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INDUSTRY WAGE SURVEY

Work Clothing

FEBRUARY 1968

Bulletin No. 1624

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS



INDUSTRY WAGE SURVEY

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June 1969

UNITED STATES DEPARTMENT OF LABOR
George P. Shultz, Secretary

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner



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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary wage practices for the work clothing manufacturing industry in February 1968.

Separate releases for the following States were issued earlier: Alabama, California, Georgia, Indiana, Kentucky, Mississippi, Missouri, North Carolina, Pennsylvania, Tennessee, Texas, and Virginia. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or from any of its regional offices.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Fred R. Nagy in the Division of Occupational Wage Structures. Field work for the survey was directed by the Bureau's Assistant Regional Directors for Operations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's eight regional offices, are listed at the end of this bulletin.

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Industry Wage Survey—

Work Clothing, 1968

Summary

Straight-time earnings of production and related workers in the work clothing manufacturing industry averaged \$1.84 an hour in February 1968. Women, accounting for seven-eighths of the 62,775 workers covered by the Bureau's survey¹ and largely employed as sewing-machine operators, averaged \$1.81 an hour compared with \$2.03 for men. About one-third of the workers had earnings at or slightly above the \$1.60 an hour Federal minimum wage for manufacturing establishments. Earnings of the remaining workers were more widely dispersed, ranging up to \$3 an hour.

Regionally, average hourly earnings of production workers ranged from \$1.81 in the Southwest to \$1.94 in the Middle Atlantic and Pacific. Workers in the Southeast region, slightly more than one-third of the industry's employment, averaged \$1.84. Earnings levels also varied by size of community, size of establishment, labor-management contract status, major product branch, and occupation.

Among the occupations studied separately, nationwide averages ranged from \$1.68 for janitors to \$2.57 an hour for sewing-machine repairmen, two jobs largely staffed by men. Sewing-machine operators, virtually all women and making up seven-tenths of the industry's work force, averaged \$1.82 an hour. Their earnings levels varied by type of garment sewn.

Paid holidays, most commonly 6 or 7 days annually, and paid vacations were provided by establishments employing more than nine-tenths of the production workers. Typically, production workers

¹ See appendix A for scope and method of survey. Wage data contained in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² See Industry Wage Survey: Work Clothing, May-June 1964 (BLS Bulletin 1440, 1965).

³ See Industry Wage Survey: Work Clothing, May-June 1961 (BLS Bulletin 1321, 1962).

received 1 week of vacation pay after 1 year of service and at least 2 weeks after 5 years; provisions for 3 weeks after 15 years of service were reported by establishments employing one-fourth of the workers. Life, hospitalization, and surgical insurance plans for which employers paid at least part of the cost also were available to a large majority of the workers in the industry. Three-tenths of the production workers were in plants providing retirement pension plans.

Industry Characteristics

Work clothing manufacturing establishments covered by the Bureau's survey employed 62,775 production and related workers in February 1968—an increase of nearly 9 percent over the employment level recorded in May-June 1964, the date of a similar study.² During this period, changes in employment varied substantially among the regions studied separately: Increases of 37 percent in the Southwest and 35 percent in the Middle West; virtually no change in the Southeast, the largest region in terms of industry employment; and declines of between 3 and 6 percent in the other regions. As indicated in the tabulation below, the Southwest region accounted for most of the industry's employment growth since 1961.³

Area	February 1968	May-June 1964	May-June 1961
United States ¹ -----	62,775	57,669	51,594
Middle Atlantic -----	2,078	2,185	2,552
Border States -----	9,003	9,626	7,837
Southeast -----	23,011	22,897	20,447
Southwest -----	15,393	11,246	7,271
Great Lakes -----	3,846	3,959	4,776
Middle West -----	6,554	4,844	5,432
Pacific -----	2,225	2,322	2,501

¹ Includes data for regions in addition to those shown separately.

Products. Work clothing establishments covered by the Bureau's study were classified into six groups according to their principal product: (1) Dungarees, (2) overalls and industrial garments (including coveralls and overall work jackets), (3) washable service apparel, (4) work pants, (5) work shirts, and (6) other work clothing.

Manufacturers of work pants employed slightly more than two-fifths of the industry's production workers. Nearly one-fourth of the workers were in plants primarily engaged in the manufacture of dungarees; overalls and industrial garments and work shirt plants each employed about one-tenth. Washable service apparel, which includes items such as aprons and other protective garments for professional, hospital, and service workers, accounted for about 7 percent of the workers. Only about 3 percent of the workers were in plants primarily manufacturing other types of work clothing.

The recent growth in the industry's employment partly results from product diversification. Plants manufacturing other than work clothing items (e.g., casual wear clothes) as secondary products employed nearly one-fifth of the industry's work force. Among these plants, there was considerable variation in the value of nonwork clothing items as a percent of the establishment's total value of production during the year. The percentage was less than 20 for slightly more than one-half of the plants, between 20 to 40 for nearly one-fifth, and from 40 to 50 for about one-fourth.

Many of the establishments visited during the survey also manufactured more than one type of work clothing. As indicated below, plants primarily manufacturing work pants made work shirts as a secondary line; similarly, plants making work shirts as a primary product also made work pants.

Location. The Southeast region accounted for almost two-fifths of the industry's production workers; the Southwest, one-fourth; the Border States, one-seventh; and the Middle West, one-tenth. None of the other regions employed more than 6 percent of the industry's work force. The distribution of employment in the major product branches varied somewhat among the regions. The Southeast region, for example, accounted for about two-thirds of the workers in plants primarily producing work shirts, compared with one-third in plants making work pants. The Border States and Southeast regions, on the other hand, each accounted for approximately three-tenths of the workers in plants manufacturing dungarees as a primary product; in the Southwest, the proportion was one-fourth.

Metropolitan areas, as defined by the U.S. Bureau of the Budget through April 1967, contained almost three-tenths of the work force. The proportions ranged from less than one-eighth in the Border States, Southeast, and Middle West to the total work force in the Middle Atlantic.

Establishment Size. Establishments covered by the survey ranged in size from about 20 to nearly 1,600 employees. One-fourth of the establishments employed 250 workers or more and accounted for slightly more than one-half of the industry's work

Secondary work clothing products

Primary product	Total	No secondary work clothing products	Dungarees	Overalls and industrial garments	Washable service apparel	Work pants	Work shirts	Other work clothing
Dungarees -----	100	74	-	17	-	9	(1)	-
Overalls and industrial garments ----	100	49	8	-	2	14	-	27
Washable service apparel -----	100	76	-	3	-	13	-	7
Work pants -----	100	57	12	5	-	-	25	1
Work shirts -----	100	57	3	6	-	24	-	11
Other work clothing -----	100	74	8	-	-	18	-	-

¹ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

force. Among the regions, establishments of this size employed the following approximate proportions: One-sixth of the workers in the Middle Atlantic, one-third in the Middle West, two-fifths in the Great Lakes, one-half in the Southeast, three-fifths in the Border States, two-thirds in the Southwest, and five-sixths in the Pacific.

Methods of Production. The progressive bundle system was the major method of production in establishments employing three-fourths of the workers. The bundle system was used in establishments employing about one-sixth of the work force and the line system was used in plants accounting for less than 6 percent.⁴ Regionally, the progressive bundle system was the predominant method except in the Middle Atlantic, where the bundle system was more important.

Unionization. Establishments having collective bargaining agreements covering a majority of their production workers employed slightly less than one-half of the industry's work force. The proportions of workers in union establishments were about one-fourth in the Southeast, slightly more than two-fifths in the Border States and Southwest, two-thirds in the Great Lakes, seven-eighths in the Middle West, and more than nine-tenths in the Middle Atlantic and Pacific regions. The degree of unionization also varied among the States selected for separate study.

Labor-management contract coverage was higher in metropolitan areas than in smaller communities (nearly three-fifths and slightly more than two-fifths of the workers, respectively), and higher in plants employing 250 workers or more (58 percent) than

⁴ Establishments were classified according to their major method of production as follows: (1) Line system--an operation in which parts of garments move down a line as each sewing-machine operator performs a standard task on a piece and then passes it on to the next operator for further processing, usually by means of a slide board or chute; (2) bundle system--an operation in which bundles of garments or parts of garments are distributed to individual operators who perform one or more operations on a number of identical pieces and rebundle the garments for movement to another operator; (3) progressive bundle system--an operation in which the bundles of garments flow in a logical order of work from operator to operator, each performing one or two assigned tasks on various pieces in the bundle. Since the procedure is standardized, the need for checking in and reassigning the work, as under the bundle system, is eliminated.

Percent of production workers
in establishments having
collective bargaining
agreements

United States -----	45-49
Middle Atlantic -----	90-94
Pennsylvania -----	90-94
Border States -----	40-44
Kentucky -----	50-54
Virginia -----	25-29
Southeast -----	25-29
Alabama -----	30-34
Georgia -----	(1)
Mississippi -----	25-29
North Carolina -----	(1)
Tennessee -----	40-44
Southwest -----	45-49
Texas -----	35-39
Great Lakes -----	65-69
Indiana -----	80-84
Middle West -----	85-89
Missouri -----	95+
Pacific -----	95+
California -----	95+

¹ None of the establishments visited had collective bargaining agreements covering a majority of their production workers.

in plants employing 20-249 workers (36 percent). Similar relationships existed in most regions studied separately. The major unions in the industry were the United Garment Workers of America (AFL-CIO) and the Amalgamated Clothing Workers of America (AFL-CIO).

Sex and Occupation. Women accounted for seven-eighths of all production workers in the industry; regionally, the proportions ranged from about four-fifths in the Middle Atlantic to nine-tenths in the Pacific. Virtually all or a large majority of the sewing-machine operators, inspectors, pressers, and thread trimmers were women. Men, on the other hand, were predominant in jobs such as janitors, machine cutters, markers, sewing-machine repairmen, spreaders, stock and shipping clerks, and work distributors.

Method of Wage Payment. Approximately four-fifths of the industry's production workers were paid under incentive wage payment systems, most commonly individual piece rates (table 21). Occupations generally paid on an incentive basis included sewing-machine operators, inspectors, machine pressers, and thread trimmers. In 5 of the 7 regions, the proportions of workers under incentive systems were closely grouped (81 to 87 percent);

in the Great Lakes and Middle Atlantic, 69 and 62 percent, respectively, were under incentive systems. The wages of about seven-tenths of the workers paid on a time-rated basis were determined primarily according to individual employee qualifications. Wage systems consisting of a single rate for each job, and those providing a range of rates for each job, applied to about one-tenth and to one-fifth of the time-rated workers, respectively. Occupations usually paid on a time-rated basis included sewing-machine repairmen, machine cutters, markers, and spreaders.

Average Hourly Earnings

Straight-time earnings of the 62,775 production workers covered by the study averaged \$1.84 an hour in February 1968 (table 1).⁵ This was 29 percent above the average of \$1.43 recorded in May-June 1964.⁶ During the 1964-68 period, average earnings increased between 28 and 32 percent in the Border States, Southeast, and Southwest regions. Average earnings in the remaining regions rose 26 percent in the Great Lakes, 24 percent in the Middle West, and 23 percent in the Middle Atlantic and Pacific, the two highest paying regions. This general pattern of greater percent increases for the relatively low paid segments of the industry also may be noted by other changes in industry characteristics. For example, increases in average earnings for workers in metropolitan areas amounted to 26 percent, compared with 30 percent for those in smaller communities; the increase was 29 percent for women and 26 percent for men; and sewing-machine operators (virtually all women) had an average increase of 29 percent contrasted with 20 percent for the high paid sewing-machine repairmen (all men). At least part of the increases noted above resulted from upward adjustments to the Federal minimum wage for manufacturing establishments that occurred between the two surveys.⁷ The minimum was \$1.25 an hour at the time of the 1964 survey, and raised to \$1.40 on February 1, 1967, and to \$1.60 on February 1, 1968.

Regionally, average hourly earnings for production workers in February 1968 ranged from \$1.81 in the Southwest to \$1.94 in the Middle Atlantic and Pacific. Workers in the Southeast averaged \$1.84 and those in the Border States, \$1.82. Average earnings for workers in the 12 States studied separately ranged from \$1.78 in North Carolina to \$1.94

in California (table 2). Increases in average earnings since May-June 1964 among these States, which accounted for about four-fifths of the industry's work force, ranged from 20 percent in California to 35 percent in Texas, and tended to narrow the difference in State averages. The February 1968 average in California, for example, exceeded that in North Carolina by 9 percent, whereas the corresponding spread was 19 percent in 1964.

The 54,829 women covered by the study averaged \$1.81 an hour in February 1968—22 cents less than the 7,946 men. Average wage advantages for men ranged from 15 cents an hour in the Southeast to 59 cents in the Pacific. Differences in average pay levels for men and women may be the result of several factors, including differences in the distribution of the sexes among establishments and, as pointed out in the discussion of industry characteristics, among jobs having different pay levels. Differences noted in averages for men and women in the same job and geographic location may reflect minor differences in duties. Job descriptions used in classifying workers in wage surveys are usually more generalized than those used in individual establishments because allowance must be made for minor differences among establishments in specific duties performed. Also, earnings in some jobs are largely determined by production at piece rates. Variations in incentive earnings for individuals or

⁵ The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$1.89 in February 1968). Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Average earnings were calculated by summing individual hourly earnings and dividing by the number of individuals; in the monthly series, the sum of the man-hour totals reported by establishments in the industry was divided into the reported payroll totals.

The estimates of the number of production workers within scope of the study is intended only as a general guide to the size and composition of the labor force included in the survey. They differ from those published in the monthly series (67,300 in February 1968) by the exclusion of establishments employing fewer than 20 workers. The advance planning necessary to make the survey required the use of lists of establishments assembled considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the work clothing industry, but found to be in other industries at the time of the survey.

⁶ Op. cit., BLS Bulletin 1440.

⁷ The Federal minimum wage law applies to manufacturing establishments engaged in interstate commerce. Under specific conditions, workers certified as learners or handicapped workers may be paid less than the legal minimum.

sex groupings may be traceable to differences in work experience, effort, work flow, or other factors which the worker may or may not control.

Among the five major product branches for which separate earnings are presented, nationwide averages were highest in work shirt plants (\$1.88) and lowest in washable service apparel plants (\$1.82). The wage relationships among these branches varied somewhat by region. In the Southeast, for example, workers in dungaree plants averaged 9 cents an hour more than those in work pants establishments (\$1.91 compared with \$1.82), whereas the averages for the two types of establishments were only 1 cent apart in the Border States and Southwest (table 1).

Average hourly earnings of production workers did not vary significantly by the establishment's union agreement status, size of community, or size of establishment. Nationwide, hourly earnings averaged 5 cents higher in union than in nonunion establishments (\$1.87 compared with \$1.82), 2 cents higher in metropolitan areas than in smaller communities (\$1.86 and \$1.84), and 2 cents higher in establishments employing 250 workers or more than in smaller establishments (\$1.85 and \$1.83). Where comparisons were possible within the same region, average earnings, with a few exceptions, did not vary substantially by the above characteristics. It is not possible in a survey such as this to isolate and measure the exact influence of any one characteristic, as a determinant of wage levels. The interrelationship of characteristics, such as unionization, size of establishment, and size of community, is pointed out in the discussion of industry characteristics.

Earnings of nearly all production workers covered by the survey were between \$1.60 and \$3 an hour (table 3). Slightly more than one-third of the workers were paid at or slightly above the Federal minimum wage for manufacturing establishments, earning between \$1.60 and \$1.65 an hour. Sewing-machine operators, who are typically paid piece rates, constituted three-fourths of the workers in the \$1.60 to \$1.65 earnings interval. As shown in the following tabulation, the proportions of workers at lower earnings levels were greater in the three southern regions and the Middle West than in the other regions.

Region	Percent of production workers earning less than—		
	\$1.65	\$1.70	\$1.75
Middle Atlantic-----	19.9	29.0	35.3
Border States-----	37.2	46.6	53.6
Southeast-----	35.1	45.0	52.3
Southwest-----	43.2	49.9	57.0
Great Lakes-----	28.9	36.4	45.1
Middle West-----	37.0	42.8	49.9
Pacific-----	8.4	38.7	43.3

Occupational Earnings

Separate information was obtained for 20 occupational classifications selected to represent earnings levels for the various activities performed by production workers in the industry.⁸ These jobs accounted for nearly nine-tenths of the industry's production workers. Average hourly earnings for the jobs studied ranged from \$1.68 for janitors to \$2.57 for sewing-machine repairmen (table 5), two jobs largely staffed by men and typically paid time rates. Men also were in the majority in the other two jobs which averaged at least \$2.25 an hour, markers (\$2.25), and machine cutters (\$2.42).

The 44,363 sewing-machine operators, virtually all women and usually under incentive systems, averaged \$1.82 an hour. Their earnings levels varied by type of garment sewn, ranging from \$1.77 for operators working on washable service apparel to \$1.85 for those engaged in sewing work shirts.

Of the six occupations for which earnings data could be presented in each of the regions, averages were lowest in the three southern regions (Border States, Southeast, and Southwest) and usually highest in the Pacific region. Unlike relationships found in many other industries, the interregional spread in average earnings was proportionately greater for higher paying occupations than for those in which lower earnings levels were recorded. For example, the difference by which the highest region average exceeded the lowest amounted to 8 percent for sewing-machine operators, compared with 34 percent for sewing-machine repairmen and 45 percent for machine cutters.

Data on occupational earnings also were developed by community size, establishment size, and

⁸ Separate earnings data were obtained for four office jobs and are presented in table 5.

labor-management contract coverage. Tables 6 and 7 present occupational averages for union and non-union plants by size of community and size of establishment.

Nationwide, none of the major product branches enjoyed substantially higher occupational averages than any of the other branches (table 8). Regionally, however, differences were apparent. In the Southeast, for example, occupational averages in dunagree plants were generally higher than in plants manufacturing work pants; in the Border States, this relationship was reversed.

Earnings of individual workers varied considerably within the same job and general geographic location. In many instances, particularly for jobs paid on an incentive basis, hourly earnings of the highest paid worker exceeded those of the lowest paid in the same job and State by \$1 or more. Thus, some workers in a relatively low paid job (as measured by the average for all workers) earned as much as some workers in jobs for which higher averages were recorded. This is illustrated in the following tabulation of the earnings of men machine cutters and women sewing-machine operators (overalls and industrial garments) in Tennessee, despite a 25-cent difference in the averages for the two jobs.

Item	Machine cutters	Sewing-machine operators, overalls and industrial garments
	Men	Women
Average hourly earnings ---	\$2.09	\$1.84
Total workers -----	97	1,352
\$1.60 and under \$1.80 ----	8	790
\$1.80 and under \$2.00 ----	34	250
\$2.00 and under \$2.20 ----	24	166
\$2.20 and under \$2.40 ----	24	82
\$2.40 and under \$2.60 ----	4	36
\$2.60 and over -----	3	28

Establishment Practices and Supplementary Wage Provisions

Data also were obtained on work schedules, shift practices, and selected supplementary wage provisions, including paid holidays, vacations, and various health, insurance, and pension plans.⁹

Scheduled Weekly Hours and Shift Practices. Work schedules of 40 hours a week were in effect in establishments employing virtually all production and office workers (table 22). Shorter work schedules were reported for small proportions of the workers in the Border States, Southeast, and Great Lakes regions. Workers employed on late shifts accounted for less than 1 percent of the workers at the time of the study.

Paid Holidays. Paid holidays were provided by establishments employing more than nine-tenths of the industry's production and office workers (table 23). Paid holiday provisions varied substantially within regions; most commonly, production workers were granted 6 days annually in the Southeast and Pacific regions and 7 days in all but one of the other regions. Provisions for 6 and 7 paid holidays were of equal importance in the Southwest. Excluding some exceptions, paid holiday provisions for office workers were similar to those for production workers.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by establishments employing nearly all of the production workers and office workers (table 24). Typically, production workers were provided 1 week of vacation pay after 1 year of service and 2 weeks after 5 years. Provisions for 3 weeks of paid vacation after 15 years of service applied to one-fourth of the production workers and were more prevalent in the Middle Atlantic, Middle West, and Pacific than in the other regions. Vacation provisions for office workers were generally similar to those for production workers.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid all or part of the cost, were available to approximately four-fifths of the production workers (table 25). Medical insurance applied to one-half of the production workers; accidental death and dismemberment insurance, to two-fifths; sickness and accident insurance, to about three-tenths; and catastrophe insurance, to about one-fifth. Regionally,

⁹ Establishments employing an estimated 17 percent of the workers contributed to union-administered health and welfare funds from which selected benefits were provided to the employees. These plans have been included in the tabulations.

the proportions of workers covered by these benefits varied considerably. Sickness and accident insurance, for example, was available to virtually all of the production workers in the Middle Atlantic region, compared with nearly one-fifth in the Southeast. In several instances, smaller proportions of office workers than production workers were provided the various health and insurance benefits. A notable exception, however, was paid sick leave, which applied to one-third of the office workers but was rarely reported for production workers.

Pension plans, providing regular payments on retirement for the remainder of the worker's life (in addition to Federal social security benefits), were provided by establishments employing three-tenths of the production workers and about two-fifths of the office workers. Almost all of the plans were employer financed. Regionally, the proportions of workers provided retirement pension benefits were higher in the Middle Atlantic than in the other regions. Plans providing lump-sum payments at retirement seldom were found in the industry.

Other Selected Benefits. Pay for jury duty was provided by establishments employing one-fourth of the production workers (table 26). This benefit applied to three-eighths of the workers in the Southwest; nearly three-tenths in the Pacific; nearly one-fourth in the Middle West; approximately one-fifth in the Southeast, Great Lakes, and Border States; and to 5 percent of the workers in the Middle Atlantic. Nearly one-third of the office workers in the industry were provided with this benefit.

Funeral leave pay was available to only slightly more than one-eighth of the industry's work force. Only in the Border States did this benefit appear with any frequency—about two-fifths of the production workers were covered. The proportion of workers covered by paid funeral leave provisions did not exceed one-sixth in any of the other four regions where they were recorded (Middle West, Southwest, Great Lakes, and Southeast).

Severance pay plans, providing payments to employees separated from the company through no fault of their own, were virtually nonexistent in the industry.

Table 1. Average Hourly Earnings: By Selected Characteristics

(Number and average straight-time hourly earnings¹ of production workers in work clothing manufacturing establishments by selected characteristics, United States and selected regions, February 1968)

Item	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers ³	62,775	\$ 1.84	2,078	\$ 1.94	9,003	\$ 1.82	23,011	\$ 1.84	15,393	\$ 1.81	3,846	\$ 1.90	6,554	\$ 1.86	2,225	\$ 1.94
Men	7,946	2.03	376	2.27	1,168	2.01	3,028	1.97	1,817	1.97	453	2.29	775	2.10	202	2.47
Women	54,829	1.81	1,702	1.87	7,835	1.80	19,983	1.82	13,576	1.78	3,393	1.85	5,779	1.83	2,023	1.88
Major product:																
Dungarees	15,067	1.85	-	-	4,599	1.83	4,336	1.91	3,844	1.81	-	-	-	-	-	-
Overalls and industrial garments	6,578	1.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Washable service apparel	4,314	1.82	-	-	-	-	1,784	1.74	-	-	-	-	-	-	-	-
Work pants	28,434	1.83	-	-	3,194	1.82	9,615	1.82	9,575	1.82	-	-	2,480	1.87	1,927	1.93
Work shirts	6,642	1.88	-	-	-	-	4,529	1.85	-	-	-	-	-	-	-	-
Size of community:																
Metropolitan areas ⁴	17,785	1.86	2,078	1.94	-	-	2,489	1.90	7,795	1.78	2,069	1.90	-	-	1,613	1.94
Nonmetropolitan areas	44,990	1.84	-	-	8,378	1.83	20,522	1.83	7,598	1.83	1,777	1.90	5,733	1.84	-	-
Size of establishment:																
20-249 workers	29,293	1.83	1,736	1.96	3,637	1.82	11,224	1.81	5,181	1.81	2,350	1.90	4,418	1.81	342	1.95
250 workers or more	33,482	1.85	-	-	5,366	1.82	11,787	1.86	10,212	1.81	1,496	1.91	2,136	1.95	1,883	1.94
Labor-management contracts:																
Establishments with-																
Majority of workers covered	29,771	1.87	1,923	1.94	3,785	1.81	6,182	1.90	7,040	1.82	2,564	1.89	5,734	1.87	2,138	1.93
None or minority of workers covered	33,004	1.82	-	-	5,218	1.83	16,829	1.81	8,353	1.80	1,282	1.93	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Includes data for major product classifications in addition to those shown separately.⁴ Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget through April 1967.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 2. Average Hourly Earnings and Employment Characteristics: Selected States

(Average straight-time hourly earnings¹ and percent distribution of production workers in work clothing manufacturing establishments by selected characteristics, 12 selected States, February 1968)

States	Number of workers	Average hourly earnings ¹	Percent of production workers employed in establishments according to—											
			Major products						Community size		Establishment size		Labor-management contract coverage	
			Dungarees	Overalls and industrial garments	Washable service apparel	Work pants	Work shirts	Other work clothing	Metro-politan areas	Non-metro-politan areas	20-249 workers	250 workers or more	Majority of workers covered	None or minority of workers covered
Alabama	3,038	\$ 1.90	37	10	6	40	8	-	11	89	33	67	31	69
California	1,685	1.94	-	-	13	84	3	-	80	20	19	81	95	5
Georgia	4,618	1.81	11	-	22	62	5	-	14	86	65	35	-	100
Indiana	2,163	1.93	14	6	13	30	26	11	47	53	31	69	83	17
Kentucky	4,785	1.81	54	14	-	27	5	-	-	100	49	51	53	47
Mississippi	4,937	1.83	8	-	12	26	54	-	4	96	49	51	28	72
Missouri	4,923	1.85	5	9	16	50	20	-	10	90	67	33	96	4
North Carolina	1,616	1.78	51	12	-	37	-	-	7	93	61	39	-	100
Pennsylvania	1,608	1.91	24	17	13	46	-	-	100	-	79	21	92	8
Tennessee	8,334	1.84	18	25	-	44	13	-	14	86	40	60	42	58
Texas	10,207	1.83	14	7	-	70	-	9	63	37	27	73	38	62
Virginia	3,450	1.86	58	1	-	33	-	8	-	100	16	84	29	71

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 3. Earnings Distribution: All Establishments

(Percent distribution of production workers in work clothing manufacturing establishments by average straight-time hourly earnings, ¹ United States and selected regions, February 1968)

Average hourly earnings ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Under \$1.60 -----	1.3	0.9	2.2	0.8	1.2	2.7	1.6	0.4
\$1.60 and under \$1.65 -----	34.5	19.0	35.0	34.3	42.0	26.2	35.4	8.0
\$1.65 and under \$1.70 -----	9.1	9.1	9.4	9.9	6.7	7.5	5.8	30.3
\$1.70 and under \$1.75 -----	7.1	6.3	7.0	7.3	7.1	8.7	7.1	4.6
\$1.75 and under \$1.80 -----	7.4	12.5	7.1	6.8	7.7	7.0	7.7	5.0
\$1.80 and under \$1.85 -----	5.9	5.1	6.5	6.0	5.7	4.7	6.7	5.1
\$1.85 and under \$1.90 -----	4.8	5.2	5.3	4.9	4.1	4.3	5.1	5.7
\$1.90 and under \$1.95 -----	4.0	3.8	3.8	3.9	3.6	5.1	4.3	4.8
\$1.95 and under \$2.00 -----	3.5	2.9	3.8	3.7	3.0	4.2	3.1	4.0
\$2.00 and under \$2.10 -----	6.0	10.8	5.3	6.1	5.2	7.7	5.0	9.4
\$2.10 and under \$2.20 -----	4.2	5.1	3.7	4.4	3.9	4.8	3.6	5.1
\$2.20 and under \$2.30 -----	3.1	4.1	2.6	3.4	2.4	3.7	3.1	3.2
\$2.30 and under \$2.40 -----	2.5	4.8	2.4	2.3	1.8	2.8	3.4	3.5
\$2.40 and under \$2.50 -----	1.8	2.5	1.5	1.8	1.5	2.5	1.9	2.6
\$2.50 and under \$2.60 -----	1.3	1.8	1.4	1.3	.9	2.0	1.6	1.5
\$2.60 and under \$2.70 -----	.8	1.2	.8	.7	.6	1.4	1.3	1.4
\$2.70 and under \$2.80 -----	.7	1.1	.5	.7	.6	.9	.8	1.1
\$2.80 and under \$2.90 -----	.6	1.0	.5	.4	.6	1.1	.6	.4
\$2.90 and under \$3.00 -----	.4	.6	.4	.3	.2	.5	.5	.8
\$3.00 and over -----	1.2	2.3	.8	.9	.9	2.1	1.4	3.2
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	62,775	2,078	9,003	23,011	15,393	3,846	6,554	2,225
Men -----	7,946	376	1,168	3,028	1,817	453	775	202
Women -----	54,829	1,702	7,835	19,983	13,576	3,393	5,779	2,023
Average hourly earnings ¹ -----	\$1.84	\$1.94	\$1.82	\$1.84	\$1.81	\$1.90	\$1.86	\$1.94
Men -----	2.03	2.27	2.01	1.97	1.97	2.29	2.10	2.47
Women -----	1.81	1.87	1.80	1.82	1.78	1.85	1.83	1.88

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 4. Earnings Distribution: By Major Product

(Percent distribution of production workers in work clothing manufacturing establishments by average straight-time hourly earnings¹ and major product, United States and selected regions, February 1968)

Average hourly earnings ¹	Dungarees				Washable service apparel		Work pants						Work shirts	
	United States ²	Border States	South-east	South-west	United States ²	South-east	United States ²	Border States	South-east	South-west	Middle West	Pacific	United States ²	South-east
Under \$1.60 -----	1.9	1.4	1.0	2.2	1.0	0.4	1.1	2.5	1.1	1.0	0.2	0.5	0.9	0.4
\$1.60 and under \$1.65 -----	33.1	34.7	31.1	35.4	42.8	56.9	35.1	39.9	34.1	41.4	30.3	8.9	25.9	27.9
\$1.65 and under \$1.70 -----	7.2	8.5	6.2	7.4	6.9	6.0	10.6	7.0	12.6	6.7	6.4	30.7	9.9	11.4
\$1.70 and under \$1.75 -----	7.9	7.5	6.5	9.8	7.5	6.8	6.3	6.0	7.1	5.4	8.1	4.7	6.3	6.7
\$1.75 and under \$1.80 -----	7.9	7.2	7.5	9.1	6.3	4.8	7.2	6.6	6.7	8.1	7.6	4.9	8.2	6.5
\$1.80 and under \$1.85 -----	6.0	7.2	5.1	6.2	5.0	4.7	6.2	5.9	6.2	5.9	8.6	5.2	6.9	7.4
\$1.85 and under \$1.90 -----	4.7	5.2	4.0	4.5	4.4	3.8	4.6	4.7	4.9	4.0	6.2	4.6	5.7	6.4
\$1.90 and under \$1.95 -----	3.9	4.2	4.4	3.3	3.8	1.8	4.0	3.6	3.8	4.0	5.4	4.7	4.4	4.5
\$1.95 and under \$2.00 -----	3.4	3.5	3.4	3.1	2.2	2.1	3.6	3.9	3.5	3.2	3.9	4.0	5.1	5.5
\$2.00 and under \$2.10 -----	6.3	6.5	6.9	4.9	5.4	3.4	5.7	4.3	5.6	5.2	5.8	9.3	7.5	6.8
\$2.10 and under \$2.20 -----	4.3	3.5	5.3	4.0	4.7	4.3	4.2	3.9	4.4	4.3	3.8	4.3	4.6	4.5
\$2.20 and under \$2.30 -----	3.4	2.9	4.5	2.7	1.6	.8	2.8	2.1	3.1	2.4	2.9	3.7	4.2	4.0
\$2.30 and under \$2.40 -----	2.6	2.3	3.4	2.1	2.4	1.4	2.3	2.4	2.0	2.0	3.6	3.5	3.0	2.4
\$2.40 and under \$2.50 -----	2.2	1.5	3.0	1.7	1.5	.4	1.7	1.4	1.5	1.7	1.6	2.7	2.4	2.0
\$2.50 and under \$2.60 -----	1.4	1.2	2.1	.8	1.0	.6	1.1	1.8	1.0	.9	1.7	1.5	1.8	1.3
\$2.60 and under \$2.70 -----	1.0	.6	1.2	.7	.6	.4	.8	1.1	.7	.7	1.1	1.5	.8	.4
\$2.70 and under \$2.80 -----	.8	.4	1.6	.4	.6	.4	.6	.6	.4	.8	.8	1.1	.8	.6
\$2.80 and under \$2.90 -----	.6	.3	.4	.6	.5	.1	.6	1.0	.3	.8	.5	.5	.5	.4
\$2.90 and under \$3.00 -----	.4	.3	.7	.2	.3	-	.4	.3	.3	.3	.6	.6	.3	.2
\$3.00 and over -----	1.2	1.0	1.9	.8	1.5	.8	1.1	1.0	.7	1.1	1.1	3.3	.9	.7
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	15,067	4,599	4,336	3,844	4,314	1,784	28,434	3,194	9,615	9,575	2,480	1,927	6,642	4,529
Average hourly earnings ¹ -----	\$1.85	\$1.83	\$1.91	\$1.81	\$1.82	\$1.74	\$1.83	\$1.82	\$1.82	\$1.82	\$1.87	\$1.93	\$1.88	\$1.85

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 5. Occupational Averages: All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, United States and selected regions, February 1968)

Occupation and sex	United States ²		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Selected production occupations																
Assemblers	267	\$1.85	-	-	41	\$1.82	109	\$1.86	47	\$1.68	-	-	15	\$1.87	9	\$1.75
Men	140	1.91	-	-	29	1.89	71	1.92	18	1.80	-	-	12	1.90	-	-
Women	127	1.78	-	-	-	-	38	1.73	-	-	-	-	-	9	1.75	
Cutters, machine (927 men and 43 women)	970	2.42	62	\$2.87	182	2.32	283	2.23	149	2.42	99	\$2.62	128	2.34	46	3.23
Folders, garment	368	1.82	-	-	25	1.77	188	1.80	92	1.82	21	1.84	34	1.95	-	-
Men	39	1.74	-	-	-	-	17	1.72	18	1.63	-	-	-	-	-	-
Women	329	1.83	-	-	23	1.75	171	1.80	74	1.87	19	1.76	34	1.95	-	-
Hand (253 women and 28 men)	281	1.81	-	-	12	1.92	143	1.78	71	1.78	19	1.76	28	1.92	-	-
Hand and machine (all women)	28	1.68	-	-	-	-	16	1.74	-	-	-	-	-	-	-	-
Machine (48 women and 11 men)	59	1.97	-	-	-	-	29	1.90	21	1.97	-	-	-	-	-	-
Garment repairmen (232 women and 6 men)	238	1.75	-	-	24	1.74	71	1.73	73	1.72	23	1.91	10	1.66	31	1.80
Inspectors, final (2,684 women and 46 men)	2,730	1.84	28	1.73	462	1.81	989	1.85	673	1.81	206	1.95	246	1.81	98	1.93
Janitors	624	1.68	7	1.74	92	1.64	250	1.65	159	1.69	40	1.80	63	1.72	12	1.86
Men	471	1.70	-	-	73	1.65	179	1.65	115	1.71	28	1.85	58	1.73	11	1.88
Women	153	1.64	-	-	19	1.61	71	1.63	44	1.64	12	1.69	-	-	-	-
Markers (197 men and 115 women)	312	2.25	-	-	42	2.22	106	2.10	68	2.18	21	2.79	19	2.42	-	-
Pressers, finish, hand (157 women and 9 men)	166	1.86	10	1.81	-	-	115	1.92	-	-	-	-	12	1.80	-	-
Pressers, finish, hand and machine (all women)	69	2.03	-	-	-	-	-	-	-	-	69	2.03	-	-	-	-
Pressers, finish, machine	1,582	1.92	44	2.23	229	1.95	686	1.94	507	1.81	-	-	63	2.32	-	-
Men	546	2.01	-	-	115	1.98	280	2.06	118	1.76	-	-	18	2.49	-	-
Women	1,036	1.88	-	-	114	1.92	406	1.85	389	1.83	-	-	45	2.25	-	-
Repairmen, sewing machine (all men)	698	2.57	13	2.93	104	2.38	266	2.53	186	2.63	44	2.81	73	2.54	12	3.20
Sewing-machine operators ³	44,363	1.82	1,356	1.87	6,431	1.80	15,997	1.82	11,177	1.79	2,686	1.84	4,815	1.83	1,503	1.93
Men	361	1.92	-	-	34	2.06	100	1.96	164	1.78	-	-	-	-	-	-
Women	44,002	1.82	1,330	1.87	6,397	1.80	15,897	1.82	11,013	1.79	2,682	1.84	4,784	1.83	1,503	1.93
Dungarees (9,657 women and 55 men)	9,712	1.84	-	-	3,159	1.80	2,914	1.88	2,362	1.84	260	1.80	648	1.76	-	-
Overalls and industrial garments (4,963 women and 27 men)	4,990	1.83	-	-	743	1.77	2,168	1.82	-	-	669	1.83	1,018	1.88	44	1.77
Washable service apparel (all women)	2,837	1.77	324	1.85	-	-	941	1.71	-	-	622	1.85	670	1.66	188	1.93
Work pants (16,923 women and 265 men)	17,188	1.81	426	1.80	1,913	1.79	5,654	1.80	5,673	1.79	380	1.82	1,825	1.85	1,150	1.93
Work shirts (5,255 women and 7 men)	5,262	1.85	-	-	-	-	3,291	1.84	805	1.84	-	-	580	1.97	-	-
Shipping clerks (305 men and 63 women)	368	2.00	-	-	105	1.91	111	1.97	27	2.01	34	2.32	58	1.80	16	2.59
Spreaders (474 men and 63 women)	537	1.96	-	-	65	2.03	197	1.90	115	1.99	53	1.95	39	2.06	-	-
Stock clerks (302 men and 47 women)	349	1.82	-	-	33	1.76	122	1.80	51	1.85	56	1.86	48	1.89	-	-
Thread trimmers (504 women and 25 men)	529	1.82	54	1.73	59	1.76	205	1.88	206	1.79	-	-	-	-	-	-
Underpressers, hand	222	1.88	-	-	20	2.13	69	1.81	112	1.84	-	-	-	-	-	-
Men	92	2.02	-	-	17	2.18	27	1.95	31	1.93	-	-	-	-	-	-
Women	130	1.78	-	-	-	-	42	1.71	81	1.80	-	-	-	-	-	-
Underpressers, machine	219	1.76	-	-	63	1.82	77	1.72	43	1.74	-	-	30	1.80	-	-
Men	47	1.82	-	-	16	1.95	13	1.78	-	-	-	-	-	-	-	-
Women	172	1.75	-	-	47	1.78	64	1.71	41	1.75	-	-	14	1.83	-	-
Watchmen (all men)	88	1.70	7	1.86	8	1.65	44	1.68	22	1.70	-	-	-	-	-	-
Work distributors	1,345	1.72	63	1.70	192	1.68	566	1.71	289	1.69	107	1.85	96	1.80	31	1.85
Men	1,027	1.72	54	1.70	170	1.67	446	1.71	225	1.69	36	1.87	68	1.82	27	1.85
Women	318	1.73	-	-	22	1.74	120	1.68	64	1.69	71	1.84	28	1.78	-	-
Selected office occupations																
Clerks, general (773 women and 22 men)	795	1.88	36	2.19	79	1.79	231	1.89	178	1.76	102	2.09	121	1.78	29	2.20
Clerks, payroll (354 women and 3 men)	357	1.96	18	2.34	65	1.90	114	1.93	98	1.92	13	2.07	41	1.90	7	2.43
Stenographers, general (all women)	49	2.11	-	-	-	-	21	2.16	9	2.09	7	2.02	-	-	-	-
Typists, class B (all women)	62	1.84	-	-	-	-	7	1.74	35	1.75	13	1.91	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Includes data for operators in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 6. Occupational Averages: By Labor-Management Contract Coverage and Community Size

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments by labor-management contract coverage and size of community, United States and selected regions, February 1968)

Sex, occupation, and size of community	United States ²						Middle Atlantic		Border States			Southeast		
	All establishments		Establishments with—				All establishments	Establishments with— Majority covered	All establishments	Establishments with—		All establishments	Establishments with—	
			Majority covered		None or minority covered					Majority covered	None or minority covered		Majority covered	None or minority covered
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings							
Men														
Cutters, machine	927	\$ 2.45	473	\$ 2.56	454	\$ 2.33	\$ 2.87	\$ 2.89	\$ 2.33	\$ 2.25	\$ 2.39	\$ 2.25	\$ 2.50	\$ 2.19
Metropolitan areas	347	2.65	218	2.73	129	2.52	2.87	2.89	-	-	-	2.16	-	2.16
Nonmetropolitan areas	580	2.33	255	2.41	325	2.26	-	-	2.27	2.20	2.33	2.26	2.57	2.20
Janitors	471	1.70	213	1.74	258	1.66	-	-	1.65	1.65	1.66	1.65	1.69	1.64
Metropolitan areas	111	1.73	49	1.77	62	1.70	-	-	-	-	-	1.62	-	1.62
Nonmetropolitan areas	360	1.68	164	1.73	196	1.64	-	-	1.66	-	1.66	1.66	1.69	1.65
Pressers, finish, machine	546	2.01	225	2.20	321	1.88	-	-	1.98	-	1.85	2.06	2.14	1.96
Metropolitan areas	186	2.02	-	-	80	1.86	-	-	-	-	-	-	-	-
Nonmetropolitan areas	360	2.01	119	2.25	241	1.88	-	-	2.03	-	1.89	2.03	2.20	1.94
Repairmen, sewing machine	698	2.57	291	2.63	407	2.53	2.93	3.05	2.38	2.40	2.36	2.53	2.59	2.51
Metropolitan areas	177	2.76	83	2.86	94	2.66	2.93	3.05	-	-	-	2.61	-	2.36
Nonmetropolitan areas	521	2.51	208	2.54	313	2.49	-	-	2.37	2.39	2.36	2.52	2.50	2.53
Spreaders	474	1.97	209	2.01	265	1.94	-	-	2.03	-	2.04	1.89	1.84	1.91
Metropolitan areas	153	2.01	95	2.09	58	1.89	-	-	-	-	-	1.78	-	1.82
Nonmetropolitan areas	321	1.95	114	1.94	207	1.95	-	-	2.09	-	2.13	1.91	1.87	1.91
Work distributors	1,027	1.72	444	1.74	583	1.70	1.70	1.70	1.67	-	1.68	1.71	1.74	1.71
Metropolitan areas	289	1.69	136	1.74	153	1.65	1.70	1.70	-	-	-	1.69	-	1.67
Nonmetropolitan areas	738	1.73	308	1.74	430	1.72	-	-	1.69	-	1.70	1.72	1.75	1.71
Women														
Folders, garment	329	1.83	149	1.89	180	1.78	-	-	1.75	-	-	1.80	1.84	1.78
Metropolitan areas	131	1.79	61	1.90	70	1.70	-	-	-	-	-	-	-	-
Nonmetropolitan areas	198	1.86	88	1.89	110	1.83	-	-	1.90	-	-	1.79	1.82	1.78
Inspectors, final	2,684	1.84	1,203	1.84	1,481	1.84	1.69	1.69	1.81	1.82	1.79	1.85	1.98	1.81
Metropolitan areas	704	1.82	398	1.82	306	1.80	1.69	1.69	-	-	-	1.85	-	1.72
Nonmetropolitan areas	1,980	1.85	805	1.85	1,175	1.85	-	-	1.82	1.82	1.82	1.85	1.97	1.81
Pressers, finish, machine	1,036	1.88	375	1.94	661	1.84	-	-	1.92	-	2.07	1.85	1.98	1.81
Metropolitan areas	358	1.89	110	2.03	248	1.82	-	-	-	-	-	-	-	-
Nonmetropolitan areas	678	1.87	265	1.89	413	1.85	-	-	1.94	-	2.13	1.83	1.92	1.81
Sewing-machine operators ³	44,002	1.82	21,239	1.84	22,763	1.79	1.87	1.87	1.80	1.79	1.81	1.82	1.89	1.80
Metropolitan areas	12,025	1.82	6,661	1.87	5,364	1.76	1.87	1.87	-	-	-	1.92	-	1.82
Nonmetropolitan areas	31,977	1.82	14,578	1.83	17,399	1.80	-	-	1.81	-	1.82	1.81	1.86	1.79
Dungarees	9,657	1.84	4,962	1.85	4,695	1.82	-	-	1.80	-	1.83	1.88	2.00	1.81
Metropolitan areas	1,637	1.92	1,326	1.97	311	1.69	-	-	-	-	-	-	-	-
Nonmetropolitan areas	8,020	1.82	3,636	1.81	4,384	1.83	-	-	1.80	-	1.83	1.83	-	1.82
Washable service apparel	2,837	1.77	1,563	1.80	1,274	1.74	1.85	1.85	-	-	-	1.71	-	1.71
Metropolitan areas	826	1.87	591	1.91	235	1.78	1.85	1.85	-	-	-	-	-	-
Nonmetropolitan areas	2,011	1.73	972	1.73	1,039	1.73	-	-	-	-	-	1.71	-	1.71
Work pants	16,923	1.81	8,966	1.83	7,957	1.78	1.80	-	1.79	1.79	1.78	1.80	1.87	1.78
Metropolitan areas	4,948	1.81	2,885	1.81	2,063	1.80	1.80	-	-	-	-	-	-	-
Nonmetropolitan areas	11,975	1.81	6,081	1.84	5,894	1.77	-	-	1.81	1.84	1.80	1.79	1.87	1.77
Work shirts	5,255	1.85	1,895	1.87	3,360	1.84	-	-	-	-	-	1.84	1.83	1.84
Metropolitan areas	1,582	1.86	609	1.95	973	1.80	-	-	-	-	-	1.77	-	1.77
Nonmetropolitan areas	3,673	1.85	1,286	1.84	2,387	1.86	-	-	-	-	-	1.84	1.83	1.85
Thread trimmers	504	1.81	189	1.80	315	1.81	1.73	1.69	1.73	-	1.70	1.86	1.86	1.87
Metropolitan areas	217	1.77	56	1.70	161	1.79	1.73	1.69	-	-	-	-	-	-
Nonmetropolitan areas	287	1.84	133	1.85	154	1.83	-	-	1.73	-	1.70	1.86	1.86	1.87

See footnotes at end of table.

Table 6. Occupational Averages: By Labor-Management Contract Coverage and Community Size—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments by labor-management contract coverage and size of community, United States and selected regions, February 1968)

Sex, occupation, and size of community	Southwest			Great Lakes			Middle West		Pacific	
	All establishments	Establishments with—		All establishments	Establishments with—		All establishments	Establishments with—	All establishments	Establishments with—
		Majority covered	None or minority covered		Majority covered	None or minority covered				
Average hourly earnings ¹										
Men										
Cutters, machine	\$2.45	\$2.68	\$2.30	\$2.65	\$2.51	\$2.83	\$2.37	\$2.36	\$3.23	\$3.15
Metropolitan areas	2.44	2.67	2.32	2.70	2.56	2.86	-	-	3.23	3.12
Nonmetropolitan areas	2.46	2.69	2.27	2.53	2.41	2.73	2.32	2.31	-	-
Janitors	1.71	1.80	1.66	1.85	1.81	2.00	1.73	1.76	1.88	1.88
Metropolitan areas	1.68	-	1.69	2.01	1.92	-	-	-	-	-
Nonmetropolitan areas	1.75	1.88	1.61	1.72	1.71	-	1.72	1.74	-	-
Pressers, finish, machine	1.76	-	1.74	-	-	-	2.49	2.49	-	-
Metropolitan areas	1.76	-	-	-	-	-	-	-	-	-
Nonmetropolitan areas	-	-	-	-	-	-	2.49	2.49	-	-
Repairmen, sewing machine	2.63	2.64	2.62	2.81	2.66	3.11	2.54	2.64	3.20	3.20
Metropolitan areas	2.71	2.68	2.72	2.92	2.82	-	-	-	3.42	3.42
Nonmetropolitan areas	2.55	2.62	2.47	2.73	2.48	3.05	2.50	2.61	-	-
Spreaders	1.98	2.08	1.91	1.95	1.91	-	2.06	2.09	-	-
Metropolitan areas	2.03	-	1.93	2.03	2.00	-	-	-	-	-
Nonmetropolitan areas	1.92	1.96	1.89	-	-	-	2.03	2.06	-	-
Work distributors	1.69	1.71	1.68	1.87	1.84	1.94	1.82	1.82	1.85	1.85
Metropolitan areas	1.65	-	1.65	1.89	1.91	-	-	-	1.85	1.85
Nonmetropolitan areas	1.74	1.73	1.75	-	-	-	1.81	1.81	-	-
Women										
Folders, garment	1.87	1.90	1.84	1.76	-	1.63	1.93	1.95	-	-
Metropolitan areas	1.75	-	1.77	1.63	-	1.63	-	-	-	-
Nonmetropolitan areas	2.03	-	-	-	-	-	1.87	1.87	-	-
Inspectors, final	1.82	1.69	1.93	1.95	1.95	1.92	1.81	1.82	1.93	1.93
Metropolitan areas	1.78	1.64	1.89	1.99	2.07	1.65	-	-	1.85	1.85
Nonmetropolitan areas	1.85	1.74	1.97	1.90	1.80	2.06	1.81	1.82	-	-
Pressers, finish, machine	1.83	1.83	1.83	-	-	-	2.25	2.34	-	-
Metropolitan areas	1.83	-	1.83	-	-	-	-	-	-	-
Nonmetropolitan areas	1.84	1.83	-	-	-	-	2.21	-	-	-
Sewing-machine operators ³	1.79	1.81	1.77	1.84	1.85	1.84	1.83	1.83	1.93	1.93
Metropolitan areas	1.76	1.77	1.75	1.83	1.88	1.75	-	-	1.91	1.91
Nonmetropolitan areas	1.82	1.83	1.80	1.86	1.81	1.94	1.82	1.82	-	-
Dungarees	1.84	1.84	1.84	1.80	1.81	-	1.76	1.78	-	-
Metropolitan areas	1.71	-	-	1.78	-	-	-	-	-	-
Nonmetropolitan areas	1.85	1.83	1.88	-	-	-	1.73	1.75	-	-
Washable service apparel	-	-	-	1.85	1.89	1.80	1.66	1.66	1.93	-
Metropolitan areas	-	-	-	1.86	-	-	-	-	1.93	-
Nonmetropolitan areas	-	-	-	-	-	-	1.66	1.66	-	-
Work pants	1.79	1.79	1.77	1.82	1.82	-	1.84	1.84	1.93	1.93
Metropolitan areas	1.79	-	1.80	-	-	-	-	-	1.91	1.91
Nonmetropolitan areas	1.79	1.81	-	-	-	-	1.84	1.84	-	-
Work shirts	1.84	-	1.85	-	-	-	1.97	1.98	-	-
Metropolitan areas	1.81	-	1.82	-	-	-	-	-	-	-
Nonmetropolitan areas	-	-	-	-	-	-	1.86	1.87	-	-
Thread trimmers	1.79	-	1.78	-	-	-	-	-	-	-
Metropolitan areas	1.78	-	1.78	-	-	-	-	-	-	-
Nonmetropolitan areas	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Includes data for workers in classifications in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 7. Occupational Averages: By Labor-Management Contract Coverage and Establishment Size

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, February 1968)

Sex, occupation, and size of establishment	United States ²						Middle Atlantic		Border States			Southeast		
	All establishments		Establishments with—				All establishments	Establishments with— Majority covered	All establishments	Establishments with—		All establishments	Establishments with—	
			Majority covered		None or minority covered					Majority covered	None or minority covered		Majority covered	None or minority covered
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Average hourly earnings							
Men														
Cutters, machine	927	\$2.45	473	\$2.56	454	\$2.33	\$2.87	\$2.89	\$2.33	\$2.25	\$2.39	\$2.25	\$2.50	\$2.19
20-249 workers	575	2.38	259	2.49	316	2.30	2.87	2.89	2.27	2.25	2.30	2.13	2.36	2.12
250 workers or more	352	2.55	214	2.64	138	2.42	-	-	2.41	2.26	2.58	2.40	2.52	2.32
Janitors	471	1.70	213	1.74	258	1.66	-	-	1.65	1.65	1.66	1.65	1.69	1.64
20-249 workers	234	1.67	82	1.71	152	1.65	-	-	1.66	1.63	1.70	1.64	1.64	1.64
250 workers or more	237	1.72	131	1.76	106	1.67	-	-	1.65	1.65	1.64	1.67	1.71	1.65
Pressers, finish, machine	546	2.01	225	2.20	321	1.88	-	-	1.98	-	1.85	2.06	2.14	1.96
20-249 workers	168	2.07	43	2.38	125	1.96	-	-	1.81	-	1.81	2.12	-	2.06
250 workers or more	378	1.98	182	2.16	196	1.82	-	-	2.18	-	1.94	2.04	2.12	1.89
Repairmen, sewing machine	698	2.57	291	2.63	407	2.53	2.93	3.05	2.38	2.40	2.36	2.53	2.59	2.51
20-249 workers	335	2.59	104	2.68	231	2.56	2.88	3.01	2.49	2.55	2.45	2.62	3.02	2.57
250 workers or more	363	2.55	187	2.61	176	2.49	-	-	2.28	2.28	2.29	2.45	2.49	2.43
Spreaders	474	1.97	209	2.01	265	1.94	-	-	2.03	-	2.04	1.89	1.84	1.91
20-249 workers	246	1.88	88	1.96	158	1.83	-	-	1.79	-	1.75	1.80	-	1.82
250 workers or more	228	2.07	121	2.04	107	2.10	-	-	2.24	-	2.38	1.98	1.90	2.03
Work distributors	1,027	1.72	444	1.74	583	1.70	1.70	1.70	1.67	-	1.68	1.71	1.74	1.71
20-249 workers	484	1.72	164	1.73	320	1.71	1.70	1.70	1.69	-	1.68	1.71	1.72	1.71
250 workers or more	543	1.72	280	1.75	263	1.68	-	-	1.66	-	1.68	1.72	1.75	1.70
Women														
Folders, garment	329	1.83	149	1.89	180	1.78	-	-	1.75	-	-	1.80	1.84	1.78
20-249 workers	155	1.78	43	1.81	112	1.77	-	-	-	-	-	1.77	1.76	1.78
250 workers or more	174	1.88	106	1.93	68	1.81	-	-	-	-	-	1.83	1.88	1.78
Inspectors, final	2,684	1.84	1,203	1.81	1,481	1.84	1.69	1.69	1.81	1.82	1.79	1.85	1.98	1.81
20-249 workers	1,341	1.83	401	1.82	940	1.84	1.69	1.69	1.82	1.99	1.76	1.80	1.82	1.80
250 workers or more	1,343	1.85	802	1.85	541	1.84	-	-	1.80	1.77	1.83	1.91	2.03	1.83
Pressers, finish, machine	1,036	1.88	375	1.94	661	1.84	-	-	1.92	-	2.07	1.85	1.98	1.81
20-249 workers	343	1.85	70	2.15	273	1.78	-	-	1.81	-	1.85	1.77	2.08	1.70
250 workers or more	693	1.89	305	1.89	388	1.89	-	-	1.94	-	-	1.90	1.96	1.87
Sewing-machine operators ³	44,002	1.82	21,239	1.84	22,763	1.79	1.87	1.87	1.80	1.79	1.81	1.82	1.89	1.80
20-249 workers	20,630	1.80	7,436	1.82	13,194	1.79	1.89	1.89	1.79	1.78	1.80	1.79	1.84	1.79
250 workers or more	23,372	1.83	13,803	1.86	9,569	1.80	-	-	1.81	-	1.82	1.85	1.90	1.81
Dungarees	9,657	1.84	4,962	1.85	4,695	1.82	-	-	1.80	-	1.83	1.88	2.00	1.81
20-249 workers	4,774	1.81	1,825	1.82	2,949	1.80	-	-	1.80	-	1.83	1.78	-	1.77
250 workers or more	4,883	1.87	3,137	1.87	1,746	1.86	-	-	1.80	-	1.83	1.98	2.00	1.92
Washable service apparel	2,837	1.77	1,563	1.80	1,274	1.74	1.85	1.85	-	-	-	1.71	-	1.71
20-249 workers	2,281	1.75	1,319	1.75	962	1.76	1.85	1.85	-	-	-	1.71	-	1.71
250 workers or more	556	1.84	-	-	-	-	-	-	-	-	-	-	-	-
Work pants	16,923	1.81	8,966	1.83	7,957	1.78	1.80	-	1.79	1.79	1.78	1.80	1.87	1.77
20-249 workers	6,113	1.79	2,095	1.84	4,018	1.76	1.83	-	1.76	-	1.77	1.78	1.86	1.77
250 workers or more	10,810	1.82	6,871	1.83	3,939	1.79	-	-	1.81	-	1.79	1.81	1.87	1.79
Work shirts	5,255	1.85	1,895	1.87	3,360	1.84	-	-	-	-	-	1.84	1.83	1.84
20-249 workers	2,972	1.84	684	1.85	2,288	1.83	-	-	-	-	-	1.84	1.87	1.84
250 workers or more	2,283	1.87	1,211	1.88	1,072	1.86	-	-	-	-	-	1.82	1.81	1.84
Thread trimmers	504	1.81	189	1.80	315	1.81	1.73	1.69	1.73	-	1.70	1.86	1.86	1.87
20-249 workers	218	1.72	80	1.75	138	1.70	1.73	1.69	1.66	-	1.66	1.73	-	1.65
250 workers or more	286	1.87	109	1.84	177	1.89	-	-	-	-	-	1.94	-	1.99

See footnotes at end of table.

Table 7. Occupational Averages: By Labor-Management Contract Coverage and Establishment Size—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments by labor-management contract coverage and size of establishment, United States and selected regions, February 1968)

Sex, occupation, and size of establishment	Southwest			Great Lakes			Middle West		Pacific	
	All establishments	Establishments with—		All establishments	Establishments with—		All establishments	Establishments with—	All establishments	Establishments with—
		Majority covered	None or minority covered		Majority covered	None or minority covered				
	Average hourly earnings ¹									
Men										
Cutters, machine	\$2.45	\$2.68	\$2.30	\$2.65	\$2.51	\$2.83	\$2.37	\$2.36	\$3.23	\$3.15
20-249 workers	2.29	-	2.22	2.68	2.46	2.83	2.28	2.26	3.37	3.07
250 workers or more	2.62	2.70	2.50	-	-	-	2.60	2.60	3.17	3.17
Janitors	1.71	1.80	1.66	1.85	1.81	2.00	1.73	1.76	1.88	1.88
20-249 workers	1.64	-	1.63	1.94	1.89	2.00	1.70	1.73	-	-
250 workers or more	1.76	1.84	1.70	1.78	1.78	-	1.83	1.83	1.88	1.88
Pressers, finish, machine	1.76	-	1.74	-	-	-	2.49	2.49	-	-
20-249 workers	-	-	-	-	-	-	2.49	2.49	-	-
250 workers or more	1.75	-	1.74	-	-	-	-	-	-	-
Repairmen, sewing machine	2.63	2.64	2.62	2.81	2.66	3.11	2.54	2.64	3.20	3.20
20-249 workers	2.55	-	2.55	2.94	2.74	3.11	2.43	2.54	-	-
250 workers or more	2.67	2.66	2.69	2.60	2.60	-	2.82	2.82	3.15	3.15
Spreaders	1.98	2.08	1.91	1.95	1.91	-	2.06	2.09	-	-
20-249 workers	1.82	-	1.81	1.92	1.85	-	2.02	2.04	-	-
250 workers or more	2.09	2.10	2.06	-	-	-	-	-	-	-
Work distributors	1.69	1.71	1.68	1.87	1.84	1.94	1.82	1.82	1.85	1.85
20-249 workers	1.70	-	1.70	1.95	-	1.94	1.80	1.80	-	-
250 workers or more	1.69	1.71	1.66	-	-	-	1.83	1.83	1.86	1.86
Women										
Folders, garment	1.87	1.90	1.84	1.76	-	1.63	1.95	1.95	-	-
20-249 workers	1.85	-	1.85	1.63	-	1.63	-	-	-	-
Inspectors, final	1.82	1.69	1.93	1.95	1.95	1.92	1.81	1.82	1.93	1.93
20-249 workers	1.93	-	1.96	1.87	1.81	1.92	1.79	1.80	1.71	1.71
250 workers or more	1.74	1.67	1.87	2.07	2.07	-	1.88	1.88	1.94	1.94
Pressers, finish, machine	1.83	1.83	1.83	-	-	-	2.25	2.34	-	-
20-249 workers	1.82	-	1.82	-	-	-	2.17	2.28	-	-
250 workers or more	1.84	1.83	1.84	-	-	-	-	-	-	-
Sewing-machine operators ³	1.79	1.81	1.77	1.84	1.85	1.84	1.83	1.83	1.93	1.93
20-249 workers	1.79	-	1.77	1.83	1.82	1.84	1.78	1.77	1.88	1.86
250 workers or more	1.79	1.81	1.76	1.87	1.87	-	1.93	1.93	1.94	1.94
Dungarees	1.84	1.84	1.84	1.80	1.81	-	1.76	1.78	-	-
20-249 workers	1.84	-	1.84	1.80	1.81	-	1.72	-	-	-
250 workers or more	1.84	1.84	-	-	-	-	-	-	-	-
Washable service apparel	-	-	-	1.85	1.89	1.80	1.66	1.66	1.93	-
20-249 workers	-	-	-	1.79	-	1.80	1.66	1.66	1.93	-
250 workers or more	-	-	-	-	-	-	-	-	-	-
Work pants	1.79	1.79	1.77	1.82	1.82	-	1.84	1.84	1.93	1.93
20-249 workers	1.77	-	1.73	-	-	-	1.85	1.85	-	-
250 workers or more	1.79	1.78	1.83	1.82	1.82	-	-	-	1.94	1.94
Work shirts	1.84	-	1.85	-	-	-	1.97	1.98	-	-
20-249 workers	1.79	-	1.79	-	-	-	1.86	1.87	-	-
250 workers or more	1.88	-	1.90	-	-	-	-	-	-	-
Thread trimmers	1.79	-	1.78	-	-	-	-	-	-	-
20-249 workers	1.72	-	1.72	-	-	-	-	-	-	-
250 workers or more	1.83	-	1.82	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Includes data for regions in addition to those shown separately.

³ Includes data for workers in classifications in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 8. Occupational Averages: By Major Product

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments by major product, United States and selected regions, February 1968)

Sex and occupation	United States ²		Border States		Southeast		Southwest		Middle West		Pacific		United States ²		Southeast									
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings								
	Work pants												Work shirts											
<u>Men</u>																								
Cutters, machine	345	\$2.45	71	\$2.40	102	\$2.22	85	\$2.50	38	\$2.24	35	\$3.17	63	\$2.51	37	\$2.38								
Janitors	238	1.70	29	1.68	92	1.65	74	1.73	20	1.71	11	1.88	55	1.70	35	1.66								
Markers	80	2.35	12	2.38	33	2.14	25	2.58	7	2.44	-	-	27	2.38	16	2.19								
Pressers, finish, machine	346	2.01	100	1.96	140	2.01	78	1.82	-	-	-	-	-	-	-	-								
Repairmen, sewing machine	300	2.62	26	2.33	106	2.49	118	2.74	23	2.60	11	3.15	71	2.51	49	2.46								
Shipping clerks	113	2.06	29	2.04	32	2.09	19	1.98	16	1.76	10	2.71	28	1.95	22	1.90								
Spreaders	186	1.99	22	1.88	73	1.95	63	2.07	14	2.02	-	-	52	1.87	34	1.75								
Stock clerks	119	1.88	-	-	52	1.84	33	1.91	14	1.99	-	-	23	1.85	8	1.70								
Work distributors	487	1.70	60	1.63	195	1.68	141	1.68	41	1.82	26	1.85	84	1.79	63	1.76								
<u>Women</u>																								
Folders, garment	143	1.84	-	-	65	1.76	40	1.95	-	-	-	-	84	1.94	58	1.85								
Repairwomen, garment	141	1.74	14	1.77	29	1.74	62	1.71	-	-	31	1.80	14	1.72	11	1.70								
Inspectors, final	1,110	1.81	143	1.74	371	1.82	392	1.78	64	1.87	94	1.94	359	1.90	216	1.89								
Pressers, finish, hand	56	1.82	-	-	24	1.93	-	-	-	-	-	-	75	1.97	71	1.98								
Pressers, finish, machine	790	1.85	75	2.03	339	1.82	301	1.84	-	-	-	-	65	2.28	24	2.06								
Sewing-machine operators ³	19,508	1.81	2,183	1.81	6,381	1.80	6,699	1.80	1,867	1.85	1,262	1.94	4,731	1.86	3,258	1.84								
Work pants	15,674	1.81	1,791	1.79	5,017	1.80	5,133	1.80	1,679	1.85	1,133	1.93	435	1.83	302	1.80								
Work shirts	1,527	1.81	-	-	736	1.80	551	1.82	-	-	-	-	3,561	1.88	2,467	1.85								
Underpressers, machine	41	1.75	-	-	20	1.65	21	1.85	-	-	-	-	35	1.80	28	1.77								
	United States ²				Border States				Southeast				Southwest				United States ²				Southeast			
	Dungarees												Washable service apparel											
<u>Men</u>																								
Cutters, machine					234	\$2.42	82	\$2.31	60	\$2.32	40	\$2.52	115	\$2.62	22	\$2.15								
Janitors					104	1.68	40	1.64	23	1.63	31	1.69	25	1.81	10	1.71								
Markers					47	2.37	17	2.23	14	2.31	8	2.28	10	2.92	-	-								
Repairmen, sewing machine					185	2.50	60	2.40	59	2.53	45	2.43	41	2.65	21	2.66								
Shipping clerks					73	1.97	46	1.88	21	2.01	-	-	32	2.00	11	2.10								
Spreaders					129	2.07	35	2.15	24	2.07	40	1.93	47	1.79	27	1.78								
Stock clerks					95	1.81	-	-	23	1.85	-	-	22	1.99	9	1.94								
Work distributors					243	1.73	87	1.69	83	1.74	55	1.73	71	1.72	36	1.79								
<u>Women</u>																								
Repairwomen, garment					46	1.79	8	1.71	15	1.71	-	-	-	-	-	-								
Inspectors, final					751	1.86	260	1.83	187	1.94	206	1.87	193	1.79	90	1.74								
Pressers, finish, hand					-	-	-	-	-	-	-	-	21	1.68	14	1.69								
Pressers, finish, machine					123	1.86	-	-	-	-	60	1.81	16	1.94	10	1.64								
Sewing-machine operators ³					10,602	1.83	3,331	1.80	3,009	1.90	2,739	1.79	3,077	1.75	1,273	1.70								
Dungarees					8,959	1.84	2,994	1.80	2,573	1.90	2,185	1.82	-	-	-	-								
Washable service apparel					-	-	-	-	-	-	-	-	2,745	1.76	941	1.71								
Underpressers, machine					78	1.73	42	1.78	-	-	-	-	-	-	-	-								

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to those shown separately.³ Includes data for workers in classifications in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 9. Occupational Earnings: Alabama

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over	
All production workers.....	3,038	\$1.90	21043	235	202	156	136	124	112	110	198	183	129	94	87	51	30	35	26	23	24	13	14	5	-	2	4	2	
Men.....	368	2.09	77	46	29	22	15	13	6	9	21	14	13	5	9	8	4	10	16	10	15	7	6	5	-	2	4	2	
Women.....	2,670	1.87	966	189	173	134	121	111	106	101	177	169	116	89	78	43	26	25	10	13	9	6	8	-	-	-	-	-	
Selected production occupations																													
Assemblers (3 women and 3 men) ² a/.....	6	2.18	2	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	
Cutters, machine (34 men and 1 woman).....	35	2.67	1	1	-	-	-	1	-	1	6	2	-	3	-	1	2	2	-	1	2	3	3	3	-	-	2	1	
Time.....	11	2.19	1	1	-	-	-	1	-	1	4	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	
Incentive.....	24	2.88	-	-	-	-	-	-	-	-	2	2	-	3	-	1	1	2	-	1	2	1	3	3	-	-	2	1	
Folders, garment (11 women and 1 man) ³ b/.....	12	1.80	2	4	-	1	2	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, final.....	105	2.05	29	5	5	4	2	2	2	4	9	12	7	4	7	3	1	3	-	-	-	1	2	1	-	1	-	1	
Women.....	101	2.00	29	5	5	4	2	2	2	4	9	12	7	4	7	3	1	3	-	-	-	-	2	-	-	-	-	-	
Incentive.....	88	2.05	16	5	5	4	2	2	2	4	9	12	7	4	7	3	1	3	-	-	-	2	-	-	-	-	-	-	
Janitors (all time-workers).....	26	1.66	10	7	4	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women.....	8	1.67	2	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men.....	18	1.66	8	5	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Markers ² a/.....	11	1.98	1	4	-	-	-	-	2	-	-	1	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
Men ³ b/.....	6	2.22	-	1	-	-	-	-	1	-	-	1	1	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	
Pressers, finish, machine (men) (all incentive workers).....	8	2.49	1	-	-	-	-	1	-	-	-	1	-	1	-	1	-	-	1	2	-	-	-	-	-	-	-	-	
Repairmen, sewing machine (all men) (all timeworkers).....	37	2.54	-	-	-	-	-	-	3	-	3	5	4	-	2	3	-	4	4	3	2	2	1	1	-	-	-	-	
Sewing-machine operators (all incentive workers) ⁴	2,206	1.88	809	125	154	108	99	100	89	88	142	132	99	81	63	39	16	17	11	12	10	6	6	-	-	-	-	-	
Women.....	2,172	1.87	808	124	150	107	98	99	89	85	136	128	95	79	62	38	15	16	10	12	9	6	6	-	-	-	-	-	
Dungarees (all women).....	436	2.02	90	14	20	16	18	22	28	28	34	32	36	28	26	16	8	4	4	6	4	2	-	-	-	-	-	-	
Overalls and industrial garments (all women).....	436	1.87	163	32	27	31	23	13	11	14	30	19	19	19	9	10	2	9	1	-	-	4	-	-	-	-	-	-	
Work pants.....	750	1.84	294	43	64	31	28	32	33	35	57	45	29	19	16	8	4	2	3	4	3	-	-	-	-	-	-	-	
Women.....	722	1.83	293	42	63	30	27	31	33	32	54	41	25	17	15	7	3	1	2	4	2	-	-	-	-	-	-	-	
Spreaders (all men).....	20	2.06	2	3	5	2	1	-	-	1	1	-	-	-	1	-	-	-	1	-	-	1	1	-	-	1	-	-	
Time.....	12	1.72	2	1	5	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	8	2.57	-	2	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	-	-	1	1	-	-	1	-	-	
Stock clerks (all men) (all timeworkers).....	29	1.70	13	2	4	4	-	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work distributors (all timeworkers).....	73	1.68	29	17	6	11	4	3	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men.....	66	1.67	29	17	5	7	3	2	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected office occupations																													
Clerks, general (all women).....	20	1.75	1	7	2	4	2	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll (all women).....	16	1.79	1	4	1	3	3	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 85 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 44 workers under \$1.60.

³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

⁴ Includes data for workers in classification in addition to those shown separately.

Table 10. Occupational Earnings: California

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70
			and under \$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over
All production workers ..	1,685	\$1.94	211	651	65	80	71	102	77	80	153	93	56	59	46	28	28	18	3	11	10	2	21	-	10	2	2	6
Men	161	2.48	3	13	2	12	3	5	4	2	26	10	4	6	3	3	6	5	2	7	5	2	20	-	9	1	2	6
Women	1,524	1.94	8	638	63	68	68	97	73	78	127	83	52	53	43	25	22	13	1	4	5	-	1	-	1	1	-	-
<u>Selected production occupations</u>																												
Assemblers (all women) ^{2 a/}	7	1.72	-	3	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cutters, machine (all men)	37	3.23	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	7	1	1	17	-	3	-	-	3
Time	26	3.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	17	-	1	-	-	2
Inspectors, final (all women) ^{2 a/}	69	1.94	-	20	2	1	2	4	3	2	19	6	4	5	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Repairmen, sewing machine (all men) (all timeworkers)	9	3.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	2	-	2	-	-	4
Sewing-machine operators (all women) ³	1,167	1.93	-	392	56	60	50	89	68	74	98	74	48	45	42	24	22	12	1	4	5	-	1	-	1	1	-	-
Incentive	1,114	1.93	-	384	56	60	50	77	68	74	86	53	48	45	42	24	22	12	1	4	5	-	1	-	1	1	-	-
Washable service apparel ^{3 a/}	188	1.93	-	47	7	8	10	28	12	10	19	28	-	4	5	3	4	2	-	1	-	-	-	-	-	-	-	-
Work pants (all incentive workers)	941	1.93	-	323	47	50	39	59	54	61	79	44	48	40	37	20	18	10	1	3	5	-	1	-	1	1	-	-
Shipping clerks (all men) (all timeworkers)	11	2.39	-	-	-	-	-	-	-	-	3	-	-	4	-	-	1	3	-	-	-	-	-	-	-	-	-	-
Work distributors (all men) (all time-workers)	25	1.85	-	4	1	7	1	4	1	1	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected office occupations</u>																												
Clerks, general (all women)	19	2.28	-	-	1	1	1	2	1	4	2	-	1	-	-	-	2	-	-	-	-	3	-	-	-	1	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 82 percent of the production workers covered by the study were paid on an incentive basis.
² Includes 5 workers under \$1.60.
³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.
⁴ All workers at \$3.70 to \$3.80.
⁵ Includes data for workers in classification in addition to those shown separately.

Table 11. Occupational Earnings: Georgia

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over		
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60				
All production workers	4,618	\$1.81	1839	356	292	299	390	260	192	149	268	156	115	88	64	44	24	27	9	7	5	3	1	4	3	7	16			
Men	724	2.00	127	86	67	28	70	41	31	17	52	41	34	19	20	19	13	13	5	4	3	3	1	4	3	7	16			
Women	3,894	1.78	1712	270	225	271	320	219	161	132	216	115	81	69	44	25	11	14	4	3	2	-	-	-	-	-	-			
Selected production occupations																														
Assemblers (all timeworkers)	27	1.86	6	4	4	-	1	2	4	-	2	1	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-		
Men	21	1.93	2	2	4	-	1	2	4	-	2	1	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-		
Cutters, machine (all men)	55	2.24	-	-	-	2	1	4	1	-	8	11	7	2	8	6	5	-	-	-	-	-	-	-	-	-	-	-		
Time	38	2.23	-	-	-	2	1	-	1	-	7	11	2	-	8	1	5	-	-	-	-	-	-	-	-	-	-	-		
Incentive	17	2.26	-	-	-	-	-	4	-	-	-	-	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Folders, garment (all women) ³	46	1.77	15	-	1	12	2	9	1	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hand	44	1.77	14	-	1	12	2	9	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	29	1.77	10	-	-	11	1	1	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Garment repairmen (9 women and 2 men) (all time-workers)	11	1.73	2	4	1	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors, final (all women)	249	1.78	121	18	16	12	15	7	3	10	18	9	6	2	5	3	1	2	-	-	1	-	-	-	-	-	-	-		
Time	52	1.65	40	-	-	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	197	1.82	81	18	16	8	11	3	3	10	18	9	6	2	5	3	1	2	-	-	1	-	-	-	-	-	-	-		
Janitors (all timeworkers)	56	1.64	31	15	6	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	21	1.61	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	35	1.66	12	13	6	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Markers (all men)	16	2.37	2	-	-	-	1	-	-	-	1	-	-	4	4	-	-	2	4	2	-	-	-	-	-	-	-	-		
Time	12	2.27	2	-	-	-	1	-	-	-	1	-	-	4	4	-	-	2	4	2	-	-	-	-	-	-	-	-		
Pressers, finish, machine	188	1.84	67	14	10	12	6	10	16	11	14	4	8	5	9	1	1	-	-	-	-	-	-	-	-	-	-	-		
Women ⁴	124	1.80	55	6	7	10	3	6	10	6	9	1	2	3	5	1	-	-	-	-	-	-	-	-	-	-	-	-		
Men	64	1.92	12	8	3	2	3	4	6	5	5	3	6	2	4	-	1	-	-	-	-	-	-	-	-	-	-	-		
Incentive	54	1.96	12	-	3	2	3	4	6	5	3	3	6	2	4	-	1	-	-	-	-	-	-	-	-	-	-	-		
Repairmen, sewing machine (all men) (all time-workers)	57	2.65	-	-	-	-	3	3	1	1	5	6	5	2	-	3	3	7	1	-	-	-	-	-	-	-	-	-		
Sewing-machine operators ³	2,984	1.78	1293	203	166	208	279	175	129	104	164	85	55	52	28	19	10	6	4	2	2	-	-	-	-	-	-	-		
Women	2,975	1.77	1293	201	166	208	279	174	127	104	162	85	55	52	28	17	10	6	4	2	2	-	-	-	-	-	-	-		
Time	38	1.74	-	-	24	2	8	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	2,937	1.78	1293	201	142	206	271	170	127	104	162	85	55	52	28	17	10	6	4	2	2	-	-	-	-	-	-	-		
Dungarees (360 women and 2 men)	362	1.81	142	24	16	26	20	20	30	16	32	8	10	10	4	-	2	2	-	-	-	-	-	-	-	-	-	-		
Incentive	358	1.81	142	22	16	24	20	20	30	16	32	8	10	10	4	-	2	2	-	-	-	-	-	-	-	-	-	-		
Washable service apparel (all women)	654	1.70	412	36	36	38	36	20	10	16	10	24	4	6	-	4	2	-	-	-	-	-	-	-	-	-	-	-		
Incentive	636	1.70	412	36	18	38	36	20	10	16	10	24	4	6	-	4	2	-	-	-	-	-	-	-	-	-	-	-		
Work pants (all incentive workers)	1,327	1.80	548	65	71	78	162	73	59	39	80	47	35	30	18	10	4	2	2	2	2	-	-	-	-	-	-	-		
Women	1,320	1.80	548	65	71	78	162	72	57	39	78	47	35	30	18	8	4	2	2	2	2	-	-	-	-	-	-	-		
Work shirts (all women) (all incentive workers)	347	1.78	98	31	29	51	27	39	15	20	16	6	4	4	6	1	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 11. Occupational Earnings: Georgia—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60			
			and under \$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over			
Selected production occupations—Continued																														
Shipping clerks (all time-workers)	26	\$2.11	-	2	-	-	6	-	2	-	6	2	2	-	4	-	-	-	-	2	-	-	-	-	-	-	-	-		
Men	22	2.16	-	2	-	-	4	-	-	-	6	2	2	-	4	-	-	-	-	2	-	-	-	-	-	-	-	-		
Spreaders (all men)	49	1.95	7	1	4	8	4	3	5	2	1	6	1	2	2	1	-	1	-	-	-	-	1	-	-	-	-	-		
Time	29	1.84	7	1	-	6	4	3	2	-	-	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	20	2.12	-	-	4	2	-	-	3	2	1	2	1	-	2	1	-	1	-	-	-	1	-	-	-	-	-	-		
Stock clerks (all time-workers)	55	1.83	9	6	4	1	16	2	4	1	4	6	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Women	10	1.66	6	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	45	1.87	3	6	2	1	14	2	4	1	4	6	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-		
Thread trimmers (28 women and 2 men)	30	1.68	18	4	1	1	1	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	26	1.66	18	4	1	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Underpressers, hand (all incentive workers)	14	1.93	3	-	-	4	1	-	-	-	3	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	10	1.81	3	-	-	4	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Underpressers, machine (all incentive workers) (6 women and 6 men)	12	1.72	8	-	-	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Watchmen (all men) (all timeworkers)	13	1.68	5	5	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Work distributors (all time-workers)	141	1.69	53	26	31	9	13	4	2	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	33	1.65	12	11	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	108	1.70	41	15	25	5	13	4	2	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Selected office occupations																														
Clerks, general	81	1.89	10	4	8	11	3	12	2	3	15	6	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Women	76	1.88	8	4	8	11	3	12	2	3	13	6	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, payroll (all women)	25	2.00	-	-	2	6	2	1	2	-	2	4	4	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 85 percent of the production workers covered by the study were paid on an incentive basis.² Includes 20 workers under \$1.60.³ Includes data for workers in classification in addition to those shown separately.⁴ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.

Table 12. Occupational Earnings: Indiana

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.60	\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	over		
All production workers	2,163	\$1.93	64	503	120	176	140	107	86	146	92	200	123	94	70	46	30	17	29	15	5	9	10	7	2	2		
Men	242	2.20	-	14	9	22	15	25	15	11	6	15	11	12	9	13	8	7	1	19	7	2	6	9	5	-	1	
Women	1,921	1.89	64	489	111	154	125	82	71	135	86	185	112	82	61	57	38	23	16	10	8	3	3	1	2	2	1	
Selected production occupations																												
Cutters, machine	36	2.62	-	-	-	2	-	-	-	-	1	3	2	3	2	4	3	2	-	4	2	-	3	3	1	-	1	
Men	35	2.63	-	-	-	2	-	-	-	-	1	3	2	3	1	4	3	2	-	4	2	-	3	3	1	-	1	
Incentive	11	2.88	-	-	-	2	-	-	-	-	-	-	1	-	-	-	-	1	-	1	-	-	3	1	1	-	1	
Inspectors, final (all women)	116	2.07	-	17	4	7	5	6	3	2	5	21	6	5	12	3	8	7	3	2	-	-	-	-	-	-	-	
Incentive	115	2.08	-	17	4	6	5	6	3	2	5	21	6	5	12	3	8	7	3	2	-	-	-	-	-	-	-	
Janitors	24	1.78	-	6	6	4	2	1	-	-	-	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women (all timeworkers)	6	1.69	-	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men (all timeworkers)	18	1.81	-	5	3	4	-	1	-	-	-	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Markers (13 men and 2 women) ¹	15	2.78	-	-	-	-	1	1	-	-	-	-	1	1	-	-	1	-	4	-	-	-	4	2	-	-	-	
Repairmen, sewing machine (all men) (all timeworkers)	26	2.70	-	-	-	-	-	-	-	1	1	-	-	1	3	4	1	1	7	3	1	3	-	-	-	-	-	
Sewing-machine operators (all incentive workers) ³	1,431	1.88	-	444	92	129	83	50	58	103	54	123	74	61	45	41	26	13	12	6	8	2	2	1	2	1	1	
Women (all incentive workers)	1,427	1.88	-	443	92	128	83	49	58	103	54	122	74	61	45	41	26	13	12	6	8	2	2	1	2	1	1	
Overalls and industrial garments (all incentive workers)	260	1.85	-	84	17	22	22	6	10	17	12	20	20	14	8	5	1	-	-	1	1	-	-	-	-	-	-	
Women (all incentive workers)	256	1.85	-	83	17	21	22	5	10	17	12	19	20	14	8	5	1	-	-	1	1	-	-	-	-	-	-	
Work pants (all women) (all incentive workers)	380	1.82	-	163	29	22	18	16	18	16	13	30	11	17	8	4	4	3	2	2	1	2	1	-	-	-	-	
Shipping clerks ²	9	2.19	-	-	-	-	-	1	3	-	2	-	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-	
Men	7	2.13	-	-	-	-	-	-	3	-	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	
Spreaders (26 men and 3 women) ²	29	2.00	-	1	-	1	11	1	4	3	2	-	-	1	-	1	3	-	1	-	-	-	-	-	-	-	-	
Stock clerks (33 men and 9 women)	42	1.86	-	1	-	7	3	14	7	1	1	2	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
Time	41	1.86	-	1	-	7	3	14	7	1	-	2	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	
Work distributors	83	1.83	-	1	6	11	20	10	8	7	6	11	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Men	26	1.85	-	-	4	5	6	6	1	-	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Time	25	1.82	-	-	4	5	6	6	1	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected office occupations																												
Clerks, general (all women)	45	2.10	-	2	-	-	-	1	7	2	9	7	5	2	-	3	4	-	-	1	1	1	-	-	-	-	-	
Clerks, payroll (all women)	7	2.04	-	-	-	-	-	-	2	2	-	-	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 79 percent of the production workers covered by the study were paid on an incentive basis.

² Insufficient data to warrant publication of separate averages by method of wage payment; predominantly timeworkers.

³ Includes data for workers in classification in addition to those shown separately.

Table 13. Occupational Earnings: Kentucky

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																				and over			
			Under \$1.60	\$1.60 and under \$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10		\$3.20	\$3.30	
All production workers	4,785	\$1.81	133	1471	459	347	389	384	321	209	220	292	175	125	95	58	35	31	11	12	4	7	4	2	1	
Men	537	1.98	1	99	35	35	33	42	32	16	21	55	17	22	43	35	18	17	6	3	2	1	1	2	1	
Women	4,248	1.78	132	1372	424	312	356	342	289	193	199	237	158	103	52	23	17	14	5	9	2	6	3	-	-	
Selected production occupations																										
Cutters, machine (all men)	80	2.21	-	2	-	2	3	4	1	3	3	10	1	5	26	8	4	8	-	-	-	-	-	-	-	-
Time	61	2.24	-	-	-	2	-	4	1	3	-	8	-	5	22	7	3	6	-	-	-	-	-	-	-	-
Incentive	19	2.13	-	2	-	-	3	-	-	-	3	2	1	-	4	1	1	2	-	-	-	-	-	-	-	-
Folders, garment (10 women and 2 men) ²	12	1.92	-	-	4	-	-	2	-	1	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	
Incentive	11	1.93	-	-	4	-	-	1	-	1	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	
Hand (10 women and 1 man) (all incentive workers)	11	1.93	-	-	4	-	-	1	-	1	-	2	2	-	1	-	-	-	-	-	-	-	-	-	-	
Garment repairmen (all women) ³	9	1.73	-	2	-	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors, final (all women)	258	1.79	-	65	35	28	32	27	16	10	9	22	11	-	1	-	-	-	-	2	-	-	-	-	-	
Incentive	253	1.79	-	65	34	26	31	27	16	10	9	22	10	-	1	-	-	-	-	2	-	-	-	-	-	
Janitors	57	1.64	-	41	3	9	1	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women (all timeworkers)	8	1.61	-	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men (all timeworkers)	49	1.64	-	35	1	9	1	1	-	1	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	
Markers	20	2.21	-	-	-	-	-	1	-	1	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	
Men ²	19	2.23	-	-	-	-	-	1	2	1	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	
Pressers, finish, machine	119	2.01	-	32	9	6	3	3	8	3	5	10	5	4	3	4	4	6	2	4	4	2	1	-	-	
Women (all incentive workers)	80	2.00	-	22	9	6	2	1	4	3	2	5	1	3	6	2	3	4	1	4	-	2	-	-	-	
Men	39	2.03	-	10	-	-	1	2	4	-	3	5	4	1	2	1	2	1	1	-	-	-	-	1	-	
Time	24	1.98	-	9	-	-	1	2	3	-	3	2	7	3	15	8	5	5	3	1	-	-	1	1	1	
Time	56	2.44	-	-	-	-	-	2	-	1	-	3	2	7	3	15	8	5	5	3	1	-	-	1	1	
Repairmen, sewing machine (all men)	58	2.47	-	-	-	-	-	2	-	1	-	3	2	7	3	15	8	5	5	3	1	-	-	1	1	
Time	56	2.44	-	-	-	-	-	2	-	1	-	3	2	7	3	15	8	5	5	3	1	-	-	1	1	
Sewing-machine operators ²	3,598	1.79	16	1225	355	256	295	296	243	170	187	205	148	99	44	20	14	10	4	3	2	3	3	-	-	
Women	3,581	1.79	16	1225	355	256	295	293	243	167	184	202	143	99	44	20	14	10	4	3	2	3	3	-	-	
Incentive	3,566	1.79	16	1210	355	256	295	293	243	167	184	202	143	99	44	20	14	10	4	3	2	3	3	-	-	
Dungarees (all women) (all incentive workers)	1,824	1.78	12	666	168	118	151	184	119	81	75	105	67	53	10	4	5	4	2	-	-	-	-	-	-	
Work pants	865	1.83	2	275	57	56	74	57	50	54	59	72	55	15	18	6	3	3	-	3	-	3	3	-	-	
Women (all incentive workers)	848	1.82	2	275	57	56	74	54	50	51	56	69	50	15	18	6	3	3	-	3	-	3	3	-	-	
Shipping clerks	48	1.92	-	3	5	2	10	5	6	-	1	9	-	1	3	-	1	-	-	-	1	1	-	-	-	
Men (all timeworkers)	44	1.93	-	3	4	1	10	5	5	-	1	8	-	1	3	-	1	-	-	-	1	1	-	-	-	
Spreaders (all men)	40	2.01	-	4	1	1	-	-	4	-	4	16	-	2	5	3	-	-	-	-	-	-	-	-	-	
Incentive	12	1.98	-	2	-	-	-	-	3	-	4	-	-	1	-	2	-	-	-	-	-	-	-	-	-	
Underpressers, machine	31	1.89	-	6	2	1	4	1	2	7	1	2	-	3	-	2	-	-	-	-	-	-	-	-	-	
Men	11	2.08	-	-	-	-	2	-	-	4	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	
Incentive	7	2.19	-	-	-	-	2	-	-	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	
Work distributors	92	1.70	-	38	20	7	9	5	9	1	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	
Women (all timeworkers)	8	1.89	-	2	1	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	
Men (all timeworkers)	84	1.69	-	36	19	7	6	5	8	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Selected office occupations																										
Clerks, general	58	1.74	-	11	6	13	16	2	5	-	2	-	3	-	-	-	-	-	-	-	-	-	-	-	-	
Women	54	1.72	-	11	6	13	15	2	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll (all women)	36	1.84	-	2	2	8	7	5	-	3	2	1	2	4	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 86 percent of the production workers covered by the study were paid on an incentive basis.² Includes data for workers in classification in addition to those shown separately.³ Insufficient data to warrant publication of separate averages by method of wage payment; predominantly timeworkers.

Table 14. Occupational Earnings: Mississippi

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			and																											
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	and over		
All production workers-----	4,937	\$1.83	1834	432	321	312	284	271	177	212	318	230	177	126	78	48	29	26	15	11	9	7	3	8	1	3	5			
Men-----	505	2.01	90	48	44	33	42	22	18	9	40	32	24	12	12	13	13	12	11	5	6	5	3	1	2	5				
Women-----	4,432	1.81	1744	384	277	279	242	249	159	203	278	198	153	114	66	35	16	14	4	6	3	2	-	5	-	1	-			
<u>Selected production occupations</u>																														
Assemblers-----	25	1.82	9	3	-	-	4	2	2	-	2	1	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-			
Men-----	11	1.99	1	2	-	-	2	1	-	-	2	1	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-			
Time-----	7	1.79	1	2	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Cutters, machine-----	62	2.26	1	4	2	6	8	1	3	-	3	4	7	1	1	3	2	3	4	3	1	2	-	1	1	-	1			
Men-----	48	2.41	1	-	-	2	4	1	3	-	3	4	7	1	1	3	2	3	4	3	1	2	-	1	1	-	1			
Time-----	20	2.16	1	-	-	2	2	1	1	-	1	-	7	-	-	1	2	-	2	-	-	-	-	-	-	-	-			
Incentive-----	28	2.59	-	-	-	-	2	-	2	-	2	4	-	1	1	2	-	3	2	3	1	2	-	1	1	-	1			
Folders, garment (41 women and 1 man) ³ -----	42	1.75	15	16	1	-	1	-	-	5	2	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-			
Incentive-----	25	1.81	11	4	-	-	1	-	-	5	2	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-			
Hand (30 women and 1 man)-----	31	1.71	9	14	1	-	1	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Incentive-----	14	1.80	5	2	-	-	1	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Garment repairmen (29 women and 1 man) (all timeworkers)-----	30	1.70	12	3	5	7	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Inspectors, final-----	235	1.84	69	35	17	7	10	16	8	17	21	11	5	5	4	5	1	2	-	1	-	-	-	-	-	-	-			
Women-----	222	1.85	69	23	17	7	10	16	8	17	21	11	4	5	4	5	1	2	-	1	-	-	-	-	-	-	-			
Incentive-----	209	1.86	66	23	9	7	10	16	8	17	21	11	2	5	4	5	1	2	-	1	-	-	-	-	-	-	-			
Janitors (all timeworkers)-----	42	1.65	30	1	2	6	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Men-----	12	1.62	10	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Markers-----	30	1.66	20	-	2	5	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Women (all time-workers)-----	22	2.12	-	3	-	-	-	1	-	1	3	7	2	1	1	1	2	-	-	-	-	-	-	-	-	-	-			
Men-----	9	1.92	-	3	-	-	-	1	-	-	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Time-----	13	2.27	-	-	-	-	-	-	-	1	1	5	1	1	1	1	2	-	-	-	-	-	-	-	-	-	-			
Incentive-----	8	2.25	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
Pressers, finish, hand (all women) (all incentive workers)-----	72	1.98	13	5	3	7	1	5	2	3	1	11	8	8	4	-	1	-	-	-	-	-	-	-	-	-	-			
Pressers, finish, machine-----	102	1.98	12	10	4	14	10	5	7	4	6	4	2	5	5	8	1	3	2	-	-	-	-	-	-	-	-			
Women (all incentive workers)-----	61	1.88	9	7	2	7	7	4	6	4	5	3	1	3	1	2	-	-	-	-	-	-	-	-	-	-	-			
Repairmen, sewing machine (all men) (all time-workers)-----	63	2.54	-	-	-	-	1	1	3	7	7	5	5	4	2	4	3	4	2	5	3	3	2	-	2	-	-			
Sewing-machine operators ³ -----	3,594	1.80	1475	297	221	231	183	195	137	153	235	145	123	83	48	24	14	11	4	5	3	1	-	5	-	1	-			
Women-----	3,583	1.80	1472	293	221	231	183	195	137	153	231	145	123	83	48	24	14	11	4	5	3	1	-	5	-	1	-			
Incentive-----	3,548	1.81	1437	293	221	231	183	195	137	153	231	145	123	83	48	24	14	11	4	5	3	1	-	5	-	1	-			
Work pants (1,102 women and 2 men) (all incentive workers)-----	1,104	1.78	523	88	63	59	42	66	37	38	67	44	30	24	8	6	4	1	-	-	3	1	-	-	-	-	-			
Work shirts (1,557 women and 1 man)-----	1,558	1.84	536	130	102	93	95	85	72	86	109	72	67	42	31	13	4	10	4	1	-	-	-	5	-	1	-			
Incentive-----	1,541	1.84	519	130	102	93	95	85	72	86	109	72	67	42	31	13	4	10	4	1	-	-	-	5	-	1	-			

See footnotes at end of table.

Table 14. Occupational Earnings: Mississippi—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60 and over		
Selected production occupations—Continued																													
Shipping clerks (all men) (all timeworkers)-----	23	\$1.98	2	3	1	-	1	3	3	1	-	3	3	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Spreaders-----	39	1.88	9	2	5	-	7	1	4	-	2	3	3	1	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Men-----	31	1.85	9	-	4	-	6	1	4	-	2	1	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Time-----	22	1.73	9	-	3	-	5	1	2	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Incentive-----	9	2.12	-	-	1	-	1	-	2	-	-	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stock clerks (all time-workers)-----	13	2.02	2	-	-	-	1	-	-	2	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men-----	10	2.05	2	-	-	-	-	-	-	-	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Thread trimmers (all women) ⁴ -----	73	1.83	15	5	8	6	15	4	1	4	8	3	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Underpressers, hand (all incentive workers)-----	23	1.79	7	4	1	5	-	-	-	2	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women-----	12	1.72	7	2	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Underpressers, machine (20 women and 2 men) (all incentive workers)-----	22	1.69	13	2	3	-	1	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Watchmen (all men) (all timeworkers)-----	17	1.64	11	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work distributors-----	102	1.75	16	21	28	1	17	4	4	2	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women (all time-workers)-----	26	1.72	5	9	3	-	7	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men-----	76	1.76	11	12	25	1	10	4	4	-	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time-----	72	1.74	11	12	25	1	10	4	4	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected office occupations																													
Clerks, general (33 women and 1 man)-----	34	1.89	2	4	6	1	3	2	6	1	3	-	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll (all women)-----	20	1.96	-	3	1	-	-	5	3	-	1	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 85 percent of the production workers covered were paid on an incentive basis.² Includes 28 workers under \$1.60.³ Includes data for workers in classification in addition to those shown separately.⁴ Insufficient data to warrant presentation of separate averages by method of wage payment; predominantly incentive workers.

Table 15. Occupational Earnings: Missouri

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.60	\$1.60 and under \$1.65	\$1.65 and under \$1.70	\$1.70 and under \$1.75	\$1.75 and under \$1.80	\$1.80 and under \$1.85	\$1.85 and under \$1.90	\$1.90 and under \$1.95	\$1.95 and under \$2.00	\$2.00 and under \$2.10	\$2.10 and under \$2.20	\$2.20 and under \$2.30	\$2.30 and under \$2.40	\$2.40 and under \$2.50	\$2.50 and under \$2.60	\$2.60 and under \$2.70	\$2.70 and under \$2.80	\$2.80 and under \$2.90	\$2.90 and under \$3.00	\$3.00 and under \$3.10	\$3.10 and under \$3.20	\$3.20 and under \$3.30	\$3.30 and under \$3.40	\$3.40 and under \$3.50	\$3.50 and under \$3.60	\$3.60 and over
All production workers.....	4,921	\$1.85	35	1742	291	351	425	346	258	204	162	241	183	137	160	99	82	55	41	28	24	19	9	9	1	6	5	8
Men.....	561	2.10	-	58	11	36	36	65	31	21	19	50	32	30	48	23	27	22	11	9	6	9	4	5	-	3	2	3
Women.....	4,360	1.82	35	1684	280	315	389	281	227	183	143	191	151	107	112	76	55	33	30	19	18	10	5	4	1	3	3	5
Selected production occupations																												
Cutters, machine.....	98	2.29	-	2	2	3	5	3	1	2	2	1	6	11	37	7	8	-	2	-	-	2	1	1	-	1	-	1
Men.....	88	2.32	-	2	2	3	3	2	-	-	2	1	4	11	35	7	8	-	2	-	-	2	1	1	-	1	-	1
Incentive.....	36	2.35	-	2	2	1	1	-	-	-	2	1	4	7	3	3	2	-	2	-	-	2	1	1	-	1	-	1
Folders, garment (all women) (all incentive workers) ²	34	1.95	-	9	3	-	1	5	1	5	1	1	-	-	3	-	2	2	-	-	-	1	-	-	-	-	-	-
Hand.....	28	1.92	-	8	3	-	-	5	-	4	1	1	-	-	2	-	2	2	-	-	-	-	-	-	-	-	-	-
Inspectors, final.....	172	1.85	-	44	14	21	29	5	11	6	4	11	4	6	3	5	4	1	-	2	2	-	-	-	-	-	-	-
Women.....	171	1.85	-	43	14	21	29	5	11	6	4	11	4	6	3	5	4	1	-	2	2	-	-	-	-	-	-	-
Incentive.....	143	1.88	-	41	12	11	15	5	11	6	4	11	4	6	3	5	4	1	-	2	2	-	-	-	-	-	-	-
Janitors.....	43	1.73	-	11	6	4	3	17	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men (all timeworkers).....	42	1.74	-	10	6	4	3	17	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Markers (all men).....	16	2.56	-	-	-	-	-	-	-	-	-	-	3	-	-	3	-	7	-	-	2	1	-	-	-	-	-	-
Time.....	13	2.65	-	-	-	-	-	-	-	-	-	-	-	-	3	-	7	-	-	2	1	-	-	-	-	-	-	-
Pressers, finish, hand.....	12	1.78	-	3	-	-	2	2	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women (all incentive workers).....	10	1.80	-	2	-	-	2	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pressers, finish, machine.....	61	2.34	-	-	4	6	-	2	2	-	4	8	6	3	2	5	4	3	2	5	-	1	-	-	-	2	-	2
Women (all incentive workers).....	43	2.28	-	-	2	6	-	2	2	-	2	4	4	-	3	2	5	2	1	2	5	-	1	-	-	-	-	-
Men (all incentive workers).....	18	2.49	-	-	2	-	-	-	-	-	2	4	2	-	-	-	2	2	-	-	-	-	-	-	-	2	-	2
Repairmen, sewing machine (all men) (all time-workers).....	53	2.55	-	-	-	-	2	2	-	2	-	-	4	2	2	11	6	3	3	3	3	5	2	3	-	-	-	-
Sewing-machine operators ²	3,785	1.82	-	1560	233	256	322	201	203	157	132	166	138	99	97	70	42	33	30	14	11	5	4	1	1	3	3	4
Women.....	3,754	1.81	-	1558	233	254	322	199	201	154	132	164	138	98	96	68	36	27	29	14	10	5	4	1	1	3	3	4
Incentive.....	3,642	1.82	-	1542	225	234	254	199	201	154	132	164	138	98	96	68	36	27	29	14	10	5	4	1	1	3	3	4
Work pants.....	1,825	1.85	-	647	118	129	126	118	113	89	80	90	78	57	59	33	29	18	15	6	9	4	2	-	-	3	1	1
Women.....	1,794	1.84	-	645	118	127	126	116	111	86	80	88	78	56	58	31	23	12	14	6	8	4	2	-	-	3	1	1
Incentive.....	1,792	1.84	-	645	118	127	124	116	111	86	80	88	78	56	58	31	23	12	14	6	8	4	2	-	-	3	1	1
Work shirts (all women).....	580	1.97	-	133	31	35	55	29	32	38	24	38	33	25	29	22	11	15	12	6	2	1	2	1	1	-	2	3
Incentive.....	576	1.97	-	133	31	35	51	29	32	38	24	38	33	25	29	22	11	15	12	6	2	1	2	1	1	-	2	3
Shipping clerks (all men) (all timeworkers).....	29	1.82	-	2	2	6	4	7	-	-	2	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Spreaders (all men) ⁴ /.....	22	2.13	-	-	-	-	-	10	-	-	-	4	2	-	2	1	2	-	-	-	-	-	-	-	1	-	-	-
Stock clerks (all men).....	22	2.11	-	-	-	-	-	2	8	-	-	2	1	4	1	-	3	1	-	-	-	-	-	-	-	-	-	-
Time.....	20	2.08	-	-	-	-	-	2	8	-	-	1	1	4	1	-	3	-	-	-	-	-	-	-	-	-	-	-
Work distributors.....	79	1.82	-	4	3	4	18	26	5	7	3	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women ⁴ /.....	25	1.78	-	-	2	-	6	16	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	54	1.83	-	4	1	4	12	10	5	6	3	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time.....	44	1.82	-	3	1	4	8	10	5	6	-	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations																												
Clerks, general.....	47	1.85	-	7	7	6	3	6	4	3	-	2	3	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	45	1.85	-	6	7	5	3	6	4	3	-	2	3	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll (all women).....	26	1.97	-	-	-	2	-	3	2	7	-	7	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 86 percent of the production workers covered by the study were paid on an incentive basis.

² Includes data for workers in classification in addition to those shown separately.

³ All workers were at \$3.70 to \$3.80.

⁴ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 16. Occupational Earnings: North Carolina

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			Under \$1.60	\$1.60 and under \$1.65	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.40 and over			
All production workers -----	1,616	\$1.78	53	753	60	151	82	74	71	53	46	71	67	35	32	25	25	4	1	6	3	-	-	-	-	-	1	3		
Men -----	226	1.97	2	46	6	24	13	13	13	13	10	19	11	16	12	6	7	1	1	6	3	-	-	-	-	-	1	3		
Women -----	1,390	1.74	51	707	54	127	69	61	58	40	36	52	56	19	20	19	18	3	-	-	-	-	-	-	-	-	-	-		
<u>Selected production occupations</u>																														
Cutters, machine (all men) -----	32	2.14	-	2	-	2	2	5	-	2	-	7	-	4	3	-	2	-	-	-	-	-	-	-	-	-	1	2		
Time -----	21	2.29	-	-	-	2	-	-	-	2	-	7	-	4	1	-	2	-	-	-	-	-	-	-	-	-	1	2		
Inspectors, final -----	80	1.72	-	46	6	4	6	3	2	1	4	4	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-		
Women -----	79	1.72	-	46	6	4	6	3	2	-	4	4	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	71	1.73	-	38	6	4	6	3	2	-	4	4	1	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-		
Janitors -----	26	1.66	-	13	5	5	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women (all timeworkers) -----	7	1.68	-	2	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men (all timeworkers) -----	19	1.65	-	11	1	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Repairmen, sewing machine (all men) (all timeworkers) -----	25	2.44	-	-	-	-	-	-	-	1	3	1	3	2	5	2	1	-	5	2	-	-	-	-	-	-	-	-		
Sewing-machine operators ² -----	1,107	1.75	-	613	38	94	56	41	53	34	32	37	50	14	13	14	15	3	-	-	-	-	-	-	-	-	-	-		
Women -----	1,098	1.75	-	613	38	94	56	41	50	31	29	37	50	14	13	14	15	3	-	-	-	-	-	-	-	-	-	-		
Incentive -----	900	1.78	-	415	38	94	56	41	50	31	29	37	50	14	13	14	15	3	-	-	-	-	-	-	-	-	-	-		
Dungarees (all women) -----	654	1.69	-	419	31	49	31	22	23	17	14	22	16	4	2	3	1	-	-	-	-	-	-	-	-	-	-	-		
Incentive -----	456	1.74	-	221	31	49	31	22	23	17	14	22	16	4	2	3	1	-	-	-	-	-	-	-	-	-	-	-		
Shipping clerks -----	41	1.86	-	4	1	12	2	3	8	-	1	1	5	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
Men (all timeworkers) -----	30	1.93	-	1	-	7	-	3	8	-	1	1	5	2	-	1	-	1	-	-	-	-	-	-	-	-	-	-		
Spreaders (all men) -----	16	1.99	-	5	-	-	4	1	-	-	-	1	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	1		
Time -----	8	2.16	-	-	-	-	4	-	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1		
Stock clerks (all men) (all time-workers) -----	10	1.79	-	3	-	2	-	2	-	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Work distributors -----	27	1.79	-	2	3	11	1	-	1	4	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women (all timeworkers) -----	8	1.70	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men (all timeworkers) -----	19	1.83	-	2	3	3	1	-	1	4	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
<u>Selected office occupations</u>																														
Clerks, general (all women) -----	21	1.75	-	9	3	1	-	-	1	1	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Clerks, payroll (all women) -----	16	1.94	-	-	2	2	-	2	-	5	1	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-		

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 69 percent of the production workers covered by the study were paid on an incentive basis.
² Includes data for workers in classification in addition to those shown separately.

Table 17. Occupational Earnings: Pennsylvania

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.60	\$1.60 and under \$1.65	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60
			and over																									
All production workers—	1,608	\$1.91	18	341	171	115	195	78	78	60	55	140	76	80	50	40	33	21	11	9	12	4	5	2	-	4	-	10
Men	248	2.25	-	17	10	3	29	6	11	3	7	44	16	9	14	5	15	15	5	5	10	4	4	2	-	4	-	10
Women	1,360	1.84	18	324	161	112	166	72	67	57	48	96	60	71	36	35	18	6	6	4	2	-	1	-	-	-	-	-
<u>Selected production occupations</u>																												
Cutters, machine (all men)	27	2.80	-	-	-	-	-	-	-	-	-	-	1	1	-	1	6	7	1	2	-	2	1	1	-	3	-	1
Time	22	2.79	-	-	-	-	-	-	-	-	-	-	1	1	-	-	6	6	-	2	-	2	1	1	-	2	-	1
Inspectors, final	28	1.73	-	10	-	-	15	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	25	1.69	-	10	-	-	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time	13	1.70	-	4	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pressers, finish, hand (all women) ^{2a/}	8	1.68	-	2	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pressers, finish, machine (26 women and 14 men) ^{2b/}	40	2.19	-	-	2	2	8	3	3	1	2	3	1	-	2	1	-	2	2	1	6	1	-	-	-	-	-	-
Repairmen, sewing machine (all men) (all timeworkers)	13	2.93	-	-	-	-	-	-	1	-	-	-	-	-	-	2	-	-	1	2	2	-	3	1	-	-	-	1
Sewing-machine operators ^{3/}	1,168	1.86	-	279	145	95	117	62	49	55	40	99	59	66	30	31	24	5	6	4	2	-	-	-	-	-	-	-
Women	1,142	1.86	-	273	145	95	117	62	49	53	40	87	59	66	30	31	18	5	6	4	2	-	-	-	-	-	-	-
Time	156	1.69	-	18	76	22	32	2	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
Incentive	986	1.89	-	255	69	73	85	60	47	53	38	87	59	66	30	31	16	5	6	4	2	-	-	-	-	-	-	-
Dungarees	316	1.96	-	78	24	10	34	8	4	14	8	42	18	22	8	16	16	4	4	4	2	-	-	-	-	-	-	-
Women ^{2b/}	292	1.95	-	72	24	10	34	8	4	14	8	30	18	22	8	16	10	4	4	4	2	-	-	-	-	-	-	-
Work pants (all women) ^{2b/}	426	1.80	-	124	70	31	35	26	13	20	23	34	25	13	8	2	2	-	-	-	-	-	-	-	-	-	-	-
Spreaders	16	2.19	-	-	-	-	-	1	1	-	-	3	4	2	2	2	-	-	1	-	-	-	-	-	-	-	-	-
Men	14	2.18	-	-	-	-	-	1	1	-	-	3	4	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Time	12	2.22	-	-	-	-	-	1	-	-	-	2	4	2	-	2	-	-	1	-	-	-	-	-	-	-	-	-
Thread trimmers (all women)	47	1.71	-	26	6	5	3	2	-	2	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Incentive	29	1.75	-	14	2	5	1	2	-	2	-	-	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Watchmen (all men) (all timeworkers)	7	1.86	-	5	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Work distributors	27	1.77	-	2	5	1	13	-	-	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men (all timeworkers)	24	1.78	-	2	5	1	10	-	-	-	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<u>Selected office occupations</u>																												
Clerks, general (all women)	15	1.95	-	-	4	1	-	-	3	-	-	1	2	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll (5 women and 1 man)	6	2.11	-	-	-	-	1	-	-	-	1	1	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 70 percent of the production workers covered by the study were paid on an incentive basis.

² Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

³ Includes data for workers in classification in addition to those shown separately.

Table 18. Occupational Earnings: Tennessee

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																								
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60			
			and under	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	and	over		
All production workers	8,334	\$1.84	2414	1167	690	690	474	376	336	309	520	349	310	176	142	114	72	68	31	27	36	21	9	3			
Men	1,161	1.90	258	103	134	103	78	66	47	47	62	64	58	30	34	19	14	14	3	2	13	7	3	2			
Women	7,173	1.83	2156	1064	556	587	396	310	289	262	458	285	252	146	108	95	58	54	28	25	23	14	6	1			
Selected production occupations																											
Assemblers	46	1.81	10	7	6	2	7	2	5	2	-	1	-	1	1	-	2	-	-	-	-	-	-	-	-		
Women ² a/	13	1.81	1	-	3	2	2	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	33	1.82	9	7	3	-	5	2	2	-	-	1	-	1	1	-	2	-	-	-	-	-	-	-	-		
Time	27	1.70	9	7	3	-	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	6	2.34	-	-	-	-	-	1	-	-	-	1	-	1	1	-	2	-	-	-	-	-	-	-	-		
Cutters, machine (all men)	97	2.09	3	-	5	4	3	22	5	8	16	20	4	2	2	2	-	-	-	-	-	2	-	-	1		
Time	78	2.03	3	-	5	3	3	22	3	7	14	15	2	-	-	-	-	-	-	-	-	-	-	-	1		
Incentive	19	2.32	-	-	-	1	-	-	2	1	2	5	2	2	2	2	-	-	-	-	2	-	-	-	-		
Folders, garment ⁴	88	1.83	27	14	2	2	7	5	3	6	7	9	2	2	1	-	1	-	-	-	-	-	-	-	-		
Women	73	1.86	15	14	2	2	7	5	3	6	6	8	2	2	2	-	1	-	-	-	-	-	-	-	-		
Incentive	65	1.88	10	11	2	2	7	5	3	6	6	8	2	2	-	-	1	-	-	-	-	-	-	-	-		
Hand ³ b/	63	1.84	23	6	2	-	6	3	1	5	4	8	2	2	1	-	-	-	-	-	-	-	-	-	-		
Women	51	1.86	14	6	2	-	6	3	1	5	3	7	2	2	-	-	-	-	-	-	-	-	-	-	-		
Garment repairmen (16 women and 1 man) (all timeworkers)	17	1.74	-	1	12	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors, final (307 women and 3 men)	310	1.89	89	49	10	31	8	7	17	15	16	15	17	6	11	8	3	2	-	-	-	6	-	-	-		
Time	12	1.67	7	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	298	1.90	82	49	7	31	6	7	17	15	16	15	17	6	11	8	3	2	-	-	-	6	-	-	-		
Janitors (all timeworkers)	86	1.66	53	13	5	7	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Women	15	1.66	10	2	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	71	1.65	43	11	4	7	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Markers	51	2.05	2	-	1	4	1	6	4	3	3	13	11	-	1	2	-	-	-	-	-	-	-	-	-		
Women	13	1.85	2	-	4	-	3	1	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Time	8	1.84	-	-	4	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Men	38	2.12	-	-	1	-	1	3	3	3	1	13	10	-	1	2	-	-	-	-	-	-	-	-	-		
Time	32	2.12	-	-	1	-	1	3	3	2	-	11	8	-	1	2	-	-	-	-	-	-	-	-	-		
Incentive	6	2.13	-	-	-	-	-	-	-	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-		
Pressers, finish, machine (all incentive workers)	305	1.96	82	28	20	17	9	25	7	6	14	19	22	9	11	10	10	6	2	2	4	2	-	-	-		
Women	143	1.82	44	22	14	12	4	12	7	4	2	1	10	3	3	1	2	-	-	2	-	-	-	-	-		
Men	162	2.08	38	6	6	5	5	13	-	2	12	18	12	6	8	9	8	6	2	-	4	2	-	-	-		
Repairmen, sewing machine (all men) (all timeworkers)	80	2.44	-	-	3	-	1	5	-	-	10	9	5	10	11	3	-	7	1	1	6	5	3	-	-		
Sewing-machine operators ⁴	5,754	1.84	1651	873	458	450	301	250	233	203	386	245	214	134	94	85	42	50	28	22	21	8	5	1	-		
Women	5,725	1.84	1641	871	458	448	301	248	233	202	380	245	212	132	92	85	42	50	28	22	21	8	5	1	-		
Incentive	5,626	1.85	1635	850	440	406	298	248	227	202	380	242	212	132	92	85	42	50	28	22	21	8	5	1	-		
Dungarees (all women)	1,122	1.95	243	101	86	106	47	36	59	41	92	58	59	35	46	26	19	30	9	9	10	8	2	-	-		
Incentive	1,023	1.98	237	80	68	64	44	36	53	41	92	55	59	35	46	26	19	30	9	9	10	8	2	-	-		
Overalls and industrial garments (all incentive workers)	1,374	1.84	479	66	131	122	57	75	60	60	119	53	50	36	8	30	6	6	8	4	4	-	-	-	-		
Women	1,352	1.84	473	64	131	122	57	73	60	60	113	53	48	34	6	30	6	6	8	4	4	-	-	-	-		
Work pants (2,087 women and 4 men) (all incentive workers)	2,091	1.78	682	483	159	155	123	72	50	60	78	69	51	36	23	14	13	8	6	6	2	-	1	-	-		
Work shirts (all women) (all incentive workers)	976	1.85	229	191	65	61	59	50	53	38	70	56	39	24	14	11	3	2	3	1	5	-	1	1	-		

See footnotes at end of table.

Table 18. Occupational Earnings: Tennessee—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																							
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60 and over		
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.20	\$3.40	\$3.60	over		
Selected production occupations—Continued																										
Spreaders	66	\$1.84	5	-	12	13	16	5	3	1	4	4	-	2	-	-	-	1	-	-	-	-	-	-	-	-
Men	61	1.82	5	-	10	13	16	5	3	1	4	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Time	47	1.79	5	-	9	10	13	4	1	-	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	14	1.91	-	-	1	3	3	1	2	1	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Stock clerks (all timeworkers)	13	1.71	-	3	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	9	1.70	-	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underpressers, hand (17 women and 12 men) (all incentive workers)	29	1.79	6	15	1	-	1	2	1	-	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	-
Underpressers, machine (27 women and 2 men)	29	1.65	15	5	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	26	1.64	15	5	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen (all men) (all timeworkers)	11	1.71	3	5	-	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work distributors (all timeworkers)	211	1.70	54	49	39	39	16	9	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women	34	1.64	11	19	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men	177	1.71	43	30	36	39	15	9	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations																										
Clerks, general (all women)	71	1.95	-	4	5	4	7	13	10	5	12	4	4	-	-	-	-	-	-	-	3	-	-	-	-	-
Clerks, payroll (all women)	37	1.93	-	-	3	3	4	5	-	5	14	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Stenographers, general (all women)	8	2.20	-	-	-	-	-	-	-	-	4	-	-	-	2	1	-	-	-	1	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 80 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 28 workers under \$1.60.

³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

⁴ Includes data for workers in classification in addition to those shown separately.

Table 19. Occupational Earnings: Texas

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																											
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70		
			and under \$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	and over		
All production workers	10,207	\$1.83	2,421	576	719	705	653	446	436	313	569	473	261	176	106	61	78	77	26	27	15	18	9	14	3	9	15			
Men	1,378	1.94	475	76	133	77	97	50	54	27	52	46	35	22	24	42	28	30	34	7	15	13	7	4	3	3	11			
Women	8,829	1.81	3735	500	586	628	556	396	382	286	517	427	226	190	152	64	33	48	43	19	12	2	5	2	10	6	4			
Selected production occupations																														
Assemblers	27	1.74	21	-	-	1	-	1	-	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-		
Men ^a	18	1.80	13	-	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Cutters, machine	111	2.39	-	5	-	-	13	4	3	2	16	4	-	10	6	7	12	8	5	3	2	2	4	2	-	1	-	2		
Men	104	2.43	-	-	-	-	13	4	3	2	16	4	-	8	6	7	12	8	5	3	2	2	4	2	-	1	-	2		
Time	36	2.04	-	-	-	-	13	4	2	1	10	-	-	1	-	2	-	-	1	-	2	-	-	-	-	-	-	-		
Incentive	68	2.64	-	-	-	-	-	-	1	1	6	4	-	7	6	5	12	8	5	2	2	-	4	2	-	1	-	2		
Folders, garment ⁴	63	1.79	29	10	2	-	3	4	3	-	3	3	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-		
Women	54	1.81	28	4	-	-	3	4	3	-	3	3	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-		
Incentive	46	1.85	20	4	-	-	3	4	3	-	3	3	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-		
Men ^b	9	1.67	1	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hand	58	1.80	29	7	-	-	3	4	3	-	3	3	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-		
Women	54	1.81	28	4	-	-	3	4	3	-	3	3	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-		
Incentive	46	1.85	20	4	-	-	3	4	3	-	3	3	1	2	1	-	-	2	-	-	-	-	-	-	-	-	-	-		
Garment repairmen (all time-workers)	45	1.69	-	32	3	-	4	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors, final	437	1.81	178	35	23	10	39	18	28	12	29	38	8	6	5	-	-	4	2	-	2	-	-	-	-	-	-	-		
Women	421	1.82	164	33	23	10	39	18	28	12	29	38	8	6	5	-	-	4	2	-	2	-	-	-	-	-	-	-		
Time	49	1.70	16	9	5	1	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Incentive	372	1.83	148	24	18	9	21	18	28	12	29	38	8	6	5	-	-	4	2	-	2	-	-	-	-	-	-	-		
Janitors (all time-workers)	111	1.70	62	5	18	8	8	3	1	2	-	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-		
Men	84	1.72	46	5	12	4	7	3	1	2	-	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-		
Women	27	1.65	16	-	6	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Markers	62	2.15	16	4	3	4	2	1	-	1	-	2	1	5	1	4	6	11	-	-	-	-	-	-	-	-	-	-		
Men	33	2.46	3	1	2	1	-	1	-	-	-	-	2	1	1	4	6	11	-	-	-	-	-	-	-	-	-	-		
Time	25	2.45	3	1	2	-	-	-	-	-	-	-	2	1	1	2	2	11	-	-	-	-	-	-	-	-	-	-		
Women ^b	29	1.80	13	3	1	3	2	-	-	1	-	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pressers, finish, machine	338	1.85	129	15	26	22	14	15	11	13	24	35	10	5	3	4	3	2	1	3	3	-	-	-	-	-	-	-		
Women	220	1.90	82	2	15	7	9	9	8	6	19	34	8	5	2	4	3	1	1	3	2	-	-	-	-	-	-	-		
Incentive	203	1.93	70	2	10	7	9	9	8	6	19	34	8	5	2	4	3	1	1	3	2	-	-	-	-	-	-	-		
Men	118	1.76	47	13	11	15	5	6	3	7	5	1	2	-	1	-	-	1	-	-	1	-	-	-	-	-	-	-		
Incentive	84	1.82	14	13	10	15	5	6	3	7	5	1	2	-	1	-	-	1	-	-	1	-	-	-	-	-	-	-		
Repairmen, sewing machine (all men) (all timeworkers)	133	2.59	-	-	3	3	6	8	2	2	7	5	12	1	9	18	1	8	7	3	10	5	8	4	2	2	3	4		
Sewing-machine operators ⁴	7,453	1.81	3296	373	478	561	448	322	326	233	411	314	192	157	115	65	30	41	36	15	8	2	4	2	10	-	2	4		
Women	7,289	1.81	3184	373	470	553	448	322	318	233	407	306	192	157	115	57	30	41	36	15	8	2	4	2	10	-	2	4		
Incentive	7,287	1.81	3182	373	470	553	448	322	318	233	407	306	192	157	115	57	30	41	36	15	8	2	4	2	10	-	2	4		
Dungarees (all incentive workers)	1,085	1.88	342	47	59	100	83	61	48	48	93	59	35	36	19	14	6	13	12	2	2	-	-	2	-	2	2	2		
Women	1,073	1.89	334	47	59	100	83	61	48	48	89	59	35	36	19	14	6	13	12	2	2	-	-	2	-	2	2	2		
Work pants (all incentive workers)	3,704	1.83	1496	209	204	344	223	153	174	134	190	194	113	80	60	35	26	16	18	13	6	2	4	-	8	-	-	2		
Women	3,552	1.83	1392	209	196	336	223	153	166	134	190	186	113	80	60	27	18	16	18	13	6	2	4	-	8	-	-	2		
Work shirts (all incentive workers)	455	1.86	134	21	19	47	31	35	40	16	37	18	19	14	14	2	-	6	2	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 19. Occupational Earnings: Texas—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70 and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	over
Selected production occupations—Continued																												
Shipping clerks (all timeworkers).....	20	\$1.96	6	-	-	-	1	2	2	-	2	3	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Men.....	18	1.97	6	-	-	-	1	2	2	-	2	3	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Spreaders.....	97	1.96	29	4	4	-	9	2	8	4	2	10	8	7	3	2	-	2	1	-	-	-	-	-	1	-	-	-
Men.....	94	1.96	29	4	4	-	9	2	8	3	2	8	8	7	3	2	-	2	1	-	-	-	-	-	1	-	-	-
Time.....	32	1.65	25	-	2	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive.....	62	2.11	4	4	2	-	6	2	6	3	2	8	8	7	3	2	-	2	1	-	-	-	-	-	1	-	-	-
Stock clerks (all timeworkers).....	41	1.86	2	-	17	3	4	2	3	3	-	3	2	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-
Men.....	36	1.88	2	-	15	-	4	2	3	3	-	3	2	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-
Thread trimmers (all women).....	128	1.82	63	3	9	3	4	8	5	2	7	11	7	2	1	-	-	-	1	1	-	-	1	-	-	-	-	-
Incentive.....	93	1.89	34	3	3	3	4	8	5	2	7	11	7	2	1	-	-	-	1	1	-	-	1	-	-	-	-	-
Underpressers, hand (all incentive workers).....	52	1.93	10	-	3	3	3	5	1	6	8	10	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	33	1.97	2	-	1	3	3	5	1	4	6	7	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	19	1.87	8	-	2	-	-	-	-	2	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Underpressers, machine.....	17	1.91	6	-	-	1	-	1	1	-	4	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women (all incentive workers).....	15	1.95	4	-	-	1	-	1	1	-	4	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Watchmen (all men) (all timeworkers).....	10	1.72	4	2	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work distributors (all timeworkers).....	222	1.67	102	29	42	22	18	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Men.....	172	1.67	90	13	27	20	18	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	50	1.68	12	16	15	2	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations																												
Clerks, general (all women).....	146	1.75	46	11	29	28	6	10	2	2	6	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll (all women).....	67	1.91	4	5	5	3	7	7	6	16	1	6	3	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Typists, class B (all women).....	31	1.72	7	8	4	2	8	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 85 percent of the production workers covered by the study were paid on an incentive basis.

² Includes 50 workers under \$1.60.

³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, and (b) predominantly incentive workers.

⁴ Includes data for workers in classification in addition to those shown separately.

Table 20. Occupational Earnings: Virginia

(Number and average straight-time hourly earnings¹ of workers in selected occupations in work clothing manufacturing establishments, February 1968)

Occupation and sex	Number of workers	Average hourly earnings ¹	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.60	\$1.60 and under \$1.65	\$1.65 and under \$1.70	\$1.70 and under \$1.75	\$1.75 and under \$1.80	\$1.80 and under \$1.85	\$1.85 and under \$1.90	\$1.90 and under \$1.95	\$1.95 and under \$2.00	\$2.00 and under \$2.10	\$2.10 and under \$2.20	\$2.20 and under \$2.30	\$2.30 and under \$2.40	\$2.40 and under \$2.50	\$2.50 and under \$2.60	\$2.60 and under \$2.70	\$2.70 and under \$2.80	\$2.80 and under \$2.90	\$2.90 and under \$3.00	\$3.00 and under \$3.10	\$3.10 and under \$3.20	\$3.20 and under \$3.30	\$3.30 and under \$3.40	\$3.40 and under \$3.50	\$3.50 and over		
			51	1223	323	227	229	181	123	118	114	180	145	109	119	69	74	34	28	20	28	17	6	11	6	6	6	2	7
All production workers—	3,450	\$1.86	51	1223	323	227	229	181	123	118	114	180	145	109	119	69	74	34	28	20	28	17	6	11	6	6	2	7	
Men	460	2.04	-	91	39	42	43	20	9	9	13	28	31	14	27	13	18	12	7	5	5	9	6	4	4	5	-	6	
Women	2,990	1.83	51	1132	284	185	186	161	114	109	101	152	114	95	92	56	56	22	21	15	23	8	-	7	2	1	2	1	
<u>Selected production occupations</u>																													
Cutters, machine	63	2.35	-	-	-	3	-	4	2	-	4	5	16	1	5	6	5	1	1	1	-	2	1	1	1	1	-	3	
Women ²	7	2.12	-	-	-	-	-	2	-	-	-	-	3	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Men	56	2.38	-	-	-	3	-	2	2	-	4	5	13	-	5	6	4	1	1	1	-	2	1	1	1	1	-	3	
Time	23	2.11	-	-	-	1	-	-	-	-	3	4	12	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	33	2.57	-	-	-	2	-	2	2	-	1	1	-	5	3	4	1	1	1	1	-	2	1	1	1	1	-	3	
Inspectors, final	160	1.89	-	67	3	15	3	9	8	6	2	7	11	8	3	5	3	1	-	2	6	-	-	-	-	-	-	-	
Women (all incentive workers)	158	1.89	-	67	3	15	3	9	8	6	2	7	10	8	3	5	3	-	-	2	6	-	-	-	-	-	1	-	
Janitors	32	1.66	-	19	3	3	4	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women (all time-workers)	11	1.60	-	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men (all time-workers)	21	1.69	-	9	2	3	4	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Markers	17	2.06	-	1	3	1	1	-	1	1	1	-	-	5	2	1	1	-	-	-	-	-	-	-	-	-	-	-	
Men	14	2.08	-	-	3	1	-	1	-	-	1	-	-	5	1	-	1	1	-	-	-	-	-	-	-	-	-	-	
Time	13	2.06	-	-	3	1	-	1	-	-	1	-	-	5	-	-	1	1	-	-	-	-	-	-	-	-	-	-	
Pressers, finish, machine	81	1.98	-	27	8	5	5	4	2	-	1	2	5	2	3	5	1	3	1	1	4	1	-	1	-	-	-	-	
Men (all incentive workers)	55	2.07	-	16	3	2	3	2	2	-	1	2	4	2	3	5	1	2	1	1	3	1	-	1	-	-	-	-	
Repairmen, sewing machine (all men) (all timeworkers)	41	2.27	-	-	1	-	3	-	-	-	-	8	6	1	10	-	5	5	1	-	1	-	-	-	-	-	-	-	
Sewing-machine operators ³	2,353	1.84	-	966	210	116	142	124	81	90	85	121	91	77	77	43	43	18	18	13	15	9	1	7	2	-	2	2	
Women	2,339	1.84	-	961	209	116	142	123	81	90	85	120	91	76	77	43	42	18	17	13	15	8	-	7	2	-	2	1	
Incentive	2,315	1.84	-	939	209	115	142	122	81	90	85	120	91	76	77	43	42	18	17	13	15	8	-	7	2	-	2	1	
Dungarees (all incentive workers)	1,335	1.83	-	548	91	75	93	75	53	67	48	72	50	43	31	26	19	8	8	6	10	4	-	6	2	-	-	-	
Work pants	603	1.81	-	303	49	22	23	26	17	16	20	23	25	19	16	6	18	5	7	4	3	1	-	-	-	-	-	-	
Women (all incentive workers)	591	1.81	-	298	48	22	23	25	17	16	20	22	25	18	16	6	17	5	6	4	3	-	-	-	-	-	-	-	
Shipping clerks	49	1.82	-	5	4	11	5	8	3	3	1	7	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Men	33	1.85	-	3	4	3	5	4	2	2	1	7	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Time	26	1.86	-	3	4	1	4	2	1	1	1	7	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	
Spreaders (all men)	15	2.35	-	1	2	1	-	1	-	1	1	2	-	-	1	-	1	-	-	-	-	1	-	-	1	3	-	-	
Incentive	11	2.52	-	-	2	1	-	1	-	-	-	1	-	-	-	-	1	-	-	-	-	1	-	-	1	3	-	-	
Stock clerks	27	1.78	-	2	7	6	4	1	4	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Women	16	1.72	-	2	7	2	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	10	1.66	-	2	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Work distributors	69	1.69	-	25	9	13	15	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Men	58	1.69	-	20	6	13	13	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	50	1.69	-	18	3	11	12	4	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected office occupations</u>																													
Clerks, general (all women)	16	1.98	-	-	1	2	1	-	-	2	1	5	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll (all women)	25	1.92	-	1	2	3	3	4	1	1	1	1	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 84 percent of the production workers covered by the study were paid on an incentive basis.² Insufficient data to warrant publication of separate averages by method of wage payment; predominantly incentive workers.³ Includes data for workers in classification in addition to those shown separately.

Table 21. Method of Wage Payment

(Percent of production workers in work clothing manufacturing establishments by method of wage payment, United States and selected regions, February 1968)

Method of wage payment ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers	100	100	100	100	100	100	100	100
Incentive workers	82	62	85	81	87	69	85	81
Individual piecework	76	62	63	74	86	65	81	81
Group piecework	1	-	1	2	(³)	-	1	(³)
Individual bonus	5	-	2 ¹	4	(³)	-	3	-
Group bonus	(³)	-	(³)	(³)	(³)	(³)	(³)	-
Time-rated workers	18	38	15	19	13	31	15	19
Formal plans	6	(³)	5	3	6	13	11	16
Single rate	2	(³)	1	2	2	1	3	8
Range of rates	4	-	4	1	3	12	8	8
Individual rates	13	37	10	16	8	19	5	2

¹ For definition of methods of wage payment, see appendix A.

² Includes data for regions in addition to those shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 22. Scheduled Weekly Hours

(Percent of production and office workers in work clothing manufacturing establishments by scheduled weekly hours, ¹ United States and selected regions, February 1968)

Weekly hours ¹	United States ²	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Production workers								
All workers	100	100	100	100	100	100	100	100
32 hours	(³)	-	-	2	-	3	-	-
35 hours	(³)	-	-	-	-	4	-	-
37 1/2 hours	-	-	-	-	-	7	-	-
40 hours	98	100	100	98	100	87	100	100
Office workers								
All workers	100	100	100	100	100	100	100	100
35 hours	1	-	(³)	-	-	3	-	-
37 1/2 hours	1	-	-	-	-	7	-	-
38 1/2 hours	1	-	9	-	-	-	-	-
40 hours	97	100	90	100	100	90	100	100

¹ Data relate to the predominant work schedule for full-time day-shift workers in each establishment.

² Includes data for regions in addition to those shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 23. Paid Holidays

(Percent of production and office workers in work clothing manufacturing establishments having formal provisions for paid holidays, United States and selected regions, February 1968)

Number of paid holidays	United States ¹	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Production workers								
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	92	100	99	87	88	97	100	100
3 half days.....	(²)	2	-	-	-	-	-	-
1 day.....	3	-	-	8	-	-	-	-
2 days.....	1	-	2	3	-	-	-	-
3 days.....	8	-	9	12	8	1	-	-
4 days.....	8	-	12	15	4	-	-	-
5 days.....	9	-	15	11	11	6	-	-
5 days plus 1 half day.....	(²)	-	3	-	-	-	-	-
6 days.....	27	18	20	27	32	21	20	46
6 days plus 1 half day.....	1	-	-	3	-	-	-	-
6 days plus 2 half days.....	2	-	-	-	-	28	-	-
7 days.....	29	60	35	9	32	41	68	26
8 days.....	3	5	3	-	-	-	12	29
11 days.....	(²)	15	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	8	-	(²)	13	12	3	-	-
Office workers								
All workers.....	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	97	100	99	88	99	100	100	100
1 day.....	2	-	-	8	-	-	-	-
2 days.....	1	-	-	3	-	-	-	-
3 days.....	7	-	4	11	11	3	-	-
4 days.....	5	-	8	13	3	-	-	-
5 days.....	9	-	11	18	8	12	-	-
5 days plus 1 half day.....	(²)	-	4	-	-	-	-	-
6 days.....	39	7	31	27	61	30	51	31
6 days plus 1 half day.....	1	-	-	3	-	-	-	-
6 days plus 2 half days.....	1	-	-	-	2	3	-	-
7 days.....	26	66	40	6	14	21	47	63
7 days plus 1 half day.....	3	-	-	-	-	31	-	-
8 days.....	1	1	1	-	-	-	1	7
11 days.....	2	26	-	-	-	-	-	-
Workers in establishments providing no paid holidays.....	3	-	(²)	12	1	-	-	-

¹ Includes data for regions in addition to those shown separately.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 24. Paid Vacations

(Percent of production and office workers in work clothing manufacturing establishments having formal provisions for paid vacations after longer periods of service, United States and selected regions, February 1968)

Vacation policy	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Production workers								Office workers							
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Method of payment																
Workers in establishments providing paid vacations	97	88	99	94	99	96	100	100	98	96	99	95	100	100	100	100
Length-of-time payment	37	66	26	31	42	70	34	33	78	96	48	54	90	85	99	100
Percentage payment	57	23	71	64	49	27	66	67	20	-	49	41	9	15	1	-
Flat-sum payment	1	-	-	-	5	-	-	-	(²)	-	-	-	1	-	-	-
Other	1	-	2	-	3	-	-	-	(²)	-	2	-	-	-	-	-
Workers in establishments providing no paid vacations	3	12	(²)	6	1	4	-	-	2	4	1	5	-	-	-	-
Amount of vacation pay³																
After 1 year service:																
Under 1 week	3	-	-	8	-	-	-	-	(²)	-	-	(²)	-	-	-	-
1 week	81	13	89	79	81	85	90	100	76	4	79	83	90	82	74	63
Over 1 and under 2 weeks	1	-	-	-	5	-	-	-	(²)	-	-	-	1	-	-	-
2 weeks	10	57	9	8	9	11	10	-	21	84	18	13	9	18	26	37
Over 2 and under 3 weeks	(²)	6	-	-	-	-	-	-	1	8	-	-	-	-	-	-
3 weeks	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																
Under 1 week	2	-	-	6	-	-	-	-	(²)	-	-	(²)	-	-	-	-
1 week	75	13	90	76	65	68	90	96	61	4	77	73	69	37	65	59
Over 1 and under 2 weeks	4	-	-	4	8	-	-	-	2	-	-	4	3	-	-	-
2 weeks	12	42	9	8	19	20	10	4	31	58	22	18	22	61	35	41
3 weeks	3	33	-	-	3	8	-	-	4	34	-	-	5	2	-	-
After 3 years of service:																
Under 1 week	2	-	-	6	-	-	-	-	(²)	-	-	(²)	-	-	-	-
1 week	46	8	43	57	46	52	36	9	42	3	32	57	54	24	46	7
Over 1 and under 2 weeks	7	-	23	4	8	-	-	-	5	-	26	4	3	-	-	-
2 weeks	35	48	33	27	31	37	54	91	46	59	40	34	35	74	50	93
3 weeks	6	33	-	-	13	8	10	-	5	34	-	-	8	2	4	-
After 5 years of service:																
Under 1 week	25	8	29	33	28	1	11	-	17	3	18	30	9	3	46	-
Over 1 and under 2 weeks	4	-	3	3	8	-	-	-	1	-	1	-	3	-	-	-
2 weeks	60	27	68	56	46	80	80	100	72	49	79	64	79	91	50	100
3 weeks	9	54	-	2	16	15	10	-	8	44	-	2	9	6	4	-
After 10 years of service:																
Under 1 week	25	8	29	33	28	1	11	-	17	3	18	30	9	3	46	-
Over 1 and under 2 weeks	3	-	3	3	5	-	-	-	(²)	-	1	-	1	-	-	-
2 weeks	47	27	35	44	39	70	63	95	62	49	40	57	75	79	38	92
Over 2 and under 3 weeks	7	-	23	6	3	-	4	-	4	-	26	4	2	-	-	-
3 weeks	16	54	9	8	23	25	22	5	14	44	13	5	13	18	16	8
After 15 years of service: ⁴																
Under 1 week	25	8	29	33	28	1	11	-	17	3	18	30	9	3	46	-
Over 1 and under 2 weeks	3	-	3	3	5	-	-	-	(²)	-	1	-	-	-	-	-
2 weeks	40	27	34	40	36	66	45	55	58	49	39	51	74	74	34	40
Over 2 and under 3 weeks	5	-	23	3	-	-	-	-	3	-	26	2	-	-	-	-
3 weeks	25	54	11	15	30	29	44	45	20	44	14	12	17	23	20	60

¹ Includes data for regions in addition to those shown separately.
² Less than 0.5 percent.
³ Periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. For example, changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.
⁴ Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 25. Health, Insurance, and Retirement Plans

(Percent of production and office workers in work clothing manufacturing establishments having specified health, insurance, and retirement plans, United States and selected regions, February 1968)

Type of plan ¹	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ²	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Production workers								Office workers							
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																
Life insurance	78	98	60	79	85	77	73	82	73	53	51	86	89	85	42	44
Employer financed	43	94	28	37	58	63	10	54	42	53	30	36	59	62	4	38
Jointly financed	35	5	32	42	27	13	63	29	31	-	21	50	30	23	37	7
Accidental death and dismemberment insurance	40	-	25	55	44	51	-	37	43	-	24	55	65	58	-	14
Employer financed	20	-	14	22	25	41	-	8	26	-	15	19	48	42	-	7
Jointly financed	20	-	12	33	19	10	-	29	17	-	9	36	17	16	-	7
Sickness and accident insurance or sick leave or both ³	31	98	16	20	30	67	32	57	53	92	19	33	71	68	36	88
Sickness and accident insurance	30	98	16	19	30	66	29	57	31	92	19	12	22	65	25	83
Employer financed	20	94	5	13	18	56	10	47	18	92	9	8	5	49	4	31
Jointly financed	10	5	12	6	12	10	19	11	13	-	10	4	16	16	20	52
Sick leave (full pay, no waiting period)	1	-	-	1	-	1	3	-	32	39	13	19	59	31	11	5
Sick leave (partial pay or waiting period)	(⁴)	-	-	-	-	-	-	-	1	-	-	2	-	3	-	-
Hospitalization insurance	84	87	72	95	85	64	64	96	77	49	71	90	90	54	52	97
Employer financed	46	82	24	46	54	53	27	86	41	49	39	36	55	35	23	37
Jointly financed	37	5	48	49	30	11	38	11	35	-	32	54	35	19	29	59
Surgical insurance	82	87	70	92	85	64	64	96	76	49	70	87	90	54	52	97
Employer financed	45	82	20	43	54	53	27	86	40	49	36	33	55	35	23	38
Jointly financed	38	5	50	49	30	11	38	11	36	-	34	54	35	19	29	59
Medical insurance	50	29	29	52	53	30	38	51	45	3	63	49	50	32	45	66
Employer financed	22	24	24	20	33	21	-	40	18	3	36	19	19	16	16	7
Jointly financed	27	5	5	33	20	10	38	11	27	-	27	30	31	17	29	59
Catastrophe insurance	22	-	10	25	27	16	27	41	28	2	16	27	33	19	42	59
Employer financed	8	-	2	6	16	6	-	31	9	2	9	7	12	3	20	-
Jointly financed	15	-	9	19	11	10	27	11	19	-	7	19	21	16	22	59
Retirement plans ⁴	30	87	22	21	32	17	43	74	45	90	15	21	57	36	82	38
Retirement pension	29	87	21	20	28	15	43	74	42	90	15	15	54	34	82	38
Employer financed	29	87	21	20	28	15	43	74	42	90	15	15	54	34	82	38
Jointly financed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lump-sum payments	3	6	7	1	4	1	-	-	4	-	9	6	3	2	-	-
No plans	10	2	26	2	12	12	10	4	9	7	29	2	8	8	-	3

¹ Includes only those plans for which at least part of the cost is borne by the employer and excludes legally required plans, such as workmen's compensation and social security; however, plans required by State temporary disability laws are included if the employer contributes more than is legally required or the employees receive benefits in excess of the legal requirements.

² Includes data for regions in addition to those shown separately.

³ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

⁴ Unduplicated total of workers in plants having provisions for pension plans or lump-sum payments shown separately.

⁵ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 26. Other Selected Benefits

(Percent of production and office workers in work clothing manufacturing establishments having formal provisions for funeral leave pay, jury duty pay, and severance pay, United States and selected regions, February 1968)

	United States ¹	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Production workers							
Workers in establishments with provisions for:								
Funeral leave pay -----	12	-	42	3	9	8	17	-
Jury duty pay -----	25	5	19	21	37	18	24	29
Severance pay ² -----	(³)	-	-	-	-	-	-	-
	Office workers							
Workers in establishments with provisions for:								
Funeral leave pay -----	14	-	51	2	22	3	10	-
Jury duty pay -----	32	-	16	21	67	18	25	7
Severance pay ² -----	(³)	-	-	-	-	-	-	-

¹ Includes data for regions in addition to those shown separately.

² Pay to employees permanently separated from the company because of a technological change or closing of the plant.

³ Less than 0.5 percent.

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments primarily engaged in manufacturing men's and boys' work shirts, pants, and other work clothing and washable service apparel (industry 2328 as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget). Separate auxiliary units, such as central offices, were excluded.

The establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists.

The number of establishments and workers actually studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, are shown in the following table:

Estimated Number of Establishments and Workers Within Scope of Survey
and Number Studied, Work Clothing, February 1968

Region ¹ and State	Number of establishments ²		Workers in establishments			
	Within scope of study	Studied	Within scope of study			Studied
			Total ³	Nonsupervisory		Total
				Production workers	Office workers	
United States ⁴ -----	382	209	67,453	62,775	2,138	46,562
Middle Atlantic -----	31	12	2,368	2,078	153	1,423
Pennsylvania -----	18	9	1,742	1,608	54	1,149
Border States -----	51	32	9,556	9,003	214	7,674
Kentucky -----	26	18	5,108	4,785	18	4,206
Virginia -----	14	10	3,613	3,450	78	3,107
Southeast -----	124	70	24,216	23,011	549	17,672
Alabama -----	14	11	3,209	3,038	71	2,992
Georgia -----	31	16	4,926	4,618	159	3,186
Mississippi -----	25	16	5,167	4,937	70	4,085
North Carolina -----	12	7	1,704	1,616	59	1,314
Tennessee -----	34	18	8,720	8,334	186	5,896
Southwest -----	69	31	16,804	15,393	661	9,139
Texas -----	44	20	11,232	10,207	500	6,535
Great Lakes -----	41	24	4,282	3,846	204	3,226
Indiana -----	13	12	2,404	2,163	120	2,339
Middle West -----	41	23	7,048	6,554	224	4,473
Missouri -----	28	18	5,224	4,921	99	3,717
Pacific -----	15	12	2,407	2,225	88	2,347
California -----	12	9	1,785	1,685	34	1,725

¹ The regions used in this study included: Middle Atlantic--New Jersey, New York, and Pennsylvania; Border States--Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; Southeast--Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest--Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes--Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West--Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; and Pacific--California, Nevada, Oregon, and Washington.

² Includes only establishments with 20 workers or more at the time of reference of the universe data.

³ Includes executive, professional, and other workers excluded from the production and office worker categories shown separately.

⁴ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

Major Product Branches

The classification of establishments by major product branch was determined on the basis of the principal type of work clothing manufactured. For example, if the value of an establishment's product was 40 percent work pants, 20 percent dungarees, 10 percent work shirts, and 30 percent sport shirts, all workers in that establishment were included in the work pants branch.

Method of Study

Data were obtained by personal visits of Bureau field staff under the direction of the Bureau's Assistant Regional Directors for Operations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large rather than small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates are presented, therefore, as relating to all establishments in the industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment Definition

An establishment, for purposes of this study, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments. The terms "establishment" and "plant" have been used interchangeably in this report.

Employment

The estimates of the number of workers within scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make a wage survey requires the use of lists of establishments assembled considerably in advance of the payroll period studied.

Production Workers

The term "production workers," as used in this bulletin, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. Administrative, executive, professional, and technical personnel, and force-account construction employees who were utilized as a separate work force on the firm's own properties, were excluded.

Office Workers

The term "office workers," as used in this bulletin, includes all nonsupervisory office workers and excludes administrative, executive, professional, and technical employees.

Occupations Selected for Study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these job descriptions.) The occupations were chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations, but were included in the data for all production workers.

Wage Data

The wage information relates to average straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or other group of workers, such as men, women, or production workers were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas, as defined by the U. S. Bureau of the Budget through April 1967.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-Management Agreements

Separate wage data are presented, where possible, for establishments with (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Method of Wage Payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily with reference to the qualifications of the individual worker. A single rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. Individual experienced workers may occasionally be paid above or below the single rate for special reasons, but such payments are regarded as exceptions. Range-of-rate plans are those in which the minimum and/or maximum rates paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of various concepts of merit and length of service. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are based on production in excess of a quota or for completion of a job in less than standard time.

Scheduled Weekly Hours

Data on weekly hours refer to the predominant work schedule for full-time production workers (or office workers) employed on the day shift.

Supplementary Wage Provisions

Supplementary benefits were treated statistically on the basis that if formal provisions for supplementary benefits were applicable to one-half or more of the production workers (or office workers) in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than one-half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid Holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, Insurance, and Retirement Plans. Data are presented for all health, insurance, and retirement plans for which all or part of the cost is borne by the employer, excluding only programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company, and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New Jersey and New York, where temporary disability insurance laws require employer contributions,¹⁰ plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. These plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide, upon retirement, regular payments for the remainder of the worker's life. Data are presented separately for lump-sum retirement pay (one payment or a specified number over a period of time) made to employees upon retirement. Establishments providing both lump-sum payments and pensions to employees upon retirement were considered as having both retirement pension and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

Paid Funeral and Jury Duty Leave. Data for paid funeral and jury duty leave are limited to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Severance Pay. Data relate to formal plans providing for payments to employees permanently separated from the company through no fault of their own.

¹⁰ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and inter-area comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field staff is instructed to exclude working supervisors, apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers.

Plant Jobs

ASSEMBLER

(Garment bundler, assorter)

Gathers garment parts after they are cut and assembles or groups them into bundles or batches for distribution to sewing units. May match pieces by color, size, and design and place an identifying ticket or number in each bundle or on each piece. Workers, assembling cloth before it is cut, and folders, assembling completed pieces at the end of the production process before packaging, are excluded.

CUTTER, MACHINE

Operates or guides the moving knife or blade of a powered cutting machine along a pattern outline to cut out articles from single or multiple layers of fabric. In addition, may spread or lay up layers of cloth, or may arrange pattern on material and outline with chalk.

FOLDER, GARMENT

Folds completed garments for shipment either by hand or by a folding machine. May fold garments around cardboard forms or insert tissue paper between folds; and may also pin folds in garments. For wage survey purposes, garment folders are classified as follows:

- Folder, garment, hand
- Folder, garment, machine
- Folder, garment, hand and machine

GARMENT REPAIRMAN

(Match-up girl, mender)

Operates sewing machine to repair damaged or defective garments. Examines repair tags and matchings on garments to locate defects or damage, such as irregular stitches and torn or snagged parts. Cuts and pulls seam threads to remove defective or damaged parts, using scissors or knife. Joins replacement parts to finished garments or resews defective seams.

INSPECTOR, FINAL

Primarily responsible for inspection of completed garments prior to pressing or shipping but also may trim threads incidental to inspection operation. Work involves primarily whether the garments conform to shop standards of quality and marking defects such as dropped stitches, bad seams, etc.

JANITOR

(Sweeper, charwoman, janitress)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. Workers specializing in window washing are excluded.

MARKER

Arranges garment patterns on cloth in such a manner as to minimize waste when material is cut. Work includes tracing outline of pattern on material with chalk, soap, or crayon, and marking design number and size within outline. May arrange pattern on paper to produce marker which serves as a cutting outline.

Workers engaged in simple tracing (tracers) around patterns laid out on the material by others and those who lay out patterns according to prepared diagrams are excluded.

PRESSER, FINISH

(Off-presser, over presser, top presser)

Performs final pressing operations on garments or garment parts by means of a hand pressing iron and/or powered press, mangle, or power press equipped with steam jets.

For wage study purposes, pressers are classified by type of pressing equipment, as follows:

Presser, finish, hand
Presser, finish, machine
Presser, finish, hand and machine

Workers are classified as "pressers, hand and machine" when sizable proportions of their work are performed by each of the two methods. Otherwise, the predominant type of pressing is the determining factor in classification.

REPAIRMAN, SEWING MACHINE

Adjusts and repairs sewing machines used in the establishment. Work involves most of the following: Examining machines faulty in operation to diagnose source of trouble; dismantling or partly dismantling machines, replacing broken or worn out parts or performing other repairs, and reassembling machines; adjusting machines to function efficiently by turning adjustment screws and nuts; regulating length of stroke of needle, and horizontal movement feeding mechanism under needle; replacing or repairing transmission belts; preparing specifications for major repairs and initiating orders for replacement parts; and using a variety of handtools in fitting and replacing parts.

SEWING-MACHINE OPERATOR

Uses a standard or special-purpose sewing machine to perform the sewing operations required in making parts of garments, in joining various sections together, in attaching previously completed parts to partially completed garments, or in sewing on buttons or sewing button holes. May make a complete garment.

SEWING-MACHINE OPERATOR—Continued

For wage study purposes, operators are classified according to the principal garment on which they work:

- Sewing-machine operator, work shirts
- Sewing-machine operator, work pants
- Sewing-machine operator, overalls and industrial garments
- Sewing-machine operator, washable service apparel
- Sewing-machine operator, dungarees
- Sewing-machine operator, other

Sewing-machine operators primarily engaged in repairing garments are excluded from the classifications listed above (see garment repairman).

SHIPPING CLERK

Prepares merchandise for shipment. Duties usually involve a knowledge of shipping procedures and practices, routes, rates, and available means of transportation. Prepares records of goods shipped, makes up bills of lading, and posts weight and shipping charges. Keeps a file of shipping records. May direct or assist in preparing merchandise for shipment.

SPREADER

Spreads (lays-up) multiple layers of cloth smoothly and evenly, one upon the other, on a cutting table by hand or with the aid of a spreading machine. Cuts each ply to length from the bolt of material.

STOCK CLERK

Receives, stores, and issues equipment, material, merchandise, or tools in a stockroom or storeroom. Work involves: Checking incoming order against items as listed on requisitions or invoices, and counting, grading, or weighing the articles.

Excluded are stockroom laborers and employees who supervise stock clerks and laborers.

THREAD TRIMMER

(Cleaner)

Trims loose thread ends, basting threads, and seam edges of garments with scissors or machines prior to pressing or packing. Workers whose primary responsibility is the inspection of garments but who also trim threads incidental to the inspection operation are to be classified as inspector, final.

UNDERPRESSER

(Forepresser, parts presser)

Uses a hand iron, machine iron, or a powered press to press garment parts, such as pockets, seams, shoulders, etc., during the fabricating process.

Workers should be classified according to the type of pressing equipment used:

- Underpresser, hand
- Underpresser, machine

WATCHMAN

Makes round of premises periodically to protect property against fire, theft, and illegal entry.

WORK DISTRIBUTOR

Carries or trucks garments in various stages of completion to the worker who is to perform the next operation on garment. May exercise some discretion in distribution of work, but has no supervisory responsibilities.

Office JobsCLERK, GENERAL

Typically performs a variety of office operations, usually because of impracticability of specialization in a small office or because versatility is essential in meeting peak requirements in larger offices. The work generally involves the use of independent judgment in tending to a pattern of office work from day to day, as well as knowledge relating to phases of office work that occur only occasionally. For example, the range of operations performed may entail all or some combination of the following: Answering correspondence, preparing bills and invoices, posting to various records, preparing payrolls, filing, etc. May operate various office machines and type as the work requires.

CLERK, PAYROLL

Computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating workers' earnings based on time or production records; and posting calculated data on payroll sheets, showing information such as workers' name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

STENOGRAPHER, GENERAL

Primary duty is to take dictation, involving a normal routine vocabulary, from one or more persons either in shorthand or by Stenotype or similar machine; and transcribe dictation. May also type from written copy. May maintain files, keep simple records or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work.

TYPIST

Uses a typewriter to make copies of various material or to make out bills after calculations have been made by another person. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Class A. Performs one or more of the following: Typing material in final form when it involves combining material from several sources or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; and planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters varying details to suit circumstances.

Class B. Performs one of more of the following: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc.; and setting up simple standard tabulations, or copying more complex tables already set up and spaced properly.

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1960 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D. C., 20212, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

- Basic Iron and Steel, 1967. BLS Bulletin 1602 (55 cents).
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1967. BLS Bulletin 1581 (25 cents).
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).
Cotton Textiles, 1965. BLS Bulletin 1506 (40 cents).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 (25 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1965. BLS Bulletin 1503 (50 cents).
Hosiery, 1967. BLS Bulletin 1562 (70 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 cents).
Meat Products, 1963. BLS Bulletin 1415 (75 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1964. BLS Bulletin 1457 (40 cents).
Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 (75 cents).
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 (30 cents).
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 (60 cents).
Radio, Television, and Related Products, 1951. Series 2, No. 84.
Railroad Cars, 1952. Series 2, No. 86.
*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1965. BLS Bulletin 1519 (30 cents).
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1966. BLS Bulletin 1538 (30 cents).
- Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
- *Wooden Containers, 1957. BLS Report 126.
- Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
- Work Clothing, 1964. BLS Bulletin 1440 (35 cents).

Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
- Banking, 1964. BLS Bulletin 1466 (30 cents).
- Bituminous Coal Mining, 1967. BLS Bulletin 1583 (50 cents).
- Communications, 1967. BLS Bulletin 1615 (30 cents).
- Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
- Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 (30 cents).
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1966-67. BLS Bulletin 1588 (40 cents).
- Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1966-67. BLS Bulletin 1587 (40 cents).
- Laundry and Cleaning Services, 1966. BLS Bulletin 1544 (60 cents).
- Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
- Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
- Nursing Homes and Related Facilities, 1965. BLS Bulletin 1492 (45 cents).

II. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1968. BLS Bulletin 1252 (40 cents).
- Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).
- Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 (50 cents).
- Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 (40 cents).
- Employee Earnings and Hours in Retail Trade, June 1966—
 - Retail Trade (Overall Summary). BLS Bulletin 1584 (\$1).
 - Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 (30 cents).
 - General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).
 - Food Stores. BLS Bulletin 1584-3 (60 cents).
 - Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).
 - Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).
 - Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 (50 cents).
 - Miscellaneous Retail Stores. BLS Bulletin 1584-7 (65 cents).

* Studies of the effects of the \$1 minimum wage.

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