence of an approaching change in the Federal minimum wage, which in September 1965, 3 months following the survey period, was to raise the minimum hourly wage of nearly one-fourth of the region's retail employees (mostly in large enterprises) to \$1.25. Further up the wage scale, more than two-fifths of the employees earned at least \$1.50 an hour, but less than one-fifth earned \$2 an hour or more.

Among other nonmanufacturing industries, separate tabulations are provided for wholesale trade and finance, insurance, and real estate, which together employed one-sixth of the work force. Employees in the former averaged \$1.76 and those in the latter, \$1.69 an hour. Nearly two-thirds of the employees in wholesale trade, earned between \$1.25 and \$2 an hour, and one-eighth were concentrated at or near the Federal minimum wage of \$1.25. More of the employees in finance, insurance, and real estate, nearly three-fourths, earned between \$1.25 and \$2 an hour, and about the same proportion as in wholesale trade were clustered at or just above \$1.25.

Manufacturing. In manufacturing industries, which employed slightly more than one-half of the employees included in the study, average hourly earnings were \$2.19 an hour, 49 cents more than the average in nonmanufacturing. Differences in the distributions of earnings for the two industry groups were evident throughout the pay scale. Three out of five employees in manufacturing earned \$2 or more and 3 out of 10 earned at least \$2.50 an hour. Earnings of less than \$1.50 an hour were received by a relatively small proportion of employees, one-sixth. Because of the generally high level of manufacturing earnings, only 6 percent of the employees were clustered at or just above the \$1.25 Federal minimum wage.

Nearly one-half of the manufacturing work force were employed in five industries: Food and kindred products, primary metals, fabricated metal products, nonelectrical machinery, and electrical machinery, each accounting for from 8 to 12 percent of the total. Except for the food and kindred products group, average earnings in these industries were from 14 to 30 cents an hour higher than the all-manufacturing level.

Hours

The 2.3 million nonsupervisory employees worked an average of 40 hours during the June 1965 survey week. Along the scale of hours, one-sixth of the employees worked less than 35 hours, close to one-third worked exactly 40 hours, making this the most common workweek, and one-fourth worked 48 hours or longer.

The two broad industry categories into which the employees were grouped—manufacturing and nonmanufacturing—varied both in average weekly hours and in the distribution of individual hours. Employees in manufacturing industries

worked an average of 41 hours, 2 hours longer than those in nonmanufacturing. The shorter average workweek for the latter group is explained by the differences in the distribution of individual weekly hours. More employees in each industry group were clustered at exactly 40 hours than at any other interval, but the proportion in manufacturing was 38 percent compared with only 23 percent in nonmanufacturing. On the other hand, a smaller proportion of manufacturing employees worked part time (less than 35 hours) than did those in nonmanufacturing, 13 and 25 percent, respectively. The proportions in each group having long workweeks (48 hours or more) were more similar; 26 percent of the employees in nonmanufacturing and 21 percent of those in manufacturing had such hours.

Employees in retail trade also worked 39 hours, on the average, during the survey week. Because one-half of the nonmanufacturing employees included in the study were in retail establishments, the distribution of their weekly hours had considerable influence on the overall nonmanufacturing array, particularly at the lower and upper ends of the hours scale. The proportions of retail employees having a workweek of 48 hours or more, and those working less than 35 hours during the survey week, nearly three-tenths each, were greater than those of all nonmanufacturing employees. Nonetheless, the largest concentration of employees at a single point in the hours scale was at 40; this proportion, one-sixth, however, was somewhat smaller than the one for all nonmanufacturing industries.

The average workweek for wholesale trade employees, 45 hours, was 6 hours longer than the average for all nonmanufacturing employees. Although a week of exactly 40 hours was worked by slightly more than one-fifth of the employees, making this the most prevalent single workweek, over two-fifths worked 48 hours or more, accounting for the relatively long average week for the industry as a whole. Few employees worked part time. In contrast, employees in finance, insurance, and real estate establishments worked 35 hours a week on the average. Somewhat more than one-fifth worked part time, one-third worked from 35 to less than 40 hours, and one-fourth worked exactly 40 hours. Thus, only one-fifth worked more than 40 hours during the week.

Wage Changes

Average straight-time hourly earnings of nonsupervisory employees in the North Central region rose 21 cents over the June 1962 level. The increase was distributed over all levels of the pay scale. The movement of earnings among the lower paid employees was largely in response to increases in the Federal minimum wage during this period. At the time of the 1962 survey, the minimum wage, which covered most manufacturing employees and certain nonmanufacturing groups, was \$1.15 an hour; by 1965, it was \$1.25. Moreover, employees in large retail enterprises (nearly one-fourth of the retail work force) were subject to the provisions of the Fair Labor Standards Act, as amended in 1961. In 1962, the minimum wage for such employees was \$1 an hour and in 1965 at least \$1.15. Under these influences, the proportions of employees earning less than \$1.15 an hour declined from 16 percent to 9 percent between 1962 and 1965, and those earning less than \$1.25 an hour declined from 26 to 12 percent over the same span of time. At the higher wage levels, the proportion of employees earning at least \$1.50 an hour rose from 58 to 69 percent, and the proportion earning at least \$2 an hour went from 34 to 44 percent, as is shown in the following tabulation.

Average hourly earnings	Nonmanufacturing												
	All industries		Total ¹		Wholesale trade		Retail trade		Finance, insurance, and real estate		Manufacturing		
	June		June		June		June		June		October	June	
	1962	1965	1962	1965	1962	1965	1962	1965	1962	1965	1960	1962	1965
	(Cumulative percent)												
Under \$0.75-----	2	1	5	3	(2)	(2)	5	3	1	(2)	(2)	(2)	(2)
Under \$1.00-----	7	4	14	9	4	1	15	9	1	2	1	(2)	(2)
Under \$1.05-----	13	7	26	16	8	5	32	18	6	3	5	(2)	1
Under \$1.15-----	16	9	32	20	13	7	39	22	8	4	10	1	1
Under \$1.20-----	23	11	37	23	28	7	43	28	16	5	12	9	1
Under \$1.25-----	26	12	40	25	32	7	46	31	19	6	14	12	1
Under \$1.30-----	31	20	47	36	40	19	54	43	29	19	17	16	7
Under \$1.50-----	42	31	59	49	54	38	65	57	49	42	26	26	17
Under \$2.00-----	66	56	81	74	81	72	85	82	80	78	53	52	41
Under \$2.50-----	85	77	90	86	94	89	94	92	90	92	83	79	69
Under \$3.00-----	95	91	96	93	98	97	97	97	96	97	96	95	89
Number of employees (in hundreds) -----	2,288	2,302	1,107	1,018	113	103	686	518	71	73	1,092	1,181	1,284
Average hourly earnings -----	\$1.77	\$1.98	\$1.55	\$1.70	\$1.56	\$1.76	\$1.48	\$1.59	\$1.66	\$1.69	\$1.94	\$1.98	\$2.19

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

Nonmanufacturing. Between 1962 and 1965, nonsupervisory employee earnings in nonmanufacturing industries increased 15 cents an hour. A comparison of the distribution of earnings for the two periods reveals a general upward progression of wages; employees at the lower pay levels experienced the greatest change. For example, the proportions of employees earning less than \$1.15 and less than \$1.25 declined, respectively, from nearly one-third to one-fifth, and from two-fifths to one-fourth. From this point beyond \$2 an hour on the pay scale, there were improvements of from 7 to 11 percentage points over the 1962 earnings levels; however, at the \$2.50 level, the difference narrowed to 4 percentage points.

Earnings in retail trade increased 11 cents an hour during the period between surveys, 4 cents less than the gain in other nonmanufacturing industries. Because of the disproportionate number of retail employees at the lower pay levels (three-fifths of the nonmanufacturing employees earning less than \$1.50 an hour in June 1965 were in retail trade), changes in the distribution of earnings between \$1 and \$1.50 an hour were similar to the all-industry change. The influence of changes in the Federal minimum wage applicable to employees in large retail enterprises were, however, more evident in the retail trade distribution. Between June 1962 and June 1965 the minimum wage for employees within the purview of the law rose from \$1 to \$1.15 an hour and is reflected by a decline from 39 to 22 percent in the proportions of employees paid less than \$1.15. Evidently some employers adopted the \$1.25 minimum before legally required to do so—the 1961 amendments to the Fair Labor Standards Act provided for a September 1965 effective date—for the proportion paid less than this amount also decreased substantially, from 46 to 31 percent, and there was an increase, from 8 to 12 percent, in the proportion of employees at or just above \$1.25. In 3 years, then, the proportion of retail employees earning at least \$1.25 an hour increased from 54 to 69 percent. Although there was a noticeable increase at the middle levels—the proportion earning \$1.50 an hour or more advancing from 35 to 43 percent—changes were relatively minor at higher pay levels.

The earnings of wholesale trade employees increased 20 cents an hour since the 1962 study. Although there was a noticeable advance in the proportion of employees earning \$1.50 or more an hour, from slightly less than one-half to somewhat more than three-fifths, the most striking increases occurred at lower pay levels. Chiefly because of the influence of the Federal minimum wage, the proportion of employees earning less than \$1.25 an hour declined from nearly one-third to fewer than one-tenth, raising the proportion who earned between \$1.25 and \$2 an hour from one-half to nearly two-thirds. Elevating the minimum wage to \$1.25 resulted in some clustering of earnings near this level, but the impetus continued past the \$2 pay level. The proportion of wholesale employees earning \$2 or more, for example, increased from one-fifth to nearly three-tenths.

Average hourly earnings in finance, insurance, and real estate rose only 3 cents an hour between 1962 and 1965, but there were important changes in the distribution of employee earnings. The proportion of employees earning less than \$1.25 an hour declined from one-fifth to one-twentieth and those earning less than \$1.50 declined from one-half to about two-fifths. Further up the pay scale, however, the changes since 1962 were relatively small.

Manufacturing. In relating the advance of earnings in manufacturing industries, comparable data are available for an October 1960 survey, as well as for those conducted in June of 1962 and 1965, allowing comparison of wage changes over a 5-year period. At the time of the 1960 study, the average pay level for nonsupervisory employees was \$1.94 an hour, in June 1962 it was \$1.98, and by June 1965 it had risen to \$2.19, for an overall increase of 25 cents an hour. Except for a reduction in the proportion of employees earning less than \$1.15 an hour (the Federal minimum wage in October 1960 was \$1 an hour, rising to \$1.15 in September 1961), which affected less than one-tenth of the employees, the distribution of employee earnings in June 1962 was similar to that for the October 1960 study. Between June 1962 and June 1965, however, there were changes at all key levels of the earnings array. At the lower pay levels, the increase in the Federal minimum wage "floor" from \$1.15 to \$1.25 an hour resulted in virtually all of the employees who earned less than \$1.25 in 1960, 14 percent, earning at least this rate of pay by 1965. Further up the pay scale, the proportion of employees receiving at least \$1.50 an hour rose from three-fourths to more than four-fifths, and those receiving \$2 an hour or more from slightly less than one-half to nearly three-fifths in 3 years. The progression continued at the higher earnings levels as well—the proportion of employees earning \$2.50 an hour or more rose from one-fifth to three-tenths between 1962 and 1965, and nearly doubled between 1960 and 1965.

Selected North Central Nonmetropolitan Areas

This portion of the report presents the level and distribution of earnings and hours of work in each of 11 selected nonmetropolitan areas, listed on page 51, in the North Central region. As indicated in the section on the selected Southern areas, such information should not be considered as representative of any other area. Populations (according to the 1960 census) among the areas ranged from 24,454 in Fayette County, Ind., to 106,790 in Elkhart County, Ind. Except for Elkhart County, the number of employees included in the survey did not exceed about 16,000, and the range in eight areas was between 4,300 and 10,700. Manufacturing industries employed between one-half and four-fifths of the work force in all but one area. A wide variety of manufacturing activities was found; machinery (electrical and nonelectrical), fabricated metal products, transportation equipment, rubber products, and paper products were among the more prevalent. Retail trade was the largest nonmanufacturing industry in each of the areas, employing from two-fifths to more than three-fifths of the work force.

Area	Population (1960 census)	Approximate number of employees included in the survey, June 1965	Percent of employees in—		Percent of nonmanu- facturing employees in retail trade
			Manufac- turing industries	Numerically important manufacturing industries	
Alpena County, Mich -----	28,556	4,600	61	Glass products 40, non- electrical machinery 21, paper products 20	52
Barton and Rice Counties, Kans -----	46,277	4,300	22	Transportation equipment 41	51
Crawford, Franklin, and Washington Counties, Mo ---	71,559	10,500	57	Leather products 53, apparel 15	39
Elkhart County, Ind -----	106,790	32,000	73	Transportation equipment 21, fabricated metal products 13, electrical machinery 8, nonelectrical machinery 8, rubber products 6, chemicals 8	48
Fayette County, Ind -----	24,454	5,900	80	Electrical machinery 55, fabricated metal products 20	58
Manitowoc County, Wis -----	75,215	16,300	75	Fabricated metal products 32, nonelectrical machinery 18, furniture 16	63
Marathon County, Wis -----	88,874	14,500	59	Paper and allied products 29, electrical machinery 15, nonelectrical machinery 12	43
Portage County, Ohio -----	91,798	10,700	62	Rubber products 31, non- electrical machinery 19	63
Sandusky County, Ohio ----	56,486	8,900	66	Electrical machinery 38, fabricated metal products 15, glass products 14	58
Whiteside County, Ill -----	59,887	10,400	72	Fabricated metal products 37, primary metals 27, mechanical instruments 19	59
Winona County, Minn -----	40,937	6,900	48	Food and food products 22	51

Alpena County, Mich.

Alpena County is located in the northeastern part of the Michigan peninsula, bordering on Lake Huron. The area had 28,556 inhabitants at the time of the 1960 census, within an area of 568 square miles. About one-half of the population resided in the city of Alpena. The June 1965 survey covered 4,600 non-supervisory employees, three-fifths of whom were in manufacturing industries. Three industries—glass, machinery, and paper—employed four-fifths of the manufacturing work force. Retail trade was predominant in the nonmanufacturing group, accounting for roughly one-half of the employees.

Earnings. Average earnings for all employees were \$2.29 an hour. Median earnings, however, were higher than the average by 24 cents, suggesting a relatively unsymmetrical distribution of earnings around the mean. The middle half of the work force earned between \$1.67 and \$2.89, a spread of \$1.22 an hour.

Nonmanufacturing employees earned, on the average, \$1.71 an hour. Nearly three-tenths of the employees earned less than \$1.25 an hour, slightly more than one-half earned less than \$1.50, and about seven-tenths earned less than \$2. Close to one-fifth of the employees were clustered in the \$1 to \$1.05 hourly pay interval and one-tenth earned between \$1.25 and \$1.30. Earnings in retail trade influenced the level and distribution of nonmanufacturing pay; this industry accounted for seven-tenths of the employees paid less than \$1.25 an hour, for example, but for fewer than two-fifths of those receiving \$2 or more.

The pay in manufacturing industries, averaging \$2.67 an hour, was in sharp contrast to that in nonmanufacturing, and was largely responsible for the area's high earnings position (third) among the 11 selected areas. All but one-fourth of the employees received at least \$2.50 an hour, and one-fifth earned \$3 or more. The relatively wide dispersion of individual earnings noted for the area was traceable, for the most part, to the concentration of employees in the \$2.50 to \$3 pay range, particularly in the paper, glass, and machinery plants. The proportion of employees in these industries with such earnings ranged from more than one-half to seven-tenths.

Hours. Nonsupervisory employees in the area worked an average of 41 hours during the June 1965 survey week. The most common period of employment was 40 hours; somewhat more than three-tenths of the employees had this workweek. Long workweeks (48 hours or more) were also prevalent; one-fourth of the work force had such hours. Relatively few employees, slightly fewer than one-sixth, worked part time (under 35 hours).

Employees in nonmanufacturing industries had an average workweek of 39 hours, and individual weekly hours were fairly evenly distributed. The proportions working part time, 40 hours, and 48 hours or more were within a general range of from one-fifth to one-fourth. Two-thirds of the part-time employees were in retail trade.

In manufacturing industries, the average week was 3 hours longer than that in the nonmanufacturing group. There were also noticeable differences in the way individual workweeks were distributed. More than three-fifths of the work force were either on a 40- or 48-hour week (about two-fifths at the former and nearly one-fifth at the latter). Part-time work was relatively rare, with fewer than a tenth of the employees having such hours, compared to the nearly three-tenths who worked 48 hours or more.

Wage Changes. Average earnings among nonsupervisory employees increased by 9 cents an hour from June 1962 to June 1965. There was almost no change in the distribution of earnings at levels below \$1.50 an hour, but the gains further up the wage scale were widespread. The proportion of employees earning \$2.50 an hour or more advanced from two-fifths to one-half, and the proportion paid at least \$3 rose from one-twentieth to nearly one-sixth.

Average hourly earnings	<u>All industries</u>		<u>Nonmanufacturing</u>		<u>Manufacturing</u>			
	<u>June</u>		<u>June</u>		<u>October</u>		<u>June</u>	
	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)							
Under \$1.00 -----	2	1	5	2	(1)	(1)	(1)	-
Under \$1.05 -----	6	8	15	20	1	(1)	(1)	(1)
Under \$1.15 -----	8	9	20	23	1	1	1	(1)
Under \$1.20 -----	9	10	23	26	1	1	1	(1)
Under \$1.25 -----	10	11	27	28	2	1	1	1
Under \$1.30 -----	13	16	32	39	3	2	2	1
Under \$1.50 -----	17	21	43	51	5	3	3	2
Under \$2.00 -----	33	32	69	71	15	16	12	8
Under \$2.50 -----	61	49	83	85	61	57	48	26
Under \$3.00 -----	95	85	94	92	98	98	97	80
Number of employees (in hundreds) -----	42	46	15	18	30	27	31	28
Average hourly earnings ---	\$2.20	\$2.29	\$1.75	\$1.71	\$2.33	\$2.39	\$2.49	\$2.67

¹ Less than 0.5 percent.

Nonmanufacturing earnings declined 4 cents from the June 1962 level. The decrease appears to have stemmed from an addition of low paid employees rather than from any change in the area's economy. Most of the 300 workers added to the nonmanufacturing work force between June 1962 and June 1965 were paid less than \$1.50 an hour. At the same time, there were also small gains in the number of those earning more than \$1.50 and more than \$2 an hour.

The increase in the area earnings level was, thus, almost entirely attributable to pronounced gains in the pay of manufacturing employees. Between June 1962 and June 1965, their earnings level increased 18 cents an hour, and over the span from October 1960 to June 1965 it was 34 cents. Since the proportion earning less than \$2 an hour was slightly less than one-sixth even in October 1960, changes were concentrated at the higher pay levels. The most striking was an increase from two-fifths in 1960 to nearly three-fourths in 1965 in the proportion paid \$2.50 an hour or more. At the time of the first survey, 2 percent of the employees earned more than \$3 an hour; by 1965, this proportion had grown to 20 percent.

Barton and Rice Counties, Kans.

Located in central Kansas, Barton and Rice Counties cover an area of 1,613 square miles and contain 46,277 inhabitants (1960 census). This was the only selected area in the North Central region in which nonmanufacturing industries accounted for as many as four-fifths of the employees included in the study. In addition, the exclusion of the petroleum and natural gas industry, a major source of employment in the area, from the scope of the survey, materially reduced the employment level recorded in the survey.

Earnings. The area's 4,300 nonsupervisory employees averaged \$1.70 an hour at straight-time rates in June 1965, the lowest average among the 11 areas shown separately. Median earnings were \$1.62, and those for the middle 50 percent of the work force covered a range of 91 cents, \$1.25 to \$2.16 an hour.

In nonmanufacturing industries, employees averaged \$1.59 an hour. One out of six earned less than \$1 an hour and nearly one-third were paid less than \$1.25. Slightly fewer than one-half of the employees earned more than \$1.50 an hour, which was roughly twice the proportion who earned more than \$2. The level and distribution of earnings in the retail trade industry had a pronounced effect on wages in nonmanufacturing, as well as in the area as a whole. Accounting for a little over one-half of the nonmanufacturing work force and two-fifths of the area employment, retail establishments employed three-fourths of those earning less than \$1.25 and about two-thirds of those paid less than \$1.50; by contrast, this industry accounted for only one-fourth of the nonmanufacturing employees receiving more than \$2, and less than one-sixth of those in the area with such earnings. Many of the higher paid nonmanufacturing employees were in the transportation, communication, and public utilities industry group, which, with one-fifth of the work force, accounted for more than one-half of the employees earning \$2 or more.

Average earnings of \$2.09 an hour for manufacturing employees were 50 cents an hour higher than the level for nonmanufacturing employees. Seventenths of the employees earned more than \$2 an hour, and almost three-fifths earned between \$2 and \$2.50. Manufacturing industries employed barely more than one-fifth of the area work force, but accounted for well over two-fifths of those paid \$2 an hour or more.

Hours. Average weekly hours of work during a single week in June 1965, 42, were greater than in any other selected North Central area. The prevalence of long workweeks was largely responsible for the high average—almost 2 out of 5 employees were employed at least 48 hours during the survey week. One-sixth of the employees worked a 40-hour week, and the same proportion worked on a part-time basis (less than 35 hours).

Although the average workweek in nonmanufacturing industries, 41 hours, was slightly less than the area level, the distribution of individual weekly hours was substantially the same. Two-thirds of those working 48 hours or more were in retail trade.

The average workweek in manufacturing industries was 45 hours, the longest for this industry group among the 11 selected areas. Somewhat more than two-fifths of the employees worked 48 hours or longer, and all but one-eighth worked at least 40 hours a week.

Wage Changes. The area pay level rose 13 cents an hour between June 1962 and June 1965. The position of employees at the lower pay levels hardly changed during this time, and although most of the increase was among those at the middle and upper reaches of the distribution, the change was not pronounced. The largest gain, for example, and the only one exceeding 10 percentage points, was in the proportion earning \$2 an hour or more, which rose from slightly fewer than one-fourth to somewhat more than one-third.

Average hourly earnings	All industries		Nonmanufacturing		Manufacturing			
	June		June		October		June	
	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)							
Under \$1.00 -----	16	13	19	17	-	1	1	-
Under \$1.05 -----	20	19	23	24	3	2	1	1
Under \$1.15 -----	22	21	26	27	3	2	1	1
Under \$1.20 -----	27	23	32	30	4	5	4	1
Under \$1.25 -----	29	25	34	32	5	6	4	1
Under \$1.30 -----	40	32	46	40	8	6	6	5
Under \$1.50 -----	50	43	57	53	16	11	14	7
Under \$2.00 -----	76	65	79	75	54	59	61	29
Under \$2.50 -----	91	86	90	86	92	94	93	86
Number of employees (in hundreds) -----	43	43	35	34	6	7	7	10
Average hourly earnings ---	\$1.57	\$1.70	\$1.51	\$1.59	\$1.89	\$1.89	\$1.87	\$2.09

Earnings in nonmanufacturing industries increased 8 cents an hour in 3 years, and only slight changes were noted in the earnings distribution. The proportionate advance reached 6 percentage points at two levels—that earning \$1.30 or more increased from 54 to 60 percent, and that earning \$3 or more went from 2 to 9 percent.

In manufacturing industries, the employee earnings level was relatively stable from October 1960 to June 1962 but between the latter period and June 1965, it increased 22 cents an hour. That this increase was nearly three times the increase recorded in nonmanufacturing industries reflects the changes that

took place in the distribution of earnings. In 1960, and as late as the 1962 survey, fewer than one-half of the manufacturing employees earned as much as \$2 an hour; by 1965, 7 of 10 had such earnings. There were also improvements for lower and higher paid employees between 1960 and 1965—the proportion earning less than \$1.50 decreased from one-sixth to fewer than one-tenth, and the proportion receiving at least \$2.50 rose from slightly under one-tenth to one-seventh.

Crawford, Franklin, and Washington Counties, Mo.

Crawford, Franklin, and Washington Counties lie in east central Missouri, and contained a population of 71,559, according to the 1960 census. Close to three-fifths of the area work force was in manufacturing establishments, roughly one-half of which was in the leather and leather products industry, primarily footwear. Retail trade employed two-fifths of the nonmanufacturing employees.

Earnings. There were about 10,500 nonsupervisory employees within the scope of the June 1965 survey and their average earnings came to \$1.82 an hour, next to the lowest among the 11 North Central areas tabulated separately. The middle half of the work force earned between \$1.34 and \$2.19 an hour. The median wage was \$1.67, 15 cents less than the average. This was the only area having as many as 12 percent of the employees clustered within 5 cents of the \$1.25 Federal minimum wage which applied in manufacturing and much of nonmanufacturing.

Employees in nonmanufacturing industries averaged \$1.86 an hour, 4 cents an hour more than the area pay level. This was the highest nonmanufacturing average recorded among the 11 selected areas and the only one where nonmanufacturing employees had an average pay advantage over those in manufacturing. One-fourth of the employees earned less than \$1.28 an hour and the same proportion received more than \$2.50; thus, the middle 50 percent of the work force were distributed over a relatively wide range of \$1.22 an hour. The high wage component was attributable to the level of earnings in the area's metal mining industry, which employed only one-fifth of the nonmanufacturing force, but accounted for seven-tenths of those earning more than \$2.50 an hour.

With an average hourly wage level of \$1.44, retail trade accounted for a large portion of the lower paid nonmanufacturing employees. One-fifth earned less than \$1 an hour and nearly twice this proportion received less than \$1.25, representing more than seven-tenths of all nonmanufacturing employees with such earnings. Nearly one-fifth of the retail work force, on the other hand, was paid \$2 an hour or more.

Average earnings in manufacturing industries, at \$1.80 an hour, were the lowest for this industry group in the 11 North Central selected areas. Although virtually all of the factory workers earned at least \$1.25, one-sixth earned between \$1.25 and \$1.30 an hour, accounting for three-fourths of all employees in the area concentrated at or just above the Federal minimum wage. About two-fifths of the employees earned less than \$1.50 an hour, and seven-tenths less than \$2. Only about one-tenth earned as much as \$2.50.

More than one-half of the manufacturing work force were employed in the leather and leather products industry, where average earnings were \$1.66 an

hour. This was 30 cents less than the level for all other manufacturing employees. One-fifth of the leather employees had earnings at or just above the \$1.25 minimum wage, and a little more than two-fifths were paid less than \$1.50. These respective proportions represented two-thirds and three-fifths of all manufacturing employees at these pay levels. By contrast, the proportion earning \$2 or more, nearly one-fifth, accounted for only one-third of the employees with such earnings. Close to one-half the employees paid \$2 or more were in the fabricated metal products and nonelectrical machinery industries, although, together, these industries accounted for only one-sixth of the work force.

Hours. Employees in the area worked an average of 40 hours a week. A 40-hour week was also the most common single period of employment, engaging 1 out of 3 employees. Almost one-sixth worked less than 35 hours, and about one-fourth worked 48 hours or longer.

Nonmanufacturing employees had a slightly longer average workweek, 41 hours. One-fifth worked part time (less than 35 hours) and somewhat more than one-fifth worked 40 hours; however, it was the proportion working 48 hours or more, close to two-fifths, that raised the average workweek in nonmanufacturing above the area level. Long weekly hours were prevalent in the metal mining and quarrying industries; employing three-tenths of the work force, they provided nearly three-fifths of the employees working at least 48 hours. Two-thirds of the area work force having workweeks of 48 hours or more were in nonmanufacturing industries.

Employees in retail stores had an average week of 39 hours, which was 3 hours less than that for all other nonmanufacturing employees. The relatively large proportion working part time, close to one-fourth, contributed to the industry's lower average workweek. A little more than one-fifth of the retail employees worked a 40-hour week, and roughly one-fourth were employed at least 48 hours.

The average workweek in manufacturing industries was 40 hours. Almost two-fifths of the employees worked exactly this number of hours during the survey week; those working less than 35 hours and those working 48 hours or more each accounted for somewhat fewer than one-sixth of the work force. These proportions would have been smaller in the part-time and larger in the standard and long workweek categories had it not been for the influence of weekly hours in the leather footwear industry. The 2 out of 5 footwear employees who worked less than 40 hours a week (compared to 1 of 7 in other manufacturing industries), dropped the industry's average workweek to 38 and although close to three-tenths worked a 40-hour week, fewer than one-tenth were employed 48 hours or more.

Wage Changes. Between June 1962 and June 1965, average earnings of nonsupervisory employees rose 25 cents an hour. The proportion earning less than \$1.25 dropped from three-tenths to about one-tenth, the most striking change in the distribution of earnings. This was prompted, in large part, by a raise in the Federal minimum wage from \$1.15 to \$1.25 in September 1963, attendant to which the cluster of employees at the previous standard, 17 percent, moved to the higher step on the scale. Substantial increases also occurred among employees earning more than \$1.50, \$2, and \$2.50 an hour. These proportions advanced, respectively, from roughly two-fifths to three-fifths, one-fifth to one-third, and one-tenth to one-sixth.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing							
			Total ¹		Retail trade		Total ¹				Leather			
			June				October		June		October		June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1965	1960	1961	1962	1965
	(Cumulative percent)													
Under \$1.00 --	6	5	17	11	25	20	(2)	(2)	(2)	(2)	(2)	(2)	(2)	-
Under \$1.05 --	9	6	24	15	40	28	13	(2)	(2)	(2)	(2)	13	(2)	(2)
Under \$1.15 --	10	8	25	17	44	33	27	(2)	(2)	(2)	(2)	26	(2)	(2)
Under \$1.20 --	26	8	32	19	49	35	32	24	22	(2)	(2)	33	27	25
Under \$1.25 --	31	9	34	21	52	38	37	32	28	(2)	(2)	39	34	32
Under \$1.30 --	39	21	44	27	60	48	42	39	36	16	16	46	41	39
Under \$1.50 --	56	37	55	36	67	57	59	58	57	38	64	62	62	45
Under \$2.00 --	81	68	76	64	85	81	85	85	84	70	92	90	88	81
Under \$2.50 --	91	83	87	75	95	94	94	94	93	89	98	97	96	94
Number of employees (in hundreds) ---	101	105	36	46	17	18	54	60	65	59	29	35	36	31
Average hourly earnings ----	\$1.57	\$1.82	\$1.57	\$1.86	\$1.35	\$1.44	\$1.52	\$1.56	\$1.59	\$1.80	\$1.42	\$1.49	\$1.51	\$1.66

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

In nonmanufacturing industries, the average wage increase was 29 cents an hour. Increases in the Federal minimum wage, with respect to the lower level wage movement, contributed much toward the overall advance, but growth of the area's mining industry, which resulted in a greater number of relatively high paid employees, probably contributed more. For example, while the number of employees earning less than \$1.25 an hour declined by one-fifth, the number of those earning \$2 or more almost doubled. Relatively, the decrease was from 34 to 21 percent, and the increase was from 24 to 36 percent. Moreover, about four-fifths of the 1,000 additional employees within scope of the 1965 survey had earnings of at least \$2 an hour. Changes in the middle reaches of the earnings distribution also were notable. The increase in the proportion earning between \$1.50 and \$2, from one-fifth to nearly three-tenths, meant a 70 percent numerical increase above the June 1962 level.

Earnings in retail trade increased 9 cents an hour over the June 1962 average, which was 20 cents less than the increase for the nonmanufacturing industry group, as a whole, and 27 cents less than the advance in nonmanufacturing industries other than retail trade. There was, however, considerable improvement in the earnings of lower paid employees. Slightly fewer than one-half received as much as \$1.25 an hour in June 1962, but 3 years later a little more than three-fifths earned this amount or more. Although less than one-tenth of the retail work force were in establishments subject to the provisions of the FLSA, nearly one-sixth were clustered at or just above the \$1 minimum operative in June 1962. There was no such concentration at \$1.15, the standard in effect in June 1965, but one-tenth of the employees were at or near \$1.25, the minimum which was to become effective shortly after the survey period. The proportion of employees earning \$1.50 an hour or more rose from one-third to somewhat more than two-fifths, but the changes from this point upwards along the wage scale were minor.

Hourly earnings in manufacturing industries advanced 28 cents between October 1960 and June 1965. From June 1962 to June 1965, the increase was 21 cents, or 8 cents less than the increase in nonmanufacturing industries over

the same span of time. Changes at the lower pay levels were more striking in manufacturing than in nonmanufacturing because of the almost blanket application of Federal minimum wage laws. In October 1960, 13 percent of the employees earned between \$1 and \$1.05 an hour (\$1 was the minimum wage at the time) and 37 percent earned less than \$1.25. By June 1965, virtually all employees were paid at least \$1.25, the then applicable base rate, and 16 percent earned between this amount and \$1.30. Major changes in manufacturing were not restricted to the lower levels, but they did not extend as high along the wage scale as they did in the nonmanufacturing group. The proportion receiving \$1.50 or more rose from 41 to 62 percent, and that proportion receiving \$2 or more doubled, going from 15 to 30 percent. Beyond this level, however, changes were relatively small.

Average earnings of employees in the leather footwear industry increased by 24 cents an hour since October 1960. The influence of a rising Federal minimum wage on the distribution of earnings was pronounced. Thirteen percent of the employees were concentrated at the 4-year old \$1 minimum in October 1960, 26 percent were at \$1.15 in October 1961, and 21 percent had earnings of or just above \$1.25 in June 1965. Thus, the 39 percent of the work force who were paid less than \$1.25 in 1960 were all earning at least this amount in 1965. There was also a substantial growth in the proportion earning \$1.50 or more—from 36 percent in 1960 to 55 percent nearly 5 years later—and the proportion paid at least \$2 in 1965, 19 percent, was more than twice that of 1960. There was little change further up the scale, however.

Elkhart County, Ind.

Elkhart County, Ind., located in the northern part of the State, bordering on Michigan, was the most populous of the 11 selected North Central areas, containing 106,790 inhabitants (1960 census) within 468 square miles. Approximately 32,000 nonsupervisory employees were included in the study, twice the number in the next largest area. Nearly 3 out of every 4 employees were in manufacturing industries. Slightly more than one-third were concentrated in two industries, transportation equipment and fabricated metal products. However, the area's diversified industrial complex also included as important employers, the furniture, chemicals, rubber and plastics products, nonelectrical and electrical machinery, and musical instruments manufacturing industries. Almost one-half of the nonmanufacturing employees were in retail trade and nearly one-sixth were in wholesale trade.

Earnings. The Elkhart area had the second highest pay level among the 11 in the region for which separate data are shown, \$2.34 an hour. Median earnings were 4 cents lower, indicating a relatively symmetrical distribution of earnings around the mean. One-fourth of the employees earned less than \$1.75 an hour and the same proportion earned more than \$2.76. Thus, the middle half of the work force had earnings within a \$1.01 range.

The 8,500 employees in nonmanufacturing industries averaged \$1.85 an hour, 49 cents an hour less than the average for all employees, but, nevertheless, this average for this industry group was exceeded in only one other of the selected North Central areas. All but one-fifth earned at least \$1.25 an hour, and almost three-fifths received \$1.50 or more. Further up the wage scale, a little more than one-third of the employees received at least \$2 an hour, and one-fifth were paid \$2.50 or more.

Retail trade employees earned an average of \$1.74 an hour. Close to three-tenths earned less than \$1.25 an hour, accounting for seven-tenths of the nonmanufacturing and somewhat more than two-thirds of all employees in the area with such earnings. Retail trade continued to influence the distribution of pay further up the scale, employing three-fifths of those in nonmanufacturing and more than two-fifths of all employees earning less than \$1.50 an hour (the industry accounted for only one-eighth of the area work force). On the other hand, a substantial segment of the retail employment was represented at the higher pay levels; close to three-tenths earned \$2 an hour or more and one-sixth \$2.50 or more.

Average hourly earnings in wholesale trade, at \$2.05, were 24 cents higher than the average for all other nonmanufacturing industries. All but one-sixth of the employees earned at least \$1.50 an hour and almost one-half received \$2 or more. Although the proportions of employees tapered off sharply above the \$2 level, nearly one-fifth earned \$2.50 an hour or more.

Employees in manufacturing averaged \$2.52 an hour, 67 cents above the level for nonmanufacturing employees. Somewhat more than three-fourths earned at least \$2 an hour, about one-half \$2.50 or more, and one-fifth at least \$3. This distribution of earnings was attributable to the generally high wage levels that prevailed in most of the area's manufacturing industries. Five of these—chemicals, fabricated metal products, electrical machinery, transportation equipment, and musical instruments—employed somewhat more than one-half of the work force and accounted for nearly three-fourths of the employees paid \$2.50 or more and four-fifths of those with earnings which exceed \$3 an hour.

Hours. Nonsupervisory employees averaged 40 hours of work during a single week in June 1965. Roughly one-fourth of the employees were clustered at 40 hours, one-sixth worked less than 35 hours and one-fifth worked 48 hours or more.

Nonmanufacturing employees averaged 37 hours of work a week. Three out of ten worked part time (less than 35 hours), which was the main factor influencing the level of weekly hours for the group. Close to one-fifth of the employees worked either a 40-hour week, and the same proportion worked at least 48 hours.

In retail trade, the average week was 36 hours. One-third of the work force worked less than 35 hours a week, accounting for close to three-fifths of all nonmanufacturing employees with such hours. Workweeks of at least 48 hours in duration occupied one-sixth of the retail employees; only one-eighth worked a 40-hour week.

Hours in wholesale trade establishments, an average of 38 hours a week, were generally longer than in retail stores. Fewer employees, nearly one-fourth, were part time; larger proportions than in retail trade clustered at 40 hours and at the 48 hour and over level, one-sixth and one-fifth, respectively.

Employees in manufacturing industries worked an average of 42 hours during the June 1965 survey period. This longer workweek, compared with that in nonmanufacturing, reflects the distribution of weekly hours. The most common workweek was exactly 40 hours, engaging 3 out of 10 employees, and only 1 of 5 worked less than 40 (the proportion in nonmanufacturing was about double this). The incidence of weeks in excess of 40 hours was not substantially greater than in nonmanufacturing but a larger proportion, a little over one-fifth, worked 48 hours or more.

Wage Changes. The average pay level in Elkhart County increased by 24 cents an hour between the June 1962 and June 1965 surveys. Because of the area's relatively high pay level, the magnitude of wage change was greater at the higher than at the lower end of the pay scale. For example, the proportion of employees paid less than \$1.25 an hour, 5 percent in 1965, was down from 10 percent in 1962, whereas those earning \$2.50 or more in 1965, 41 percent, represented a marked growth from the 26 percent who had such earnings 3 years earlier. Aside from an increase in the proportion earning at least \$3, 9 to 16 percent, other changes in the distribution of earnings were relatively minor.

Average hourly earnings	Nonmanufacturing											
	All industries		Total ¹		Wholesale trade		Retail trade		Manufacturing			
	June		June		June		June		October		June	
	1962	1965	1962	1965	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)											
Under \$1.00 -----	3	2	11	6	1	(2)	15	8	(2)	(2)	(2)	(2)
Under \$1.05 -----	5	3	21	11	4	(2)	29	15	1	(2)	(2)	(2)
Under \$1.15 -----	7	4	29	14	8	(2)	39	18	2	1	(2)	(2)
Under \$1.20 -----	9	5	31	17	10	1	42	25	2	3	2	(2)
Under \$1.25 -----	10	5	33	20	11	1	44	28	4	4	2	(2)
Under \$1.30 -----	14	9	41	28	26	4	52	39	5	5	4	2
Under \$1.50 -----	20	14	49	38	33	16	59	48	11	12	10	5
Under \$2.00 -----	43	35	72	65	62	53	78	72	34	35	33	23
Under \$2.50 -----	74	59	87	81	84	81	90	84	76	74	69	51
Under \$3.00 -----	91	84	95	91	94	93	95	92	91	91	90	81
Number of employees (in hundreds) -----	259	320	67	85	9	13	34	41	178	180	193	235
Average hourly earnings ---	\$2.10	\$2.34	\$1.68	\$1.85	\$1.84	\$2.05	\$1.60	\$1.74	\$2.21	\$2.21	\$2.26	\$2.52

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The 17-cent-an-hour increase in nonmanufacturing employee earnings, as compared with that for all employees, benefited most those at the lower and middle reaches of the pay scale. The proportion earning less than \$1.15 declined by one-half (29 to 14 percent) between June 1962 and June 1965, and that earning less than \$1.25 decreased by about as much, going from 33 to 20 percent. The earnings improvement continued up the scale to the \$1.50 point before diminishing noticeably, bringing the proportion earning more than this amount from 51 to 62 percent. By contrast, the proportion earning \$2 or more rose only 7 percentage points, from 28 to 35.

Retail trade employees experienced an advance in average earnings of 14 cents an hour during the 3-year period. Although this increase was not as large as that for the nonmanufacturing group as a whole, substantial improvements were recorded at the lower pay levels. The proportions earning less than \$1 and \$1.15 were each one-half the respective 1962 levels of 15 and 39 percent. Concurrently, the proportion earning at least \$1.25 increased from 56 to 72 percent. To a great extent, changes in the Federal minimum wage applicable in large retail enterprises influenced the flow of earnings at these levels (over one-third of the area's retail employees were in establishments subject to the 1961 amendments to the FLSA). In June 1962, 14 percent of the retail work

force were concentrated at or just above the existing \$1 minimum wage; by 1965, the proportion at this level had yielded to clusters of 7 and 11 percent at \$1.15 and \$1.25, representing the effective minimum and one that was to become operative 3 months after the June survey period. Further up the scale, the proportion of employees receiving at least \$1.50 an hour rose from two-fifths to slightly more than one-half, but the change narrowed to only 6 points at the \$2 level, 22 to 28 percent.

Earnings in wholesale trade increased 21 cents an hour between June 1962 and June 1965. Changes in the distribution were sharp. The proportion paid less than \$1.30 an hour went from one-fourth to one twenty-fifth, and the proportion earning less than \$1.50, one-sixth, was one-half what it had been in 1962. Even at higher levels, noticeable changes occurred. For example, even though nearly two-fifths of the employees earned at least \$2 an hour in 1962, nearly one-half had such earnings in 1965.

Over a nearly 5-year period, from October 1960 to June 1965, average hourly earnings in the area's manufacturing industries advanced 31 cents. Between the 1960 and 1962 surveys, average earnings rose only 5 cents, but during the next 3 years the increase was 26 cents. This was somewhat more than the 17-cent rise in nonmanufacturing earnings over a similar span of time and was not exceeded by a manufacturing group in any other selected North Central area. The area's wage level was generally high even in 1960 when all but one-third of the manufacturing work force earned at least \$2 an hour, and one-fourth received more than \$2.50. This alignment did not noticeably change through the October 1961 and June 1962 studies, during which time average earnings rose only 5 cents an hour above the October 1960 level. The June 1965 study, however, revealed substantial changes in the distribution of earnings. The proportion paid at least \$2 had risen to more than three-fourths, and the proportion earning at least \$2.50, to one-half. An important change contributing to the overall average increase in manufacturing during this time was the emergence of a sizable proportion of employees earning more than \$3 an hour; this proportion rose to one-fifth in 1965, twice the amount during any of the earlier surveys.

Fayette County, Ind.

Fayette County is located in the southeastern part of Indiana near the Ohio border. With a population of 24,454 (1960 census) and an area of 215 square miles, it was the smallest in both measures of the North Central areas shown separately. The area's chief urban center is Connersville. Four-fifths of the 5,900 nonsupervisory employees covered by the scope of the survey were in manufacturing industries. The electrical machinery industry employed somewhat more than one-half of the manufacturing work force. Retail trade was the largest nonmanufacturing industry, accounting for nearly three-fifths of the employees in this group.

Earnings. Average straight-time hourly earnings for all employees were \$2.20 an hour. The median below and above which 50 percent of the individual earnings fell, was \$2.35. The middle half of the work force had earnings that were tightly grouped between \$2.05 and \$2.46 an hour.

The pay level for nonmanufacturing employees was \$1.49, the lowest average for this industry group among the 11 selected North Central areas. Close to one-fifth of the employees earned less than \$1 an hour, a little more than two-fifths were paid less than \$1.25, and about three-fifths earned under \$1.50. All but one-fifth received less than \$2 an hour. Retail trade accounted for

seven-tenths of the nonmanufacturing employees earning less than \$1 an hour, about four-fifths of those paid less than \$1.25, and almost three-fourths of those below \$1.50.

The average pay level in manufacturing industries was \$2.37 an hour, 88 cents more than that for nonmanufacturing employees. Nine-tenths of the work force earned between \$2 and \$3 an hour, and nearly one-half this proportion was compressed within the \$2.30 to \$2.40 pay interval.

Hours. The length of the average workweek during the June 1965 study period was 40 hours. Somewhat more than one-half of the employees worked exactly that many hours a week. Both part-time (35 hours or less) and long (48 hours or more) workweeks were relatively uncommon, each engaging no more than one-eighth of the employees.

Although nonmanufacturing employees averaged nearly the same number of hours a week, 39, as did all employees, there were significant differences in the way individual hours were distributed. Only one-sixth worked a 40-hour week, and one-fourth were employed on a part-time basis. This concentration toward the lower end of the hours array, however, was balanced by the relatively large proportion, close to one-fourth, working 48 hours or more a week.

In manufacturing, average weekly hours were 40. Slightly more than three-fifths of the employees were on a 40-hour week and fewer than one-tenth worked part-time or long weeks.

Wage Changes. Between June 1962 and June 1965, the average pay level in the area increased 13 cents. A comparison of the overall earnings distributions for the two periods revealed significant changes only within the \$2 to \$2.50 pay range, which was almost wholly attributable to the wage movement within the manufacturing industry group (earnings in the nonmanufacturing industries advanced by only 1 cent an hour during the 3-year period, with little change in the distribution). A 4-cent gain in manufacturing earnings from October 1960 to June 1962 was accomplished with relatively little variation in the way individual earnings were distributed, but the 9-cent increase over the next 3 years was accompanied by striking changes in the array. As a result, the proportion paid \$2.30 an hour or more almost doubled, going from one-half to four-fifths. There was almost no change at levels beyond this, however.

Average hourly earnings	All industries		Nonmanufacturing		Manufacturing			
	June		June		October		June	
	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)							
Under \$1.00 -----	4	4	18	18	(1)	-	-	-
Under \$1.05 -----	7	6	28	30	(1)	(1)	(1)	(1)
Under \$1.15 -----	9	6	35	32	(1)	(1)	(1)	(1)
Under \$1.20 -----	10	7	37	37	1	1	1	(1)
Under \$1.25 -----	11	8	39	42	1	1	1	(1)
Under \$1.30 -----	13	9	45	47	2	2	2	(1)
Under \$1.50 -----	17	13	57	58	5	4	3	1
Under \$2.00 -----	32	23	74	82	22	21	18	9
Under \$2.50 -----	78	80	92	92	79	76	73	77
Under \$3.00 -----	98	98	98	96	97	99	98	98
Number of employees (in hundreds) -----	49	59	13	11	34	35	36	47
Average hourly earnings ---	\$2.07	\$2.20	\$1.48	\$1.49	\$2.24	\$2.24	\$2.28	\$2.37

¹ Less than 0.5 percent.

Manitowoc County, Wis.

Manitowoc County, Wis., which is situated on Lake Michigan north of Milwaukee, has an area of 589 square miles. The area contained 75,215 inhabitants at the time of the 1960 census, roughly two-fifths of whom resided in the city of Manitowoc. Manufacturing industries accounted for three-fourths of the 16,300 employees included in the June 1965 survey. The fabricated metal products industry was the area's largest, employing one-third of the factory work force; the furniture and fixtures and the nonelectrical machinery industries together accounted for another one-third. Somewhat more than three-fifths of the nonmanufacturing employees were in retail trade.

Earnings. Average hourly earnings for all nonsupervisory employees in June 1965 were \$1.98. Median earnings were \$1.92, indicating a nearly symmetrical distribution of earnings around the mean. One-fourth of the employees earned less than \$1.53 and another one-fourth earned more than \$2.42 an hour; thus, earnings for the middle half of the work force were spread over a range of 89 cents.

Nonmanufacturing employees averaged \$1.60 an hour, 38 cents less than the all-industry average. Three factors, all bearing on minimum wage laws, appeared to influence the distribution of earnings at the lower pay levels: A State of Wisconsin minimum wage of \$1.10 an hour for women and minors became effective in September 1964; a Federal minimum wage of \$1.15 applied to large retail establishments in June 1965, and was to rise to \$1.25, 3 months later; and a \$1.25 Federal minimum was operative in most transportation, communication, public utilities, wholesale trade, finance, and insurance establishments. Largely as a result of these forces, one-sixth of the employees earned within 5 cents of \$1.10 an hour, and close to one-tenth were clustered at each of the two Federal minima. Two-fifths of the nonmanufacturing work force, however, earned more than \$1.50 an hour and one-fifth earned at least \$2.

Average earnings in retail trade were \$1.41 an hour at the time of the 1965 survey. This pay level was 51 cents less than the average for all other nonmanufacturing employees. Although nearly all retail employees received at least \$1 an hour, the pay for somewhat more than one-half was under \$1.30. As in the whole group of nonmanufacturing industries, this clustering stemmed, to a large degree, from the State and Federal minimum wage laws operative or anticipated at the time of the survey. Retail trade alone, however, accounted for nearly four-fifths of the nonmanufacturing employees earning less than \$1.30 an hour, a somewhat higher proportion than the industry's employment ratio. Moreover, all but one-third of the employees were paid less than \$1.50 an hour, and earnings for only one-tenth exceeded \$2.

The average hourly pay level for manufacturing employees, \$2.10, was 50 cents higher than that for nonmanufacturing employees. All but one-tenth earned more than \$1.50 an hour, slightly more than one-half received at least \$2, and one-fourth were paid \$2.50 or more. Similar pay structures in 2 of the 3 primary manufacturing industries (fabricated metal products and furniture and fixtures), which employed nearly two-fifths of the employees studied, contributed to the area's nearly identical mean and median pay levels. Average earnings in these industries varied by only 10 cents an hour, and in each, roughly four-fifths of the employees earned between \$1.50 and \$2.50 an hour, and few earned less than \$1.50 or more than \$3.

Hours. The average number of hours worked by all nonsupervisory employees during the June 1965 survey week, 38, was the lowest recorded along

with one other selected area. This was attributable, in great part, to the comparatively large proportion of employees, close to one-fourth, who worked part time (less than 35 hours a week). The proportion working exactly 40 hours, however, was nearly two-fifths, making this the most prevalent period of employment. Relatively few employees, 1 out of 8, were employed 48 hours or more.

The area's somewhat high part-time component stemmed from the nonmanufacturing industry group, where the average workweek was only 31 hours. One-half of the employees worked less than 35 hours, accounting for more than one-half of all employees in the area with such hours (although nonmanufacturing industries employed only one-fourth of the work force). Two-fifths of the nonmanufacturing employees worked 40 hours or longer; one-half of them were divided equally between a 40-hour week and a week of 48 hours or more.

A workweek of 28 hours was the average for employees in retail trade. Three out of five were part time, or about four-fifths of all nonmanufacturing employees with a week of this duration. Only three-tenths of the retail employees worked 40 hours or more.

In manufacturing industries, a week of 40 hours was both the average and the most prevalent period of employment. Somewhat more than two-fifths of the work force had such hours. In marked contrast to the nonmanufacturing industry, only about one-seventh of the employees were part time, but long weeks (48 hours or more) were of similar prevalence, occupying close to one-sixth of the work force.

Wage Changes. From June 1962 to June 1965 the hourly pay level of non-supervisory employees increased by 17 cents. Changes in the distribution of pay during the 3-year period were not distinct at any level; rather, they reflected a general upward progression of earnings in the area. For example, the proportion of employees earning less than \$1.25 an hour declined by 8 percentage points, 15 to 9 percent, which was nearly the same as the increase in the proportion earning \$2 or more, which went up 8 percentage points, from 36 to 44 percent. An increase in the proportion receiving at least \$2.50 an hour, from 12 to 21 percent, was perhaps the most significant change since 1962.

Average hourly earnings	All industries		Nonmanufacturing								
			Total ¹		Retail trade		Manufacturing				
	June 1962	June 1965	June 1962	June 1965	June 1962	June 1965	October 1960	June 1961	June 1962	June 1965	
	(Cumulative percent)										
Under \$1.00 -----	5	(2)	18	1	20	2	1	(2)	(2)	-	
Under \$1.05 -----	8	1	28	5	34	8	5	(2)	(2)	-	
Under \$1.10 -----	8	1	29	5	35	8	7	(2)	(2)	-	
Under \$1.15 -----	9	5	33	22	40	26	8	1	1	-	
Under \$1.20 -----	12	7	38	30	45	38	9	5	3	-	
Under \$1.25 -----	15	9	40	35	47	44	11	8	5	-	
Under \$1.30 -----	18	12	47	44	55	55	13	10	8	2	
Under \$1.50 -----	29	21	57	55	62	66	22	19	19	10	
Under \$2.00 -----	64	56	79	81	83	89	58	61	58	48	
Under \$2.50 -----	88	79	90	89	95	97	93	92	88	75	
Number of employees (in hundreds) -----	152	163	41	40	25	25	100	107	111	123	
Average hourly earnings ---	\$1.81	\$1.98	\$1.58	\$1.60	\$1.53	\$1.41	\$1.88	\$1.89	\$1.92	\$2.10	

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The earnings of nonmanufacturing employees, as a group, rose only 2 cents an hour above the level recorded in June 1962. A decrease in average earnings in the retail trade industry, which accounted for three-fifths of the nonmanufacturing work force, held the overall gain to this amount; excluding the retail group, the average increase for all other industries was 26 cents. As a consequence, there was little change in the distribution of earnings at levels above \$1.25 an hour, but noticeable gains occurred among lower paid employees. Partly as a result of State and Federal minimum wage laws application, practically no employees earned less than \$1 an hour in June 1965, whereas 1 out of 6 had such earnings in June 1962. Similarly, where 29 percent were paid less than \$1.10 previously, only 5 percent were in 1965.

The decline of 8 cents an hour in retail trade earnings was attributable to the loss of a group of high paid employees (the proportion earning \$2 or more an hour dropped from 17 to 11 percent), which was no offset by any substantial improvements at the lower end of the pay scale. In June 1962, one-fifth of the retail employees earned less than \$1, one-third received less than \$1.10, and two-fifths were paid less than \$1.15 an hour. The \$1.10 State minimum wage for women and minors and the \$1.15 Federal minimum wage were in operation at the time of the June 1965 survey, and nearly all employees earned at least \$1 an hour, fewer than one-tenth did not receive at least \$1.10, and the proportion under \$1.15 was reduced to one-fourth.

Average earnings in manufacturing industries increased 22 cents an hour between the October 1960 and June 1965 surveys. From June 1962, alone, the advance was 18 cents. The implementation of the \$1.25 Federal minimum wage, which was effective in 1965, served to bring the proportions earning less up to at least this amount. Even in 1960 when the minimum was \$1, only one-tenth had been earning less than \$1.25. Changes at the higher wage levels, however, were more far reaching. Increases in the proportion earning \$1.50 or more and \$2 or more were of similar magnitude, the former going from 78 to 90 percent and the latter from 42 to 52 percent, but in the most significant advance, the proportion receiving straight-time pay of \$2.50 or more rose from 7 percent in 1960 to 25 percent nearly 5 years later.

Marathon County, Wis.

Marathon County covers 1,584 square miles and has a population of 88,874 (1960 census). Wausau, with over 30,000 inhabitants, is the major urban area. Approximately 14,500 nonsupervisory employees were within the scope of the June 1965 survey. Three-fifths of these were employed in manufacturing industries, the largest of which were paper and allied products, and electrical machinery, and nonelectrical machinery. Retail trade accounted for more than two-fifths of the nonmanufacturing work force.

Earnings. Average earnings for all nonsupervisory employees were \$1.96 an hour. Median earnings were only 3 cents an hour less. The middle half of the work force earned between \$1.48 and \$2.39 an hour.

In the nonmanufacturing industries covered by the survey, employees averaged \$1.74 an hour, 22 cents an hour less than the area average. One-fifth of the employees earned less than \$1.25 an hour, but nearly all were paid at least the \$1.10 State minimum wage which applied to women and minors. The two-fifths of the nonmanufacturing work force who earned less than \$1.50 an hour

accounted for two-thirds of all the employees in the area with such earnings. On the other hand, straight-time wages of at least \$2 an hour were paid to somewhat more than one-fourth of the employees.

Retail employees averaged \$1.60 an hour, 25 cents an hour less than all other nonmanufacturing employees. Slightly more than one-fourth of the retail employees earned less than \$1.25 an hour, somewhat more than one-half less than \$1.50, and all but one-fifth less than \$2. More than one-half of the nonmanufacturing work force earning less than \$1.50 an hour, but only one-third of those receiving \$2 or more, were in retail trade. Fifteen percent of the retail employees were clustered at or within 5 cents of the State minimum wage of \$1.10 applicable to women and minors, and 13 percent were at or within 5 cents of \$1.25, which was to become the Federal minimum wage for large retail establishments 3 months after the survey period. As a result of these concentrations, somewhat more than one-third of the retail employees earned between \$1.10 and \$1.30 an hour.

Manufacturing employees earned \$2.12 an hour, on the average, during June 1965. All but nearly one-sixth earned at least \$1.50 an hour, three-fifths received \$2 or more, and one-fourth earned \$2.50 or more. Most of those at the higher pay levels were in the paper and allied products, and nonelectrical machinery industries, which together accounted for two-fifths of the manufacturing work force, and for three-fifths of the employees earning more than \$2 an hour and three-fourths of those receiving \$2.50 or more.

Hours. The average workweek for all employees was 40 hours. This was also the most common individual week, engaging three-tenths of the work force. Nearly one-fourth of the employees worked 48 hours or longer, and one-seventh were employed less than 35 hours during the June 1965 survey week.

In nonmanufacturing industries, employees worked an average of 37 hours a week. Nearly one-fourth worked part time (fewer than 35 hours) and about one-fifth worked exactly 40 hours. All told, 2 out of 3 employees in nonmanufacturing establishments were employed 40 hours or less.

Average weekly hours in retail trade were also 37, but individual workweeks were distributed differently. Nearly one-third worked part time, a little more than one-seventh were on a 40-hour week, and more than one-fifth worked 48 hours or more. The proportion employed on a part-time basis accounted for two-fifths of all those in the area with such hours, although retail trade accounted for only one-sixth of the work force.

At 42 hours, the average week in manufacturing industries was 5 hours longer than that in nonmanufacturing. In contrast to the latter industry group, fewer than one-tenth of the manufacturing employees worked fewer than 35 hours, one-third worked 40 hours, and somewhat more than one-fourth were employed at least 48 hours.

Wage Changes. Between June 1962 and June 1965, the area's hourly wage level increased by 17 cents an hour. Changes in the distribution of earnings were slightly more pronounced at the lower than at the upper end. The proportion of employees earning less than \$1.25 an hour fell from one-fifth to fewer than one-tenth; the decline was prompted to a great extent by a change in the Federal minimum wage in September 1963. Wisconsin's minimum wage enactment in September 1964, in the same manner contributed to bringing virtually all employees to at least \$1.10 an hour, whereas one-tenth had earnings below this level in June 1962. At the higher wage levels, the proportion of employees earning \$2 or more rose from slightly fewer than two-fifths to close to one-half, and that earning at least \$2.50, doubled, going from one-tenth to one-fifth.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing			
			Total ¹		Retail trade		October		June	
	June		June		June		October		June	
	1962	1965	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)									
Under \$1.00 -----	5	1	12	2	20	3	(2)	(2)	-	-
Under \$1.05 -----	8	1	17	4	28	3	2	(2)	(2)	-
Under \$1.10 -----	9	1	19	4	31	3	3	(2)	(2)	-
Under \$1.15 -----	10	6	22	14	37	18	5	(2)	(2)	(2)
Under \$1.20 -----	17	7	33	16	42	21	7	4	3	(2)
Under \$1.25 -----	20	8	37	19	44	26	9	6	5	1
Under \$1.30 -----	24	13	44	27	51	39	11	9	8	3
Under \$1.50 -----	36	27	59	43	65	53	23	19	17	15
Under \$2.00 -----	62	53	83	73	88	80	56	49	45	40
Under \$2.50 -----	89	80	93	88	96	94	91	88	87	75
Number of employees (in hundreds) -----	128	145	58	60	23	26	75	71	70	86
Average hourly earnings ---	\$1.79	\$1.96	\$1.52	\$1.74	\$1.46	\$1.60	\$1.90	\$1.98	\$2.01	\$2.12

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The 22-cent-an-hour increase in average earnings for nonmanufacturing employees over the 3-year period ending June 1965 was greater than that experienced by all employees. Substantial changes took place throughout the distribution. For example, almost all employees earned at least \$1 an hour in 1965, whereas, 3 years earlier nearly one-eighth earned less than this amount. The proportion earning less than \$1.25 was nearly halved from almost two-fifths. Even the proportion at or above the \$2 level rose from one-sixth to somewhat more than one-fourth.

Average earnings in retail trade rose 14 cents an hour in 3 years, reflecting increases which benefited low paid employees more than those at the higher levels. The State and Federal minimum wages figured prominently in the change that occurred in the distribution of earnings since June 1962. At that time, 31 percent of the retail employees were paid less than \$1.10, 37 percent less than \$1.15, and 44 percent less than \$1.25 an hour. By June 1965, the \$1.10 State minimum, which was effective in September 1964 and applied to women and minors, contributed to raising nearly all employees to at least this level. Coupled with this, a Federal minimum of \$1.15, applying to roughly three-tenths of the employees (mainly those in large enterprises), became operative in 1964 and was to rise to \$1.25, 3 months after the survey period, helped lower the proportions earning less than those rates to 18 percent and 26 percent. There was a relatively large advance in the proportion earning \$1.50 or more, from 35 to 47 percent, but increases at successive steps up the scale from that point were progressively smaller.

The manufacturing pay level advanced 22 cents between October 1960 and June 1965. One-half of this increase was recorded since the June 1962 survey. The most significant changes in the distribution were sharp rises in the proportions paid at least \$2 and at least \$2.50 an hour—from somewhat more than two-fifths to three-fifths at the lower level and from one-tenth to one-fourth at the higher. The advance did not carry beyond \$3; the proportion at this level was virtually unchanged from the 1960 level.

Portage County, Ohio

Situated in northeastern Ohio between Akron and Youngstown, Portage County has a population of 91,798 (1960 census) in an area of 504 square miles. Manufacturing industries employed three-fifths of the nonsupervisory work force included in the survey. The rubber and plastics products industry, accounting for three-tenths of the manufacturing employment, was the area's largest. Retail trade employed three-fifths of those in the nonmanufacturing industry group.

Earnings. The approximately 10,700 employees within the scope of the study averaged \$2.14 an hour. Median earnings were 5 cents above the average. The middle 50 percent of the work force earned between \$1.59 and \$2.64 an hour.

In nonmanufacturing industries, employees averaged \$1.85 an hour, and although this was 29 cents less than the average for all employees, it was the second highest level recorded for this industry group among the 11 selected areas. Earnings were distributed over a wide range—two-fifths of the employees earned less than \$1.50 and one-half this proportion were paid less than \$1.25; on the other hand, roughly the same respective proportions earned at least \$2 and at least \$2.50 an hour. Moreover, 1 out of 8 employees had earnings of \$3 or more. Four-fifths of the employees earning less than \$1.25 and three-fourths of those paid less than \$1.50 were in retail trade establishments; the transportation, communication, and public utilities industry group, employing one-tenth of the nonmanufacturing work force, accounted for one-half of those receiving \$3 or more.

Earnings in manufacturing industries were \$2.33 an hour, 48 cents more than the average in nonmanufacturing. Fewer than one-tenth of the employees had earnings of less than \$1.50 an hour and all but one-fourth were paid at least \$2. Close to two-fifths of the employees earned \$2.50 or more, but only one-tenth earned as much as \$3 an hour.

Employees in the rubber and plastics products industry earned an average of \$2.21 an hour in June 1965, 18 cents less than the average for all other manufacturing employees. Their lower level of earnings stemmed not so much from the presence of large numbers of lower paid employees, but from a relatively smaller representation in the upper reaches of the wage distribution. For example, roughly two-fifths of the manufacturing work force earning less than \$2 an hour were in this industry, compared with only about one-fourth of those paid more than this amount. Nevertheless, close to two-thirds of the rubber and plastics products employees earned at least \$2 an hour, and slightly more than one-fourth at least \$2.50.

Hours. During a single week in June 1965, nonsupervisory employees in Portage County worked an average of 40 hours a week, but only 1 out of 4 had a workweek exactly of this duration. A similar proportion worked 48 hours or longer, however, and about one-fifth were part time (fewer than 35 hours a week).

Part-time work occupied nearly three-tenths of the nonmanufacturing work force and contributed to this group's somewhat lower average workweek of 37 hours. A 40-hour week was the most common period of employment although only one-sixth of the employees had such hours. About one-fifth of the work force worked 48 hours or more during the week.

The proportion of 40-hour and part-time employees in manufacturing was nearly the reverse of that in nonmanufacturing, resulting in longer average weekly

hours, 42, in this industry group. Three-tenths of the employees worked exactly 40 hours; only one-seventh worked fewer than 35 hours. About one-fourth were employed 48 hours or more. Employees in the rubber and plastics products industry had an average week of 41 hours and were arrayed along the scale in substantially the same manner as the manufacturing group as a whole.

Wage Changes. In June 1965, the area's average pay level was 19 cents an hour more than in June 1962. Changes were registered throughout the distribution. At the lower pay levels, the proportion earning less than \$1.25 an hour declined from nearly one-fifth to less than one-tenth, and that receiving less than \$1.50, decreased from almost three-tenths to one-fifth. Further up the wage scale, the proportions paid at least \$2 and \$2.50 each advanced 8 percentage points above their respective 1962 levels of 52 and 23 percent.

Average hourly earnings	All industries		Nonmanu- facturing		Manufacturing							
					Total ¹				Rubber			
	June		June		October		June		October		June	
	1962	1965	1962	1965	1960	1961	1962	1965	1960	1961	1962	1965
	(Cumulative percent)											
Under \$1.00 -----	10	4	22	10	(2)	-	(2)	-	-	-	-	-
Under \$1.05 -----	14	6	32	16	1	(2)	(2)	-	-	-	-	-
Under \$1.15 -----	16	7	38	19	2	(2)	(2)	-	1	-	(2)	-
Under \$1.20 -----	18	8	41	20	3	1	1	-	3	1	2	-
Under \$1.25 -----	19	8	42	22	4	2	2	-	4	2	2	-
Under \$1.30 -----	23	14	48	32	6	3	4	2	6	4	4	(2)
Under \$1.50 -----	29	21	55	41	9	6	9	9	13	10	13	9
Under \$2.00 -----	48	40	74	62	35	30	29	27	47	44	41	36
Under \$2.50 -----	75	69	85	79	75	72	70	62	89	85	84	73
Under \$3.00 -----	95	89	96	88	96	95	95	90	98	96	96	93
Number of employees (in hundreds) -----	89	107	38	41	46	49	51	66	14	15	16	21
Average hourly earnings ---	\$1.95	\$2.14	\$1.59	\$1.85	\$2.17	\$2.24	\$2.24	\$2.33	\$2.02	\$2.12	\$2.13	\$2.21

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The hourly pay level for employees in nonmanufacturing establishments has increased 26 cents since June 1962. The relatively wide range of earnings among this group of employees was matched by the broad scope of changes in the distribution. At the extremes of the wage scale, for example, the proportion paid less than \$1 an hour was somewhat more than one-fifth in 1962 and just one-tenth in 1965; the proportion earning \$3 or more rose from only a few percent in 1962 to one-eighth 3 years later. Elsewhere, the proportion receiving less than \$1.25 an hour in 1965, a little more than one-fifth, was one-half the size of that in 1962, and the proportion of the work force paid at least \$1.50 increased from somewhat less than one-half to three-fifths.

From October 1960 to June 1965, average earnings in manufacturing industries increased 16 cents an hour, 9 cents of which occurred after June 1962. The main advance in manufacturing earnings was among employees receiving more than \$2.50 an hour; this proportion rose from one-fourth in 1960 to nearly two-fifths by 1965.

Employees in the rubber and plastics products industry had an increase in average earnings of 19 cents an hour between 1960 and 1965. The proportion of employees earning \$2 an hour or more increased from somewhat more than one-half to nearly two-thirds, but the most important change occurred further up the scale where the proportion earning \$2.50 or more rose from one-tenth to slightly more than one-fourth.

Sandusky County, Ohio

Sandusky County is situated in north central Ohio bordering Lake Erie. According to the 1960 census, the area had a population of 56,486 within an area of 410 square miles. Fremont is the county's largest urban center. About 8,900 nonsupervisory employees, two-thirds of whom were in manufacturing industries, were covered by the June 1965 study. The production of electrical machinery accounted for nearly two-fifths of the factory workers. Close to 3 out of 5 employees in the nonmanufacturing industries studied were in retail trade.

Earnings. Average hourly earnings for all employees were \$2.15 an hour, 13 cents less than median earnings. The lower fourth of the work force earned less than \$1.55 and the higher fourth \$2.72 or more; thus, earnings for the middle 50 percent of the employees were distributed over a relatively wide range of \$1.17 an hour.

Straight-time earnings for nonmanufacturing employees, at \$1.73 an hour, were 42 cents less than the all-employee average. Three-tenths of the employees earned less than \$1.25 an hour and almost one-half earned less than \$1.50. On the other hand, 3 out of 10 were paid \$2 or more.

At \$2.37 an hour, the pay level in manufacturing was 64 cents higher than the average in nonmanufacturing industries. Individual earnings also were more concentrated; the middle 50 percent of the employees were distributed over a 78-cent range (\$1.99 to \$2.77), compared with a range of \$1 for those in nonmanufacturing (\$1.17 to \$2.17). Somewhat more than two-fifths of the manufacturing force earned at least \$2.50 an hour, yet less than one-tenth earned more than \$3. This compression, as well as the generally high overall manufacturing wage level, was largely generated by earnings in the electrical machinery industry. More than seven-tenths of the employees in this industry were paid between \$2.50 and \$3 an hour, accounting for the same proportion of all employees with such earnings. This was particularly significant since the industry represented only two-fifths of manufacturing work force.

Hours. The average number of hours worked during a selected week in June 1965 was 39. Two out of every five employees worked exactly 40 hours, making this the most common period of employment. Almost as many employees worked 48 hours or more as were employed on a part-time basis (less than 35 hours) during the week, roughly one-sixth in each instance.

Average weekly hours in nonmanufacturing industries, at 37, reflected a larger proportion of part-time work than in the all-industry group. Close to three-tenths of the employees worked fewer than 35 hours, and only one-fifth were on a 40-hour week. The incidence of long weeks (48 hours or more), however, was similar to that in all industries; one-sixth of the nonmanufacturing employees were clustered at this interval.

Longer workweeks were the rule in manufacturing industries, where the average was 40 hours, 3 more than in nonmanufacturing. A little over one-half the work force was on a 40-hour week, and more than one-half of these were in the electrical machinery industry. Only one-tenth of the employees worked part time, slightly less than the one-seventh who were employed 48 hours or more.

Wage Changes. In June 1965, the average pay level in the area exceeded that for June 1962 by 18 cents an hour. Changes in the distribution of hourly earnings were fairly uniform along the scale as the proportions of employees earning at least \$1.25, \$2, and \$2.50 an hour each increased by 7 percentage points.

Average hourly earnings	<u>All industries</u>		<u>Nonmanu- facturing</u>		<u>Manufacturing</u>			
	<u>June</u>		<u>June</u>		<u>October</u>		<u>June</u>	
	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)							
Under \$1.00 -----	5	3	15	8	(1)	(1)	(1)	-
Under \$1.05 -----	10	6	27	17	2	(1)	(1)	(1)
Under \$1.15 -----	12	8	33	23	3	(1)	(1)	(1)
Under \$1.20 -----	15	9	39	27	4	3	2	(1)
Under \$1.25 -----	17	10	42	30	6	4	3	(1)
Under \$1.30 -----	21	14	48	37	8	7	6	3
Under \$1.50 -----	27	22	56	49	14	15	12	8
Under \$2.00 -----	47	40	77	69	32	35	31	25
Under \$2.50 -----	72	65	89	85	68	67	63	55
Under \$3.00 -----	97	93	97	94	95	97	97	93
Number of employees (in hundreds) -----	83	89	29	31	54	49	54	59
Average hourly earnings ---	\$1.97	\$2.15	\$1.53	\$1.73	\$2.17	\$2.15	\$2.21	\$2.37

¹ Less than 0.5 percent.

Between June 1962 and June 1965, earnings in nonmanufacturing industries increased 20 cents an hour. Most of the wage movement was concentrated near the lower and middle reaches of the pay scale, the degree of change narrowed upwards from the \$2 level. The proportion of employees earning at least \$1.25 advanced from slightly fewer than three-fifths to seven-tenths and that receiving \$1.50 or more went from slightly more than two-fifths to one-half. The proportion paid \$2 or more rose to three-tenths in 1965, whereas, slightly fewer than one-fourth had such earnings in 1962, and the change in the proportion earning \$2.50 or more was only 4 percentage points.

Earnings in manufacturing industries advanced 20 cents an hour between the October 1960 and June 1965 surveys. Since June 1962, the increase was 16 cents, 4 cents less than the nonmanufacturing gain during the same period. Because of the high prevailing wage level in the manufacturing industry group, the significant advances were among employees earning more than \$2 an hour. The proportion at this level rose from nearly two-thirds to three-fourths, but the proportion paid \$2.50 or more changed even more, increasing from fewer than one-third to somewhat more than two-fifths of the work force. There was little change above this point.

Whiteside County, Ill.

Whiteside County is located in the northwestern part of Illinois on the Mississippi River, adjacent to Iowa. In 1960, the area had a population of 59,887 within an area of 690 square miles. More than seven-tenths of the 10,400 employees within the scope of the June 1965 survey were in manufacturing industries.

Earnings. Among the 11 selected North Central areas, average employee earnings in Whiteside, at \$2.60 an hour, were highest. The mid-point in the distribution of earnings was only 5 cents less than the average, indicating a relatively symmetrical array around the mean. Somewhat over one-third of the employees earned more than \$3 an hour, one-half received at least \$2.50, and all but one-sixth were paid more than \$1.50.

Employees in nonmanufacturing industries earned \$1.71 an hour, on the average, 89 cents less than the area level. One-fourth earned less than \$1.25 an hour and somewhat more than two-fifths received less than \$1.50, accounting for over four-fifths of all employees in the area with such earnings. Roughly 7 out of the 10 nonmanufacturing employees in these intervals were in retail trade, which employed three-fifths of the work force. At the higher pay levels, close to three-tenths were paid at least \$2 an hour and almost one-sixth earned \$2.50 or more. Of these, retail trade employed only two-fifths at the former level and one-fourth at the latter. High wages in Whiteside County's manufacturing plants tended to overshadow the level of earnings among nonmanufacturing employees; actually, theirs was comparable to the levels in four other selected areas and 22 cents an hour higher than the lowest.

Employees in manufacturing industries were paid an average of \$2.95 an hour, the highest for this industry group among the North Central areas tabulated separately (averages for the second and third highest areas, by way of comparison, were 28 cents and 43 cents less). All but one-sixth of the work force earned at least \$2 an hour, nearly two-thirds received more than \$2.50, and one-half earned \$3 or more. The primary metals, fabricated metal products, and mechanical instruments industries together employed a little more than four-fifths of the manufacturing work force. Each of these industries had a high wage structure and together they set a pattern not only of earnings in the manufacturing segment, but because of a relatively small nonmanufacturing component, in the area as a whole.

Hours. The length of the average workweek for all nonsupervisory employees was 41 hours. Two out of five were on a 40-hour week and nearly one-fourth worked 48 hours or more. Part-time employment (less than 35 hours a week) was negligible, engaging only one-eighth of the work force.

Nonmanufacturing employees averaged 36 hours a week. Three-tenths worked on a part-time basis, one-sixth worked exactly 40 hours, and close to one-fourth had a long week (48 hours or more). More than three-fifths of the employees working less than 35 hours a week were in this industry group, which employed slightly fewer than three-tenths of all employees in Whiteside.

The average workweek in manufacturing industries was 43 hours, 7 more than in nonmanufacturing industries. Nearly one-half of the employees worked 40 hours during the survey week and one-fourth worked 48 hours or more. Fewer than one-tenth worked part time. Manufacturing accounted for about nine-tenths of those employees working 40 hours a week but for less than two-fifths of those employed on a part-time basis.

Wage Changes. Between June 1962 and June 1965, average hourly earnings of the area's nonsupervisory work force increased 25 cents an hour. Changes in the distribution of earnings mirrored the influence of the area's high paying manufacturing industries on the overall wage structure. For example, at no level of the wage scale below \$2.50 an hour did the change, all in the form of increases, exceed 6 percentage points, but from this point upward the change was nearly

twice as great. Thus, while the portion earning at least \$2 went from 61 to 67 percent, the proportion earning at least \$2.50 went from 40 to 51 percent, and that receiving \$3 or more, from 26 to 37 percent.

Average hourly earnings	All industries		Nonmanu- facturing		Manufacturing			
	June		June		October		June	
	1962	1965	1962	1965	1960	1961	1962	1965
	(Cumulative percent)							
Under \$1.00 -----	5	2	17	8	(1)	(1)	(1)	-
Under \$1.05 -----	8	4	27	15	1	(1)	(1)	(1)
Under \$1.15 -----	10	5	31	18	1	(1)	(1)	(1)
Under \$1.20 -----	11	6	35	23	1	1	1	(1)
Under \$1.25 -----	12	7	37	24	1	1	1	(1)
Under \$1.30 -----	14	11	42	35	2	2	2	1
Under \$1.50 -----	20	16	55	45	5	4	5	4
Under \$2.00 -----	39	33	76	72	34	26	23	18
Under \$2.50 -----	60	49	88	85	61	49	48	35
Under \$3.00 -----	74	63	96	92	79	68	65	51
Number of employees (in hundreds) -----	90	104	27	29	60	61	63	75
Average hourly earnings ---	\$2.35	\$2.60	\$1.57	\$1.71	\$2.41	\$2.65	\$2.69	\$2.95

¹ Less than 0.5 percent.

In June 1965, the pay level for nonmanufacturing employees was 14 cents an hour higher than the average in June 1962. There were changes throughout the distribution of hourly earnings, the most significant of which were at the lower levels. The proportions earning less than \$1 and less than \$1.15 were much smaller in 1965 than they were 3 years earlier, with the former dropping from 17 to 8 percent, and the latter from 31 to 18 percent. These changes coincided with the movement of the Federal minimum wage; a \$1 minimum operative in large retail trade organizations at the time of the 1962 survey became \$1.15 prior to June 1965, and was to increase further to \$1.25, 3 months later. In certain other nonmanufacturing industries the \$1.15 standard effective in June 1962 rose to \$1.25. Partially as a result, the proportion of employees earning at least \$1.25 rose from 63 to 76 percent. Also, the largest concentration at a single 5-cent wage interval, 10 percent, moved from the \$1 to \$1.05 interval in 1962 to the \$1.25 to \$1.30 an hour interval in 1965. Further up the pay scale the proportion earning \$1.50 or more increased from 45 to 55 percent, but the advance diminished in the higher reaches of the distribution—at the \$2 level, the change was only 4 percentage points.

The advance in Whiteside County's manufacturing pay level between October 1960 and June 1965 was 54 cents an hour, pacing all selected North Central areas for this industry group (Alpena County, where the increase was 20 cents less than this, was second). On a relative basis, the 22-percent gain was also the largest. Since June 1962, the manufacturing increase was 26 cents, nearly twice the amount received by the area's nonmanufacturing work force over the same period of time. Since all but one-third of the employees earned more than \$2 an hour even in 1960 (all but one-sixth had such earnings in 1965) most of the change in the earnings distribution occurred at levels further up the scale. There was a sharp rise in the proportion of employees earning \$2.50 or more, going from two-fifths in 1960 to nearly two-thirds in 1965. The increase in the proportion paid at least \$3 an hour, which went from one-fifth to one-half, was equally as substantial.

Winona County, Minn.

Winona County is located on the Mississippi River, in the southeastern corner of Minnesota and borders on Wisconsin. A population of 40,937 (1960 census), three-fifths of whom reside in the city of Winona, was contained within a 623-square-mile area. Slightly more than one-half of the 6,900 employees included in the June 1965 survey were in nonmanufacturing industries. This was 1 of only 2 selected North Central areas where employment in manufacturing industries did not predominate. Retail trade employed one-half of the nonmanufacturing work force, and the food, textiles, chemical, and fabricated metal products industries together accounted for three-fifths of that in manufacturing.

Earnings. Employees earned an average of \$1.84 an hour in June 1965, 11 cents more than the median. Earnings for the middle 50 percent of the employees were distributed over a 92-cent range between \$1.34 and \$2.26 an hour.

Nonmanufacturing employees averaged \$1.72 an hour. One-eighth of the employees earned less than \$1 an hour and close to one-fourth were paid less than \$1.25. One out of seven were clustered in the \$1.25 to \$1.30 wage interval. One-half of the nonmanufacturing work force, however, earned at least \$1.50 and close to three-tenths earned \$2 or more.

Average hourly earnings for retail employees were \$1.39 an hour, 33 cents an hour less than the overall nonmanufacturing average. Their lower earnings level mirror the distribution of retail pay. Three-tenths earned less than \$1.25 an hour (one-half of them had earnings below \$1) and nearly one-fourth had earnings concentrated between \$1.25 and \$1.30 an hour. Only one-third of the employees received more than \$1.50. Retail trade accounted for nearly seven-tenths of all nonmanufacturing employees earning less than \$1.25 an hour, and seven-tenths of those below \$1.50.

In manufacturing, the average pay level stood at \$1.98 an hour, and although this was next to the lowest level for this industry group among the areas shown separately, it was 26 cents an hour higher than the average in nonmanufacturing industries in the area. All but one-fifth of the employees earned more than \$1.50 an hour, and two-fifths earned at least \$2. One out of seven manufacturing employees received more than \$2.50 an hour.

Hours. Employees in Winona County worked 38 hours a week, on the average. A workweek of 40 hours was fairly standard in the area, engaging one-third of the employees. One-fifth of the employees worked less than 35 hours a week; the proportion was slightly greater than that working 48 hours or more.

In nonmanufacturing industries within the scope of the survey, employees averaged 36 hours of work a week, 2 less than the area average. Contributing to this lower level were the nearly three-tenths of the employees who worked part time (less than 35 hours). This group of industries accounted for seven-tenths of all employees in the area working part time. Close to one-fourth worked a 40-hour week, and one-sixth worked 48 hours or longer.

In retail trade, the average week was 35 hours. A little more than one-third of the retail employees worked less than 35 hours a week, and one-sixth were employed for 40 hours, and about the same proportion worked 48 or more.

Manufacturing employees had the longest average workweek, 41 hours. Somewhat more than two-fifths worked 40 hours a week, accounting for almost two-thirds of all employees with such hours. Only one-eighth of the manufacturing work force was employed on a part-time basis and one-fifth had long workweeks (48 hours or more).

Wage Changes. Between June 1962 and June 1965, the average pay level increased from \$1.71 to \$1.84 an hour, a 13-cent-an-hour rise. The proportion of employees earning less than \$1.25 an hour in 1965, one-eighth, was

one-half the proportion recorded 3 years earlier. At the same time, the proportion at or just above \$1.25 more than doubled, going from one-twentieth to slightly more than one-tenth. Many of these movements were probably in response to a change in the Federal minimum wage, which went from \$1.15 to \$1.25 in September 1963. Changes at other levels of the earnings distribution showed increased wages, but they were relatively small.

Average hourly earnings	All industries		Nonmanufacturing				Manufacturing			
			Total ¹		Retail trade		October		June	
	June 1962	June 1965	June 1962	June 1965	June 1962	June 1965	1960	1961	1962	1965
	(Cumulative percent)									
Under \$1.00-----	7	7	15	13	17	16	1	(2)	(2)	-
Under \$1.05-----	10	9	23	17	28	21	4	(2)	(2)	-
Under \$1.15-----	12	10	28	19	36	24	9	(2)	(2)	-
Under \$1.20-----	18	12	32	22	39	29	11	12	7	-
Under \$1.25-----	23	12	38	23	47	31	13	15	11	(2)
Under \$1.30-----	28	23	44	37	53	55	16	19	15	7
Under \$1.50-----	40	35	53	50	62	68	32	35	30	19
Under \$2.00-----	70	66	80	72	85	88	66	67	62	59
Under \$2.50-----	90	85	91	84	97	95	90	90	89	86
Number of employees (in hundreds)-----	67	69	29	36	15	19	36	38	38	33
Average hourly earnings---	\$1.71	\$1.84	\$1.56	\$1.72	\$1.49	\$1.39	\$1.77	\$1.78	\$1.84	\$1.98

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

The earnings of nonmanufacturing employees rose 16 cents an hour during the 3-year period. In 1962, nearly one-sixth of the employees were paid less than \$1 an hour and almost two-fifths had earnings of less than \$1.25. By 1965 the proportion earning less than \$1 had not changed substantially, but that below \$1.25 had dropped from nearly two-fifths to slightly below one-fourth. Further up the wage scale, approximately one-half of the nonmanufacturing employees earned \$1.50 or more during both survey periods; however, the proportion receiving \$2 or more rose from one-fifth to nearly three-tenths.

The level of earnings in retail trade during the June 1965 survey period was 10 cents an hour below that registered in June 1962, reflecting the fact that most of the 400 employees added to the work force during the 3 years were paid less than \$1.50 an hour. There were, still, significant changes in the distribution. At the time of the earlier survey, one-tenth of the work force were clustered at or near \$1, the minimum wage applicable in large retail organizations subject to the FLSA (about one-fourth of the area employees were in such establishments) and close to one-half received less than \$1.25. Three years later, the proportion earning less than \$1.25 had decreased to three-tenths, and close to one-fourth of the employees were concentrated at the \$1.25 to \$1.30 wage interval. The minimum wage applicable to employees subject to the provisions of the FLSA was \$1.15 in June 1965 (relatively few were clustered near this level, however) and \$1.25 was to become the minimum 3 months after the survey period.

Average earnings in manufacturing industries rose 21 cents an hour between October 1960 and June 1965. Comparisons of the results of the four surveys conducted during this period reveal a steady flow of wages upward from the lower reaches of the wage scale, but relatively little change at the higher levels. One-eighth of the work force who earned less than \$1.25 in 1960 were all earning at least \$1.25 by 1965, and the proportion paid at least \$1.50 an hour rose from nearly two-thirds to four-fifths. On the other hand, the proportion earning \$2 or more only increased from one-third to two-fifths.

Table 1. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Nonmetropolitan Areas, South, June 1965

Average hourly earnings	All industries	Nonmanufacturing						Manufacturing						
		Total ¹	Mining	Transportation and public utilities	Wholesale trade	Retail trade	Finance, insurance, and real estate	Total ¹	Food and kindred products	Textile mill products	Apparel and related products	Lumber and wood products	Furniture and fixtures	Paper and allied products
Under \$0.75 -----	4	9	(²)	1	1	10	1	(²)	(²)	(²)	(²)	(²)	(²)	-
Under \$1.00 -----	9	20	(²)	3	2	24	1	(²)	2	(²)	(²)	1	(²)	-
Under \$1.05 -----	12	27	(²)	4	4	33	2	1	3	(²)	(²)	2	(²)	-
Under \$1.10 -----	12	28	(²)	5	5	35	3	1	3	(²)	(²)	2	(²)	-
Under \$1.15 -----	13	30	1	5	5	38	4	1	3	(²)	2	2	(²)	-
Under \$1.20 -----	16	36	1	5	8	47	5	1	5	(²)	2	2	(²)	-
Under \$1.25 -----	17	37	1	6	8	50	6	1	6	(²)	2	3	(²)	-
Under \$1.30 -----	33	50	9	17	41	60	21	21	39	9	44	47	26	1
Under \$1.35 -----	38	53	12	20	46	63	25	27	46	16	54	64	44	1
Under \$1.40 -----	44	57	14	25	53	67	30	35	58	23	64	72	56	2
Under \$1.45 -----	49	60	16	29	58	70	37	40	63	31	72	77	66	3
Under \$1.50 -----	53	62	17	31	61	72	41	46	65	40	77	80	73	3
Under \$1.55 -----	58	66	20	35	66	76	47	53	72	51	82	87	79	4
Under \$1.60 -----	62	68	20	37	68	78	52	57	75	60	85	89	83	4
Under \$1.65 -----	65	71	22	39	71	80	58	61	78	67	89	90	86	5
Under \$1.70 -----	68	72	23	41	72	81	61	64	81	72	91	91	88	5
Under \$1.75 -----	70	74	24	43	75	83	65	67	82	77	93	93	91	5
Under \$1.80 -----	72	76	26	48	77	84	69	69	84	80	94	94	92	6
Under \$1.85 -----	74	78	27	52	79	86	72	71	85	83	95	95	93	6
Under \$1.90 -----	76	80	28	56	81	87	75	73	87	86	96	96	94	7
Under \$1.95 -----	78	81	29	59	82	88	77	75	88	88	97	97	95	7
Under \$2.00 -----	79	82	31	60	83	89	79	76	89	90	97	97	95	8
Under \$2.10 -----	82	85	36	64	87	92	84	80	92	94	98	98	97	9
Under \$2.20 -----	84	87	38	66	89	93	88	83	93	97	99	99	97	23
Under \$2.30 -----	86	88	39	68	91	94	90	85	94	99	99	99	98	34
Under \$2.40 -----	88	89	40	70	93	95	92	87	95	99	99	99	98	46
Under \$2.50 -----	89	90	42	71	94	95	93	88	96	100	100	99	98	57
Under \$2.60 -----	90	91	43	73	96	96	95	90	97	100	100	99	99	64
Under \$2.70 -----	91	92	45	74	97	97	96	91	98	100	100	100	99	70
Under \$2.80 -----	92	92	47	76	97	97	96	92	99	100	100	100	99	75
Under \$2.90 -----	93	93	49	78	98	98	97	93	99	100	100	100	100	79
Under \$3.00 -----	94	94	50	81	98	98	98	94	99	100	100	100	100	83
Total -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in thousands) -----	3,289	1,398	68	155	123	704	89	1,891	209	429	239	146	83	69
Average hourly earnings -----	\$1.64	\$1.50	\$2.63	\$2.05	\$1.57	\$1.35	\$1.69	\$1.74	\$1.50	\$1.59	\$1.40	\$1.38	\$1.45	\$2.54

¹ Includes industries in addition to those shown separately.² Less than 0.5 percent.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals. Dash (-) indicates no workers.

Table 3. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, South, June 1965

Average hourly earnings	Bartow and Cherokee Counties, Ga.				Beaufort, Tyrrell, and Washington Counties, N. C.				Chambers and Lee Counties, Ala.				Charlotte and Sarasota Counties, Fla.			
	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing
		Total ¹	Retail trade			Total ¹	Retail trade			Total ¹	Retail trade			Total ¹	Retail trade	
Under \$0.75-----	3	12	18	-	5	10	14	(²)	4	20	19	-	5	6	9	-
Under \$0.80-----	4	13	20	-	5	11	15	(²)	5	22	21	-	6	7	11	-
Under \$0.85-----	4	15	22	-	6	11	15	(²)	6	25	25	-	7	9	13	-
Under \$0.90-----	5	16	24	-	14	25	35	2	6	27	27	-	8	10	14	-
Under \$0.95-----	5	17	25	-	15	27	37	3	6	29	30	-	10	11	15	-
Under \$1.00-----	5	19	28	-	16	29	39	3	7	30	32	-	10	12	15	-
Under \$1.05-----	7	24	34	-	20	36	51	4	10	37	41	2	16	19	22	3
Under \$1.10-----	8	27	39	-	21	38	54	4	10	38	42	2	18	20	24	3
Under \$1.15-----	8	28	40	(²)	23	40	57	6	11	42	44	2	19	22	26	3
Under \$1.20-----	9	31	46	(²)	26	47	66	6	11	45	49	2	23	27	31	4
Under \$1.25-----	10	33	48	(²)	27	48	68	7	12	47	51	2	25	30	36	4
Under \$1.30-----	24	46	60	15	50	60	73	40	18	59	61	6	35	40	46	13
Under \$1.35-----	28	49	65	20	58	64	76	53	22	62	63	11	38	42	49	15
Under \$1.40-----	40	54	68	34	64	68	79	60	29	65	66	18	42	47	52	20
Under \$1.45-----	46	57	70	41	64	70	80	67	32	67	68	22	46	50	55	24
Under \$1.50-----	50	60	72	46	73	71	81	74	35	68	69	25	49	54	59	25
Under \$1.55-----	57	64	77	54	80	75	83	86	41	73	74	32	54	59	63	30
Under \$1.60-----	64	68	80	63	83	78	85	88	49	75	75	42	57	62	66	32
Under \$1.65-----	71	70	81	71	85	79	86	90	57	76	75	51	60	65	70	33
Under \$1.70-----	75	72	83	76	86	81	87	91	63	78	77	59	62	67	72	36
Under \$1.75-----	79	75	84	80	88	83	88	92	70	79	79	67	64	69	74	38
Under \$1.80-----	81	76	85	82	90	86	88	94	75	82	81	73	67	72	75	44
Under \$1.85-----	82	78	87	84	91	87	90	94	79	84	83	78	69	73	76	46
Under \$1.90-----	85	79	88	87	92	88	90	95	81	84	83	80	71	75	78	49
Under \$1.95-----	86	80	88	89	93	89	90	96	84	86	84	83	73	77	79	52
Under \$2.00-----	87	80	88	90	93	89	90	97	86	86	85	86	74	78	80	52
Under \$2.10-----	91	83	91	94	95	92	94	98	90	90	89	90	79	82	84	62
Under \$2.20-----	93	86	92	96	96	93	95	99	94	91	91	95	81	84	86	64
Under \$2.30-----	95	87	93	98	97	95	95	99	96	92	91	97	84	86	88	69
Under \$2.40-----	96	88	94	99	97	95	96	99	96	92	92	98	85	87	89	72
Under \$2.50-----	96	89	95	99	98	96	96	99	97	93	93	98	86	88	89	73
Under \$2.60-----	97	91	96	99	98	97	96	99	98	94	94	99	88	90	91	79
Under \$2.70-----	97	91	96	99	99	97	98	100	98	95	94	99	90	91	92	82
Under \$2.80-----	98	93	97	100	99	98	98	100	98	95	94	99	91	92	93	85
Under \$2.90-----	99	97	98	100	99	98	98	100	99	96	95	100	92	93	93	86
Under \$3.00-----	99	97	98	100	99	99	98	100	99	96	96	100	93	94	94	87
Total-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds)-----	70	20	10	50	49	24	13	25	132	30	14	103	117	98	49	19
Average hourly earnings-----	\$1.55	\$1.51	\$1.30	\$1.57	\$1.36	\$1.31	\$1.19	\$1.40	\$1.60	\$1.31	\$1.29	\$1.68	\$1.67	\$1.60	\$1.53	\$2.06

See footnotes at end of table.

Table 3. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, South, June 1965—Continued

Average hourly earnings	Cooke and Grayson Counties, Tex.					Florence County, S. C.				Gaston County, N. C.				Harrison County, W. Va.				
	All industries	Nonmanu- facturing		Manufac- turing		All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	
		Total ¹	Retail trade	Total ¹	Food and kindred products		Total ¹	Retail trade			Total ¹	Retail trade			Total ¹	Mining		Retail trade
Under \$0.75-----	8	15	19	-	-	9	20	27	-	1	3	3	-	4	8	-	20	-
Under \$0.80-----	9	17	22	-	-	10	22	29	-	1	4	6	-	5	10	-	25	-
Under \$0.85-----	10	20	25	-	-	11	24	31	-	1	4	7	(2)	6	12	-	28	-
Under \$0.90-----	11	22	26	-	-	12	26	33	(2)	2	8	12	(2)	6	13	-	32	-
Under \$0.95-----	13	25	30	-	-	13	28	37	1	2	10	16	(2)	7	14	-	35	-
Under \$1.00-----	13	26	31	-	-	14	29	38	1	2	11	17	(2)	7	14	-	35	-
Under \$1.05-----	16	31	38	-	-	16	33	43	1	4	19	31	(2)	8	17	-	38	-
Under \$1.10-----	17	33	39	(2)	-	17	35	44	1	4	20	34	(2)	9	17	-	39	-
Under \$1.15-----	19	36	43	1	-	18	36	46	2	5	24	38	(2)	9	18	-	41	-
Under \$1.20-----	22	43	56	1	-	20	42	56	2	7	31	53	1	10	21	-	50	-
Under \$1.25-----	23	44	58	1	-	22	44	59	2	7	32	54	1	11	22	-	53	-
Under \$1.30-----	39	56	69	20	16	40	57	68	25	17	42	64	11	15	30	5	60	2
Under \$1.35-----	43	58	71	27	23	46	60	70	34	25	45	68	19	16	31	5	64	2
Under \$1.40-----	46	61	74	31	26	54	64	73	45	31	51	72	25	17	33	5	67	2
Under \$1.45-----	50	64	75	35	26	58	67	75	51	37	54	74	33	19	35	5	67	4
Under \$1.50-----	52	66	77	38	26	66	69	77	63	50	57	76	48	20	37	5	69	4
Under \$1.55-----	56	69	79	41	26	71	71	78	70	60	61	80	60	24	40	8	75	7
Under \$1.60-----	59	72	81	45	27	73	73	79	73	65	63	81	65	25	42	8	76	8
Under \$1.65-----	60	73	82	47	28	76	76	80	76	69	65	83	70	26	44	8	79	9
Under \$1.70-----	62	75	83	48	28	78	79	82	78	73	68	85	74	27	45	8	80	10
Under \$1.75-----	64	77	85	51	29	80	80	84	79	76	70	86	77	29	49	8	82	10
Under \$1.80-----	67	80	87	53	31	82	83	86	81	79	72	87	81	31	50	9	85	12
Under \$1.85-----	68	81	87	55	38	83	84	86	82	82	73	88	84	32	51	9	86	14
Under \$1.90-----	71	83	89	58	40	84	85	87	84	84	75	89	87	33	53	10	87	15
Under \$1.95-----	73	84	90	61	45	85	86	87	84	86	77	90	88	35	54	11	87	16
Under \$2.00-----	75	85	90	64	52	86	87	88	85	87	78	90	89	36	56	12	88	17
Under \$2.10-----	79	88	93	69	58	89	90	90	88	90	81	91	92	42	60	17	91	26
Under \$2.20-----	82	89	94	74	66	91	92	93	89	92	83	93	94	45	62	17	93	29
Under \$2.30-----	85	90	95	79	73	92	93	94	90	93	85	93	95	48	64	19	94	32
Under \$2.40-----	88	92	96	83	81	93	94	95	93	95	86	93	97	52	66	20	95	38
Under \$2.50-----	89	93	96	86	86	94	94	96	93	96	87	94	98	56	67	20	96	46
Under \$2.60-----	92	94	97	89	90	95	95	96	95	97	89	96	99	60	69	22	96	52
Under \$2.70-----	93	94	97	92	95	95	96	97	95	97	90	96	99	65	71	24	97	60
Under \$2.80-----	95	95	98	94	97	96	97	98	96	98	91	97	99	70	73	25	97	69
Under \$2.90-----	96	96	98	96	97	97	97	98	97	98	91	97	100	75	75	25	98	75
Under \$3.00-----	97	97	98	97	98	97	97	98	97	98	92	98	100	78	76	25	98	80
Total-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds)-----	122	63	28	60	13	120	56	29	65	393	81	39	312	124	61	13	16	63
Average hourly earnings-----	\$1.61	\$1.39	\$1.26	\$1.84	\$1.98	\$1.46	\$1.32	\$1.20	\$1.58	\$1.59	\$1.60	\$1.33	\$1.59	\$2.33	\$2.02	\$3.05	\$1.28	\$2.63

See footnotes at end of table.

Table 3. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, South, June 1965—Continued

Average hourly earnings	Hopkins and Muhlenberg Counties, Ky.				Jones County, Miss.				Lake, Pasco, and Polk Counties, Fla.				Loudon and McMinn Counties, Tenn.				
	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing	Manufac- turing		All industries	Nonmanu- facturing	Manufac- turing		
		Total ¹	Mining			Retail trade	Total ¹				Retail trade	Total ¹			Food and kindred products	Total ¹	Textile mill products
Under \$0.75-----	7	8	-	20	-	8	20	28	-	5	7	-	-	4	21	-	-
Under \$0.80-----	9	10	-	25	2	9	22	31	-	5	8	-	-	5	25	-	-
Under \$0.85-----	10	11	-	30	2	10	23	34	-	6	9	-	-	6	28	-	-
Under \$0.90-----	11	12	-	32	2	10	25	37	-	7	9	-	-	6	30	(²)	(²)
Under \$0.95-----	12	13	-	35	2	11	27	39	-	7	10	-	-	6	32	(²)	(²)
Under \$1.00-----	12	14	-	39	2	11	27	41	-	8	12	-	-	6	32	(²)	1
Under \$1.05-----	15	17	-	46	3	13	31	45	(²)	10	15	-	-	8	40	(²)	1
Under \$1.10-----	15	17	-	47	3	13	31	45	(²)	11	16	-	-	9	43	1	2
Under \$1.15-----	16	18	-	49	5	13	32	45	(²)	12	17	(²)	-	10	46	1	2
Under \$1.20-----	20	23	(²)	61	5	16	40	60	(²)	15	21	(²)	-	10	49	1	3
Under \$1.25-----	21	23	(²)	63	5	17	42	63	(²)	16	23	(²)	(²)	11	51	1	3
Under \$1.30-----	30	30	2	70	32	29	53	69	15	28	33	15	16	30	62	23	34
Under \$1.35-----	32	31	3	73	39	31	55	70	15	31	37	19	22	38	68	31	46
Under \$1.40-----	35	33	4	75	44	34	59	75	17	36	41	23	25	44	72	38	54
Under \$1.45-----	38	35	4	76	53	37	64	78	19	39	45	28	31	51	76	45	62
Under \$1.50-----	39	36	5	78	56	38	65	79	20	42	47	31	35	58	77	54	67
Under \$1.55-----	42	39	7	80	63	40	67	81	22	48	52	38	47	63	81	59	73
Under \$1.60-----	43	40	7	83	66	43	69	83	25	51	54	44	57	65	83	61	77
Under \$1.65-----	45	41	10	84	70	44	72	83	26	55	58	50	67	69	86	65	83
Under \$1.70-----	47	43	11	86	74	47	73	85	29	58	59	54	74	71	88	67	85
Under \$1.75-----	48	44	12	86	76	49	74	86	31	60	61	57	77	73	89	69	87
Under \$1.80-----	50	46	12	88	80	50	76	88	31	63	63	62	85	74	89	70	88
Under \$1.85-----	51	46	12	89	81	51	78	89	33	65	65	64	87	76	90	72	90
Under \$1.90-----	52	47	12	91	83	53	80	90	35	67	67	67	89	77	92	73	92
Under \$1.95-----	53	47	12	91	84	54	81	90	36	69	69	69	91	78	93	74	93
Under \$2.00-----	53	48	13	92	85	55	83	92	37	71	71	70	92	79	93	75	94
Under \$2.10-----	56	50	13	95	91	57	86	93	38	76	76	75	95	83	95	80	98
Under \$2.20-----	57	52	14	95	92	66	87	94	51	79	80	79	96	84	95	82	99
Under \$2.30-----	58	52	14	96	93	72	89	96	61	82	82	82	98	86	96	84	100
Under \$2.40-----	59	53	14	96	94	79	90	96	71	85	85	84	99	87	96	85	100
Under \$2.50-----	59	53	14	97	94	85	91	96	81	86	86	86	99	90	97	88	100
Under \$2.60-----	60	54	15	97	98	89	92	97	87	89	89	89	100	91	97	89	100
Under \$2.70-----	60	54	15	98	98	91	92	98	91	91	90	92	100	92	97	91	100
Under \$2.80-----	61	55	15	98	98	94	93	98	94	93	93	93	100	93	98	92	100
Under \$2.90-----	61	55	15	99	98	95	93	98	97	94	94	95	100	94	99	93	100
Under \$3.00-----	61	55	15	99	99	97	93	99	99	96	95	97	100	94	99	93	100
Total-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds)-----	70	60	29	15	10	83	34	17	49	325	227	98	43	91	18	73	22
Average hourly earnings-----	\$2.18	\$2.28	\$3.15	\$1.19	\$1.54	\$1.80	\$1.41	\$1.15	\$2.07	\$1.72	\$1.68	\$1.81	\$1.58	\$1.64	\$1.23	\$1.74	\$1.45

See footnotes at end of table.

Table 3. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, South, June 1965—Continued

Average hourly earnings	Somerset, Wicomico, and Worcester Counties, Md.							Union County, Ark.			Washington County, Va.			
	All industries	Nonmanufacturing			Manufacturing			All industries	Nonmanufacturing	Manufacturing	All industries	Nonmanufacturing		Manufacturing
		Total ¹	Wholesale trade	Retail trade	Total ¹	Food and kindred products	Apparel					Total ¹	Retail trade	
Under \$0.75-----	3	6	4	10	(²)	(²)	-	6	11	-	7	16	20	-
Under \$0.80-----	3	6	4	10	(²)	1	-	8	15	-	8	19	24	-
Under \$0.85-----	4	8	4	13	(²)	1	-	10	19	-	9	21	27	-
Under \$0.90-----	4	8	4	14	1	2	-	11	21	-	10	24	28	-
Under \$0.95-----	5	10	4	16	1	2	(²)	12	23	-	11	25	30	-
Under \$1.00-----	5	10	4	17	2	3	(²)	13	25	-	11	27	34	-
Under \$1.05-----	8	16	5	25	2	4	(²)	15	28	1	13	31	38	(²)
Under \$1.10-----	9	17	5	27	2	4	(²)	16	30	1	14	32	41	1
Under \$1.15-----	10	18	6	28	3	5	2	17	32	1	14	34	42	1
Under \$1.20-----	13	23	9	33	6	11	3	20	37	1	18	41	56	1
Under \$1.25-----	15	25	9	36	7	13	4	21	39	1	20	46	65	1
Under \$1.30-----	32	38	21	54	27	24	43	37	53	20	30	55	70	12
Under \$1.35-----	43	41	24	57	45	53	48	41	54	26	34	60	75	16
Under \$1.40-----	52	46	30	62	57	69	56	47	58	36	39	63	77	21
Under \$1.45-----	56	50	36	66	61	73	62	50	60	39	43	67	79	26
Under \$1.50-----	59	53	40	69	64	77	66	52	63	40	45	70	81	28
Under \$1.55-----	65	58	51	72	70	80	78	56	67	44	50	74	84	32
Under \$1.60-----	67	60	54	74	73	83	82	57	68	46	52	76	85	36
Under \$1.65-----	70	63	59	76	75	84	86	60	69	49	55	77	86	39
Under \$1.70-----	71	65	64	77	77	85	88	61	70	51	57	79	87	41
Under \$1.75-----	73	67	64	79	78	87	90	62	70	52	59	80	88	43
Under \$1.80-----	76	69	67	81	81	90	92	64	73	54	62	81	89	48
Under \$1.85-----	77	71	73	82	82	91	93	65	74	55	67	83	90	55
Under \$1.90-----	79	74	76	83	83	92	94	66	76	55	70	84	92	60
Under \$1.95-----	80	75	78	83	84	94	94	68	78	57	72	85	93	63
Under \$2.00-----	81	76	79	84	85	94	95	68	78	58	75	86	94	66
Under \$2.10-----	85	81	83	87	88	96	97	71	82	59	80	89	96	73
Under \$2.20-----	87	84	88	89	90	97	98	72	84	60	82	90	96	77
Under \$2.30-----	89	85	90	90	92	97	98	73	85	61	86	92	97	81
Under \$2.40-----	90	86	91	91	93	98	99	76	89	62	88	92	98	86
Under \$2.50-----	93	88	92	93	96	98	99	78	91	64	91	93	98	90
Under \$2.60-----	94	90	94	95	97	99	100	79	92	66	94	94	98	93
Under \$2.70-----	95	91	95	96	98	99	100	81	92	68	95	95	99	95
Under \$2.80-----	96	92	96	96	98	99	100	82	93	69	96	95	99	97
Under \$2.90-----	96	93	97	97	99	99	100	83	94	71	97	95	99	98
Under \$3.00-----	97	93	98	97	99	99	100	85	95	74	97	95	99	98
Total-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds)-----	163	70	10	34	92	46	22	69	36	33	90	38	20	52
Average hourly earnings-----	\$1.59	\$1.65	\$1.62	\$1.45	\$1.54	\$1.44	\$1.44	\$1.79	\$1.47	\$2.12	\$1.65	\$1.37	\$1.18	\$1.84

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals. Dash (-) indicates no workers.

Table 4. Percent Distribution of Nonsupervisory Employees by Weekly Hours of Work, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, South, June 1965

Weekly hours of work	Bartow and Cherokee Counties, Ga.				Beaufort, Tyrrell, and Washington Counties, N. C.				Chambers and Lee Counties, Ala.				Charlotte and Sarasota Counties, Fla. †					
	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing		
		Total ¹	Retail trade			Total ¹	Retail trade			Total ¹	Retail trade			Total ¹	Retail trade			
Under 15.....	3	7	10	2	6	9	12	4	2	4	5	1	5	5	5	2		
15 and under 35	15	12	11	16	24	21	17	27	11	13	14	11	15	17	18	8		
35 and under 40	9	5	5	10	14	12	15	16	5	8	7	4	11	12	9	6		
40.....	36	28	19	39	15	15	7	14	20	24	11	19	25	20	17	52		
Over 40 and under 44	6	8	7	6	6	7	7	5	5	7	11	4	7	7	4	8		
44.....	3	6	5	2	3	4	3	2	3	6	10	3	7	8	11	1		
Over 44 and under 48	7	5	7	8	8	10	14	6	8	10	5	8	11	11	15	9		
48.....	5	1	1	6	5	3	3	7	29	13	18	34	7	8	7	3		
Over 48.....	16	28	36	12	19	19	21	19	16	15	20	16	13	13	13	11		
Total.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100		
Number of employees (in hundreds).....	70	20	10	50	49	24	13	25	132	30	14	103	117	98	49	19		
Average weekly hours.....	41	41	40	41	38	37	37	39	43	41	41	44	40	39	39	41		
	Cooke and Grayson Counties, Tex.				Florence County, S. C.				Gaston County, N. C.				Harrison County, W. Va.					
	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing		
		Total ¹	Retail trade			Total ¹	Food and kindred products			Total ¹	Retail trade			Total ¹	Retail trade		Total ¹	Retail trade
Under 15.....	3	5	5	2	1	4	7	9	1	3	7	10	2	3	4	2	3	2
15 and under 35	11	12	13	10	8	13	13	14	13	13	16	21	12	9	9	11	11	9
35 and under 40	8	6	6	9	3	13	11	12	15	6	10	9	5	10	11	11	11	10
40.....	29	28	12	31	31	26	25	16	27	22	27	15	21	48	35	24	25	59
Over 40 and under 44	7	8	10	7	9	11	7	8	14	6	10	12	5	7	11	20	13	3
44.....	3	3	4	2	3	2	3	3	1	2	4	4	2	3	5	3	11	1
Over 44 and under 48	6	5	3	7	10	12	11	12	12	9	9	10	9	5	7	10	6	3
48.....	11	13	20	10	4	6	6	8	6	23	8	8	27	8	9	4	17	6
Over 48.....	21	20	26	23	32	14	17	19	12	16	10	11	18	9	10	15	4	7
Total.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds).....	122	63	28	60	13	120	56	29	65	393	81	39	312	124	61	13	16	63
Average weekly hours.....	42	42	43	43	44	40	39	39	41	42	38	37	43	41	41	40	40	40

See footnote . at end of table.

Table 4. Percent Distribution of Nonsupervisory Employees by Weekly Hours of Work, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, South, June 1965—Continued

Weekly hours of work	Hopkins and Muhlenberg Counties, Ky.				Jones County, Miss.				Lake, Pasco, and Polk Counties, Fla.				Loudon and McMinn Counties, Tenn.				
	All industries	Nonmanufacturing			Manufacturing	All industries	Nonmanufacturing		Manufacturing	All industries	Nonmanufacturing	Manufacturing		All industries	Nonmanufacturing	Manufacturing	
		Total ¹	Mining	Retail trade			Total ¹	Retail trade				Total ¹	Food and kindred products			Total ¹	Textile mill products
Under 15	5	6	4	8	1	2	3	4	1	3	3	2	2	2	6	1	1
15 and under 35	15	15	19	14	13	10	10	15	11	12	12	11	10	13	12	13	18
35 and under 40	10	11	13	9	6	8	10	7	7	9	8	9	12	14	11	14	20
40	28	25	27	14	43	33	32	25	33	26	27	24	13	42	24	47	47
Over 40 and under 44	8	8	8	7	6	10	9	10	11	9	7	11	14	5	4	6	3
44	3	2	(²)	5	6	2	5	3	1	3	3	2	1	3	9	1	1
Over 44 and under 48	8	7	6	11	15	8	12	13	5	8	8	8	5	5	8	5	3
48	8	9	7	10	1	13	6	7	18	6	7	3	1	7	1	8	4
Over 48	16	17	14	23	10	14	15	17	13	26	24	29	43	10	25	6	4
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds)	70	60	29	15	10	83	34	17	49	325	227	98	43	91	18	73	22
Average weekly hours	40	40	40	40	41	42	41	41	43	42	42	43	45	40	42	40	38
	Somerset, Wicomico, and Worcester Counties, Md.						Union County, Ark.			Washington County, Va.							
	All industries	Nonmanufacturing			Manufacturing			All industries	Nonmanufacturing	Manufacturing	All industries	Nonmanufacturing		Manufacturing			
		Total ¹	Wholesale trade	Retail trade	Total ¹	Food and kindred products	Apparel					Total ¹	Retail trade				
Under 15	5	6	2	8	5	8	2	4	5	1	2	3	3	1			
15 and under 35	20	16	9	21	23	27	24	9	11	7	13	13	17	12			
35 and under 40	17	16	11	12	17	15	25	8	7	9	13	10	11	15			
40	23	20	23	18	25	11	37	39	25	55	30	19	7	38			
Over 40 and under 44	8	8	11	7	8	9	6	5	5	6	11	15	18	8			
44	2	3	10	2	1	(²)	1	5	8	2	3	6	5	1			
Over 44 and under 48	8	9	8	6	7	8	4	6	8	4	10	7	5	12			
48	5	6	3	11	3	4	(²)	10	15	4	6	10	15	3			
Over 48	13	16	23	15	12	18	(²)	14	15	13	13	17	19	10			
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100			
Number of employees (in hundreds)	163	70	10	34	92	46	22	69	36	33	90	38	20	52			
Average weekly hours	39	39	41	38	38	38	37	41	41	41	41	41	41	40			

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals.

Table 5. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Nonmetropolitan Areas, North Central Region, June 1965

Average hourly earnings	All industries	Nonmanufacturing				Manufacturing
		Total ¹	Wholesale trade	Retail trade	Finance, insurance, and real estate	
Under \$0.75	1	3	(²)	3	(²)	(²)
Under \$1.00	4	9	1	9	2	(²)
Under \$1.05	7	16	5	18	3	1
Under \$1.10	8	17	6	19	4	1
Under \$1.15	9	20	7	22	4	1
Under \$1.20	11	23	7	28	5	1
Under \$1.25	12	25	7	31	6	1
Under \$1.30	20	36	19	43	19	7
Under \$1.35	23	39	25	47	24	11
Under \$1.40	26	43	29	51	31	13
Under \$1.45	29	46	36	55	37	16
Under \$1.50	31	49	38	57	42	17
Under \$1.55	36	55	46	64	50	21
Under \$1.60	38	57	49	66	53	23
Under \$1.65	41	60	53	69	57	25
Under \$1.70	43	62	57	71	60	28
Under \$1.75	45	65	60	73	64	30
Under \$1.80	48	67	63	76	68	32
Under \$1.85	50	69	66	78	71	34
Under \$1.90	52	71	68	80	75	36
Under \$1.95	54	73	71	81	77	39
Under \$2.00	56	74	72	82	78	41
Under \$2.10	61	78	77	86	84	48
Under \$2.20	65	81	82	88	86	53
Under \$2.30	69	84	84	90	88	58
Under \$2.40	73	85	87	91	91	64
Under \$2.50	77	86	89	92	92	69
Under \$2.60	80	88	91	94	93	74
Under \$2.70	83	90	93	95	94	78
Under \$2.80	86	91	95	95	95	83
Under \$2.90	89	92	96	96	96	86
Under \$3.00	91	93	97	97	97	89
Total	100	100	100	100	100	100
Number of employees (in thousands)	2,302	1,018	103	518	73	1,284
Average hourly earnings	\$1.98	\$1.70	\$1.76	\$1.59	\$1.69	\$2.19

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals.

Table 6. Percent Distribution of Nonsupervisory Employees by Weekly Hours of Work, Selected Major Industry Divisions and Industry Groups, Nonmetropolitan Areas, North Central Region, June 1965

Weekly hours of work	All industries	Nonmanufacturing				Manufacturing
		Total ¹	Wholesale trade	Retail trade	Finance, insurance, and real estate	
Under 15 -----	4	8	4	8	9	2
15 and under 35 -----	13	17	8	20	13	11
35 and under 40 -----	9	8	5	7	33	9
40 -----	32	23	22	16	26	38
Over 40 and under 44 -----	7	7	5	6	11	8
44 -----	3	4	4	6	1	2
Over 44 and under 48 -----	8	7	10	7	5	10
48 -----	7	6	4	7	1	7
Over 48 -----	17	20	39	22	2	14
Total -----	100	100	100	100	100	100
Number of employees (in thousands) -----	2,302	1,018	103	518	73	1,284
Average weekly hours -----	40	39	45	39	35	41

¹ Includes industries in addition to those shown separately.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals.

Table 7. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, North Central Region, June 1965

Average hourly earnings	Alpena County, Mich.			Barton and Rice Counties, Kans.			Crawford, Franklin, and Washington Counties, Mo.				Elkhart County, Ind.					
	All industries	Nonmanu- facturing	Manufac- turing	All industries	Nonmanu- facturing	Manufac- turing	Nonmanu- facturing		Manufac- turing		All industries	Nonmanu- facturing		Manufac- turing		
							Total ¹	Retail trade	Total ¹	Leather		Total ¹	Wholesale trade		Retail trade	
Under \$ 0.75 -----	(²)	(²)	-	6	8	-	2	3	8	-	-	(²)	1	(²)	1	-
Under \$ 0.80 -----	1	1	-	8	10	-	3	6	12	-	-	1	3	(²)	4	(²)
Under \$ 0.85 -----	1	1	-	10	13	-	3	8	16	-	-	1	4	(²)	5	(²)
Under \$ 0.90 -----	1	2	-	12	15	-	4	9	17	(²)	-	1	4	(²)	6	(²)
Under \$ 0.95 -----	1	2	-	13	16	-	5	10	20	(²)	-	1	5	(²)	8	(²)
Under \$ 1.00 -----	1	2	-	13	17	-	5	11	20	(²)	-	2	6	(²)	8	(²)
Under \$ 1.05 -----	8	20	(²)	19	24	1	6	15	28	(²)	-	3	11	(²)	15	(²)
Under \$ 1.10 -----	8	21	(²)	19	24	1	7	15	29	(²)	-	3	12	(²)	15	(²)
Under \$ 1.15 -----	9	23	(²)	21	27	1	8	17	33	(²)	-	4	14	(²)	18	(²)
Under \$ 1.20 -----	10	26	(²)	23	30	1	8	19	35	(²)	-	5	17	(²)	25	(²)
Under \$ 1.25 -----	11	28	1	25	32	1	9	21	38	(²)	(²)	5	20	1	28	(²)
Under \$ 1.30 -----	16	39	1	32	40	5	21	27	48	16	21	9	28	4	39	2
Under \$ 1.35 -----	17	43	1	34	43	5	26	29	50	24	29	10	30	5	41	3
Under \$ 1.40 -----	19	46	2	38	47	5	30	33	54	29	35	12	34	10	44	4
Under \$ 1.45 -----	20	49	2	41	51	5	35	35	55	35	41	13	36	15	46	5
Under \$ 1.50 -----	21	51	2	43	53	7	37	36	57	38	45	14	38	16	48	5
Under \$ 1.55 -----	23	55	3	47	58	10	42	39	61	44	51	17	44	26	52	7
Under \$ 1.60 -----	24	56	3	48	59	12	45	42	64	48	56	18	46	27	54	8
Under \$ 1.65 -----	25	58	3	52	63	14	49	46	66	51	60	21	49	33	57	11
Under \$ 1.70 -----	26	61	4	54	64	18	53	52	72	54	64	23	51	35	59	13
Under \$ 1.75 -----	27	63	4	56	66	19	55	54	74	57	67	25	54	40	61	14
Under \$ 1.80 -----	28	66	4	58	69	22	58	56	75	60	70	28	58	43	66	17
Under \$ 1.85 -----	29	67	5	61	71	25	61	59	77	62	74	30	60	46	69	19
Under \$ 1.90 -----	31	69	7	62	72	26	63	61	78	65	77	31	62	48	70	20
Under \$ 1.95 -----	32	70	7	64	74	28	66	63	79	68	79	33	64	51	71	22
Under \$ 2.00 -----	32	71	8	65	75	29	68	64	81	70	81	35	65	53	72	23
Under \$ 2.10 -----	35	73	10	70	79	36	73	68	87	76	85	41	70	61	77	30
Under \$ 2.20 -----	38	78	12	78	82	67	75	70	90	79	88	45	74	68	80	34
Under \$ 2.30 -----	41	80	16	81	84	72	78	72	92	83	90	50	77	74	82	40
Under \$ 2.40 -----	44	82	20	85	86	81	81	74	92	87	92	54	79	78	83	45
Under \$ 2.50 -----	49	85	26	86	86	86	83	75	94	89	94	59	81	81	84	51
Under \$ 2.60 -----	53	86	31	89	87	93	85	78	96	91	95	65	84	84	87	58
Under \$ 2.70 -----	61	88	43	90	88	96	87	80	97	92	97	71	87	88	89	66
Under \$ 2.80 -----	69	89	56	91	90	96	88	82	97	93	97	78	89	91	90	73
Under \$ 2.90 -----	76	90	67	92	90	97	90	84	97	95	98	81	90	93	91	78
Under \$ 3.00 -----	85	92	80	92	91	99	92	87	97	96	99	84	91	93	92	81
Total -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	46	18	28	43	34	10	105	46	18	59	31	320	85	13	41	235
Average hourly earnings -----	\$ 2.29	\$ 1.71	\$ 2.67	\$ 1.70	\$ 1.59	\$ 2.09	\$ 1.82	\$ 1.86	\$ 1.44	\$ 1.80	\$ 1.66	\$ 2.34	\$ 1.85	\$ 2.05	\$ 1.74	\$ 2.52

See footnotes at end of table.

Table 7. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, North Central Region, June 1965—Continued

Average hourly earnings	Fayette County, Ind.			Manitowoc County, Wis.			Marathon County, Wis.			Portage County, Ohio					
	All industries	Nonmanu- facturing	Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing	All industries	Nonmanu- facturing	Manufacturing	
					Total ¹	Retail trade			Total ¹	Retail trade				Total ¹	Rubber
Under \$0.75	2	8	-	(²)	(²)	(²)	-	(²)	(²)	1	-	1	3	-	-
Under \$0.80	2	11	-	(²)	1	1	-	(²)	1	1	-	2	5	-	-
Under \$0.85	3	14	-	(²)	1	2	-	(²)	1	1	-	3	7	-	-
Under \$0.90	3	16	-	(²)	1	2	-	(²)	1	1	-	3	8	-	-
Under \$0.95	3	17	-	(²)	1	2	-	(²)	1	1	-	4	9	-	-
Under \$1.00	4	18	-	(²)	1	2	-	1	2	3	-	4	10	-	-
Under \$1.05	6	30	(²)	1	5	8	-	1	4	3	-	6	16	-	-
Under \$1.10	6	30	(²)	1	5	8	-	1	4	3	-	6	16	-	-
Under \$1.15	6	32	(²)	5	22	26	-	6	14	18	(²)	7	19	-	-
Under \$1.20	7	37	(²)	7	30	38	-	7	16	21	(²)	8	20	-	-
Under \$1.25	8	42	(²)	9	35	44	-	8	19	26	1	8	22	-	-
Under \$1.30	9	47	(²)	12	44	55	2	13	27	39	3	14	32	2	(²)
Under \$1.35	10	51	(²)	14	47	59	4	15	28	40	6	16	34	4	1
Under \$1.40	11	54	1	17	50	62	7	19	33	44	10	17	36	5	2
Under \$1.45	12	57	1	19	53	65	8	23	39	48	12	19	38	7	6
Under \$1.50	13	58	1	21	55	66	10	27	43	53	15	21	41	9	9
Under \$1.55	14	63	2	27	63	74	15	31	49	59	18	24	45	11	11
Under \$1.60	16	66	3	30	65	76	18	33	51	60	21	25	46	13	14
Under \$1.65	17	68	4	33	68	79	22	36	55	64	24	27	48	14	16
Under \$1.70	18	72	5	35	69	79	24	39	58	66	27	28	50	15	17
Under \$1.75	19	75	6	38	72	83	27	42	60	68	29	30	53	16	19
Under \$1.80	20	78	6	42	75	85	31	45	65	73	31	33	56	18	23
Under \$1.85	21	79	7	45	75	86	35	47	67	73	33	35	57	21	28
Under \$1.90	21	79	7	48	77	87	39	49	68	75	35	38	60	24	32
Under \$1.95	22	80	8	53	79	88	44	51	71	77	38	39	61	25	34
Under \$2.00	23	82	9	56	81	89	48	53	73	80	40	40	62	27	36
Under \$2.10	27	88	12	62	84	92	55	59	78	85	46	46	67	33	43
Under \$2.20	31	89	17	66	86	94	60	64	81	89	52	51	71	38	48
Under \$2.30	34	90	20	70	87	95	64	70	85	92	60	57	74	46	56
Under \$2.40	68	91	62	74	88	96	70	76	87	93	68	62	76	53	62
Under \$2.50	80	92	77	79	89	97	75	80	88	94	75	69	79	62	73
Under \$2.60	86	94	85	83	91	98	80	85	89	94	81	73	82	68	80
Under \$2.70	90	94	89	87	92	98	85	89	91	95	87	78	84	74	87
Under \$2.80	94	95	94	92	92	98	92	92	92	96	91	82	86	79	90
Under \$2.90	96	96	95	95	93	99	95	94	94	97	94	86	87	85	92
Under \$3.00	98	96	98	96	95	99	96	95	95	97	96	89	88	90	93
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds)	59	11	47	163	40	25	123	145	60	26	86	107	41	66	21
Average hourly earnings	\$2.20	\$1.49	\$2.37	\$1.98	\$1.60	\$1.41	\$2.10	\$1.96	\$1.74	\$1.60	\$2.12	\$2.14	\$1.85	\$2.33	\$2.21

See footnotes at end of table.

Table 7. Cumulative Percent Distribution of Nonsupervisory Employees by Average Straight-Time Hourly Earnings, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, North Central Region, June 1965—Continued

Average hourly earnings	Sandusky County, Ohio			Whiteside County, Ill.			Winona County, Minn.			
	All industries	Nonmanu- facturing	Manufac- turing	All industries	Nonmanu- facturing	Manufac- turing	All industries	Nonmanu- facturing		Manufac- turing
								Total ¹	Retail trade	
Under \$ 0.75 -----	1	2	-	1	2	-	(²)	(²)	(²)	-
Under \$ 0.80 -----	1	2	-	1	5	-	2	3	2	-
Under \$ 0.85 -----	1	3	-	1	5	-	3	5	5	-
Under \$ 0.90 -----	2	6	-	2	8	-	5	10	11	-
Under \$ 0.95 -----	3	7	-	2	8	-	6	12	15	-
Under \$ 1.00 -----	3	8	-	2	8	-	7	13	16	-
Under \$ 1.05 -----	6	17	(²)	4	15	(²)	9	17	21	-
Under \$ 1.10 -----	6	18	(²)	4	16	(²)	9	17	21	-
Under \$ 1.15 -----	8	23	(²)	5	18	(²)	10	19	24	-
Under \$ 1.20 -----	9	27	(²)	6	23	(²)	12	22	29	-
Under \$ 1.25 -----	10	30	(²)	7	24	(²)	12	23	31	(²)
Under \$ 1.30 -----	14	37	3	11	35	1	23	37	55	7
Under \$ 1.35 -----	16	40	3	11	37	2	26	41	59	9
Under \$ 1.40 -----	19	44	5	13	40	3	29	44	62	13
Under \$ 1.45 -----	20	46	7	15	43	3	32	47	66	15
Under \$ 1.50 -----	22	49	8	16	45	4	35	50	68	19
Under \$ 1.55 -----	25	53	10	17	50	5	39	56	73	21
Under \$ 1.60 -----	27	55	12	19	53	6	43	59	75	25
Under \$ 1.65 -----	29	58	13	21	57	7	46	62	78	29
Under \$ 1.70 -----	30	60	14	23	59	9	49	64	81	33
Under \$ 1.75 -----	31	62	15	24	61	10	51	66	84	34
Under \$ 1.80 -----	33	64	17	26	64	12	53	68	85	37
Under \$ 1.85 -----	35	65	19	29	66	14	56	69	86	41
Under \$ 1.90 -----	37	66	22	30	69	15	59	70	87	46
Under \$ 1.95 -----	39	67	24	32	70	17	63	72	88	54
Under \$ 2.00 -----	40	69	25	33	72	18	66	72	88	59
Under \$ 2.10 -----	44	73	29	36	76	20	71	75	90	66
Under \$ 2.20 -----	48	76	33	38	78	22	73	76	91	69
Under \$ 2.30 -----	51	80	36	43	83	27	77	78	92	75
Under \$ 2.40 -----	58	83	46	45	84	30	80	82	94	79
Under \$ 2.50 -----	65	85	55	49	85	35	85	84	95	86
Under \$ 2.60 -----	69	88	60	51	85	38	88	86	97	90
Under \$ 2.70 -----	74	90	65	53	87	40	90	87	98	92
Under \$ 2.80 -----	84	92	79	56	89	44	90	88	98	93
Under \$ 2.90 -----	87	93	84	60	92	47	91	89	99	94
Under \$ 3.00 -----	93	94	93	63	92	51	93	91	99	95
Total -----	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds) -----	89	31	59	104	29	75	69	36	19	33
Average hourly earnings -----	\$ 2.15	\$ 1.73	\$ 2.37	\$ 2.60	\$ 1.71	\$ 2.95	\$ 1.84	\$ 1.72	\$ 1.39	\$ 1.98

¹ Includes industries in addition to those shown separately.² Less than 0.5 percent.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals. Dash (-) indicates no workers.

Table 8. Percent Distribution of Nonsupervisory Employees by Weekly Hours of Work, Selected Major Industry Divisions and Industry Groups, Selected Nonmetropolitan Areas, North Central Region, June 1965

Weekly hours of work	Alpena County, Mich.			Barton and Rice Counties, Kans.			Crawford, Franklin, and Washington Counties, Mo.				Elkhart County, Ind.					
	All industries	Nonmanu- facturing	Manu- facturing	All industries	Nonmanu- facturing	Manu- facturing	All industries	Nonmanufacturing		Manufacturing		All industries	Nonmanufacturing		Manu- facturing	
								Total ¹	Retail trade	Total ¹	Leather		Total ¹	Wholesale trade		Retail trade
Under 15.....	3	6	(²)	5	5	3	3	5	6	2	2	4	9	9	10	2
15 and under 35.....	12	19	7	11	13	6	13	12	17	14	22	13	20	15	24	10
35 and under 40.....	8	13	4	7	7	4	10	5	8	14	22	10	11	6	12	9
40.....	34	21	42	17	18	14	32	26	22	37	28	27	18	17	12	30
Over 40 and under 44.....	10	11	10	8	9	6	7	5	3	8	10	10	10	9	12	10
44.....	3	3	2	5	4	6	1	2	4	1	1	3	4	9	5	2
Over 44 and under 48.....	6	5	6	10	8	16	9	9	14	9	7	13	10	15	9	14
48.....	14	7	19	8	10	2	10	19	7	4	3	3	5	1	6	2
Over 48.....	11	15	9	30	26	43	14	18	20	11	6	18	13	21	11	20
Total.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (in hundreds).....	46	18	28	43	34	10	105	46	18	59	31	320	85	13	41	235
Average weekly hours.....	41	39	42	42	41	45	40	41	39	40	38	40	37	38	36	42
	Fayette County, Ind.			Manitowoc County, Wis.			Marathon County, Wis.			Portage County, Ohio						
	All industries	Nonmanu- facturing	Manu- facturing	All industries	Nonmanufacturing		Manu- facturing	All industries	Nonmanufacturing		Manu- facturing	All industries	Nonmanu- facturing	Manufacturing		
					Total ¹	Retail trade			Total ¹	Retail trade				Total ¹	Rubber	
Under 15.....	2	7	(²)	6	18	21	2	4	8	9	2	4	8	2	2	
15 and under 35.....	11	19	8	17	32	40	12	10	16	23	6	15	21	12	12	
35 and under 40.....	8	14	7	8	10	10	8	13	20	10	8	11	10	12	17	
40.....	53	16	62	37	12	6	45	29	22	15	34	25	18	29	31	
Over 40 and under 44.....	8	9	7	7	7	7	7	8	8	6	8	9	9	8	7	
44.....	1	2	1	2	3	3	2	4	4	6	3	4	7	2	2	
Over 44 and under 48.....	7	10	6	11	8	4	12	11	7	8	14	8	6	10	5	
48.....	2	2	2	2	1	1	3	8	4	6	10	8	8	7	11	
Over 48.....	9	21	6	10	9	9	11	15	12	16	17	17	14	18	13	
Total.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Number of employees (in hundreds).....	59	11	47	163	40	25	123	145	60	26	86	107	41	66	21	
Average weekly hours.....	40	39	40	38	31	28	40	40	37	37	42	40	37	42	41	
	Sandusky County, Ohio			Whiteside County, Ill.			Winona County, Minn.									
	All industries	Nonmanu- facturing	Manu- facturing	All industries	Nonmanu- facturing	Manu- facturing	All industries	Nonmanufacturing		Manu- facturing						
								Total ¹	Retail trade							
Under 15.....	4	8	2	3	10	1	7	10	10	2						
15 and under 35.....	13	20	9	10	20	6	14	19	25	10						
35 and under 40.....	8	13	6	8	14	6	9	12	10	5						
40.....	40	19	52	40	17	49	33	23	16	43						
Over 40 and under 44.....	9	7	10	5	4	5	10	11	9	9						
44.....	3	4	2	3	6	2	3	3	2	2						
Over 44 and under 48.....	9	12	6	7	5	7	8	7	10	10						
48.....	5	5	5	10	9	10	6	6	4	6						
Over 48.....	10	12	9	14	14	14	12	10	14	14						
Total.....	100	100	100	100	100	100	100	100	100	100						
Number of employees (in hundreds).....	89	31	59	104	29	75	69	36	19	33						
Average weekly hours.....	39	37	40	41	36	43	38	36	35	41						

¹ Includes industries in addition to those shown separately.

² Less than 0.5 percent.

NOTE: See appendix for definitions of terms. Because of rounding, sums of individual items may not equal totals.

Appendix A. Scope and Method of Survey

Scope of Survey

The survey covered establishments with one or more employees located in areas of the South and North Central regions of the United States which were classified as nonmetropolitan in 1960 (see Definition of Terms). Auxiliary units affiliated with and serving the various establishments (i. e., warehouses, central offices, laboratories, and powerplants) were also included. Major industry divisions within the scope of the survey were: (1) Mining (except petroleum and natural gas); (2) manufacturing; (3) transportation (except railroads), communication, electric, gas, and sanitary services; (4) wholesale trade; (5) retail trade (eating and drinking places were not covered on a regional basis, but were covered in 26 areas for which data are presented separately); (6) finance, insurance, and real estate; and (7) services (except nonprofit religious, charitable, educational, and humanitarian organizations). Major industry groups excluded were agriculture, contract construction, and government. The 1957 edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget was used in classifying establishments by industry.

The data relate to all nonsupervisory employees (except outside salespeople in industries other than retail trade) and reflect average hourly earnings and weekly hours of work for a payroll period including June 12, 1965.

Sample Design

The sampling procedure adopted for this study originated with a similar study conducted in October 1960. For that study, the sampling procedure consisted of two stages. First, all nonmetropolitan counties in the South and North Central regions were stratified by location, major industry, and employment. As a result, strata were developed for areas in which the predominant economic activity, in terms of employment, was agriculture, coal mining, machinery manufacturing, textile manufacturing, food processing, etc. Equal employment size of strata was maintained as nearly as possible. From each stratum, one sampling unit, which was a single county or a group of contiguous counties, was selected, with probability proportionate to its employment size, to represent the entire stratum. Thirty-five nonmetropolitan areas in the South, and 31 in the North Central region were chosen for study.

The second stage involved the selection of establishments in each of the 66 sampling unit areas. State agencies which administer the unemployment insurance laws furnished establishment listings showing location, employment, and industry classifications. Establishments with fewer than four employees, however, were not included because these laws in many States do not cover such establishments. From these lists, all establishments within the scope of the survey employing 20 workers or more and one-fifth of those employing fewer than 20 workers were selected in each of the sampling areas.

The sample design and response permitted the presentation of data separately for 26 of the areas in addition to the composite regional data.

For the June 1965 survey, a stratified sample design, with variable sampling ratios depending on industry division and employment size, was again used in each of the 66 sample areas originally selected in 1960.

The regional estimates for retail trade were a product of the Bureau's nationwide retail trade survey conducted in June 1965, and thus relate to areas classified as nonmetropolitan at the time of the survey rather than in 1960, as was the case with other industries. Retail trade in the 26 areas was treated in the same manner as other industry groups.

Method of Data Collection

Primary data used in the tabulations for the 26 areas shown separately were collected personally by the Bureau's field economists through visits to sample establishments. Data for the other areas included in the regional tabulations were obtained largely by mail questionnaires, although data for a sample of nonrespondents to the mail questionnaire were also collected by personal visit.

Method of Estimation

Data collected for each unit in the sample were weighted according to the probability of selecting that unit from the universe. Thus, if 1 establishment out of every 5 was selected, it was considered as representative of itself and 4 others and was given a weight of 5. Since establishments with fewer than 4 employees were not included on the unemployment insurance listings, data for such establishments were imputed to those with 4 to 19 employees. Data obtained by personal visit to a sample of the nonrespondents to the mail questionnaire were weighted to represent all nonrespondents.

Regional estimates for all industries except retail trade were obtained by weighting each set of sample area data according to the probability of selecting that area. The weight of the sample area is the ratio of the employment in all areas in the stratum to the employment in the sample area at the time the sample of areas was selected. Regional estimates for retail trade were derived from the Bureau's nationwide survey in that industry.

The estimates of employment levels and period-to-period changes are subject to some error because establishment listings were completed in advance of the survey date and, therefore, establishments which became part of the universe subsequent to the compilation of the listings were not included in the survey. In addition, there was no precise information for establishments with fewer than four employees. Therefore, small employment changes must be regarded with some reservation.

Definition of Terms

Earnings data relate to straight-time earnings, excluding premium pay for overtime work, and for work on weekends, holidays, and late shifts.

Hours data are for a 1-week period and include hours paid for vacations, holidays, sick leave, etc.

Nonmetropolitan areas, as used in this report, refers to those cities and county areas not defined as Standard Metropolitan Statistical Areas by the Bureau of the Budget in 1960. Nonmetropolitan areas are those which are not integrated economic and social units and do not contain a recognized large population nucleus. They exclude counties containing cities with populations of 50,000 or more as well as those adjacent counties which are metropolitan in character and economically and socially integrated with such counties. For a more detailed description of metropolitan areas, see Standard Metropolitan Statistical Areas, prepared by the Bureau of the Budget in 1964.

A few of the areas covered by this study were classified as metropolitan subsequent to the October 1960 survey. However, in order to maintain period-to-period comparability, such areas were kept within the scope of the survey.

Nonsupervisory employees include such workers as miners, production workers, office and clerical workers, salespersons, routemen, repairmen, maintenance workers, installation men, cafeteria employees, custodial workers, truckdrivers, etc. Working supervisors who spend less than 20 percent of their time at supervisory duties are also classified as nonsupervisory. Excluded from this group are outside salespersons (except those in retail trade), force-account construction workers, executives, professionals, and supervisors.

Regions. The South includes the following States: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia. The North Central region includes the States of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Appendix B. Questionnaire

BLS 2837
(Rev. '65)

Budget Bureau No. 44-R1167.2
Approval expires May 31, 1966

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

Your report will be held in confidence.

IDENTIFICATION:

Schedule number	Reg.	State	City size	SIC	Est. size	Wgt.	Spec. char.
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**EMPLOYEE EARNINGS AND HOURS,
SELECTED AREAS**

This report should cover all establishments of your company located in the county or area designated to the left. Include auxiliary units such as warehouses, offices, repair shops, and research laboratories, etc. Do not report data for any establishment located outside of the designated county.

1. TYPE OF BUSINESS: _____

Indicate your major business activity (e.g., mining, manufacturing, wholesale trade, etc.) and your principal product or service based on value of sales or receipts (e.g., crude petroleum, seamless hosiery, groceries, etc.). Typical examples of proper entries are: Mining—coal; manufacturing—textile machinery; banking; automobile repair shops; general building contractor; etc.

2. PAYROLL PERIOD COVERED BY THE SURVEY:

The information requested should correspond to your payroll period (weekly, bi-weekly, or monthly) which includes June 12, 1965.

Indicate the dates for the payroll period used:

From _____, 1965 to _____, 1965.

3. EMPLOYMENT IN ESTABLISHMENTS COVERED BY THIS REPORT:

A. Total number of employees ----- .

Enter total number of employees (full-time and part-time) who received pay for any part of the payroll period. DO NOT INCLUDE proprietors, members of unincorporated firms, or unpaid family workers.

B. Number of nonsupervisory employees ----- .

Enter total number of employees (full-time and part-time) below the supervisory level who received pay for any part of the payroll period. Working supervisors who spend less than 20 percent of their time at supervisory duties should be classified as nonsupervisory. Include such employees as miners, production, office, and technical employees, salespersons (including telephone sales), routemen, repairmen, maintenance and installation men, cafeteria employees, waiters, custodial employees, truckdrivers, etc. DO NOT INCLUDE outside salesmen, executive, administrative, professional, and supervisory employees.

Do you want a copy of the Bureau's report on this survey? ---- Yes No

Name and title of person furnishing data _____
(Please type or print)

