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INDUSTRY WAGE SURVEY

FOOTWEAR

MARCH 1968

Bulletin No. 1634

UNITED STATES DEPARTMENT OF LABOR

BUREAU OF LABOR STATISTICS

INDUSTRY WAGE SURVEY

1967-1968

ST. LOUIS

INDUSTRY WAGE SURVEY

FOOTWEAR

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Bulletin No. 1634

July 1969

UNITED STATES DEPARTMENT OF LABOR

George P. Shultz, Secretary

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner



Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits in the footwear manufacturing industry in March 1968. Information is reported separately for major product branches in the industry. Separate releases were issued earlier, usually within a few months of the payroll period studied, for the following States and areas.

Men's Goodyear-welt dress shoes

Maine
Brockton, Mass.
Wisconsin

Women's cement-process (conventional-lasted) shoes

Maine
Boston-Lynn, Mass.
Haverhill, Mass.
Lawrence-Lowell, Mass.
Worcester, Mass.
Southeastern New Hampshire
New York, N. Y.
Arkansas
Missouri
Los Angeles-Long Beach, Calif.

Misses' and children's Goodyear-welt shoes

Southeastern Pennsylvania

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Charles M. O'Connor in the Division of Occupational Wage Structures. Field work for the survey was directed by the 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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Footwear, March 1968

Summary

Straight-time earnings of production and related workers in the footwear manufacturing industry averaged \$2.10 an hour in March 1968. One-fourth of the 172,381 workers covered by the Bureau's survey¹ had earnings at or near the \$1.60 an hour Federal minimum wage in effect for manufacturing establishments at the time of the survey. Earnings of the rest of the workers were widely dispersed. This dispersion of earnings reflected characteristics of the industry such as its wide distribution among sections of the country where pay levels vary, the wide range of worker skills utilized, and the extensive use of piece rates as a method of wage payment.

Workers in New England, accounting for 36 percent of the industry's employment, averaged \$2.24 an hour. Among the other regions studied separately, wage levels ranged from \$2.14 in the Great Lakes to \$1.88 in the Border States.²

Workers in plants primarily manufacturing women's cement-process (conventional-lasted) shoes accounted for slightly more than two-fifths of the industry's labor force and averaged \$2.12 an hour. In the other seven industry branches studied separately, hourly averages ranged from \$1.90 to \$2.26. Earnings levels also varied by size of community, size of establishment, and occupation.

Work schedules of 40 hours a week applied to nine-tenths of the production and office workers. Footwear manufacturers typically provided both groups of workers with 6 or 8 paid holidays, annually; 1 week of vacation pay after 1 year of service and at least 2 weeks after 5 years; and various health and insurance benefits. Slightly more than two-fifths of the production and office workers were covered by retirement pension plans.

Industry Characteristics

Footwear manufacturing plants covered by the survey employed 172,381 production workers in March 1968—almost the same

level recorded in April 1965.³ Annual production of footwear (except slippers and rubber footwear) during this period totaled 536 million pairs in 1965, 548 million in 1966, and 504 million in 1967, the latest year for which information is available.⁴

In the nonrubber footwear industry, productivity advanced in 6 of the 9 years between 1957 and 1966. Gains in output per man-hour for all employees in this industry varied considerably from year to year; the annual rate, however, averaged 1.2 percent—substantially below the 3.7 percent reported for manufacturing industries as a whole.⁵

Substitute products (notably rubber-canvas footwear) and imported shoes are among the competitors of domestically produced leather footwear. From 1965–67, domestic production of vulcanized shoes and slippers with fabric uppers equaled approximately 25 percent of domestically produced nonrubber footwear;⁶ imports of nonrubber footwear equaled 14 percent of domestic production in 1965, 15 percent in 1966, and 22 percent in 1967.⁷

Such competition encourages modernization of equipment, development of new products, and improvement in methods of operation. Innovations and improvements

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

² For definition of regions, see appendix A table, footnote 1.

³ Date of a similar survey conducted by the Bureau, see Industry Wage Survey: Footwear, April 1965, BLS Bulletin 1503 (1966).

⁴ Current Industrial Reports, Shoes and Slippers, Series M31A(67)-13, U. S. Bureau of the Census.

⁵ Source: Indexes of Output Per Man-Hour: Selected Industries, 1939 and 1947-67 (BLS Bulletin 1612, pp. 66-68, 1968), and Indexes of Output Per Man-Hour for the Private Economy, 1947-67 (March 1968 supplemental release to BLS Bulletin 1249), and unpublished data.

⁶ Op. cit., Current Industrial Report, M31A(67)-13, p. 13 and M31A(66)-13, p. 10.

⁷ U. S. Imports of Footwear (Other Than Rubber) Including Vinyls, 1965-1967, U. S. Department of Commerce, Business and Defense Services Administration, March 1968.

contributing to increased savings in labor cost and improved efficiency in recent years include: (1) Injection molding machines that automatically mold plastic shoe bottoms, including heel and sole, directly to a leather or synthetic upper; (2) improved vulcanizing equipment that automatically molds a complete rubber shoe bottom onto leather or fabric uppers; (3) new techniques of thermalasting and heat-setting machines that speed lasting operations; (3) automatic heel-attaching and heel-trimming machines; (5) machines that combine pulling and lasting operations; (6) conveyors that replace racks and baskets formerly used to move materials and shoes in process; (7) computers that control conveyor systems for distributing and storing shoes; and (8) the development of man-made materials used as a substitute for leather in shoe uppers.⁸

Products. The industry makes a wide variety of shoes in many combinations of sizes, styles, and shapes, and by several different methods of construction.⁹ Data in this report are tabulated separately for eight industry branches, together accounting for seven-eighths of the industry's labor force. Classification of establishments into these branches was based on the predominant method of construction (bottoming, i. e., the means by which the outsole is attached to the remainder of the shoe) and type of shoe manufactured—men's (dress and work), women's, misses', children's and infants'. Plants engaged primarily in manufacturing women's cement-process (conventional-lasted) shoes accounted for slightly more than two-fifths of the industry's production workers; another one-sixth were in plants primarily making men's Goodyear-welt dress shoes. Plants making misses' and children's cement-process (conventional-lasted) shoes, accounting for about 6 percent of the industry's work force, had the highest employment level among the other six industry branches studied separately.

Location. Four of the seven regions studied separately accounted for slightly more than three-fourths of the work force: New England, three-eighths; Middle Atlantic, one-sixth; and the Great Lakes and Middle West, approximately one-eighth each. Since the April 1965 survey, employment rose 54 percent in the Pacific States, the smallest region in employment. Employment levels among the other regions were up 28 percent in the Border States, 16 percent in the Southwest, and 3 percent in New England; and down 17 percent in the Great Lakes, 11 percent in the Middle Atlantic, and 3 percent in the Middle West.

The regional mix varied substantially among the eight industry branches studied. New England, for example, accounted for nearly 86 percent of the employment in plants primarily manufacturing moccasin-constructed (hand-sewn plug) shoes, compared with only 14 percent of the workers in plants making misses' and children's cement-process (conventional-lasted) shoes. Approximately two-fifths of the workers in plants making women's cement-process (conventional-lasted) shoes and slightly more than one-third of those in plants making men's Goodyear-welt dress shoes were in New England.

As in 1965, workers in metropolitan areas¹⁰ accounted for slightly more than two-fifths of the industry's labor force. Corresponding proportions ranged from one-eighth in the Southwest to more than nine-tenths in the Pacific region; in New England and the Middle Atlantic region, the proportions were one-half and four-fifths, respectively. Variations by industry branch are shown below:

| Item | Percent of workers in metropolitan areas |
|---|---|
| Men's Goodyear-welt dress shoes ----- | 47 |
| Men's Goodyear-welt work shoes ----- | 15 |
| Men's cement-process shoes ----- | 27 |
| Women's cement-process (conventional-lasted) shoes ----- | 52 |
| Women's Littleway (including McKay) shoes ----- | 28 |
| Misses' and children's cement-process (conventional-lasted) shoes ----- | 36 |
| Misses' and children's Goodyear-welt shoes ----- | 43 |
| Moccasin-constructed shoes with hand-sewn plug ----- | 19 |

Size of Establishment. Establishments employing at least 250 workers accounted for almost four-fifths of the work force. In New England, the proportion was four-fifths and in the Middle Atlantic region, nearly three-fifths. The proportion of workers in plants of this size varied considerably by industry branch:

⁸ Technological Trends in Major American Industries, BLS Bulletin 1474, pp. 191-195 (1966). See also "Output Per Man-Hour in the Footwear Industry," Monthly Labor Review, April 1966, pp. 401-404.

⁹ For descriptions of various shoe construction methods, see How American Shoes Are Made, United Shoe Machinery Corporation, Boston, Mass., 1966, or Footwear Construction Definitions, National Shoe Manufacturers Association, Inc., New York, N. Y., 1963.

¹⁰ Standard Metropolitan Statistical Areas, as defined by the U. S. Bureau of the Budget through April 1967.

| Item | Percent of workers in establishments with 250 workers or more |
|---|---|
| Men's Goodyear-welt dress shoes ----- | 91 |
| Men's Goodyear-welt work shoes ----- | 62 |
| Men's cement-process shoes ----- | 83 |
| Women's cement-process (conventional- lasted) shoes ----- | 85 |
| Women's Littleway (including McKay) shoes ----- | 71 |
| Misses' and children's cement-process' (conventional-last) shoes ----- | 76 |
| Misses' and children's Goodyear-welt shoes ----- | 61 |
| Moccasin-constructed shoes with hand-sewn plug ----- | 87 |

Unionization. Establishments which had labor-management contracts covering a majority of their production workers accounted for slightly more than one-half of the industry's production workers. The proportions of workers in such establishments were, approximately, one-fifth in the Border States, two-fifths in New England, one-half each in the Middle Atlantic and Southwest regions, two-thirds in the Pacific, seven-tenths in the Great Lakes, and seven-eighths in the Middle West. Among the industry branches studied separately, the proportion of workers in union establishments amounted to: One-fifth in moccasin-constructed (with hand-sewn plug) shoe plants; nearly three-tenths in women's Littleway shoe plants; two-fifths in men's Goodyear-welt work shoe plants; slightly more than one-half each in men's Goodyear-welt dress shoe and men's cement-process shoe plants; and between three-fifths and two-thirds in each of the three remaining branches. The major unions in the industry are the United Shoe Workers of America and the Boot and Shoe Workers Union, both AFL-CIO affiliates.

Occupations and Sex. Shoemaking includes the assembly of many separate parts through a series of carefully controlled hand and machine operations. The types of occupations found in shoe factories vary from those requiring relatively short training periods, e. g., floor boys and girls, to highly skilled jobs such as vamp and whole shoe cutters. A large number of workers operate various cutting, sewing, lasting, and bottoming machines.

Women, slightly more than three-fifths of the labor force, frequently are employed in top stitching, fitting, and inspection operations. Men, on the other hand, are prevalent in various cutting, lasting, bottoming, and maintenance jobs.

Method of Wage Payment. Incentive wage systems, usually based on individual piecework, applied to seven-tenths of the production workers (table 39). The proportions of incentive workers ranged from about two-fifths in the Pacific region to nearly four-fifths in the Middle West. Among the industry branches, incentive workers constituted between three- and four-fifths of the employment. A majority of the workers in nearly all of the plant jobs selected for separate study were paid incentive rates; occupations which were usually time rated included floor boys and girls, inspectors (crowners), janitors, and maintenance mechanics. Time-rated workers usually were paid under informal systems which determined rates primarily according to an individual's qualifications.

Average Hourly Earnings

Straight-time earnings of the 172,381 production workers covered by the survey averaged \$2.10 an hour in March 1968 (table 1).¹¹ This level of earnings was an increase of nearly 19 percent over the average of \$1.77 recorded in April 1965, and compared with increases of 17 to 22 percent in all regions, except the Pacific, where wage levels rose 10 percent.¹²

The 63,412 men, about three-eighths of the industry's production workers, averaged \$2.37 an hour in March 1968; the 108,969 women averaged \$1.93. Wage advantages for men over women were found in all regions and ranged from 57 cents an hour in New England to 26 cents in the Southwest and 25 cents in the Border States. Differences

¹¹ The straight-time hourly earnings presented in this bulletin are not comparable with the gross average hourly earnings published in the Bureau's monthly hours and earnings series. The monthly series combines data for plants primarily manufacturing nonrubber footwear designed for street, work, play, or sportswear and for plants making house slippers as their primary product; the latter group and footwear plants employing fewer than 50 workers were not included in this study. Additionally, unlike the monthly series, 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 workers within scope of the survey are intended only as a general guide to the size and composition of the labor force covered by this survey. 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 this industry but found to be in others at the time of the survey. Also omitted are footwear establishments classified incorrectly in other industries at the time the lists were compiled.

¹² Op. cit., BLS Bulletin 1503.

in average pay levels for men and women are influenced by several factors, including variations in the distribution of the sexes among establishments with differing pay scales and, as pointed out in the discussion of industry characteristics, among jobs with differing skill and pay levels. Differences in averages for men and women in the same job may also reflect minor differences in duties. To allow for minor differences in specific duties performed, job descriptions used in industry wage surveys usually are more generalized than those found in individual establishments. Also, earnings for many jobs in the industry are determined largely by production at piece rates. Variation in incentive earnings for individuals or sex groupings may be traceable to differences in work experience, work flow, or other factors which the worker may or may not control.

Regionally, average hourly earnings ranged from \$2.24 in New England to \$1.88 in the Border States. Averages in the remaining regions were: Great Lakes, \$2.14; Pacific, \$2.10; Middle Atlantic, \$2.05; and Middle West, \$2. The regional variations in pay levels resulted partially from differences in the type of footwear produced. Other factors, however, including the general differences in pay among regions, also were important.

Among the eight industry branches, pay levels ranged from \$2.26 for workers in plants predominantly manufacturing moccasin-constructed shoes (with hand-sewn plug) to \$1.90 for those making women's Littleway (including McKay) shoes. Neither of these branches, however, accounted for more than 5 percent of the workers covered by the survey. On the other hand, three-fifths of the workers were employed in the two major branches—women's cement-process (conventional-lasted) shoes and men's Goodyear-welt dress shoes—where hourly earnings averaged \$2.12 and \$2.15, respectively. Average hourly earnings since the 1965 survey were up approximately 11 percent in women's Littleway (including McKay) shoes, 16 percent each in moccasin-constructed shoes and men's Goodyear-welt dress shoes, and 19 percent in each of the five remaining branches.

Earnings relationships among branches differed by location. For example, earnings for the men's Goodyear-welt dress shoe group averaged 22 cents an hour more than those for the women's cement-process (conventional-lasted) group in the Great Lakes region (\$2.28 and \$2.06) and 15 cents an hour

more in New England (\$2.35 and \$2.20); this relationship was reversed in the Middle West, where workers in the women's branch averaged 10 cents an hour more than those in the men's branch (\$2.06 and \$1.96). Plant location contributed to the relatively low level of earnings in the men's Goodyear-welt dress shoe branch in the Middle West. Whereas all workers studied in this group were employed in nonmetropolitan areas, slightly more than two-fifths of the workers in women's cement-process (conventional-lasted) shoe plants were in the higher paying metropolitan areas. Missouri accounted for nearly all of the employment in both industry branches in that region.

Among the areas and States studied separately, average hourly earnings ranged from \$1.90 in women's cement-process (conventional-lasted) shoe plants in Arkansas to \$2.74 in the same industry branch in the New York metropolitan area. (See individual area tables.) Earnings levels also varied among four production centers for this branch in Massachusetts: \$2.27 in Boston-Lynn, \$2.31 in Haverhill, \$2.32 in Lawrence-Lowell, and \$2.46 in Worcester.

Workers in metropolitan areas averaged \$2.17 an hour—13 cents more than those in smaller communities. Regionally, where comparisons were possible, metropolitan area averages were from 8 to 14 cents an hour higher than those in nonmetropolitan areas.

Workers in establishments which had 250 employees or more averaged \$2.10 an hour, compared with \$2.07 for those in smaller plants. This relationship, with wage advantages ranging from 8 to 12 cents an hour, held in 4 of the 5 regions permitting comparisons. In the Middle Atlantic region, workers in plants which had fewer than 250 employees averaged 7 cents an hour more than those in larger plants (\$2.08 and \$2.01); this variation is partly due to the heavier concentration of employment in small than in large plants in the relatively high-wage New York area.

The exact influence on wages of individual factors, such as size of community and size of establishment, cannot be isolated in this type survey. Thus, the wage differences noted in the preceding paragraphs and in the following discussion of occupational earnings may reflect the interrelationship of these and other factors, including unionization and method of wage payment.

About one-fourth of the workers were paid at or slightly above the Federal minimum wage for manufacturing establishments, earning \$1.60 but less than \$1.65 an hour (table 2). Aside from this group, individual earnings were widely dispersed; the middle half of the workers earned between \$1.65 and \$2.36. The proportion of workers earning between \$1.60 and \$1.65 was highest in the Border States (41 percent) and lowest in the Pacific (9 percent). Corresponding proportions for the industry branches studied separately ranged from two-fifths in women's Littleway (including McKay) shoe plants to one-sixth in moccasin-constructed shoe plants (tables 3-10).

Occupational Earnings

Average hourly earnings of workers in a number of occupations for eight industry branches are presented in tables 11-38. The production jobs, a relatively small proportion of those found in the industry, are arranged in the sequence of major shoemaking processes and were chosen primarily to represent wage levels for the types of skills and operations used in manufacturing footwear.¹³ For a majority of these jobs permitting comparison, wage levels were 15 to 25 percent higher in March 1968 than in April 1965.

Cutting shoe uppers and linings—first of the major operations—is usually performed on machines. Average hourly earnings for vamp and whole shoe machine cutters ranged from \$3.09 in misses' and children's Goodyear-welt plants to \$2.11 in plants making women's Littleway (including McKay) shoes in March 1968. In the latter branch, the numbers of men and women in the job were about equal; in the other industry branches, men substantially outnumbered women.

Fitting operations, which typically are performed by women, involve assembling and stitching upper parts and linings to make complete shoe uppers. Fancy stitchers (who sew decorative designs on shoe uppers) were numerically most important of the selected jobs and had average earnings ranging from \$1.84 to \$2.20 among the branches. Pastors, backers, and fitters—also a numerically important group—usually averaged between 7 and 34 cents an hour less than fancy stitchers.

Lasting operations, generally performed by men, include drawing the completed uppers over the last (a footlike form) and attaching the insole. Machine assemblers for the pulling over operation averaged \$1.96 to \$2.54 an hour among the branches

for which data could be shown. Where comparison was possible, pullover-machine operators usually averaged from 31 to 58 cents an hour more than machine assemblers for pullover. Average earnings for side lasters and toe lasters ranged from \$2.11 to \$2.94 and from \$2 to \$2.86, respectively, among the industry branches.

Bottoming methods, as pointed out previously, differ by type of shoe construction. Goodyear stitchers in men's Goodyear-welt dress shoe plants averaged \$2.76 an hour, 19 cents more than their counterparts in men's Goodyear-welt work shoe plants and 9 cents less than those in misses' and children's Goodyear-welt shoe plants. Sole attachers in plants making women's cement-process shoes (conventional-lasted) averaged \$2.65, compared with \$2.34 in plants making misses' and children's cement-process (conventional-lasted) shoes.

Among the few occupations for which data are presented for both sexes, men usually had higher average earnings than women. This appears to result as much from differences in the distribution of the sexes among establishments with dissimilar pay levels, as from variations in earnings between men and women in the same establishment. For example, among plants manufacturing women's cement-process (conventional-lasted) shoes in Missouri, men employed as vamp and whole shoe machine cutters averaged 57 cents an hour more than women in this job (table 32). Of the 21 plants visited, however, only 11 employed both men and women in the job; in six of these, women averaged more than men.

Occupational averages are presented by size of community (tables 12 and 21) and size of establishment (tables 13 and 22) for the two major industry branches, men's Goodyear-welt dress shoes and women's cement-process (conventional-lasted) shoes. Nationally, and among regions permitting comparisons, occupational averages were usually higher in metropolitan areas than in nonmetropolitan areas—a pattern found in many other industries.

By size of establishment, such a definite pattern did not exist. In women's cement-process (conventional-lasted) shoe plants, for example, employees in the larger establishments (250 workers or more) averaged more than those in smaller plants in

¹³ Wage data for five office clerical jobs also are presented in a number of these tables.

New England, but in the Middle Atlantic region and in the nationwide comparisons, this relationship was reversed. The apparent anomaly—small establishments paying more, on the average, than large establishments—can be partly explained by a disproportionate distribution of employment in the two establishment size categories among regions and areas with different pay levels. To illustrate, the relatively high paying New York metropolitan area accounted for nearly one-half of the Middle Atlantic region's employment in women's cement-process shoe plants having fewer than 250 workers and for only about one-eighth of the employment in larger plants. Occupational averages are presented for metropolitan and nonmetropolitan areas by size of establishment in tables 14 and 23.

Earnings of individuals performing similar tasks also varied within the same establishment, particularly for jobs typically paid under incentive wage systems. In many instances, the highest paid worker earned at least 50 cents an hour more than the lowest paid worker in the same job and establishment.

Establishment Practices and Supplementary Wage Provisions

Data also were obtained for production and office workers on certain establishment practices, including work schedules and selected supplementary wage benefits such as paid holidays, paid vacations, and health, insurance, and retirement pension plans.

Scheduled Weekly Hours. Work schedules of 40 hours a week were in effect in plants accounting for nine-tenths of the production and office workers (table 40). Such schedules also were predominant in each of the regions studied separately.

Paid Holidays. Paid holidays were provided to nearly all of the production and office workers (table 41). The most common provisions for production workers were 6 full days, annually, in the Border States and Middle Atlantic regions; and 8 full days in the five other regions studied separately. For office workers, the most common provisions for full-day holidays were 5 or 8 annually in the Southwest, 6 in the Middle Atlantic, 6 or 7 in the Border States, and 8 days in all other regions.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by plants accounting for virtually all of the production and office workers (table 42). Typical vacation provisions for production

and office workers were 1 week of vacation pay after 1 year of service and at least 2 weeks after 5 years in each of the selected regions. Approximately one-half of the workers in both groups were provided 3 weeks of vacation pay after 15 years of service; such provisions were found most frequently in the Great Lakes and Middle West regions.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance were provided by establishments employing nine-tenths of the production workers (table 43). Medical insurance and sickness and accident insurance applied to about seven-tenths of the workers; accidental death and dismemberment insurance, to two-fifths; and catastrophe insurance, to nearly one-fifth. At least part of the cost of all these plans was financed by employers; for most of the benefits, however, employers usually paid the total cost. The incidence of health and insurance plans varied among the selected regions. The proportions of workers provided surgical insurance, for example, ranged from seven-tenths in the Border States to all or virtually all in the Southwest and Pacific regions.

Retirement pension plans, providing regular payments for the remainder of the retiree's life (other than benefits available under Federal social security), were provided by establishments employing slightly more than two-fifths of the work force. Pension plans, nearly always financed wholly by employers, applied to three-tenths of the workers in New England and the Middle Atlantic region, two-fifths in the Border States, one-half in the Southwest and Pacific States, three-fourths in the Middle West, and nearly nine-tenths in the Great Lakes region.

The proportions of office workers covered by such health, insurance, and pension plans were generally similar to those of production workers. In addition, sick leave plans applied to nearly one-fourth of the office workers but were virtually nonexistent for production workers.

Paid Funeral Leave. Nearly one-half of the production workers and a slightly smaller proportion of the office workers were in establishments providing paid leave to attend funerals of immediate family members (table 44). For production workers, the proportions covered ranged from less than one-tenth in the Pacific region to nearly two-thirds in the Middle West; and for office workers, from one-fourth in the Middle Atlantic region to nearly two-thirds in the Middle West.

Table 1. Average Hourly Earnings: By Selected Characteristics

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

| Characteristic | United States ² | | New England | | Middle Atlantic | | Border States | | 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 workers----- | 172,381 | \$2.10 | 62,239 | \$2.24 | 29,839 | \$2.05 | 8,544 | \$1.88 | 9,348 | \$1.93 | 22,447 | \$2.14 | 18,550 | \$2.00 | 2,208 | \$2.10 |
| Men ----- | 63,412 | 2.37 | 24,857 | 2.58 | 12,068 | 2.29 | 2,474 | 2.06 | 2,688 | 2.11 | 6,673 | 2.50 | 5,716 | 2.24 | 1,052 | 2.29 |
| Women ----- | 108,969 | 1.93 | 37,382 | 2.01 | 17,771 | 1.87 | 6,070 | 1.81 | 6,660 | 1.85 | 15,774 | 1.98 | 12,834 | 1.90 | 1,156 | 1.93 |
| Predominant type of shoe: ³ | | | | | | | | | | | | | | | | |
| Men's Goodyear-welt dress shoes ----- | 29,133 | 2.15 | 9,788 | 2.35 | - | - | - | - | - | - | 6,927 | 2.28 | 2,592 | 1.96 | - | - |
| Men's Goodyear-welt work shoes----- | 8,278 | 2.04 | 1,925 | 2.18 | - | - | - | - | - | - | 1,748 | 2.27 | - | - | - | - |
| Men's cement-process shoes----- | 5,647 | 2.09 | 2,581 | 2.21 | - | - | - | - | - | - | - | - | - | - | - | - |
| Women's cement-process (conventional-lasted) shoes----- | 76,400 | 2.12 | 31,380 | 2.20 | 15,109 | 2.12 | 4,462 | 1.92 | 2,890 | 1.90 | 8,312 | 2.06 | 9,111 | 2.06 | 1,616 | 2.17 |
| Women's Littleway (including McKay) shoes----- | 5,422 | 1.90 | 1,984 | 2.01 | - | - | - | - | - | - | - | - | - | - | - | - |
| Misses' and children's cement-process (conventional-lasted) shoes----- | 9,916 | 2.02 | 1,348 | 2.24 | - | - | - | - | - | - | 1,235 | 2.08 | 1,919 | 1.99 | - | - |
| Misses' and children's Goodyear-welt shoes----- | 6,126 | 2.23 | - | - | 1,740 | 1.94 | - | - | - | - | - | - | - | - | - | - |
| Moccasin-constructed shoes with hand-sewn plug----- | 7,927 | 2.26 | 6,804 | 2.28 | - | - | - | - | - | - | - | - | - | - | - | - |
| Size of community: | | | | | | | | | | | | | | | | |
| Metropolitan areas ⁴ ----- | 75,736 | 2.17 | 32,331 | 2.30 | 23,875 | 2.06 | - | - | - | - | 6,315 | 2.24 | 4,128 | 2.08 | 2,056 | 2.07 |
| Nonmetropolitan areas----- | 96,645 | 2.04 | 29,908 | 2.17 | 5,964 | 1.98 | 5,668 | 1.90 | 8,221 | 1.91 | 16,132 | 2.10 | 14,422 | 1.98 | - | - |
| Size of establishment: | | | | | | | | | | | | | | | | |
| 50-249 workers----- | 37,763 | 2.07 | 12,185 | 2.16 | 12,243 | 2.08 | - | - | 1,142 | 1.86 | 5,274 | 2.05 | 1,176 | 1.89 | 1,334 | 2.10 |
| 250 workers or more----- | 134,618 | 2.10 | 50,054 | 2.26 | 17,596 | 2.01 | 6,670 | 1.89 | 8,206 | 1.94 | 17,173 | 2.17 | 17,374 | 2.01 | - | - |

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. For definition of regions and areas used in this and subsequent tables, see table in appendix A and individual area tables.

³ Establishments were classified on the basis of the major types of shoes produced during the preceding year. The all-workers total above includes data for establishments producing other types of shoes in addition to those shown separately.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through April 1967.

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

Table 2. Earnings Distribution: Footwear Industry

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States and selected regions, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England | Middle Atlantic | Border States | Southwest | Great Lakes | Middle West | Pacific |
|--|----------------------------|--------|---------|-------------|-----------------|------------------|-----------|-------------|-------------|---------|
| | Total | Men | Women | | | | | | | |
| Under \$1.60 ----- | 0.4 | 0.3 | 0.4 | 0.4 | 0.2 | 0.3 | 0.8 | 0.4 | 0.4 | - |
| \$1.60 and under \$1.65 ----- | 26.2 | 16.8 | 31.7 | 22.2 | 28.6 | 41.0 | 34.9 | 16.7 | 30.8 | 9.0 |
| \$1.65 and under \$1.70 ----- | 6.0 | 4.0 | 7.2 | 5.3 | 5.7 | 7.3 | 5.7 | 5.6 | 6.6 | 22.2 |
| \$1.70 and under \$1.75 ----- | 6.7 | 4.7 | 8.0 | 6.4 | 6.7 | 5.8 | 8.6 | 6.8 | 7.0 | 12.0 |
| \$1.75 and under \$1.80 ----- | 5.4 | 4.0 | 6.3 | 4.4 | 7.9 | 4.8 | 5.4 | 6.9 | 4.3 | 4.7 |
| \$1.80 and under \$1.85 ----- | 4.2 | 3.2 | 4.8 | 3.8 | 4.4 | 4.5 | 3.6 | 4.9 | 3.0 | 4.0 |
| \$1.85 and under \$1.90 ----- | 3.6 | 2.7 | 4.2 | 3.4 | 3.4 | 3.3 | 3.3 | 4.6 | 3.7 | 3.2 |
| \$1.90 and under \$1.95 ----- | 3.1 | 2.6 | 3.4 | 2.9 | 3.0 | 3.0 | 2.7 | 3.7 | 3.1 | 2.4 |
| \$1.95 and under \$2.00 ----- | 2.7 | 2.1 | 3.0 | 2.1 | 2.3 | 2.8 | 3.4 | 3.4 | 3.8 | 1.9 |
| \$2.00 and under \$2.10 ----- | 5.8 | 5.7 | 5.9 | 5.9 | 5.2 | 5.5 | 5.3 | 6.6 | 6.0 | 5.4 |
| \$2.10 and under \$2.20 ----- | 4.4 | 4.6 | 4.3 | 3.7 | 4.4 | 3.9 | 5.0 | 5.7 | 4.8 | 4.6 |
| \$2.20 and under \$2.30 ----- | 4.3 | 5.0 | 3.9 | 4.3 | 3.8 | 3.2 | 4.0 | 5.3 | 4.5 | 3.1 |
| \$2.30 and under \$2.40 ----- | 3.7 | 4.3 | 3.4 | 3.7 | 3.5 | 2.8 | 3.9 | 4.7 | 3.6 | 2.9 |
| \$2.40 and under \$2.50 ----- | 3.2 | 3.8 | 2.8 | 3.4 | 2.9 | 2.4 | 3.6 | 3.6 | 3.3 | 2.0 |
| \$2.50 and under \$2.60 ----- | 3.1 | 4.6 | 2.3 | 3.6 | 3.0 | 2.9 | 2.5 | 3.5 | 2.7 | 2.2 |
| \$2.60 and under \$2.70 ----- | 2.4 | 3.6 | 1.7 | 2.6 | 2.6 | 1.5 | 1.9 | 2.6 | 2.4 | 3.2 |
| \$2.70 and under \$2.80 ----- | 2.1 | 3.1 | 1.5 | 2.7 | 1.8 | 1.2 | 1.1 | 2.2 | 1.8 | 2.4 |
| \$2.80 and under \$2.90 ----- | 1.7 | 2.8 | 1.1 | 2.3 | 1.5 | .7 | 1.0 | 1.9 | 1.4 | 1.8 |
| \$2.90 and under \$3.00 ----- | 1.4 | 2.5 | .8 | 1.9 | 1.3 | .7 | .5 | 1.7 | 1.2 | 1.4 |
| \$3.00 and under \$3.10 ----- | 1.4 | 2.6 | .7 | 2.0 | 1.1 | .4 | .7 | 1.8 | .9 | 2.1 |
| \$3.10 and under \$3.20 ----- | 1.1 | 2.1 | .6 | 1.6 | 1.0 | .5 | .6 | 1.2 | 1.0 | 1.2 |
| \$3.20 and under \$3.30 ----- | 1.0 | 1.9 | .4 | 1.4 | .9 | .5 | .4 | 1.0 | .7 | 1.3 |
| \$3.30 and under \$3.40 ----- | .9 | 1.9 | .3 | 1.4 | .8 | .2 | .4 | 1.1 | .6 | 1.6 |
| \$3.40 and under \$3.50 ----- | .8 | 1.6 | .3 | 1.2 | .6 | .3 | .2 | .9 | .4 | 1.2 |
| \$3.50 and under \$3.60 ----- | .7 | 1.5 | .2 | 1.1 | .5 | .1 | .2 | .7 | .4 | 1.2 |
| \$3.60 and under \$3.70 ----- | .5 | 1.1 | .1 | .9 | .4 | (³) | .1 | .5 | .3 | .5 |
| \$3.70 and under \$3.80 ----- | .5 | 1.1 | .1 | .9 | .4 | .1 | - | .4 | .3 | .4 |
| \$3.80 and under \$3.90 ----- | .4 | 1.0 | .1 | .8 | .4 | .1 | .1 | .4 | .2 | .4 |
| \$3.90 and under \$4.00 ----- | .3 | .7 | .1 | .6 | .2 | (³) | - | .3 | .1 | .3 |
| \$4.00 and over ----- | 1.7 | 4.1 | .3 | 3.3 | 1.5 | .2 | .3 | 1.3 | .5 | 1.1 |
| Total ----- | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers ----- | 172,381 | 63,412 | 108,969 | 62,239 | 29,839 | 8,544 | 9,348 | 22,447 | 18,550 | 2,208 |
| Average hourly earnings ¹ ----- | \$2.10 | \$2.37 | \$1.93 | \$2.24 | \$2.05 | \$1.88 | \$1.93 | \$2.14 | \$2.00 | \$2.10 |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for the Southeast region in addition to those shown separately.³ Less than 0.05 percent.

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

Table 3. Earnings Distribution: Men's Goodyear-Welt Dress Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹
United States and selected regions, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England | Great Lakes | Middle West |
|--|----------------------------|--------|--------|-------------|------------------|-------------|
| | Total | Men | Women | | | |
| Under \$1.60 ----- | 0.3 | 0.4 | 0.3 | 0.1 | (³) | 0.7 |
| \$1.60 and under \$1.65 ----- | 25.3 | 17.2 | 30.5 | 20.6 | 8.1 | 36.7 |
| \$1.65 and under \$1.70 ----- | 5.3 | 4.6 | 5.7 | 3.3 | 4.9 | 4.7 |
| \$1.70 and under \$1.75 ----- | 5.0 | 3.1 | 6.1 | 5.9 | 4.4 | 4.2 |
| \$1.75 and under \$1.80 ----- | 5.2 | 2.6 | 6.9 | 3.8 | 9.5 | 3.6 |
| \$1.80 and under \$1.85 ----- | 4.2 | 3.2 | 4.8 | 3.6 | 4.6 | 3.0 |
| \$1.85 and under \$1.90 ----- | 3.9 | 2.7 | 4.7 | 3.1 | 5.5 | 3.5 |
| \$1.90 and under \$1.95 ----- | 3.3 | 2.5 | 3.8 | 2.8 | 4.1 | 3.4 |
| \$1.95 and under \$2.00 ----- | 3.1 | 2.6 | 3.5 | 2.4 | 3.6 | 5.4 |
| \$2.00 and under \$2.10 ----- | 5.6 | 5.4 | 5.8 | 5.3 | 6.5 | 6.3 |
| \$2.10 and under \$2.20 ----- | 4.5 | 4.7 | 4.3 | 3.5 | 5.4 | 6.4 |
| \$2.20 and under \$2.30 ----- | 4.4 | 5.0 | 4.0 | 4.3 | 5.4 | 4.4 |
| \$2.30 and under \$2.40 ----- | 4.3 | 5.0 | 3.9 | 4.3 | 5.6 | 2.8 |
| \$2.40 and under \$2.50 ----- | 3.1 | 3.4 | 2.9 | 4.0 | 3.1 | 2.2 |
| \$2.50 and under \$2.60 ----- | 3.1 | 4.0 | 2.5 | 3.6 | 4.0 | 2.5 |
| \$2.60 and under \$2.70 ----- | 2.6 | 3.9 | 1.8 | 2.7 | 3.1 | 2.9 |
| \$2.70 and under \$2.80 ----- | 2.2 | 2.7 | 1.8 | 3.0 | 2.6 | 1.5 |
| \$2.80 and under \$2.90 ----- | 1.8 | 2.7 | 1.1 | 2.2 | 2.7 | 1.9 |
| \$2.90 and under \$3.00 ----- | 1.6 | 2.4 | 1.0 | 2.2 | 2.2 | .9 |
| \$3.00 and under \$3.10 ----- | 1.7 | 2.8 | .9 | 1.9 | 2.6 | .9 |
| \$3.10 and under \$3.20 ----- | 1.2 | 2.0 | .7 | 1.8 | 1.5 | .5 |
| \$3.20 and under \$3.30 ----- | 1.3 | 2.2 | .6 | 2.1 | 1.6 | .1 |
| \$3.30 and under \$3.40 ----- | 1.0 | 2.1 | .3 | 1.4 | 1.8 | .5 |
| \$3.40 and under \$3.50 ----- | 1.0 | 2.2 | .3 | 1.7 | 1.5 | .1 |
| \$3.50 and under \$3.60 ----- | .7 | 1.3 | .4 | 1.3 | .9 | .2 |
| \$3.60 and under \$3.70 ----- | .6 | 1.2 | .2 | 1.2 | .8 | - |
| \$3.70 and under \$3.80 ----- | .7 | 1.5 | .2 | 1.5 | .5 | .2 |
| \$3.80 and under \$3.90 ----- | .4 | 1.0 | .1 | .9 | .5 | - |
| \$3.90 and under \$4.00 ----- | .4 | 1.0 | .1 | .9 | .5 | - |
| \$4.00 and over ----- | 2.2 | 4.8 | .5 | 4.7 | 2.4 | .5 |
| Total ----- | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers ----- | 29,133 | 11,390 | 17,743 | 9,788 | 6,927 | 2,592 |
| Average hourly earnings ¹ ----- | \$2.15 | \$2.42 | \$1.97 | \$2.35 | \$2.28 | \$1.96 |

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 Less than 0.05 percent.

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

Table 4. Earnings Distribution: Men's Goodyear-Welt Work Shoes

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States and selected regions, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England | Great Lakes |
|--------------------------------------|----------------------------|--------|------------------|-------------|-------------|
| | Total | Men | Women | | |
| Under \$1.60 | 0.2 | 0.1 | 0.2 | 0.3 | 0.3 |
| \$1.60 and under \$1.65 | 22.9 | 16.2 | 28.2 | 19.7 | 4.3 |
| \$1.65 and under \$1.70 | 6.7 | 5.8 | 7.5 | 3.0 | 6.9 |
| \$1.70 and under \$1.75 | 11.9 | 11.1 | 12.6 | 5.7 | 4.3 |
| \$1.75 and under \$1.80 | 5.6 | 5.1 | 6.1 | 3.9 | 12.0 |
| \$1.80 and under \$1.85 | 4.6 | 3.9 | 5.2 | 3.8 | 5.5 |
| \$1.85 and under \$1.90 | 4.3 | 3.4 | 5.0 | 3.1 | 7.0 |
| \$1.90 and under \$1.95 | 3.7 | 2.1 | 5.1 | 7.4 | 2.4 |
| \$1.95 and under \$2.00 | 2.4 | 1.8 | 2.9 | 2.1 | 4.3 |
| \$2.00 and under \$2.10 | 5.0 | 6.0 | 4.2 | 7.1 | 4.4 |
| \$2.10 and under \$2.20 | 4.0 | 3.1 | 4.9 | 5.4 | 5.3 |
| \$2.20 and under \$2.30 | 4.0 | 4.5 | 3.6 | 4.9 | 4.7 |
| \$2.30 and under \$2.40 | 3.5 | 3.4 | 3.5 | 3.6 | 5.0 |
| \$2.40 and under \$2.50 | 3.1 | 3.9 | 2.4 | 3.8 | 4.3 |
| \$2.50 and under \$2.60 | 3.2 | 4.6 | 1.9 | 4.9 | 3.8 |
| \$2.60 and under \$2.70 | 2.3 | 3.3 | 1.4 | 2.6 | 3.4 |
| \$2.70 and under \$2.80 | 2.2 | 3.5 | 1.0 | 3.4 | 3.1 |
| \$2.80 and under \$2.90 | 1.8 | 2.8 | .9 | 3.4 | 2.5 |
| \$2.90 and under \$3.00 | 1.7 | 2.5 | .9 | 2.4 | 2.9 |
| \$3.00 and under \$3.10 | 1.2 | 2.0 | .5 | 1.6 | 2.1 |
| \$3.10 and under \$3.20 | .9 | 1.2 | .6 | .7 | 1.5 |
| \$3.20 and under \$3.30 | .9 | 1.2 | .5 | 1.1 | 1.4 |
| \$3.30 and under \$3.40 | .9 | 1.7 | .2 | .9 | 2.3 |
| \$3.40 and under \$3.50 | .5 | 1.1 | (³) | 1.0 | .9 |
| \$3.50 and under \$3.60 | .7 | 1.2 | .3 | 1.5 | 1.3 |
| \$3.60 and under \$3.70 | .4 | .7 | (³) | .3 | .6 |
| \$3.70 and under \$3.80 | .3 | .6 | - | .3 | .5 |
| \$3.80 and under \$3.90 | .2 | .4 | - | .3 | .4 |
| \$3.90 and under \$4.00 | .2 | .5 | (³) | .3 | .7 |
| \$4.00 and over | .8 | 1.6 | .1 | 1.4 | 1.8 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers | 8,278 | 3,861 | 4,417 | 1,925 | 1,748 |
| Average hourly earnings ¹ | \$2.04 | \$2.20 | \$1.91 | \$2.18 | \$2.27 |

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 Less than 0.05 percent.

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

Table 5. Earnings Distribution: Men's Cement-Process Shoes

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States and New England region, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England |
|--------------------------------------|----------------------------|--------|--------|-------------|
| | Total | Men | Women | |
| Under \$1.60 | 0.7 | 0.2 | 1.0 | 1.2 |
| \$1.60 and under \$1.65 | 28.4 | 16.8 | 36.0 | 22.9 |
| \$1.65 and under \$1.70 | 3.9 | 3.0 | 4.5 | 5.7 |
| \$1.70 and under \$1.75 | 5.1 | 6.0 | 4.5 | 4.3 |
| \$1.75 and under \$1.80 | 5.2 | 5.0 | 5.3 | 4.5 |
| \$1.80 and under \$1.85 | 5.8 | 4.4 | 6.7 | 4.4 |
| \$1.85 and under \$1.90 | 3.1 | 3.0 | 3.1 | 2.8 |
| \$1.90 and under \$1.95 | 3.4 | 2.7 | 3.9 | 2.4 |
| \$1.95 and under \$2.00 | 3.0 | 2.7 | 3.2 | 2.0 |
| \$2.00 and under \$2.10 | 4.9 | 4.0 | 5.5 | 5.5 |
| \$2.10 and under \$2.20 | 5.0 | 6.1 | 4.3 | 4.3 |
| \$2.20 and under \$2.30 | 4.6 | 4.8 | 4.4 | 4.6 |
| \$2.30 and under \$2.40 | 4.1 | 4.5 | 3.8 | 4.5 |
| \$2.40 and under \$2.50 | 2.6 | 3.3 | 2.2 | 3.1 |
| \$2.50 and under \$2.60 | 2.8 | 2.6 | 3.0 | 3.8 |
| \$2.60 and under \$2.70 | 3.5 | 5.5 | 2.2 | 2.3 |
| \$2.70 and under \$2.80 | 2.7 | 4.4 | 1.6 | 3.9 |
| \$2.80 and under \$2.90 | 1.7 | 2.2 | 1.4 | 2.9 |
| \$2.90 and under \$3.00 | 1.4 | 2.3 | .8 | 2.5 |
| \$3.00 and under \$3.10 | 1.7 | 3.1 | .7 | 2.2 |
| \$3.10 and under \$3.20 | .9 | 1.3 | .6 | 1.4 |
| \$3.20 and under \$3.30 | .9 | 1.7 | .5 | 1.7 |
| \$3.30 and under \$3.40 | 1.0 | 2.0 | .3 | 1.1 |
| \$3.40 and under \$3.50 | .3 | .7 | .1 | .4 |
| \$3.50 and under \$3.60 | .5 | 1.1 | .1 | .7 |
| \$3.60 and under \$3.70 | .4 | .8 | .1 | .5 |
| \$3.70 and under \$3.80 | .2 | .3 | .2 | .5 |
| \$3.80 and under \$3.90 | .4 | .9 | - | .5 |
| \$3.90 and under \$4.00 | .2 | .5 | - | .4 |
| \$4.00 and over | 1.8 | 4.1 | .3 | 3.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers | 5,647 | 2,213 | 3,434 | 2,581 |
| Average hourly earnings ¹ | \$2.09 | \$2.32 | \$1.93 | \$2.21 |

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

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

Table 6. Earnings Distribution: Women's Cement-Process (Conventional-Lasted) Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹
United States and selected regions, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England | Middle Atlantic | Border States | Southwest | Great Lakes | Middle West | Pacific |
|--|----------------------------|--------|--------|-------------|-----------------|------------------|------------------|-------------|-------------|---------|
| | Total | Men | Women | | | | | | | |
| Under \$1.60 ----- | 0.3 | 0.1 | 0.4 | 0.1 | 0.2 | 0.3 | 0.7 | 0.9 | 0.3 | 0.1 |
| \$1.60 and under \$1.65 ----- | 25.3 | 15.7 | 30.4 | 23.7 | 25.4 | 38.0 | 41.5 | 22.1 | 26.6 | 6.1 |
| \$1.65 and under \$1.70 ----- | 5.5 | 3.2 | 6.7 | 4.7 | 4.6 | 6.9 | 5.6 | 5.7 | 6.6 | 17.5 |
| \$1.70 and under \$1.75 ----- | 7.0 | 4.1 | 8.5 | 7.0 | 6.0 | 5.1 | 6.9 | 8.0 | 7.3 | 13.9 |
| \$1.75 and under \$1.80 ----- | 5.6 | 4.1 | 6.3 | 4.6 | 8.6 | 5.5 | 4.5 | 4.9 | 4.4 | 4.8 |
| \$1.80 and under \$1.85 ----- | 4.0 | 2.6 | 4.8 | 3.8 | 4.1 | 4.8 | 3.5 | 5.0 | 2.9 | 3.2 |
| \$1.85 and under \$1.90 ----- | 3.8 | 2.7 | 4.4 | 3.9 | 3.5 | 3.5 | 2.8 | 4.3 | 4.0 | 4.0 |
| \$1.90 and under \$1.95 ----- | 3.1 | 2.5 | 3.5 | 2.9 | 3.0 | 3.4 | 2.4 | 3.3 | 3.0 | 2.6 |
| \$1.95 and under \$2.00 ----- | 2.6 | 1.9 | 3.0 | 2.0 | 2.7 | 2.7 | 3.8 | 3.1 | 3.2 | 2.6 |
| \$2.00 and under \$2.10 ----- | 5.9 | 5.5 | 6.1 | 5.9 | 5.1 | 6.0 | 4.3 | 6.8 | 6.1 | 5.2 |
| \$2.10 and under \$2.20 ----- | 4.3 | 4.4 | 4.3 | 3.5 | 4.7 | 4.5 | 5.8 | 5.8 | 4.8 | 5.0 |
| \$2.20 and under \$2.30 ----- | 4.4 | 5.1 | 4.0 | 4.4 | 4.1 | 3.7 | 2.2 | 5.2 | 5.0 | 3.7 |
| \$2.30 and under \$2.40 ----- | 3.6 | 4.0 | 3.4 | 3.5 | 3.5 | 2.9 | 3.3 | 4.3 | 4.0 | 3.4 |
| \$2.40 and under \$2.50 ----- | 3.2 | 3.6 | 2.9 | 3.0 | 3.0 | 1.9 | 3.0 | 3.8 | 4.3 | 2.5 |
| \$2.50 and under \$2.60 ----- | 3.2 | 4.8 | 2.4 | 3.7 | 3.1 | 2.2 | 1.4 | 3.5 | 3.3 | 2.1 |
| \$2.60 and under \$2.70 ----- | 2.5 | 3.7 | 1.8 | 2.6 | 2.6 | 1.7 | 2.1 | 2.2 | 2.6 | 3.8 |
| \$2.70 and under \$2.80 ----- | 2.2 | 3.3 | 1.7 | 2.6 | 1.8 | 1.7 | 1.7 | 1.9 | 2.2 | 2.8 |
| \$2.80 and under \$2.90 ----- | 1.8 | 3.1 | 1.2 | 2.3 | 1.8 | 1.0 | .4 | 1.5 | 1.4 | 2.4 |
| \$2.90 and under \$3.00 ----- | 1.5 | 2.7 | .9 | 1.7 | 1.5 | .9 | .6 | 1.4 | 1.3 | 1.6 |
| \$3.00 and under \$3.10 ----- | 1.5 | 2.8 | .8 | 2.1 | 1.1 | .5 | .8 | 1.3 | .9 | 2.4 |
| \$3.10 and under \$3.20 ----- | 1.3 | 2.6 | .7 | 1.6 | 1.3 | .3 | 1.0 | 1.3 | 1.2 | 1.5 |
| \$3.20 and under \$3.30 ----- | 1.0 | 2.0 | .4 | 1.3 | 1.0 | .8 | .1 | .6 | .7 | 1.4 |
| \$3.30 and under \$3.40 ----- | 1.0 | 2.2 | .4 | 1.3 | 1.1 | .3 | .6 | .6 | .8 | 1.7 |
| \$3.40 and under \$3.50 ----- | .8 | 1.8 | .2 | 1.1 | .7 | .4 | (³) | .6 | .4 | 1.5 |
| \$3.50 and under \$3.60 ----- | .7 | 1.8 | .2 | 1.1 | .6 | .1 | .3 | .4 | .6 | 1.4 |
| \$3.60 and under \$3.70 ----- | .6 | 1.4 | .2 | .9 | .6 | (³) | (³) | .4 | .4 | .5 |
| \$3.70 and under \$3.80 ----- | .5 | 1.3 | .1 | .8 | .4 | .2 | - | .3 | .5 | .4 |
| \$3.80 and under \$3.90 ----- | .5 | 1.2 | .1 | .7 | .5 | .1 | .1 | .3 | .4 | .6 |
| \$3.90 and under \$4.00 ----- | .4 | .9 | .1 | .5 | .4 | (³) | - | .1 | .2 | .4 |
| \$4.00 and over ----- | 1.9 | 4.7 | .3 | 2.6 | 2.7 | .4 | .5 | .6 | .7 | 1.2 |
| Total ----- | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers ----- | 76,400 | 26,166 | 50,234 | 31,380 | 15,109 | 4,462 | 2,890 | 8,312 | 9,111 | 1,616 |
| Average hourly earnings ¹ ----- | \$2.12 | \$2.44 | \$1.95 | \$2.20 | \$2.12 | \$1.92 | \$1.90 | \$2.06 | \$2.06 | \$2.17 |

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

² Includes data for the Southeast region in addition to those shown separately.

³ Less than 0.05 percent.

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

Table 7. Earnings Distribution: Women's Littleway (Including McKay) Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and New England region, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England |
|--|----------------------------|--------|--------|-------------|
| | Total | Men | Women | |
| Under \$1.60 ----- | 1.5 | 1.8 | 1.4 | 3.5 |
| \$1.60 and under \$1.65 ----- | 40.3 | 34.5 | 42.5 | 28.8 |
| \$1.65 and under \$1.70 ----- | 8.8 | 6.7 | 9.6 | 11.5 |
| \$1.70 and under \$1.75 ----- | 4.7 | 4.1 | 5.0 | 4.3 |
| \$1.75 and under \$1.80 ----- | 4.4 | 2.6 | 5.0 | 2.8 |
| \$1.80 and under \$1.85 ----- | 2.7 | 2.6 | 2.7 | 2.4 |
| \$1.85 and under \$1.90 ----- | 3.0 | 2.4 | 3.1 | 2.4 |
| \$1.90 and under \$1.95 ----- | 2.5 | 1.5 | 2.9 | 2.7 |
| \$1.95 and under \$2.00 ----- | 2.7 | 3.4 | 2.5 | 2.7 |
| \$2.00 and under \$2.10 ----- | 5.3 | 5.5 | 5.3 | 7.4 |
| \$2.10 and under \$2.20 ----- | 4.7 | 5.3 | 4.5 | 4.8 |
| \$2.20 and under \$2.30 ----- | 3.8 | 4.7 | 3.5 | 4.1 |
| \$2.30 and under \$2.40 ----- | 3.6 | 3.5 | 3.6 | 3.9 |
| \$2.40 and under \$2.50 ----- | 2.8 | 4.1 | 2.3 | 2.9 |
| \$2.50 and under \$2.60 ----- | 2.4 | 2.4 | 2.4 | 2.5 |
| \$2.60 and under \$2.70 ----- | 1.1 | 2.6 | .5 | 2.0 |
| \$2.70 and under \$2.80 ----- | .7 | 1.4 | .5 | 1.5 |
| \$2.80 and under \$2.90 ----- | 1.2 | 1.6 | 1.0 | 1.9 |
| \$2.90 and under \$3.00 ----- | .6 | 1.3 | .3 | 1.4 |
| \$3.00 and under \$3.10 ----- | .5 | 1.3 | .2 | 1.0 |
| \$3.10 and under \$3.20 ----- | .4 | 1.2 | .1 | .8 |
| \$3.20 and under \$3.30 ----- | .4 | .5 | .3 | .8 |
| \$3.30 and under \$3.40 ----- | .8 | 2.2 | .3 | 1.6 |
| \$3.40 and under \$3.50 ----- | .1 | .4 | - | .3 |
| \$3.50 and under \$3.60 ----- | .2 | .5 | .2 | .6 |
| \$3.60 and under \$3.70 ----- | .1 | .2 | - | .2 |
| \$3.70 and under \$3.80 ----- | .2 | .4 | .1 | .5 |
| \$3.80 and under \$3.90 ----- | .1 | .2 | - | .2 |
| \$3.90 and under \$4.00 ----- | .1 | .4 | - | .3 |
| \$4.00 and over ----- | .4 | .8 | .2 | .5 |
| Total ----- | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers ----- | 5,422 | 1,480 | 3,942 | 1,984 |
| Average hourly earnings ¹ ----- | \$1.90 | \$2.04 | \$1.85 | \$2.01 |

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

² Includes data for regions in addition to New England.

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

Table 8. Earnings Distribution: Misses' and Children's Cement-Process (Conventional-Lasted) Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹ United States and selected regions, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England | Great Lakes | Middle West |
|--|----------------------------|--------|------------------|-------------|-------------|-------------|
| | Total | Men | Women | | | |
| Under \$1.60 ----- | 0.5 | 0.5 | 0.6 | - | - | 0.5 |
| \$1.60 and under \$1.65 ----- | 28.2 | 19.4 | 32.3 | 21.0 | 18.9 | 22.9 |
| \$1.65 and under \$1.70 ----- | 4.9 | 3.8 | 5.4 | 3.5 | 6.4 | 6.1 |
| \$1.70 and under \$1.75 ----- | 6.6 | 3.8 | 7.9 | 4.7 | 6.0 | 14.6 |
| \$1.75 and under \$1.80 ----- | 5.1 | 3.8 | 5.8 | 5.1 | 5.3 | 5.9 |
| \$1.80 and under \$1.85 ----- | 4.1 | 3.2 | 4.6 | 3.9 | 6.2 | 3.3 |
| \$1.85 and under \$1.90 ----- | 3.5 | 2.2 | 4.1 | 3.3 | 2.5 | 3.3 |
| \$1.90 and under \$1.95 ----- | 3.6 | 4.0 | 3.5 | 3.1 | 5.9 | 3.3 |
| \$1.95 and under \$2.00 ----- | 2.9 | 2.1 | 3.3 | 1.9 | 2.5 | 3.4 |
| \$2.00 and under \$2.10 ----- | 7.1 | 6.2 | 7.5 | 6.9 | 8.7 | 7.7 |
| \$2.10 and under \$2.20 ----- | 4.8 | 4.5 | 4.9 | 3.8 | 7.0 | 5.9 |
| \$2.20 and under \$2.30 ----- | 4.9 | 7.1 | 3.9 | 4.3 | 6.2 | 4.8 |
| \$2.30 and under \$2.40 ----- | 4.0 | 4.6 | 3.7 | 4.4 | 3.6 | 3.8 |
| \$2.40 and under \$2.50 ----- | 4.6 | 6.7 | 3.6 | 4.7 | 4.8 | 2.3 |
| \$2.50 and under \$2.60 ----- | 3.0 | 4.4 | 2.4 | 4.6 | 2.3 | 1.3 |
| \$2.60 and under \$2.70 ----- | 2.5 | 4.0 | 1.7 | 3.4 | 2.6 | 1.7 |
| \$2.70 and under \$2.80 ----- | 1.9 | 3.1 | 1.3 | 4.1 | 2.2 | 1.4 |
| \$2.80 and under \$2.90 ----- | 1.6 | 2.2 | 1.3 | 2.0 | 1.7 | 1.3 |
| \$2.90 and under \$3.00 ----- | 1.1 | 2.2 | .6 | 1.9 | 1.0 | 1.7 |
| \$3.00 and under \$3.10 ----- | 1.0 | 2.5 | .3 | 1.5 | 1.1 | .6 |
| \$3.10 and under \$3.20 ----- | .9 | 2.2 | .3 | 2.7 | 1.0 | 1.3 |
| \$3.20 and under \$3.30 ----- | .9 | 2.0 | .4 | 2.1 | .5 | 1.1 |
| \$3.30 and under \$3.40 ----- | .3 | .6 | .1 | .8 | .5 | .5 |
| \$3.40 and under \$3.50 ----- | .4 | .8 | .2 | .8 | .7 | .3 |
| \$3.50 and under \$3.60 ----- | .4 | .8 | .2 | 1.6 | .7 | - |
| \$3.60 and under \$3.70 ----- | .2 | .8 | - | .4 | .5 | .2 |
| \$3.70 and under \$3.80 ----- | .4 | .9 | .1 | 1.0 | .6 | .5 |
| \$3.80 and under \$3.90 ----- | .2 | .6 | (³) | .4 | .2 | .2 |
| \$3.90 and under \$4.00 ----- | .1 | .3 | - | .4 | - | - |
| \$4.00 and over ----- | .3 | .9 | .1 | 1.5 | .5 | .3 |
| Total ----- | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers ----- | 9,916 | 3,126 | 6,790 | 1,348 | 1,235 | 1,919 |
| Average hourly earnings ¹ ----- | \$2.02 | \$2.24 | \$1.92 | \$2.24 | \$2.08 | \$1.99 |

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 Less than 0.05 percent.

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

Table 9. Earnings Distribution: Misses' and Children's
Goodyear-Welt Shoes

(Percent distribution of production workers by average straight-time hourly earnings, ¹
United States and Middle Atlantic region, March 1968)

| Average hourly earnings ¹ | United States ² | | | Middle Atlantic |
|--|----------------------------|--------|--------|-----------------|
| | Total | Men | Women | |
| Under \$1.60..... | 0.1 | 0.2 | - | - |
| \$1.60 and under \$1.65..... | 19.3 | 8.5 | 27.5 | 24.0 |
| \$1.65 and under \$1.70..... | 5.0 | 3.6 | 6.0 | 7.6 |
| \$1.70 and under \$1.75..... | 5.3 | 3.2 | 6.9 | 10.8 |
| \$1.75 and under \$1.80..... | 5.1 | 4.6 | 5.4 | 4.8 |
| \$1.80 and under \$1.85..... | 5.6 | 4.7 | 6.4 | 7.9 |
| \$1.85 and under \$1.90..... | 4.3 | 4.4 | 4.3 | 4.5 |
| \$1.90 and under \$1.95..... | 3.4 | 3.7 | 3.2 | 3.9 |
| \$1.95 and under \$2.00..... | 2.8 | 2.1 | 3.3 | 2.6 |
| \$2.00 and under \$2.10..... | 6.5 | 5.5 | 7.2 | 6.3 |
| \$2.10 and under \$2.20..... | 5.7 | 5.8 | 5.6 | 4.9 |
| \$2.20 and under \$2.30..... | 4.8 | 5.8 | 4.0 | 3.7 |
| \$2.30 and under \$2.40..... | 4.0 | 5.6 | 2.9 | 4.3 |
| \$2.40 and under \$2.50..... | 3.6 | 3.9 | 3.4 | 2.8 |
| \$2.50 and under \$2.60..... | 4.2 | 5.8 | 3.0 | 3.6 |
| \$2.60 and under \$2.70..... | 2.3 | 3.4 | 1.5 | 1.7 |
| \$2.70 and under \$2.80..... | 2.1 | 3.7 | .9 | 2.6 |
| \$2.80 and under \$2.90..... | 1.4 | 2.0 | .9 | .5 |
| \$2.90 and under \$3.00..... | 1.7 | 2.3 | 1.3 | 1.5 |
| \$3.00 and under \$3.10..... | 1.2 | 2.2 | .4 | .6 |
| \$3.10 and under \$3.20..... | 1.0 | 1.1 | .9 | .3 |
| \$3.20 and under \$3.30..... | 1.2 | 2.4 | .3 | .2 |
| \$3.30 and under \$3.40..... | 1.0 | .9 | 1.1 | .3 |
| \$3.40 and under \$3.50..... | .8 | .9 | .7 | .2 |
| \$3.50 and under \$3.60..... | .7 | 1.6 | .1 | .2 |
| \$3.60 and under \$3.70..... | .4 | .6 | .3 | - |
| \$3.70 and under \$3.80..... | .9 | 1.2 | .6 | - |
| \$3.80 and under \$3.90..... | .6 | 1.1 | .3 | .3 |
| \$3.90 and under \$4.00..... | .3 | .5 | .2 | - |
| \$4.00 and over..... | 4.6 | 8.8 | 1.4 | - |
| Total..... | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers..... | 6,126 | 2,635 | 3,491 | 1,740 |
| Average hourly earnings ¹ | \$2.23 | \$2.52 | \$2.02 | \$1.94 |

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

² Includes data for regions in addition to Middle Atlantic.

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

Table 10. Earnings Distribution: Moccasin-Constructed Shoes
With Hand-Sewn Plug

(Percent distribution of production workers by average straight-time hourly earnings, ¹
United States and New England region, March 1968)

| Average hourly earnings ¹ | United States ² | | | New England |
|--|----------------------------|--------|--------|-------------|
| | Total | Men | Women | |
| Under \$1.60..... | 0.8 | 0.4 | 1.1 | 0.8 |
| \$1.60 and under \$1.65..... | 17.2 | 10.0 | 24.8 | 18.0 |
| \$1.65 and under \$1.70..... | 10.6 | 5.1 | 16.4 | 10.9 |
| \$1.70 and under \$1.75..... | 4.4 | 3.2 | 5.6 | 4.5 |
| \$1.75 and under \$1.80..... | 5.1 | 3.8 | 6.4 | 4.9 |
| \$1.80 and under \$1.85..... | 3.5 | 3.0 | 4.1 | 3.3 |
| \$1.85 and under \$1.90..... | 2.6 | 1.4 | 3.9 | 2.4 |
| \$1.90 and under \$1.95..... | 2.2 | 2.3 | 2.1 | 1.9 |
| \$1.95 and under \$2.00..... | 2.3 | 2.3 | 2.2 | 1.8 |
| \$2.00 and under \$2.10..... | 6.1 | 5.7 | 6.5 | 5.7 |
| \$2.10 and under \$2.20..... | 4.2 | 4.2 | 4.2 | 3.6 |
| \$2.20 and under \$2.30..... | 4.0 | 4.2 | 3.7 | 3.7 |
| \$2.30 and under \$2.40..... | 3.7 | 4.1 | 3.3 | 3.5 |
| \$2.40 and under \$2.50..... | 3.4 | 4.4 | 2.4 | 3.1 |
| \$2.50 and under \$2.60..... | 3.5 | 4.7 | 2.2 | 3.4 |
| \$2.60 and under \$2.70..... | 2.9 | 3.9 | 1.8 | 2.8 |
| \$2.70 and under \$2.80..... | 2.7 | 3.7 | 1.7 | 2.9 |
| \$2.80 and under \$2.90..... | 3.0 | 3.9 | 2.0 | 3.1 |
| \$2.90 and under \$3.00..... | 2.4 | 3.5 | 1.2 | 2.6 |
| \$3.00 and under \$3.10..... | 1.9 | 2.9 | .9 | 2.1 |
| \$3.10 and under \$3.20..... | 1.5 | 2.3 | .7 | 1.6 |
| \$3.20 and under \$3.30..... | 1.4 | 2.4 | .4 | 1.4 |
| \$3.30 and under \$3.40..... | 2.0 | 3.5 | .4 | 2.3 |
| \$3.40 and under \$3.50..... | 1.8 | 3.1 | .5 | 2.0 |
| \$3.50 and under \$3.60..... | .9 | 1.6 | .3 | 1.1 |
| \$3.60 and under \$3.70..... | .9 | 1.5 | .2 | 1.0 |
| \$3.70 and under \$3.80..... | .7 | 1.4 | .1 | .8 |
| \$3.80 and under \$3.90..... | .9 | 1.6 | .2 | 1.1 |
| \$3.90 and under \$4.00..... | .6 | .9 | .2 | .6 |
| \$4.00 and over..... | 2.9 | 5.1 | .5 | 3.3 |
| Total..... | 100.0 | 100.0 | 100.0 | 100.0 |
| Number of workers..... | 7,927 | 4,059 | 3,868 | 6,804 |
| Average hourly earnings ¹ | \$2.26 | \$2.54 | \$1.97 | \$2.28 |

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

² Includes data for regions in addition to New England.

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

Table 11. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | United States ² | | | New England | | | Great Lakes | | | Middle West | | | | | | |
|---|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations</u> | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 431 | \$ 2.32 | \$ 2.15 | \$ 1.75-2.74 | 123 | \$ 2.80 | \$ 2.82 | \$ 2.21-3.29 | 109 | \$ 2.39 | \$ 2.33 | \$ 1.91-2.70 | 47 | \$ 2.11 | \$ 1.99 | \$ 1.65-2.35 |
| Men ----- | 198 | 2.54 | 2.45 | 1.87-3.11 | 91 | 2.84 | 2.75 | 2.25-3.41 | 27 | 2.85 | 2.69 | 2.31-3.36 | 28 | 2.26 | 2.09 | 1.60-2.78 |
| Women ----- | 233 | 2.13 | 2.00 | 1.73-2.38 | 32 | 2.68 | 2.93 | 1.98-3.20 | 82 | 2.24 | 2.20 | 1.87-2.45 | 19 | 1.89 | 1.95 | 1.69-2.02 |
| Cutters, vamp and whole shoe, hand (29 men, 11 women) ----- | 40 | 2.84 | 2.85 | 1.60-3.78 | - | - | - | - | - | - | - | - | - | - | - | - |
| Cutters, vamp and whole shoe, machine ----- | 1,025 | 2.92 | 2.75 | 2.16-3.55 | 320 | 3.76 | 3.75 | 3.19-4.31 | 240 | 3.07 | 3.01 | 2.56-3.54 | 101 | 2.41 | 2.35 | 2.04-2.78 |
| Men ----- | 754 | 3.14 | 3.07 | 2.38-3.77 | 319 | 3.77 | 3.76 | 3.23-4.32 | 139 | 3.37 | 3.35 | 2.96-3.74 | 83 | 2.40 | 2.30 | 2.05-2.70 |
| Women ----- | 271 | 2.29 | 2.19 | 1.86-2.61 | - | - | - | - | 101 | 2.65 | 2.60 | 2.29-2.91 | 18 | 2.44 | 2.39 | 2.01-2.92 |
| <u>Fitting</u> | | | | | | | | | | | | | | | | |
| Fancy stitchers (1,373 women, 1 man) ----- | 1,373 | 1.99 | 1.86 | 1.60-2.17 | 216 | 2.39 | 2.25 | 1.88-2.71 | 236 | 2.22 | 2.14 | 1.85-2.49 | 114 | 1.76 | 1.63 | 1.60-1.83 |
| Pasters, backers, or fitters, upper, hand (502 women, 18 men) ----- | 520 | 1.84 | 1.70 | 1.60-1.99 | 108 | 1.90 | 1.74 | 1.60-2.14 | 192 | 1.88 | 1.76 | 1.65-2.01 | 52 | 1.73 | 1.60 | 1.60-1.77 |
| Skivers, machine, uppers or linings (497 women, 2 men) ----- | 499 | 2.13 | 2.03 | 1.71-2.42 | 157 | 2.36 | 2.14 | 2.03-2.75 | 140 | 2.18 | 2.15 | 1.86-2.45 | 72 | 1.72 | 1.61 | 1.60-1.74 |
| Top stitchers (641 women, 3 men) ----- | 644 | 2.07 | 1.93 | 1.60-2.30 | 201 | 2.32 | 2.19 | 1.84-2.66 | 167 | 2.25 | 2.18 | 1.90-2.57 | 82 | 1.77 | 1.65 | 1.60-1.87 |
| Vampers ----- | 788 | 2.17 | 2.05 | 1.70-2.44 | 201 | 2.66 | 2.56 | 2.30-2.98 | 153 | 2.34 | 2.24 | 2.00-2.59 | 82 | 1.75 | 1.65 | 1.60-1.85 |
| Women ----- | 769 | 2.15 | 2.02 | 1.70-2.42 | 185 | 2.61 | 2.52 | 2.28-2.86 | 150 | 2.33 | 2.24 | 1.99-2.55 | 82 | 1.75 | 1.65 | 1.60-1.85 |
| <u>Lasting</u> | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine ----- | 263 | 2.36 | 2.18 | 1.80-2.66 | 79 | 2.97 | 3.05 | 2.31-3.62 | 56 | 2.18 | 2.03 | 1.75-2.53 | 27 | 2.15 | 2.06 | 1.94-2.34 |
| Men ----- | 178 | 2.54 | 2.45 | 1.88-3.00 | 71 | 3.03 | 3.11 | 2.31-3.66 | 27 | 2.39 | 2.51 | 1.84-2.64 | 26 | 2.16 | 2.07 | 1.94-2.34 |
| Bed-machine operators (all men) ----- | 50 | 2.65 | 2.67 | 2.36-2.99 | 31 | 2.66 | 2.56 | 2.39-2.99 | 15 | 2.58 | 2.72 | 2.26-2.95 | - | - | - | - |
| Heel-seat lasters (98 men, 10 women) ----- | 108 | 2.42 | 2.18 | 1.85-2.78 | 27 | 3.03 | 2.87 | 2.46-3.58 | 26 | 2.50 | 2.23 | 2.01-2.67 | 7 | 2.04 | - | - |
| Pullover-machine operators (301 men, 8 women) ----- | 309 | 2.92 | 2.72 | 2.29-3.34 | 88 | 3.66 | 3.40 | 3.07-4.13 | 63 | 3.33 | 3.19 | 2.58-3.85 | 37 | 2.30 | 2.21 | 1.83-2.66 |
| Side lasters, machine (326 men, 6 women) ----- | 332 | 2.61 | 2.56 | 1.96-3.17 | 87 | 3.31 | 3.27 | 2.85-3.73 | 73 | 2.88 | 2.78 | 2.30-3.42 | 41 | 2.13 | 2.03 | 1.72-2.28 |
| Toe lasters, automatic or semiautomatic (241 men, 16 women) ----- | 257 | 2.75 | 2.64 | 2.14-3.14 | 69 | 3.29 | 3.16 | 2.70-3.80 | 59 | 3.23 | 3.10 | 2.73-3.81 | 27 | 2.02 | 1.85 | 1.64-2.26 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | |
| Bottom fillers ----- | 144 | 2.04 | 1.79 | 1.60-2.36 | 38 | 2.35 | 2.05 | 1.66-2.70 | 30 | 2.09 | 1.95 | 1.73-2.49 | 11 | 2.02 | - | - |
| Men ----- | 59 | 2.36 | 2.20 | 2.03-2.59 | 27 | 2.52 | 2.48 | 1.88-2.87 | - | - | - | - | 7 | 2.24 | - | - |
| Women ----- | 85 | 1.82 | 1.65 | 1.60-1.91 | 11 | 1.94 | - | - | 24 | 2.03 | 1.91 | 1.74-2.30 | - | - | - | - |
| Edge trimmers (382 men, 7 women) ----- | 389 | 3.15 | 3.06 | 2.57-3.75 | 126 | 3.98 | 3.94 | 3.54-4.27 | 89 | 3.21 | 3.15 | 2.88-3.59 | 37 | 2.51 | 2.22 | 2.14-2.78 |
| Goodyear stitchers (433 men, 6 women) ----- | 439 | 2.76 | 2.66 | 2.21-3.23 | 135 | 3.26 | 3.11 | 2.62-3.73 | 100 | 2.98 | 2.95 | 2.63-3.38 | 53 | 2.21 | 2.08 | 1.96-2.51 |
| Heel attachers, machine (212 men, 9 women) ----- | 221 | 2.69 | 2.60 | 2.21-3.05 | 65 | 3.27 | 3.04 | 2.76-3.78 | 55 | 2.64 | 2.64 | 2.25-3.06 | 23 | 2.16 | 2.03 | 1.96-2.46 |
| Inseamers (231 men, 15 women) ----- | 246 | 2.95 | 2.74 | 2.28-3.49 | 75 | 3.82 | 3.83 | 3.22-4.29 | 56 | 3.07 | 3.09 | 2.56-3.51 | 25 | 2.40 | 2.34 | 2.03-2.82 |
| Jointers, machine ----- | 33 | 2.60 | 2.50 | 1.75-3.18 | 12 | 3.47 | - | - | 14 | 2.32 | - | - | - | - | - | - |
| Men ----- | 20 | 2.97 | 3.04 | 2.25-3.54 | 10 | 3.56 | - | - | 7 | 2.64 | - | - | - | - | - | - |
| Rough rounders (192 men, 1 woman) ----- | 193 | 2.80 | 2.67 | 2.27-3.15 | 59 | 3.40 | 3.28 | 2.82-3.83 | 46 | 2.83 | 2.77 | 2.37-3.27 | 18 | 2.39 | 2.31 | 2.11-2.62 |
| Shankers ----- | 69 | 1.99 | 1.85 | 1.65-2.15 | 18 | 2.37 | 2.44 | 1.99-2.62 | 16 | 1.96 | 1.86 | 1.85-2.09 | 9 | 2.04 | - | - |
| Men ----- | 20 | 2.19 | 2.09 | 1.66-2.49 | 11 | 2.42 | - | - | - | - | - | - | - | - | - | - |
| Women ----- | 49 | 1.92 | 1.77 | 1.65-1.99 | 7 | 2.28 | - | - | 14 | 1.94 | - | - | - | - | - | - |
| Sole-levelers, machine ----- | 81 | 1.99 | 1.86 | 1.64-2.22 | 21 | 2.23 | 2.05 | 1.70-2.46 | 23 | 2.07 | 1.90 | 1.75-2.32 | - | - | - | - |
| Men ----- | 54 | 2.07 | 1.89 | 1.67-2.25 | 21 | 2.23 | 2.05 | 1.70-2.46 | 11 | 2.19 | - | - | - | - | - | - |

See footnotes at end of table.

Table 11. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | United States ² | | | | New England | | | | Great Lakes | | | | Middle West | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations—Continued</u> | | | | | | | | | | | | | | | | |
| <u>Finishing</u> | | | | | | | | | | | | | | | | |
| Bottom scourers ----- | 159 | \$ 2.31 | \$ 2.05 | \$ 1.69-2.67 | 35 | \$ 3.24 | \$ 3.23 | \$ 2.65-3.57 | 50 | \$ 2.31 | \$ 2.14 | \$ 1.75-2.71 | 16 | \$ 1.92 | \$ 1.83 | \$ 1.70-2.04 |
| Men ----- | 123 | 2.43 | 2.17 | 1.70-2.82 | 35 | 3.24 | 3.23 | 2.65-3.57 | 28 | 2.56 | 2.47 | 2.05-2.97 | 15 | 1.93 | 1.83 | 1.69-2.04 |
| Edge setters (204 men, 4 women) ----- | 208 | 3.10 | 3.08 | 2.58-3.56 | 84 | 3.63 | 3.56 | 2.95-4.22 | 79 | 2.95 | 3.11 | 2.60-3.35 | 17 | 2.44 | 2.62 | 1.95-2.74 |
| Repairers ----- | 329 | 1.94 | 1.76 | 1.65-2.08 | 82 | 2.19 | 1.95 | 1.76-2.42 | 101 | 2.01 | 1.87 | 1.76-2.09 | 18 | 2.04 | 1.92 | 1.62-2.20 |
| Women ----- | 318 | 1.93 | 1.76 | 1.65-2.06 | 77 | 2.13 | 1.94 | 1.76-2.37 | 101 | 2.01 | 1.87 | 1.76-2.09 | 18 | 2.04 | 1.92 | 1.62-2.20 |
| Treers ----- | 330 | 2.18 | 1.99 | 1.65-2.53 | 79 | 2.69 | 2.76 | 2.07-3.21 | 136 | 2.15 | 2.00 | 1.72-2.38 | - | - | - | - |
| Men ----- | 104 | 2.58 | 2.53 | 1.94-3.14 | 57 | 2.92 | 3.01 | 2.52-3.37 | 7 | 2.89 | - | - | - | - | - | - |
| Women ----- | 226 | 1.99 | 1.86 | 1.64-2.17 | 22 | 2.09 | 1.81 | 1.65-2.33 | 129 | 2.11 | 1.99 | 1.70-2.36 | - | - | - | - |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | |
| Floor boys (or girls) ----- | 498 | 1.78 | 1.70 | 1.63-1.87 | 159 | 1.80 | 1.73 | 1.66-1.88 | 125 | 1.96 | 1.92 | 1.78-2.04 | 40 | 1.65 | 1.62 | 1.60-1.64 |
| Men ----- | 156 | 1.70 | 1.65 | 1.60-1.70 | 36 | 1.72 | 1.70 | 1.60-1.72 | 21 | 1.96 | 1.95 | 1.75-2.04 | 10 | 1.62 | - | - |
| Women ----- | 342 | 1.82 | 1.78 | 1.65-1.91 | 123 | 1.82 | 1.79 | 1.69-1.90 | 104 | 1.95 | 1.92 | 1.80-2.03 | 30 | 1.66 | 1.62 | 1.60-1.67 |
| Inspectors (crowners) ----- | 547 | 1.92 | 1.80 | 1.65-2.08 | 158 | 2.02 | 1.94 | 1.75-2.23 | 129 | 2.16 | 2.02 | 1.88-2.31 | 44 | 1.87 | 1.69 | 1.65-1.91 |
| Men ----- | 205 | 2.10 | 2.00 | 1.81-2.40 | 85 | 2.21 | 2.13 | 1.96-2.49 | 46 | 2.37 | 2.31 | 2.00-2.69 | 7 | 1.96 | - | - |
| Women ----- | 342 | 1.81 | 1.70 | 1.65-1.93 | 73 | 1.79 | 1.75 | 1.60-1.93 | 83 | 2.05 | 1.95 | 1.85-2.09 | 37 | 1.85 | 1.67 | 1.65-1.92 |
| Janitors ----- | 205 | 1.70 | 1.62 | 1.60-1.77 | 50 | 1.77 | 1.70 | 1.60-1.84 | 46 | 1.75 | 1.74 | 1.65-1.83 | 20 | 1.66 | 1.62 | 1.62-1.72 |
| Men ----- | 183 | 1.70 | 1.62 | 1.60-1.77 | 47 | 1.75 | 1.70 | 1.60-1.82 | 38 | 1.77 | 1.75 | 1.65-1.83 | 20 | 1.66 | 1.62 | 1.62-1.72 |
| Mechanics, maintenance (all men) ----- | 157 | 2.47 | 2.37 | 2.22-2.75 | 12 | 2.48 | - | - | 39 | 2.70 | 2.71 | 2.38-2.95 | 18 | 2.32 | 2.37 | 2.16-2.42 |
| <u>Selected office occupations</u> | | | | | | | | | | | | | | | | |
| Clerks, general (406 women, 1 man) -- | 407 | 1.79 | 1.73 | 1.65-1.88 | 151 | 1.84 | 1.80 | 1.68-1.97 | 135 | 1.80 | 1.75 | 1.65-1.88 | - | - | - | - |
| Clerks, payroll (all women) ----- | 177 | 1.85 | 1.80 | 1.65-1.94 | 92 | 1.80 | 1.73 | 1.61-1.88 | 24 | 2.07 | 2.00 | 1.78-2.31 | 8 | 1.89 | - | - |
| Stenographers, general (all women) ---- | 71 | 1.97 | 2.00 | 1.83-2.10 | 19 | 2.05 | 2.03 | 1.96-2.16 | 25 | 2.02 | 1.92 | 1.85-2.02 | - | - | - | - |
| Typists, class B (all women) ----- | 80 | 1.77 | 1.75 | 1.65-1.80 | 15 | 1.77 | 1.73 | 1.66-1.84 | 37 | 1.81 | 1.80 | 1.68-1.90 | - | - | - | - |

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 See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 12. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, and occupation | United States ² | | | | New England | | | | Great Lakes | | | | Middle West | |
|---|----------------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|
| | Metropolitan areas | | Nonmetropolitan areas | | Metropolitan areas | | Nonmetropolitan areas | | Metropolitan areas | | Nonmetropolitan areas | | Nonmetropolitan areas | |
| | 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 |
| MEN | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 101 | \$ 2.82 | 97 | \$ 2.25 | 70 | \$ 2.98 | 21 | \$ 2.38 | - | - | 14 | \$ 2.47 | 28 | \$ 2.26 |
| Cutters, vamp and whole shoe, machine ----- | 370 | 3.24 | 384 | 3.04 | 207 | 3.64 | 112 | 4.01 | 57 | \$ 3.55 | 82 | 3.24 | 83 | 2.40 |
| <u>Lasting</u> | | | | | | | | | | | | | | |
| Assemblers for pullover, machine ----- | 78 | 2.87 | 100 | 2.28 | 43 | 3.40 | 28 | 2.47 | - | - | 24 | 2.37 | 26 | 2.16 |
| Pullover-machine operators ----- | 138 | 3.12 | 163 | 2.73 | 53 | 4.05 | 35 | 3.07 | 22 | 3.57 | 39 | 3.19 | 37 | 2.30 |
| Side lasters, machine ----- | 148 | 2.83 | 178 | 2.43 | 57 | 3.39 | 29 | 3.17 | - | - | 46 | 2.69 | 41 | 2.13 |
| Toe lasters, automatic or semiautomatic ----- | 105 | 3.14 | 136 | 2.49 | 48 | 3.51 | 21 | 2.79 | 22 | 3.51 | 31 | 3.07 | 27 | 2.01 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | |
| Edge trimmers ----- | 176 | 3.33 | 206 | 3.03 | 69 | 4.27 | 57 | 3.62 | 32 | 3.33 | 55 | 3.13 | 37 | 2.51 |
| Goodyear stitchers ----- | 185 | 2.98 | 248 | 2.61 | 82 | 3.45 | 52 | 2.95 | 25 | 3.14 | 73 | 2.93 | 52 | 2.22 |
| Inseamers ----- | 102 | 3.37 | 129 | 2.71 | 48 | 4.09 | 27 | 3.35 | 15 | 3.14 | 40 | 2.95 | 25 | 2.40 |
| Rough rounders ----- | 82 | 3.02 | 110 | 2.64 | 33 | 3.58 | 26 | 3.17 | 13 | 2.80 | 32 | 2.86 | 18 | 2.39 |
| <u>Finishing</u> | | | | | | | | | | | | | | |
| Edge setters ----- | 98 | 3.50 | 106 | 2.79 | 52 | 4.02 | 32 | 3.00 | 36 | 2.99 | 39 | 3.03 | 17 | 2.44 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | |
| Floor boys ----- | 47 | 1.79 | 109 | 1.66 | 15 | 1.81 | - | - | - | - | 10 | 1.85 | 10 | 1.62 |
| Inspectors (crowners) ----- | 119 | 2.20 | 86 | 1.96 | 73 | 2.24 | 12 | 2.04 | 17 | 2.72 | 29 | 2.16 | 7 | 1.96 |
| Janitors ----- | 74 | 1.76 | 109 | 1.66 | 27 | 1.80 | 20 | 1.68 | 10 | 1.88 | 28 | 1.72 | 20 | 1.66 |
| Mechanics, maintenance ----- | 58 | 2.52 | 99 | 2.45 | - | - | 8 | 2.48 | 9 | 2.74 | 30 | 2.69 | 18 | 2.32 |
| WOMEN | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 65 | 2.03 | 168 | 2.17 | - | - | 29 | 2.63 | 19 | 2.19 | 63 | 2.26 | 19 | 1.89 |
| Cutters, vamp and whole shoe, machine ----- | 53 | 2.18 | 218 | 2.32 | - | - | - | - | - | - | 90 | 2.68 | 18 | 2.44 |
| <u>Fitting</u> | | | | | | | | | | | | | | |
| Fancy stitchers ----- | 616 | 2.01 | 757 | 1.97 | 135 | 2.42 | 80 | 2.34 | 75 | 2.36 | 161 | 2.15 | 114 | 1.76 |
| Pasters, backers, or fitters, upper, hand ----- | 187 | 1.89 | 315 | 1.83 | 64 | 1.94 | 44 | 1.84 | 51 | 1.94 | 141 | 1.85 | 52 | 1.73 |
| Skivers, machine, uppers or linings ----- | 233 | 2.19 | 264 | 2.07 | 103 | 2.32 | 52 | 2.45 | 51 | 2.36 | 89 | 2.08 | 72 | 1.72 |
| Top stitchers ----- | 268 | 2.10 | 373 | 2.04 | 111 | 2.27 | 88 | 2.36 | 61 | 2.37 | 105 | 2.17 | 82 | 1.77 |
| Vampers ----- | 335 | 2.21 | 434 | 2.10 | 115 | 2.63 | 70 | 2.59 | 48 | 2.54 | 102 | 2.23 | 82 | 1.75 |
| <u>Finishing</u> | | | | | | | | | | | | | | |
| Repairers ----- | 137 | 2.03 | 181 | 1.86 | 62 | 2.15 | 15 | 2.06 | 29 | 2.27 | 72 | 1.90 | 18 | 2.04 |
| Treers ----- | 96 | 2.06 | 130 | 1.94 | 8 | 2.55 | - | - | 52 | 2.20 | 77 | 2.05 | - | - |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | |
| Floor girls ----- | 139 | 1.89 | 203 | 1.78 | 64 | 1.91 | 59 | 1.73 | - | - | 73 | 1.91 | 30 | 1.66 |
| Inspectors (crowners) ----- | 142 | 1.86 | 200 | 1.78 | 40 | 1.84 | 33 | 1.73 | 35 | 2.16 | 48 | 1.96 | 37 | 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: Dashes indicate no data reported or data that do not meet publication criteria.

Table 13. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, and occupation | United States ² | | | | New England | | Great Lakes | | | | Middle West | |
|---|----------------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|
| | Establishments with— | | | | | | | | | | | |
| | 50-249 workers | | 250 workers or more | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 250 workers or more | |
| | 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 |
| MEN | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | |
| Cutters, lining, machine | 27 | \$ 2.75 | 171 | \$ 2.51 | 75 | \$ 2.88 | - | - | 22 | \$ 2.90 | 28 | \$ 2.26 |
| Cutters, vamp and whole shoe, machine | 82 | 3.22 | 672 | 3.13 | 277 | 3.81 | 28 | \$ 3.01 | 111 | 3.46 | 83 | 2.40 |
| <u>Lasting</u> | | | | | | | | | | | | |
| Assemblers for pullover, machine | 19 | 2.86 | 159 | 2.50 | 63 | 2.99 | - | - | 22 | 2.28 | 26 | 2.16 |
| Pullover-machine operators | 31 | 3.11 | 270 | 2.89 | 76 | 3.70 | 15 | 3.00 | 46 | 3.44 | 37 | 2.30 |
| Side lasters, machine | 34 | 2.84 | 292 | 2.58 | 72 | 3.35 | 12 | 2.69 | 58 | 2.90 | 41 | 2.13 |
| Toe lasters, automatic or semiautomatic | 22 | 2.94 | 219 | 2.76 | 63 | 3.28 | 10 | 2.81 | 43 | 3.36 | 27 | 2.01 |
| <u>Bottoming and making</u> | | | | | | | | | | | | |
| Edge trimmers | 51 | 3.18 | 331 | 3.17 | 112 | 4.00 | 21 | 3.26 | 66 | 3.18 | 37 | 2.51 |
| Goodyear stitchers | 62 | 2.98 | 371 | 2.73 | 116 | 3.31 | 32 | 3.20 | 66 | 2.88 | 52 | 2.22 |
| Inseamers | 31 | 3.04 | 200 | 2.99 | 67 | 3.87 | 15 | 3.07 | 40 | 3.08 | 25 | 2.40 |
| Rough rounders | 31 | 2.68 | 161 | 2.82 | 51 | 3.44 | 15 | 2.83 | 30 | 2.85 | 18 | 2.39 |
| <u>Finishing</u> | | | | | | | | | | | | |
| Edge setters | 39 | 2.89 | 165 | 3.18 | 68 | 3.67 | 19 | 2.63 | 56 | 3.14 | 17 | 2.44 |
| <u>Miscellaneous</u> | | | | | | | | | | | | |
| Inspectors (crowners) | 31 | 2.09 | 174 | 2.10 | 71 | 2.24 | 13 | 2.24 | 33 | 2.42 | 7 | 1.96 |
| Janitors | 28 | 1.73 | 155 | 1.70 | 43 | 1.75 | 22 | 1.73 | 16 | 1.82 | 20 | 1.66 |
| Mechanics, maintenance | 25 | 2.54 | 132 | 2.46 | 12 | 2.48 | 19 | 2.64 | 20 | 2.76 | 18 | 2.32 |
| WOMEN | | | | | | | | | | | | |
| <u>Fitting</u> | | | | | | | | | | | | |
| Fancy stitchers | 167 | 2.04 | 1,206 | 1.99 | 175 | 2.46 | 69 | 2.04 | 167 | 2.29 | 114 | 1.76 |
| Pasters, backers, or fitters, upper, hand | 97 | 1.78 | 405 | 1.87 | 98 | 1.92 | 67 | 1.75 | 125 | 1.94 | 52 | 1.73 |
| Skivers, machine, uppers or linings | 66 | 2.15 | 431 | 2.13 | 135 | 2.40 | 34 | 2.12 | 106 | 2.20 | 72 | 1.72 |
| Top stitchers | 97 | 1.94 | 544 | 2.09 | 167 | 2.38 | 49 | 1.94 | 117 | 2.37 | 82 | 1.77 |
| Vampers | 83 | 2.23 | 686 | 2.14 | 155 | 2.67 | 39 | 2.17 | 111 | 2.38 | 82 | 1.75 |
| <u>Finishing</u> | | | | | | | | | | | | |
| Repairers | 36 | 1.89 | 282 | 1.93 | 65 | 2.17 | 22 | 1.84 | 79 | 2.05 | 18 | 2.04 |
| <u>Miscellaneous</u> | | | | | | | | | | | | |
| Floor girls | 34 | 1.99 | 308 | 1.80 | 121 | 1.82 | 26 | 2.01 | 78 | 1.94 | 30 | 1.66 |
| Inspectors (crowners) | 29 | 1.86 | 313 | 1.81 | 67 | 1.78 | 19 | 1.87 | 64 | 2.10 | 37 | 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: Dashes indicate no data reported or data that do not meet publication criteria.

Table 14. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Establishment and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, occupation, and community size | United States ² | | | | New England | | Great Lakes | | | | Middle West | |
|--|----------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|
| | Establishments with— | | | | | | | | | | | |
| | 50-249 workers | | 250 workers or more | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 250 workers or more | |
| | 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 |
| MEN | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | |
| Cutters, vamp and whole shoe, machine: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 334 | \$ 3. 27 | 177 | \$ 3. 74 | - | - | 53 | \$ 3. 63 | - | - |
| Nonmetropolitan areas | 46 | \$ 3. 41 | 338 | 2. 99 | 100 | 3. 94 | 24 | \$ 3. 10 | 58 | 3. 30 | 83 | \$ 2. 40 |
| <u>Lasting</u> | | | | | | | | | | | | |
| Pullover-machine operators: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 122 | 3. 14 | 45 | 4. 15 | - | - | - | - | - | - |
| Nonmetropolitan areas | 15 | 3. 29 | 148 | 2. 67 | 31 | 3. 05 | 9 | 3. 50 | 30 | 3. 10 | 37 | 2. 30 |
| Side lasters, machine: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 136 | 2. 82 | 49 | 3. 43 | - | - | - | - | - | - |
| Nonmetropolitan areas | 22 | 2. 75 | 156 | 2. 38 | 23 | 3. 17 | 10 | 2. 70 | 36 | 2. 69 | 41 | 2. 13 |
| Toe lasters, automatic or semiautomatic: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 95 | 3. 14 | 42 | 3. 53 | - | - | 20 | 3. 59 | - | - |
| Nonmetropolitan areas | 12 | 2. 80 | 124 | 2. 46 | 21 | 2. 79 | - | - | 23 | 3. 16 | 27 | 2. 01 |
| <u>Bottoming and making</u> | | | | | | | | | | | | |
| Edge trimmers: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 158 | 3. 37 | 61 | 4. 34 | - | - | 28 | 3. 37 | - | - |
| Nonmetropolitan areas | 33 | 3. 24 | 173 | 2. 99 | 51 | 3. 61 | 17 | 3. 31 | 38 | 3. 04 | 37 | 2. 51 |
| Goodyear stitchers: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 165 | 2. 98 | 72 | 3. 51 | - | - | 21 | 3. 07 | - | - |
| Nonmetropolitan areas | 42 | 2. 98 | 206 | 2. 53 | 44 | 3. 00 | 28 | 3. 16 | 45 | 2. 80 | 52 | 2. 22 |
| <u>Finishing</u> | | | | | | | | | | | | |
| Edge setters: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 82 | 3. 54 | 42 | 4. 04 | - | - | - | - | - | - |
| Nonmetropolitan areas | 23 | 2. 65 | 83 | 2. 83 | 26 | 3. 08 | 13 | 2. 86 | 26 | 3. 12 | 17 | 2. 44 |
| <u>Miscellaneous</u> | | | | | | | | | | | | |
| Inspectors (crowners): | | | | | | | | | | | | |
| Metropolitan areas | - | - | 105 | 2. 22 | 59 | 2. 28 | - | - | 17 | 2. 72 | - | - |
| Nonmetropolitan areas | 17 | 2. 12 | 69 | 1. 93 | 12 | 2. 04 | 13 | 2. 24 | 16 | 2. 09 | 7 | 1. 96 |
| Janitors: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 62 | 1. 77 | 23 | 1. 80 | - | - | - | - | - | - |
| Nonmetropolitan areas | 16 | 1. 73 | 93 | 1. 65 | 20 | 1. 68 | 16 | 1. 73 | 12 | 1. 72 | 20 | 1. 66 |
| Mechanics, maintenance: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 48 | 2. 55 | - | - | - | - | - | - | - | - |
| Nonmetropolitan areas | 15 | 2. 66 | 84 | 2. 41 | 8 | 2. 48 | 13 | 2. 72 | 17 | 2. 66 | 18 | 2. 32 |

See footnotes at end of table.

Table 14. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—By Size of Establishment and Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, occupation, and community size | United States ² | | New England | | Great Lakes | | Middle West | | | | | |
|--|----------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|-------------------------|-------------------------------|
| | Establishments with— | | | | | | | | | | | |
| | 50-249 workers | | 250 workers or more | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 250 workers or more | |
| | 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 |
| WOMEN | | | | | | | | | | | | |
| <u>Fitting</u> | | | | | | | | | | | | |
| Fancy stitchers: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 554 | \$ 2.01 | 107 | \$ 2.49 | - | - | - | - | - | - |
| Nonmetropolitan areas | 105 | \$ 2.04 | 652 | 1.96 | 68 | 2.41 | 43 | \$ 2.09 | 118 | \$ 2.18 | 114 | \$ 1.76 |
| Pasters, backers, or fitters, upper, hand: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 157 | 1.93 | 56 | 1.97 | - | - | - | - | - | - |
| Nonmetropolitan areas | 67 | 1.82 | 248 | 1.83 | 42 | 1.85 | 49 | 1.80 | 92 | 1.88 | 52 | 1.73 |
| Skivers, machine, uppers or linings: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 205 | 2.20 | 89 | 2.35 | - | - | 41 | 2.45 | - | - |
| Nonmetropolitan areas | 38 | 2.17 | 226 | 2.05 | 46 | 2.48 | 24 | 2.16 | 65 | 2.05 | 72 | 1.72 |
| Top stitchers: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 230 | 2.14 | 89 | 2.35 | - | - | - | - | - | - |
| Nonmetropolitan areas | 59 | 1.98 | 314 | 2.06 | 78 | 2.42 | 37 | 2.01 | 68 | 2.26 | 82 | 1.77 |
| Vampers: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 293 | 2.20 | 93 | 2.68 | - | - | - | - | - | - |
| Nonmetropolitan areas | 41 | 2.23 | 393 | 2.08 | 62 | 2.65 | 25 | 2.22 | 77 | 2.23 | 82 | 1.75 |
| <u>Finishing</u> | | | | | | | | | | | | |
| Repairers: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 121 | 2.04 | 52 | 2.19 | - | - | - | - | - | - |
| Nonmetropolitan areas | 20 | 1.84 | 161 | 1.86 | - | - | 18 | 1.85 | 54 | 1.92 | 18 | 2.04 |
| <u>Miscellaneous</u> | | | | | | | | | | | | |
| Floor girls: | | | | | | | | | | | | |
| Metropolitan areas | - | - | 135 | 1.89 | 62 | 1.91 | - | - | - | - | - | - |
| Nonmetropolitan areas | 30 | 2.02 | 173 | 1.73 | 59 | 1.73 | 24 | 2.02 | 49 | 1.85 | 30 | 1.66 |
| Inspectors (crowners): | | | | | | | | | | | | |
| Metropolitan areas | - | - | 128 | 1.86 | 34 | 1.82 | - | - | 29 | 2.22 | - | - |
| Nonmetropolitan areas | 15 | 1.83 | 185 | 1.77 | 33 | 1.73 | 13 | 1.87 | 35 | 1.99 | 37 | 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: Dashes indicate no data reported or data that do not meet publication criteria.

Table 15. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Maine

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | \$3.80 | \$4.00 | \$4.20 |
| | | | 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 | \$3.80 | \$4.00 | \$4.20 | and over |
| All production workers..... | 3,597 | \$2.21 | 966 | 216 | 129 | 183 | 117 | 99 | 93 | 72 | 162 | 111 | 168 | 114 | 129 | 144 | 105 | 123 | 102 | 93 | 117 | 99 | 69 | 69 | 27 | 21 | 69 |
| Men..... | 1,482 | 2.49 | 297 | 48 | 33 | 24 | 48 | 27 | 39 | 21 | 66 | 42 | 72 | 66 | 48 | 81 | 45 | 54 | 54 | 72 | 57 | 57 | 51 | 66 | 27 | 21 | 66 |
| Women..... | 2,115 | 2.01 | 669 | 168 | 96 | 159 | 69 | 72 | 54 | 51 | 96 | 69 | 96 | 48 | 81 | 63 | 60 | 69 | 48 | 21 | 60 | 42 | 18 | 3 | - | - | 3 |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine..... | 27 | 2.54 | 3 | - | - | - | - | - | 2 | - | 1 | - | 1 | 3 | 2 | 4 | - | - | 5 | - | 4 | 1 | 1 | - | - | - | - |
| Incentive..... | 24 | 2.66 | - | - | - | - | - | - | 2 | - | 1 | - | 1 | 3 | 2 | 4 | - | - | 5 | - | 4 | 1 | 1 | - | - | - | - |
| Cutters, vamp and whole shoe, machine..... | 105 | 3.72 | - | - | - | - | - | - | - | 1 | 1 | 1 | 1 | 2 | 4 | 1 | 6 | 3 | 4 | 3 | 11 | 8 | 12 | 10 | 4 | 32 | |
| Incentive..... | 103 | 3.76 | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | 2 | 4 | 1 | 6 | 3 | 4 | 3 | 11 | 8 | 12 | 10 | 4 | 32 |
| Lasting ³ | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine... | 19 | 2.98 | - | - | - | 2 | - | - | - | - | - | - | - | - | 2 | 2 | - | 1 | 2 | 4 | 3 | - | 1 | 1 | - | 1 | |
| Bed-machine operators..... | 15 | 2.55 | - | - | - | - | - | - | - | 2 | - | - | 3 | 2 | - | 3 | 1 | - | - | 4 | - | - | - | - | - | - | |
| Heel-seat lasters..... | 9 | 2.70 | - | - | - | - | - | - | - | - | 1 | 1 | - | - | 2 | - | - | 2 | - | 2 | - | 1 | - | - | - | - | |
| Pullover-machine operators..... | 32 | 3.18 | - | - | - | - | - | - | - | 2 | 1 | 2 | - | - | 2 | - | 2 | 1 | - | 5 | 7 | 2 | 6 | - | - | 2 | |
| Side lasters, machine..... | 30 | 3.36 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 2 | 3 | 1 | 2 | - | 2 | 9 | 6 | 2 | 2 | - | |
| Toe lasters, automatic or semiautomatic..... | 20 | 2.80 | - | - | - | - | - | - | - | - | - | - | - | 3 | 1 | 1 | 3 | 2 | 4 | - | 3 | 2 | 1 | - | - | - | |
| Bottoming and making ³ | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers..... | 10 | 2.18 | 2 | - | - | 1 | - | 1 | - | - | - | - | 2 | - | - | 2 | 2 | - | - | - | - | - | - | - | - | - | |
| Edge trimmers..... | 41 | 3.81 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | 1 | 5 | 3 | 3 | 5 | 4 | 6 | 4 | |
| Goodyear stitchers..... | 50 | 2.84 | - | - | - | - | - | - | 2 | - | 3 | 3 | 4 | - | 3 | 4 | 2 | 2 | 3 | 5 | 4 | 6 | 4 | 2 | 2 | 1 | |
| Heel attachers, machine..... | 17 | 3.35 | - | - | - | - | - | - | - | - | - | 2 | 1 | 1 | - | - | - | - | 1 | 1 | 1 | 1 | 4 | - | - | 3 | |
| Inseamers..... | 26 | 3.43 | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | 3 | - | 1 | 3 | 3 | 3 | 1 | 4 | 6 | |
| Rough rounders..... | 22 | 2.96 | 2 | - | - | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 2 | - | 1 | 4 | 3 | - | 1 | - | 6 | - | |
| Shankers..... | 6 | 2.38 | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 2 | - | - | - | - | |
| Sole levelers, machine..... | 7 | 1.99 | - | - | 3 | - | - | 2 | - | - | - | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | |
| Finishing ³ | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge setters..... | 26 | 2.92 | - | - | - | - | - | - | - | - | - | 1 | - | 3 | 1 | 1 | 2 | 2 | 4 | 2 | 3 | 2 | 4 | - | 1 | - | |
| Treers..... | 25 | 2.86 | 2 | - | - | - | - | - | - | - | - | 4 | - | - | - | 1 | - | - | - | 2 | 8 | 6 | 2 | - | - | - | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Janitors (all time)..... | 14 | 1.65 | 7 | - | 7 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Mechanics, maintenance (all time)..... | 7 | 2.69 | - | - | - | - | - | - | - | - | - | - | 2 | - | - | 2 | - | 2 | - | - | 1 | - | - | - | - | - | |

See footnotes at end of table.

Table 15. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Maine—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | \$3.80 | \$4.00 | \$4.20 | | |
| | | | and under | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | and over |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 18 | \$2.41 | 2 | - | - | - | - | 3 | - | 2 | 2 | - | - | 1 | - | - | 2 | - | - | 2 | 2 | 2 | - | - | - | - | - | - | |
| Incentive | 16 | 2.51 | - | - | - | - | 3 | - | 2 | 2 | - | - | 1 | - | - | 2 | - | - | 2 | 2 | 2 | - | - | - | - | - | - | - | |
| Fitting³ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 83 | 2.20 | 14 | - | - | 7 | 2 | 6 | 3 | 4 | 6 | 6 | 8 | 4 | 1 | 5 | - | 4 | 3 | 4 | - | 2 | 4 | - | - | - | - | - | |
| Pasters, backers, or fitters, upper, hand | 46 | 1.82 | 27 | 1 | 3 | 1 | - | 1 | 2 | 2 | 1 | 1 | 2 | - | 2 | 2 | - | - | - | - | - | - | - | 1 | - | - | - | - | |
| Skivers, machine, uppers or lining | 47 | 2.55 | 4 | 1 | - | - | 2 | 2 | 2 | - | 1 | 2 | 3 | 1 | 5 | 5 | 2 | - | 1 | 5 | 9 | 4 | - | - | - | - | - | - | |
| Top stitchers | 78 | 2.35 | 7 | 2 | - | 4 | 4 | 2 | 5 | - | 8 | 5 | 5 | 6 | 3 | 4 | - | 4 | 4 | 2 | 4 | 6 | 3 | - | - | - | - | - | |
| Vampers | 61 | 2.51 | 1 | - | 1 | 2 | - | 2 | - | 4 | 2 | - | 5 | 8 | 6 | 6 | 2 | 10 | 4 | - | - | 6 | 2 | - | - | - | - | - | |
| Lasting³ | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 8 | 2.16 | 4 | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers | 29 | 1.85 | 6 | 2 | 4 | 6 | 3 | 2 | 2 | - | 2 | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | |
| Time | 20 | 1.72 | 6 | - | 4 | 6 | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Incentive | 9 | 2.15 | - | 2 | - | - | 1 | - | 2 | - | 2 | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) | 63 | 1.74 | 18 | 9 | 10 | 9 | 2 | 9 | 2 | - | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) (all time) | 33 | 1.72 | 17 | - | - | 9 | - | - | 6 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 17 | 1.66 | 7 | 5 | 2 | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Clerks, payroll | 45 | 1.69 | 21 | 4 | 5 | 10 | - | 3 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 75 percent of the production workers covered by the study were paid on an incentive basis.

² Workers were distributed as follows: 9 at \$4.20 to \$4.40; 5 at \$4.40 to \$4.60; 4 at \$4.60 to \$4.80; 4 at \$4.80 to \$5; and 10 at \$5 and over.

³ All workers were paid on an incentive basis.

⁴ Workers were distributed as follows: 6 at \$4.20 to \$4.40; 1 at \$4.40 to \$4.60; 1 at \$4.60 to \$4.80; 1 at \$4.80 to \$5; and 2 at \$5 and over.

Table 16. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Brockton, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$2.60 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 | \$4.80 | |
| | | | 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 | \$2.60 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 | \$4.80 | and over | |
| All production workers | 3,663 | \$2.47 | 624 | 48 | 302 | 86 | 115 | 141 | 101 | 98 | 212 | 106 | 143 | 183 | 337 | 190 | 140 | 133 | 128 | 95 | 110 | 100 | 43 | 48 | 38 | 18 | 124 | |
| Men | 1,854 | 2.78 | 264 | 24 | 61 | 18 | 47 | 37 | 35 | 42 | 97 | 34 | 73 | 71 | 195 | 111 | 95 | 76 | 101 | 56 | 93 | 83 | 37 | 42 | 32 | 15 | 115 | |
| Women | 1,809 | 2.14 | 360 | 24 | 241 | 68 | 68 | 104 | 66 | 56 | 115 | 72 | 70 | 112 | 142 | 79 | 45 | 57 | 27 | 39 | 17 | 17 | 6 | 6 | 6 | 3 | 9 | |
| Selected Occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 42 | 2.85 | - | - | - | - | 2 | - | - | - | 2 | 3 | 3 | 2 | 4 | 6 | 4 | 3 | 2 | 5 | 2 | 4 | - | - | - | - | - | |
| Time | 8 | 2.40 | - | - | - | - | 2 | - | - | - | - | 1 | 2 | 1 | - | - | - | - | 2 | - | - | - | - | - | - | - | - | |
| Incentive | 34 | 2.96 | - | - | - | - | - | - | - | - | 2 | 2 | 1 | 1 | 4 | 6 | 4 | 3 | - | 5 | 2 | 4 | - | - | - | - | - | |
| Cutters, vamp and whole shoe, machine | 135 | 3.86 | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 13 | 5 | 10 | 8 | 11 | 16 | 17 | 5 | 6 | 14 | 8 | 17 | |
| Incentive | 134 | 3.86 | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 13 | 5 | 10 | 8 | 11 | 15 | 17 | 5 | 6 | 14 | 8 | 17 | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vampers | 12 | 3.28 | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 2 | 2 | - | - | - | 3 | 1 | 1 | - | 1 | - | - | |
| Incentive | 10 | 3.45 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 2 | - | - | - | 3 | 1 | 1 | - | 1 | - | - | |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive) | 23 | 3.69 | - | - | - | - | - | - | - | - | - | - | 2 | - | 2 | - | - | 2 | 1 | 2 | 6 | - | 3 | - | 2 | - | 3 | |
| Bed-machine operators | 12 | 2.58 | - | - | - | - | - | - | - | - | 1 | - | - | - | 5 | 3 | 3 | - | - | - | - | - | - | - | - | - | - | |
| Time | 10 | 2.53 | - | - | - | - | - | - | - | - | 1 | - | - | - | 5 | 3 | 1 | - | - | - | - | - | - | - | - | - | - | |
| Heel-seat lasters (all incentive) | 12 | 3.55 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 3 | - | - | 1 | 3 | 1 | - | 2 | - | 1 | |
| Pullover-machine operators (all incentive) | 31 | 4.15 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 3 | 4 | 2 | 1 | 4 | 2 | 3 | 2 | 1 | 3 ⁷ | |
| Side lasters, machine (all incentive) | 36 | 3.48 | - | - | - | - | - | - | - | - | - | - | 2 | - | 3 | - | 4 | 3 | 5 | 6 | 3 | 2 | 3 | 1 | 1 | - | 3 | |
| Toe lasters, automatic or semi-automatic | 26 | 3.72 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 4 | 3 | 3 | 4 | 2 | 1 | 3 | 1 | 2 | 1 | |
| Incentive | 24 | 3.81 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 4 | 3 | 3 | 4 | 2 | 1 | 3 | 1 | 3 | 1 | 2 | 1 |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers | 13 | 2.57 | - | - | 1 | - | - | - | 1 | - | 3 | - | - | - | 3 | - | - | 3 | 1 | - | 1 | - | - | - | - | - | - | |
| Incentive | 12 | 2.62 | - | - | 1 | - | - | - | - | - | 3 | - | - | - | 3 | - | - | 3 | 1 | - | 1 | - | - | - | - | - | - | |
| Edge trimmers (all incentive) | 41 | 4.39 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 2 | 1 | - | 5 | 4 | 6 | 3 | 1 | 4 | 4 ¹⁴ | |
| Goodyear stitchers (all incentive) | 51 | 3.65 | - | - | - | - | - | - | - | - | - | - | - | 4 | 7 | 4 | 2 | 5 | 5 | 6 | 2 | 5 | 4 | 1 | - | - | 5 ⁶ | |
| Heel attachers, machine | 26 | 3.13 | - | - | - | - | - | - | - | - | - | - | 2 | 2 | 1 | 5 | 4 | 2 | 3 | 2 | - | 1 | 1 | 2 | 1 | - | - | |
| Incentive | 23 | 3.22 | - | - | - | - | - | - | - | - | - | - | 2 | - | 5 | 4 | 2 | 3 | 2 | - | 1 | 1 | 2 | 1 | - | - | - | |
| Inseamers (all incentive) | 29 | 4.31 | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | - | 2 | 2 | - | 6 | 3 | 1 | 4 | - | - | 6 ⁹ | |
| Jointers, machine | 10 | 3.56 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 3 | - | 1 | 1 | 1 | 2 | - | 1 | - | - | | |
| Incentive | 9 | 3.70 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 3 | - | 1 | 1 | 1 | 2 | - | 1 | - | - | | |
| Rough rounders (all incentive) | 17 | 3.79 | - | - | - | - | - | - | - | - | - | - | - | - | 3 | 2 | - | 3 | 2 | 2 | 1 | - | - | - | - | - | 7 ⁴ | |
| Sole-levelers, machine | 12 | 2.23 | 2 | 2 | - | 1 | - | - | - | - | 1 | - | 1 | 1 | 2 | 1 | - | - | - | - | - | - | - | 1 | - | - | - | |
| Incentive | 10 | 2.27 | 2 | 2 | - | - | - | - | - | - | 1 | - | - | 1 | 2 | 1 | - | - | - | - | - | - | - | 1 | - | - | - | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom scourers (all incentive) | 17 | 3.29 | - | - | - | - | - | - | - | - | 2 | - | - | - | 1 | - | 2 | 1 | 4 | 2 | 3 | - | - | - | 1 | - | 1 | |
| Edge setters (all incentive) | 39 | 4.20 | - | - | - | - | - | - | - | - | - | - | - | 2 | 1 | 1 | 2 | - | 3 | 1 | 3 | 4 | 8 | 4 | - | - | 8 ¹⁰ | |
| Treers | 26 | 2.97 | 1 | - | - | - | 1 | - | - | - | 2 | - | 3 | - | 3 | 2 | 1 | 5 | - | 4 | - | 2 | 1 | - | - | - | 1 | |
| Incentive | 23 | 3.09 | - | - | - | - | 1 | - | - | - | 2 | - | 1 | - | 3 | 2 | 1 | 5 | - | 4 | - | 2 | 1 | - | - | - | 1 | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time) | 10 | 1.73 | 4 | - | 2 | - | 3 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) (all time) | 50 | 2.36 | - | - | - | - | - | - | 3 | 1 | 5 | 7 | 2 | 2 | 18 | 12 | - | - | - | - | - | - | - | - | - | - | - | |
| Janitors | 21 | 1.82 | 4 | 2 | 4 | - | - | 4 | - | 3 | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Time | 18 | 1.84 | 4 | 2 | 1 | - | - | 4 | - | 3 | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |

See footnotes at end of table.

Table 16. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Brockton, Mass.¹—Continued

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$2.60 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 | \$4.80 | |
| | | | 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 | \$2.60 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 | \$4.80 | and over | |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 99 | \$2.38 | 10 | 2 | - | - | 2 | 10 | 6 | - | 12 | 5 | 6 | 3 | 13 | 8 | 5 | 8 | 2 | 2 | 3 | - | 1 | - | - | - | - | 1 |
| Incentive | 84 | 2.46 | 10 | 2 | - | - | 4 | 6 | - | 7 | 3 | 6 | 3 | 13 | 8 | 5 | 8 | 8 | 2 | 2 | 3 | - | 1 | - | - | - | - | 1 |
| Pasters, backers, or fitters, upper, hand | 39 | 1.87 | 10 | - | 13 | 5 | - | - | 1 | 1 | 2 | - | 1 | 3 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Time | 17 | 1.68 | 4 | - | 12 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 22 | 2.01 | 6 | - | 1 | 4 | - | - | 1 | 1 | 2 | - | 1 | 3 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings | 76 | 2.20 | 3 | - | - | 1 | - | 1 | - | - | 41 | 10 | - | 4 | 3 | 6 | 3 | 4 | - | - | - | - | - | - | - | - | - | - |
| Time | 37 | 2.02 | - | - | - | - | - | - | - | - | 37 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 39 | 2.36 | 3 | - | - | 1 | - | 1 | - | - | 4 | 10 | - | 4 | 3 | 6 | 3 | 4 | - | - | - | - | - | - | - | - | - | - |
| Top stitchers (all incentive) | 63 | 2.46 | 3 | - | - | - | 4 | 1 | 4 | 2 | 8 | 5 | 4 | 7 | 5 | 5 | 1 | 2 | 4 | 4 | 4 | - | - | - | - | - | - | - |
| Vampers | 58 | 2.73 | - | - | - | 2 | - | - | - | - | 1 | 3 | 2 | 7 | 16 | 10 | 5 | 2 | 2 | 1 | 2 | 3 | - | 1 | - | - | 1 | |
| Incentive | 49 | 2.77 | - | - | - | 2 | - | - | - | - | 1 | 3 | 2 | 7 | 8 | 10 | 5 | 1 | 2 | 1 | 2 | 3 | - | 1 | - | - | 1 | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers | 33 | 2.29 | - | - | 2 | 10 | - | 1 | 2 | - | - | 2 | 4 | 2 | 3 | 1 | 1 | 3 | - | 1 | - | - | - | - | - | - | 1 | - |
| Time | 10 | 1.78 | - | - | - | 9 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 23 | 2.51 | - | - | 2 | 1 | - | - | 2 | - | - | 2 | 4 | 2 | 3 | 1 | 1 | 3 | - | 1 | - | - | - | - | - | - | 1 | - |
| Treers ⁹ | 6 | 2.27 | - | 2 | - | - | - | - | - | - | 1 | - | - | - | - | 3 | - | - | - | - | - | - | - | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) | 45 | 1.83 | 3 | 1 | 12 | 2 | 8 | 1 | 12 | 3 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) | 26 | 1.89 | 4 | 2 | 5 | 1 | - | 1 | 1 | 2 | 7 | - | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Time | 23 | 1.89 | 4 | 2 | 3 | 1 | - | 1 | 1 | 2 | 7 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 73 | 1.87 | 15 | 1 | 2 | 11 | 2 | 17 | 4 | - | 9 | 6 | 5 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Clerks, payroll | 24 | 1.97 | 3 | - | 1 | 2 | 3 | 8 | - | 1 | 1 | - | 3 | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - |
| Stenographers, general | 12 | 2.01 | - | - | - | 1 | 1 | 1 | 1 | - | 4 | 3 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Typists, class B | 13 | 1.79 | 2 | 2 | 4 | 1 | - | - | 1 | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

¹ The area consists of Abington, Avon, Braintree, Bridgewater, Brockton, Middleboro, Rockland, Stoughton, Weymouth, and Whitman, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 59 percent of the production workers covered by the study were paid on an incentive basis.

³ Workers were distributed as follows: 3 at \$5 to \$5.20; 1 at \$5.60 to \$5.80; and 3 at \$5.80 and over.

⁴ Workers were distributed as follows: 3 at \$4.80 to \$5; 4 at \$5 to \$5.20; 4 at \$5.20 to \$5.40; and 3 at \$5.40 and over.

⁵ Workers were distributed as follows: 3 at \$5.40 to \$5.60; 1 at \$5.60 to \$5.80; and 2 at \$5.80 and over.

⁶ Workers were distributed as follows: 3 at \$4.80 to \$5; 3 at \$5 to \$5.20; 1 at \$5.20 to \$5.40; and 2 at \$5.40 and over.

⁷ Workers were distributed as follows: 3 at \$5.20 to \$5.40 and 1 at \$5.40 and over.

⁸ Workers were distributed as follows: 1 at \$4.80 to \$5; 2 at \$5 to \$5.20; and 7 at \$5.20 to \$5.40.

⁹ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

Table 17. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Wisconsin

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 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 | \$3.80 | \$4.00 | | |
| All production workers | 4,151 | \$2.24 | 319 | 262 | 209 | 490 | 201 | 183 | 145 | 124 | 272 | 222 | 214 | 243 | 121 | 163 | 120 | 87 | 118 | 114 | 157 | 161 | 91 | 50 | 33 | 52 | |
| Men | 1,271 | 2.62 | 47 | 54 | 30 | 64 | 46 | 27 | 41 | 18 | 56 | 55 | 56 | 71 | 25 | 59 | 57 | 37 | 54 | 50 | 107 | 125 | 82 | 38 | 30 | 42 | |
| Women | 2,880 | 2.07 | 272 | 208 | 179 | 426 | 155 | 156 | 104 | 106 | 216 | 167 | 158 | 172 | 96 | 104 | 63 | 50 | 64 | 64 | 50 | 36 | 9 | 12 | 3 | 10 | |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 13 | 2.80 | 1 | - | 2 | - | - | - | - | - | 1 | - | - | 1 | - | 1 | - | - | 1 | 1 | 1 | 1 | - | 1 | - | 2 | |
| Incentive | 11 | 3.00 | 1 | - | - | - | - | - | - | - | 1 | - | - | 1 | - | 1 | - | - | 1 | 1 | 1 | 1 | - | 1 | - | 2 | |
| Cutters, vamp and whole shoe, machine (all incentive) | 98 | 3.37 | - | - | - | 2 | - | - | - | - | 1 | - | 2 | 1 | 1 | 2 | 5 | 4 | 4 | 2 | 12 | 13 | 14 | 12 | 5 | ² 18 | |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive) | 14 | 2.60 | - | 1 | - | 2 | - | - | - | - | - | - | - | 3 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | - | - | - | - | 1 | |
| Bed-machine operators ^{b/} | 8 | 2.68 | - | - | - | - | - | - | - | - | - | 1 | 2 | 1 | - | 1 | - | 1 | - | - | 2 | 1 | - | - | - | - | |
| Heel-seat lasters | 10 | 2.97 | - | - | - | - | - | - | - | 1 | 2 | - | - | - | 2 | - | - | - | 1 | - | - | 1 | - | 1 | 2 | 1 | |
| Incentive | 6 | 3.39 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | 1 | - | - | 1 | - | 1 | 2 | 1 | |
| Pullover-machine operators | 34 | 3.10 | - | - | 1 | - | - | - | - | - | - | 2 | 5 | 1 | - | - | - | 1 | 1 | 10 | 6 | 4 | - | - | 3 | | |
| Incentive | 32 | 3.15 | - | - | 1 | - | - | - | - | - | - | 2 | 3 | 1 | - | - | - | 1 | 1 | 10 | 6 | 4 | - | - | 3 | | |
| Side lasters, machine (all incentive) | 35 | 2.97 | - | - | 1 | - | - | - | - | - | - | 2 | 2 | - | 4 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 5 | 3 | - | 1 | |
| Toe lasters, automatic or semiautomatic (all incentive) | 31 | 3.33 | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 1 | 3 | 3 | 3 | 6 | 2 | 2 | 2 | 4 | 3 | | |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers (all incentive) | 52 | 3.30 | - | 2 | - | - | - | - | - | - | - | - | 1 | 1 | 1 | 2 | - | 3 | 3 | 12 | 5 | 5 | 7 | 4 | 6 | | |
| Goodyear stitchers (all incentive) | 58 | 3.06 | - | - | 1 | - | - | - | - | - | - | 1 | 3 | 3 | 2 | 2 | 4 | 6 | 3 | 5 | 13 | 10 | 5 | - | - | | |
| Heel attachers, machine | 27 | 2.60 | - | - | - | - | - | - | - | 1 | 4 | - | 2 | 3 | 2 | 2 | 4 | 1 | 1 | 2 | 2 | 2 | - | 1 | - | | |
| Incentive | 23 | 2.65 | - | - | - | - | - | - | - | 1 | 2 | - | 2 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | - | 1 | - | | |
| Inseamers (all incentive) | 37 | 3.13 | - | - | - | - | - | - | - | - | 1 | 1 | 1 | 4 | 2 | 2 | 3 | 1 | 4 | 7 | 5 | 4 | - | 2 | | | |
| Rough rounders | 28 | 2.90 | 1 | - | - | 2 | - | - | - | - | 1 | - | 1 | 2 | - | 5 | 1 | 1 | 1 | 4 | 4 | 1 | 1 | 2 | 1 | | |
| Time | 6 | 2.38 | - | - | - | 2 | - | - | - | - | - | - | - | - | 4 | - | - | - | - | - | - | - | - | - | | | |
| Incentive | 22 | 3.05 | 1 | - | - | - | - | - | - | - | 1 | - | 1 | 2 | - | 1 | 1 | 1 | 1 | 4 | 4 | 1 | 1 | 2 | 1 | | |
| Sole-levelers, machine (all incentive) | 8 | 2.12 | - | - | - | - | - | 3 | 1 | - | 1 | - | 1 | - | 2 | - | - | - | - | - | - | - | - | - | | | |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom scourers (all incentive) | 17 | 2.63 | 1 | - | 1 | 1 | - | - | 1 | - | - | 4 | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 1 | 1 | - | 2 | | |
| Edge setters | 49 | 2.97 | - | - | 1 | - | 2 | - | - | 2 | - | 2 | 3 | 1 | 2 | 3 | 2 | - | 1 | 8 | 12 | 5 | 1 | 3 | 1 | | |
| Incentive | 45 | 3.04 | - | - | 1 | - | - | - | - | 2 | - | 2 | 3 | 1 | 2 | 1 | 2 | - | 1 | 8 | 12 | 5 | 1 | 3 | 1 | | |
| Treers ^{b/} | 7 | 2.89 | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | 3 | - | - | - | 1 | | |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time) | 7 | 1.91 | - | - | - | 4 | 1 | - | - | 1 | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | | |
| Inspectors (crowners) | 28 | 2.47 | - | - | - | 2 | 2 | 2 | 2 | - | 1 | 2 | 2 | 4 | 1 | 1 | - | 4 | - | 2 | 1 | 4 | - | - | - | | |
| Time | 20 | 2.26 | - | - | - | 2 | 2 | 2 | - | 1 | 2 | 2 | 4 | - | - | 4 | - | 1 | - | - | - | - | - | - | - | | |
| Janitors (all time) | 25 | 1.77 | 6 | 6 | 1 | 3 | 2 | 2 | 2 | - | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Mechanics, maintenance (all time) | 27 | 2.72 | - | - | - | - | - | 2 | - | - | 2 | - | 2 | 2 | 2 | 2 | - | 1 | 2 | 4 | 3 | 2 | 3 | - | - | | |
| <u>WOMEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 57 | 2.25 | 2 | 4 | 4 | 3 | 1 | - | 2 | 1 | 7 | 3 | 5 | 7 | 6 | 2 | 1 | 3 | - | - | 3 | 2 | - | 1 | - | | |
| Incentive | 45 | 2.36 | - | - | 4 | 3 | 1 | - | 2 | 1 | 3 | 1 | 5 | 7 | 6 | 2 | 1 | 3 | - | - | 3 | 2 | - | 1 | - | | |
| Cutters, vamp and whole shoe, machine (all incentive) | 72 | 2.61 | - | - | - | - | - | 3 | 4 | - | 6 | 4 | 4 | 11 | 6 | 5 | 4 | 2 | 3 | 5 | 6 | 1 | 3 | 2 | 1 | 2 | |

See footnotes at end of table.

Table 17. Occupational Earnings: Men's Goodyear-Welt Dress Shoes—Wisconsin—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 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 | \$3.80 | \$4.00 | over |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 185 | \$2.25 | 9 | 4 | 1 | 16 | 13 | 6 | 8 | 2 | 17 | 23 | 14 | 14 | 9 | 12 | 6 | 10 | 6 | 3 | 4 | 4 | - | 3 | - | 1 |
| Incentive | 167 | 2.30 | 5 | 2 | 1 | 14 | 7 | 6 | 8 | 2 | 13 | 23 | 14 | 14 | 9 | 12 | 6 | 10 | 6 | 3 | 4 | 4 | - | 3 | - | 1 |
| Pasters, backers, or fitters, upper, hand-- | 144 | 1.88 | 29 | 15 | 14 | 22 | 9 | 7 | 8 | 4 | 10 | 6 | 1 | 6 | 5 | 4 | - | 2 | 2 | - | - | - | - | - | - | - |
| Time | 33 | 1.67 | 14 | 6 | 6 | 5 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 111 | 1.94 | 15 | 9 | 8 | 17 | 7 | 7 | 8 | 4 | 10 | 6 | 1 | 6 | 5 | 4 | - | 2 | 2 | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings | 92 | 2.17 | 3 | 3 | 4 | 8 | 3 | 3 | 8 | 2 | 12 | 7 | 4 | 11 | 4 | 4 | 5 | 6 | 2 | 3 | - | - | - | - | - | - |
| Incentive | 86 | 2.19 | 3 | 3 | 2 | 6 | 3 | 3 | 8 | 2 | 10 | 7 | 4 | 11 | 4 | 4 | 5 | 6 | 2 | 3 | - | - | - | - | - | - |
| Top stitchers | 97 | 2.23 | 3 | 4 | 5 | 8 | 6 | 2 | 2 | 5 | 7 | 11 | 5 | 5 | 7 | 7 | 2 | 9 | - | 5 | 2 | 1 | 1 | - | - | |
| Incentive | 85 | 2.30 | 1 | 2 | 1 | 8 | 4 | 2 | - | 5 | 7 | 11 | 5 | 5 | 7 | 7 | 2 | 9 | - | 5 | 2 | 1 | 1 | - | - | |
| Vampers | 81 | 2.35 | 2 | 1 | 4 | 4 | 2 | 2 | - | 3 | 7 | 9 | 11 | 4 | 5 | 4 | 5 | 2 | 5 | 3 | 4 | 3 | - | 1 | - | |
| Incentive | 75 | 2.35 | - | 1 | 4 | 4 | 2 | 2 | - | 3 | 7 | 9 | 11 | 4 | 5 | 2 | 5 | 2 | 3 | 3 | 4 | 3 | - | 1 | - | |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 21 | 2.06 | 4 | - | - | 1 | 4 | 2 | 1 | - | - | 2 | - | - | 3 | 3 | - | - | 1 | - | - | - | - | - | - | - |
| Incentive | 15 | 2.22 | - | - | - | 1 | 2 | 2 | 1 | - | - | 2 | - | - | 3 | 3 | - | - | 1 | - | - | - | - | - | - | - |
| Heel-seat lasters ^{3b/} | 7 | 2.21 | - | - | - | - | - | - | - | 1 | 3 | 1 | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers | 17 | 1.93 | 2 | 3 | 1 | 3 | - | 1 | 1 | 1 | - | 1 | - | 3 | - | 1 | - | - | - | - | - | - | - | - | - | - |
| Incentive | 13 | 2.02 | - | 1 | 1 | 3 | - | 1 | 1 | 1 | - | 1 | - | 3 | - | 1 | - | - | - | - | - | - | - | - | - | - |
| Heel attachers, machine ^{3b/} | 6 | 2.46 | - | - | - | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | |
| Jointers, machine (all incentive) | 7 | 1.99 | - | - | 1 | 3 | - | - | - | - | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - |
| Shankers | 12 | 2.00 | 1 | 2 | 1 | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | 2 | 1 | - | - | - | - | - | - | - | - |
| Incentive | 8 | 2.12 | 1 | - | 1 | 1 | - | - | 1 | 1 | - | - | - | - | - | 2 | 1 | - | - | - | - | - | - | - | - | - |
| Sole attachers, cement process ^{3a/} | 9 | 2.05 | - | 2 | - | 1 | 2 | - | - | 1 | - | - | - | 2 | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Sole-levelers, machine (all incentive) | 6 | 1.93 | - | - | 3 | 1 | - | - | 1 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom scourers | 18 | 1.86 | 4 | 2 | - | 4 | 2 | 2 | - | - | 1 | 1 | - | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - |
| Time | 11 | 1.71 | 4 | 1 | - | 4 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 7 | 2.11 | - | 1 | - | - | 2 | - | - | 1 | 1 | - | 1 | - | 1 | - | - | 1 | - | - | - | - | - | - | - | - |
| Repairers | 64 | 2.06 | 1 | 1 | 2 | 13 | 6 | 15 | 4 | 2 | 4 | 2 | 1 | 3 | 2 | - | - | 1 | 1 | - | 3 | 3 | - | - | - | - |
| Time | 35 | 1.80 | 1 | 1 | 2 | 12 | 4 | 12 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 29 | 2.36 | - | - | - | 1 | 2 | 3 | 1 | 2 | 4 | 2 | 1 | 3 | 2 | - | 1 | 1 | - | 3 | 3 | - | - | - | - | - |
| Treers | 83 | 2.10 | 19 | 9 | 7 | 5 | 2 | 2 | 1 | 3 | 7 | 3 | 2 | 3 | - | 1 | - | 4 | 5 | 3 | 4 | 1 | 1 | - | 1 | - |
| Incentive | 59 | 2.28 | 5 | 5 | 3 | 5 | - | 2 | 1 | 3 | 7 | 3 | 2 | 3 | - | 1 | - | 4 | 5 | 3 | 4 | 1 | 1 | - | 1 | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls | 59 | 1.94 | - | 3 | 1 | 9 | 2 | 12 | 11 | 7 | 4 | 3 | 4 | - | 3 | - | - | - | - | - | - | - | - | - | - | - |
| Time | 47 | 1.89 | - | 3 | 1 | 9 | 2 | 12 | 7 | 6 | 4 | - | 1 | - | 2 | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) | 51 | 2.11 | 2 | 2 | - | 5 | 2 | 4 | 8 | 6 | 7 | 1 | 1 | 7 | 1 | - | - | 2 | - | - | 2 | - | - | - | 1 | - |
| Time | 25 | 1.91 | 2 | - | - | 2 | 2 | 3 | 7 | 3 | 5 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Janitors (all time) | 8 | 1.69 | 4 | 1 | - | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 114 | 1.79 | 17 | 16 | 23 | 14 | 13 | 5 | 7 | 3 | 10 | 1 | 3 | - | - | - | - | 2 | - | - | - | - | - | - | - | - |
| Clerks, payroll | 14 | 2.05 | 4 | - | - | 2 | - | 1 | - | - | 2 | - | 1 | - | - | 2 | - | 1 | - | 1 | - | - | - | - | - | - |
| Stenographers, general | 19 | 2.02 | - | - | - | - | 4 | 1 | 4 | - | 6 | - | 1 | - | - | 3 | - | - | - | - | - | - | - | - | - | - |
| Typists, class B | 29 | 1.77 | 5 | 4 | 3 | 2 | 6 | 3 | 3 | - | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

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 Workers were distributed as follows: 9 at \$4 to \$4.20 and 9 at \$4.20 and over.

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

Table 18. Occupational Earnings: Men's Goodyear-Welt Work Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | United States ² | | | | New England | | | | Great Lakes | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| Selected production occupations | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 121 | \$ 2.09 | \$ 1.96 | \$ 1.60-2.38 | 29 | \$ 2.02 | \$ 1.90 | \$ 1.68-2.22 | 28 | \$ 2.32 | \$ 2.23 | \$ 1.85-2.72 |
| Men ----- | 46 | 2.25 | 2.08 | 1.60-2.69 | - | - | - | - | 6 | 2.74 | - | - |
| Women ----- | 75 | 1.99 | 1.89 | 1.63-2.19 | 24 | 1.94 | 1.85 | 1.67-2.12 | 22 | 2.20 | 2.08 | 1.80-2.60 |
| Cutters, vamp and whole shoe, machine ----- | 403 | 2.62 | 2.46 | 2.04-3.13 | 87 | 2.80 | 2.79 | 2.28-3.36 | 105 | 3.00 | 2.69 | 2.29-3.52 |
| Men ----- | 279 | 2.76 | 2.61 | 2.15-3.31 | 78 | 2.86 | 2.87 | 2.30-3.37 | 75 | 3.19 | 3.04 | 2.47-3.74 |
| Women ----- | 124 | 2.30 | 2.17 | 1.77-2.59 | 9 | 2.21 | - | - | 30 | 2.50 | 2.32 | 2.13-2.52 |
| Fitting | | | | | | | | | | | | |
| Fancy stitchers (224 women, 1 man) ----- | 225 | 1.99 | 1.83 | 1.67-2.28 | - | - | - | - | 116 | 2.13 | 2.00 | 1.75-2.34 |
| Pasters, backers, or fitters, upper, hand (165 women, 3 men) ----- | 168 | 1.81 | 1.70 | 1.60-1.85 | 59 | 1.77 | 1.65 | 1.60-1.76 | 34 | 1.96 | 1.84 | 1.65-2.13 |
| Skivers, machine, uppers or linings (95 women, 1 man) ----- | 96 | 2.22 | 2.09 | 1.83-2.50 | 24 | 2.62 | 2.68 | 2.29-2.88 | 27 | 2.22 | 2.20 | 1.87-2.40 |
| Top stitchers (all women) ----- | 253 | 1.92 | 1.80 | 1.64-2.07 | 58 | 2.12 | 2.05 | 1.76-2.43 | 43 | 2.10 | 1.89 | 1.80-2.20 |
| Vampers (196 women, 8 men) ----- | 204 | 2.15 | 2.00 | 1.74-2.40 | 54 | 2.52 | 2.43 | 2.00-3.08 | 50 | 2.21 | 2.17 | 1.80-2.43 |
| Lasting | | | | | | | | | | | | |
| Assemblers for pullover, machine ----- | 89 | 2.32 | 2.21 | 1.77-2.87 | 22 | 2.80 | 2.93 | 2.34-3.38 | 20 | 2.65 | 2.57 | 2.28-3.03 |
| Men ----- | 71 | 2.40 | 2.25 | 1.86-2.91 | 19 | 2.74 | 2.90 | 2.26-3.20 | 15 | 2.87 | 2.87 | 2.54-3.05 |
| Heel-seat lasters ----- | 45 | 2.19 | 1.91 | 1.76-2.55 | 8 | 2.36 | - | - | 15 | 2.21 | 1.98 | 1.74-2.47 |
| Men ----- | 36 | 2.25 | 1.95 | 1.77-2.62 | 8 | 2.36 | - | - | 9 | 2.27 | - | - |
| Pullover-machine operators (76 men, 2 women) ----- | 78 | 2.70 | 2.70 | 2.22-3.14 | 18 | 3.47 | 3.71 | 2.98-3.81 | 11 | 2.65 | - | - |
| Side lasters, machine (104 men, 2 women) ----- | 106 | 2.58 | 2.60 | 2.06-2.99 | 22 | 3.09 | 3.18 | 2.66-3.51 | 22 | 2.99 | 2.91 | 2.71-3.40 |
| Toe lasters, automatic or semiautomatic (83 men, 6 women) ----- | 89 | 2.56 | 2.51 | 2.02-2.94 | 21 | 2.77 | 2.56 | 2.43-2.83 | 24 | 2.97 | 2.94 | 2.75-3.21 |
| Bottoming and making | | | | | | | | | | | | |
| Bottom fillers ----- | 40 | 2.16 | 2.03 | 1.70-2.38 | 10 | 2.11 | - | - | 7 | 2.52 | - | - |
| Men ----- | 26 | 2.32 | 2.09 | 1.92-2.95 | 8 | 2.12 | - | - | - | - | - | - |
| Edge trimmers (101 men, 2 women) ----- | 103 | 2.70 | 2.54 | 2.03-3.28 | 22 | 3.30 | 3.35 | 2.83-3.72 | 22 | 3.41 | 3.36 | 2.76-3.86 |
| Goodyear stitchers (all men) ----- | 152 | 2.57 | 2.58 | 2.16-2.96 | 38 | 2.88 | 2.90 | 2.68-3.19 | 22 | 2.88 | 2.88 | 2.60-3.30 |
| Heel attachers, machine (59 men 1 woman) ----- | 60 | 2.35 | 2.25 | 1.85-2.80 | 10 | 2.69 | - | - | 11 | 2.87 | - | - |
| Inseamers (all men) ----- | 78 | 2.75 | 2.76 | 1.88-3.29 | 20 | 3.20 | 3.08 | 2.86-3.71 | 14 | 3.39 | - | - |
| Rough rounders (all men) ----- | 72 | 2.51 | 2.52 | 1.99-2.88 | 16 | 2.68 | 2.70 | 2.53-2.89 | 12 | 3.23 | - | - |
| Shankers ----- | 32 | 1.96 | 1.63 | 1.60-2.22 | 8 | 1.77 | - | - | 9 | 2.31 | - | - |
| Men ----- | 17 | 2.17 | 1.75 | 1.60-2.24 | - | - | - | - | - | - | - | - |
| Women ----- | 15 | 1.73 | 1.60 | 1.60-1.68 | - | - | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | |
| Repairers (97 women, 6 men) ----- | 103 | 1.90 | 1.82 | 1.74-2.02 | 19 | 1.91 | 1.82 | 1.82-1.97 | 29 | 1.92 | 1.83 | 1.80-2.00 |
| Treers (83 women, 4 men) ----- | 87 | 1.86 | 1.60 | 1.60-2.10 | - | - | - | - | 21 | 2.31 | 2.38 | 2.11-2.54 |
| Miscellaneous | | | | | | | | | | | | |
| Floor boys (or girls) ----- | 114 | 1.85 | 1.76 | 1.70-1.92 | 34 | 2.00 | 1.95 | 1.82-2.23 | 26 | 1.88 | 1.76 | 1.75-1.86 |
| Women ----- | 74 | 1.84 | 1.76 | 1.70-1.90 | 17 | 1.95 | 1.90 | 1.82-2.00 | 22 | 1.90 | 1.76 | 1.75-1.81 |
| Inspectors (crowners) ----- | 188 | 1.82 | 1.75 | 1.70-1.90 | 42 | 1.94 | 1.94 | 1.89-1.94 | 43 | 1.88 | 1.76 | 1.74-1.96 |
| Men ----- | 45 | 1.91 | 1.79 | 1.70-2.00 | 9 | 1.98 | - | - | 14 | 1.95 | - | - |
| Women ----- | 143 | 1.79 | 1.71 | 1.67-1.90 | 33 | 1.93 | 1.92 | 1.89-1.94 | 29 | 1.84 | 1.76 | 1.71-1.85 |
| Janitors (85 men, 7 women) ----- | 92 | 1.74 | 1.70 | 1.60-1.75 | 20 | 1.77 | 1.68 | 1.60-1.94 | 22 | 1.86 | 1.76 | 1.71-1.97 |
| Mechanics, maintenance (all men) ----- | 93 | 2.56 | 2.50 | 2.25-2.76 | 10 | 2.80 | - | - | 23 | 2.80 | 2.76 | 2.52-3.07 |
| Selected office occupations | | | | | | | | | | | | |
| Clerks, general (all women) ----- | 95 | 1.84 | 1.85 | 1.70-1.92 | 26 | 1.81 | 1.83 | 1.65-1.89 | 33 | 1.93 | 2.00 | 1.76-2.05 |
| Clerks, payroll (all women) ----- | 53 | 1.92 | 1.90 | 1.80-2.00 | 20 | 1.94 | 1.95 | 1.79-2.10 | 7 | 2.00 | - | - |

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 See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 19. Occupational Earnings: Men's Cement-Process Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England region, March 1968)

| Department, occupation, and sex | United States ² | | | | New England | | | |
|---|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations</u> | | | | | | | | |
| <u>Cutting</u> | | | | | | | | |
| Cutters, lining, machine (42 women, 18 men)----- | 60 | \$ 2.07 | \$ 1.60 | \$ 1.60-2.12 | 20 | \$ 2.80 | \$ 2.51 | \$ 1.92-3.33 |
| Cutters, vamp and whole shoe, machine ----- | 255 | 2.78 | 2.55 | 2.23-3.20 | 91 | 3.36 | 3.34 | 2.58-4.14 |
| Men ----- | 173 | 2.98 | 2.85 | 2.40-3.51 | 75 | 3.60 | 3.54 | 3.00-4.26 |
| Women ----- | 82 | 2.35 | 2.32 | 1.98-2.60 | 16 | 2.22 | 2.07 | 1.98-2.32 |
| <u>Fitting</u> | | | | | | | | |
| Fancy stitchers (131 women, 1 man)----- | 132 | 1.95 | 1.82 | 1.65-2.17 | 42 | 2.19 | 2.05 | 1.68-2.55 |
| Pasters, backers, or fitters, upper, hand (117 women, 1 man)----- | 118 | 1.88 | 1.73 | 1.60-2.09 | 35 | 1.80 | 1.60 | 1.60-1.87 |
| Skivers, machine, uppers or linings (64 women, 1 man)----- | 65 | 2.12 | 2.00 | 1.72-2.28 | 26 | 2.31 | 2.12 | 1.88-2.52 |
| Top stitchers (all women)----- | 180 | 1.96 | 1.91 | 1.60-2.23 | 82 | 2.16 | 2.16 | 1.81-2.43 |
| Vampers (200 women, 3 men)----- | 203 | 2.13 | 1.94 | 1.68-2.45 | 107 | 2.34 | 2.29 | 1.89-2.73 |
| <u>Lasting</u> | | | | | | | | |
| Assemblers for pullover, machine----- | 69 | 2.04 | 1.87 | 1.60-2.26 | 29 | 2.45 | 2.26 | 1.96-2.85 |
| Men ----- | 49 | 2.07 | 1.90 | 1.60-2.26 | 24 | 2.49 | 2.34 | 1.96-2.83 |
| Women ----- | 20 | 1.97 | 1.84 | 1.63-2.20 | - | - | - | - |
| Heel-seat lasters (33 men, 1 woman)----- | 34 | 2.21 | 2.11 | 1.60-2.73 | 15 | 2.48 | 2.61 | 2.24-2.87 |
| Side lasters, machine (47 men, 1 woman)----- | 48 | 2.11 | 1.77 | 1.60-2.35 | 10 | 2.77 | - | - |
| Toe lasters, automatic or semiautomatic (all men)----- | 32 | 2.52 | 2.12 | 1.60-3.28 | 8 | 3.12 | - | - |
| <u>Bottoming and making</u> | | | | | | | | |
| Edge trimmers (all men)----- | 80 | 2.73 | 2.38 | 1.85-3.36 | 16 | 3.26 | 3.28 | 2.49-3.81 |
| Heel attachers, machine (24 men, 1 woman)----- | 25 | 2.37 | 1.97 | 1.92-3.07 | 12 | 2.89 | - | - |
| Sole attachers, cement process (47 men, 8 women)----- | 55 | 2.45 | 2.30 | 1.60-2.84 | 24 | 2.93 | 2.84 | 2.43-3.40 |
| <u>Finishing</u> | | | | | | | | |
| Repairers (68 women, 1 man)----- | 69 | 1.97 | 1.71 | 1.60-2.20 | 36 | 2.02 | 1.65 | 1.60-2.37 |
| <u>Miscellaneous</u> | | | | | | | | |
| Floor boys (or girls)----- | 68 | 1.82 | 1.78 | 1.65-1.88 | 29 | 1.87 | 1.80 | 1.61-1.96 |
| Men ----- | 26 | 1.84 | 1.83 | 1.65-1.87 | 14 | 1.86 | - | - |
| Women ----- | 42 | 1.82 | 1.76 | 1.65-1.92 | 15 | 1.87 | 1.86 | 1.70-1.99 |
| Inspectors (crowners)----- | 107 | 1.91 | 1.85 | 1.80-2.03 | 37 | 1.89 | 1.85 | 1.80-1.85 |
| Men ----- | 31 | 1.97 | 1.85 | 1.85-2.03 | 23 | 1.91 | 1.85 | 1.85-1.85 |
| Women ----- | 76 | 1.89 | 1.86 | 1.74-2.03 | 14 | 1.87 | - | - |
| Janitors (all men)----- | 39 | 1.72 | 1.70 | 1.65-1.78 | 11 | 1.80 | - | - |
| Mechanics, maintenance (all men)----- | 42 | 2.46 | 2.37 | 2.20-2.76 | 7 | 2.80 | - | - |
| <u>Selected office occupations</u> | | | | | | | | |
| Clerks, general (all women)----- | 40 | 1.94 | 1.95 | 1.84-2.06 | 15 | 1.89 | 1.93 | 1.75-2.00 |
| Clerks, payroll (all women)----- | 41 | 1.80 | 1.75 | 1.65-1.94 | 23 | 1.75 | 1.65 | 1.60-1.83 |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to New England.³ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 20. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | United States ² | | | New England | | | Middle Atlantic | | | Border States | | | | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| Selected production occupations | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 950 | \$ 2.54 | \$ 2.37 | \$ 1.85-3.00 | 327 | \$ 2.95 | \$ 2.89 | \$ 2.25-3.45 | 187 | \$ 2.71 | \$ 2.54 | \$ 1.89-3.26 | 65 | \$ 1.92 | \$ 1.74 | \$ 1.60-2.24 |
| Men | 595 | 2.81 | 2.67 | 2.11-3.31 | 279 | 3.06 | 2.96 | 2.38-3.51 | 147 | 2.91 | 2.78 | 2.21-3.54 | - | - | - | - |
| Women | 355 | 2.09 | 1.90 | 1.63-2.36 | 48 | 2.30 | 2.21 | 1.74-2.71 | 40 | 1.97 | 1.76 | 1.65-2.20 | 45 | 1.94 | 1.73 | 1.60-2.30 |
| Cutters, vamp and whole shoe, hand..... | 462 | 2.82 | 2.69 | 2.13-3.45 | 32 | 2.81 | 2.88 | 2.57-3.00 | 148 | 3.44 | 3.70 | 2.72-4.10 | 47 | 2.46 | 2.18 | 1.95-2.75 |
| Men | 329 | 3.10 | 3.00 | 2.50-3.83 | 30 | 2.78 | 2.82 | 2.57-3.00 | 148 | 3.44 | 3.70 | 2.72-4.10 | - | - | - | - |
| Women | 133 | 2.15 | 2.00 | 1.75-2.40 | - | - | - | - | - | - | - | - | - | - | - | - |
| Cutters, vamp and whole shoe, machine..... | 2,060 | 2.87 | 2.76 | 2.28-3.37 | 837 | 3.23 | 3.21 | 2.67-3.68 | 345 | 2.68 | 2.57 | 2.07-3.06 | 138 | 2.33 | 2.28 | 2.00-2.64 |
| Men | 1,545 | 3.05 | 2.95 | 2.50-3.51 | 783 | 3.28 | 3.26 | 2.73-3.71 | 213 | 2.96 | 2.81 | 2.44-3.43 | 61 | 2.44 | 2.48 | 2.14-2.70 |
| Women | 515 | 2.34 | 2.24 | 1.88-2.69 | 54 | 2.57 | 2.42 | 2.03-3.16 | 132 | 2.22 | 2.07 | 1.73-2.59 | 77 | 2.25 | 2.21 | 1.84-2.54 |
| Fitting | | | | | | | | | | | | | | | | |
| Fancy stitchers | 3,529 | 2.15 | 2.01 | 1.73-2.41 | 1,599 | 2.28 | 2.18 | 1.87-2.59 | 632 | 2.18 | 2.00 | 1.70-2.41 | 179 | 1.79 | 1.70 | 1.60-1.93 |
| Men | 150 | 2.74 | 2.58 | 2.00-3.24 | 11 | 2.38 | - | - | 67 | 3.33 | 3.44 | 2.78-3.95 | - | - | - | - |
| Women | 3,379 | 2.12 | 2.00 | 1.73-2.38 | 1,588 | 2.28 | 2.18 | 1.87-2.59 | 565 | 2.04 | 1.91 | 1.69-2.27 | 179 | 1.79 | 1.70 | 1.60-1.93 |
| Pasters, backers, or fitters, upper, hand..... | 2,532 | 1.93 | 1.76 | 1.60-2.13 | 914 | 1.90 | 1.70 | 1.60-2.11 | 532 | 2.06 | 1.85 | 1.60-2.35 | 154 | 1.79 | 1.60 | 1.60-1.94 |
| Women | 2,470 | 1.91 | 1.75 | 1.60-2.11 | 908 | 1.90 | 1.70 | 1.60-2.11 | 477 | 1.95 | 1.80 | 1.60-2.24 | 154 | 1.79 | 1.60 | 1.60-1.94 |
| Skivers, machine, uppers or linings..... | 855 | 2.15 | 2.01 | 1.70-2.39 | 275 | 2.17 | 2.08 | 1.78-2.41 | 184 | 2.46 | 2.20 | 1.78-2.87 | 58 | 1.90 | 1.71 | 1.60-2.14 |
| Women | 782 | 2.06 | 1.98 | 1.69-2.34 | 268 | 2.17 | 2.09 | 1.78-2.41 | 133 | 2.06 | 1.97 | 1.71-2.32 | 58 | 1.90 | 1.71 | 1.60-2.14 |
| Top stitchers | 2,313 | 2.15 | 2.03 | 1.71-2.44 | 988 | 2.31 | 2.23 | 1.95-2.58 | 297 | 2.32 | 2.10 | 1.69-2.68 | 183 | 1.80 | 1.69 | 1.60-1.91 |
| Men | 100 | 2.94 | 2.72 | 2.25-3.49 | 33 | 2.48 | 2.50 | 2.15-2.88 | 49 | 3.50 | 3.48 | 2.76-4.07 | - | - | - | - |
| Women | 2,213 | 2.12 | 2.02 | 1.70-2.39 | 955 | 2.30 | 2.22 | 1.95-2.58 | 248 | 2.08 | 1.92 | 1.64-2.33 | 183 | 1.80 | 1.69 | 1.60-1.91 |
| Vampers | 856 | 1.99 | 1.84 | 1.60-2.16 | 248 | 2.21 | 2.04 | 1.80-2.49 | 217 | 1.92 | 1.75 | 1.60-2.14 | 46 | 1.71 | 1.60 | 1.60-1.79 |
| Women | 825 | 1.97 | 1.83 | 1.60-2.14 | 239 | 2.19 | 2.00 | 1.80-2.43 | 203 | 1.92 | 1.72 | 1.60-2.13 | 46 | 1.71 | 1.60 | 1.60-1.79 |
| Lasting | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 827 | 2.54 | 2.50 | 1.90-3.02 | 294 | 2.92 | 2.83 | 2.44-3.33 | 134 | 2.45 | 2.36 | 1.80-2.98 | 71 | 2.03 | 1.81 | 1.60-2.50 |
| Men | 598 | 2.71 | 2.72 | 2.13-3.12 | 230 | 3.03 | 2.96 | 2.54-3.38 | 96 | 2.69 | 2.76 | 2.20-3.12 | 35 | 2.22 | 1.99 | 1.60-2.62 |
| Women | 229 | 2.11 | 1.92 | 1.64-2.42 | 64 | 2.54 | 2.50 | 1.92-3.04 | 38 | 1.86 | 1.75 | 1.63-1.97 | 36 | 1.84 | 1.69 | 1.60-2.02 |
| Bed-machine operators (472 men, 9 women)..... | 481 | 3.03 | 2.97 | 2.50-3.48 | 252 | 3.19 | 3.09 | 2.65-3.80 | 56 | 2.75 | 2.96 | 2.35-3.17 | 41 | 2.38 | 2.26 | 2.10-2.57 |
| Heel-seat lasters (367 men, 25 women)..... | 392 | 2.32 | 2.25 | 1.88-2.66 | 127 | 2.56 | 2.43 | 2.12-2.89 | 125 | 2.16 | 1.88 | 1.60-2.61 | 21 | 2.09 | 1.90 | 1.61-2.28 |
| Pullover-machine operators (479 men, 1 woman)..... | 480 | 3.12 | 3.10 | 2.46-3.71 | 178 | 3.48 | 3.54 | 2.98-4.06 | 94 | 2.85 | 2.75 | 2.09-3.38 | 29 | 2.65 | 2.61 | 1.91-3.25 |
| Side lasters, machine (1,220 men, 16 women)..... | 1,236 | 2.88 | 2.88 | 2.32-3.40 | 510 | 3.31 | 3.28 | 2.78-3.72 | 195 | 2.55 | 2.48 | 1.89-3.07 | 71 | 2.31 | 2.15 | 1.72-2.68 |
| Toe lasters, automatic or semiautomatic | 688 | 2.62 | 2.46 | 2.04-3.15 | 158 | 3.26 | 3.30 | 2.69-3.74 | 220 | 2.39 | 2.23 | 1.90-2.77 | 13 | 2.52 | - | - |
| Men | 634 | 2.67 | 2.54 | 2.07-3.21 | 158 | 3.26 | 3.30 | 2.69-3.74 | 208 | 2.42 | 2.26 | 1.91-2.88 | 13 | 2.52 | - | - |
| Bottoming and making | | | | | | | | | | | | | | | | |
| Bottom fillers | 254 | 2.00 | 1.81 | 1.60-2.24 | 50 | 2.05 | 2.00 | 1.61-2.28 | 102 | 1.95 | 1.75 | 1.60-2.22 | 12 | 1.91 | - | - |
| Women | 212 | 1.93 | 1.75 | 1.60-2.14 | 49 | 2.06 | 2.02 | 1.61-2.28 | 76 | 1.75 | 1.60 | 1.60-1.81 | 12 | 1.91 | - | - |
| Edge trimmers | 386 | 2.92 | 2.89 | 2.35-3.44 | 126 | 3.20 | 3.09 | 2.68-3.74 | 55 | 3.05 | 2.70 | 2.32-3.68 | 42 | 2.50 | 2.40 | 1.79-3.40 |
| Men | 357 | 2.97 | 2.95 | 2.38-3.46 | 118 | 3.26 | 3.11 | 2.70-3.74 | 53 | 3.09 | 2.75 | 2.32-3.71 | 42 | 2.50 | 2.40 | 1.79-3.40 |
| Heel attachers, machine..... | 492 | 2.46 | 2.37 | 1.85-2.89 | 171 | 2.59 | 2.51 | 2.00-3.03 | 123 | 2.60 | 2.67 | 2.00-3.12 | 29 | 2.43 | 2.20 | 1.60-3.35 |
| Men | 426 | 2.54 | 2.51 | 2.00-2.94 | 157 | 2.63 | 2.54 | 2.10-3.05 | 118 | 2.63 | 2.69 | 2.05-3.13 | 24 | 2.40 | 2.23 | 2.10-3.35 |
| Heel-seat fitters, machine (46 men, 9 women)..... | 55 | 2.53 | 2.37 | 1.81-2.95 | - | - | - | - | 14 | 2.88 | - | - | - | - | - | - |
| Rough rounders | 245 | 2.33 | 2.18 | 1.78-2.63 | 30 | 2.90 | 2.80 | 2.31-3.53 | 38 | 2.62 | 2.63 | 2.00-3.13 | - | - | - | - |
| Men | 201 | 2.41 | 2.30 | 1.80-2.80 | 26 | 3.03 | 3.46 | 2.41-3.60 | 33 | 2.73 | 2.68 | 2.13-3.17 | - | - | - | - |
| Shankers | 422 | 2.09 | 1.93 | 1.65-2.33 | 187 | 2.14 | 1.96 | 1.66-2.33 | 72 | 2.02 | 1.84 | 1.60-2.24 | 21 | 2.02 | 1.97 | 1.78-2.19 |
| Men | 300 | 2.19 | 2.00 | 1.71-2.51 | 136 | 2.22 | 2.00 | 1.70-2.51 | 48 | 2.14 | 1.98 | 1.64-2.49 | 16 | 2.07 | 2.05 | 1.83-2.39 |
| Women | 122 | 1.86 | 1.74 | 1.60-2.06 | 51 | 1.93 | 1.90 | 1.63-2.11 | 24 | 1.79 | 1.71 | 1.60-2.01 | - | - | - | - |
| Sole attachers, cement process | 1,030 | 2.65 | 2.54 | 2.02-3.18 | 445 | 3.12 | 3.10 | 2.56-3.64 | 231 | 2.26 | 2.10 | 1.71-2.55 | 63 | 2.09 | 1.96 | 1.62-2.34 |
| Men | 899 | 2.73 | 2.62 | 2.08-3.29 | 411 | 3.17 | 3.16 | 2.62-3.67 | 208 | 2.27 | 2.10 | 1.70-2.55 | 56 | 2.11 | 1.98 | 1.60-2.35 |
| Women | 131 | 2.13 | 2.00 | 1.66-2.48 | 34 | 2.54 | 2.48 | 2.07-2.95 | 23 | 2.12 | 2.00 | 1.82-2.37 | 7 | 1.90 | - | - |

Table 20. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—All Establishments—Continued

 (Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | United States ² | | | New England | | | Middle Atlantic | | | Border States | | | | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations—Continued</u> | | | | | | | | | | | | | | | | |
| <u>Finishing</u> | | | | | | | | | | | | | | | | |
| Bottom scourers | 206 | \$ 2.53 | \$ 2.45 | \$ 1.87–2.97 | 29 | \$ 2.76 | \$ 2.56 | \$ 2.25–3.01 | 72 | \$ 2.89 | \$ 2.81 | \$ 2.16–3.45 | - | \$ - | \$ - | \$ - |
| Men | 176 | 2.64 | 2.55 | 1.94–3.21 | 28 | 2.80 | 2.59 | 2.29–3.01 | 65 | 3.02 | 2.89 | 2.45–3.50 | - | - | - | - |
| Women | 177 | 2.97 | 2.93 | 2.35–3.47 | 56 | 3.11 | 3.01 | 2.61–3.43 | 38 | 3.33 | 3.16 | 2.50–4.08 | 13 | 2.33 | - | - |
| Repairs | 168 | 3.02 | 2.96 | 2.47–3.50 | 55 | 3.11 | 3.05 | 2.61–3.44 | 36 | 3.40 | 3.49 | 2.73–4.09 | 13 | 2.33 | - | - |
| Men | 1,749 | 1.98 | 1.80 | 1.69–2.03 | 834 | 1.84 | 1.79 | 1.70–1.85 | 336 | 2.24 | 1.85 | 1.68–2.42 | 72 | 2.09 | 1.87 | 1.60–2.38 |
| Women | 1,659 | 1.92 | 1.80 | 1.68–1.97 | 830 | 1.84 | 1.79 | 1.70–1.85 | 258 | 1.97 | 1.78 | 1.65–2.10 | 72 | 2.09 | 1.87 | 1.60–2.38 |
| Treers | 1,354 | 2.36 | 2.29 | 1.80–2.76 | 441 | 2.81 | 2.77 | 2.40–3.15 | 155 | 2.45 | 2.16 | 1.89–2.79 | 128 | 2.11 | 2.06 | 1.73–2.42 |
| Men | 585 | 2.76 | 2.74 | 2.34–3.15 | 390 | 2.83 | 2.83 | 2.42–3.17 | 83 | 2.84 | 2.74 | 2.21–3.35 | 26 | 2.41 | 2.48 | 2.12–2.75 |
| Women | 769 | 2.06 | 1.96 | 1.68–2.33 | 51 | 2.65 | 2.56 | 2.35–2.88 | 72 | 2.01 | 1.97 | 1.68–2.14 | 102 | 2.03 | 1.92 | 1.70–2.34 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | |
| Floor boys (or girls) | 1,436 | 1.76 | 1.71 | 1.60–1.82 | 585 | 1.78 | 1.73 | 1.60–1.90 | 406 | 1.76 | 1.70 | 1.60–1.80 | 58 | 1.66 | 1.64 | 1.64–1.70 |
| Men | 536 | 1.76 | 1.70 | 1.60–1.80 | 181 | 1.76 | 1.70 | 1.60–1.80 | 238 | 1.76 | 1.70 | 1.60–1.80 | - | - | - | - |
| Women | 900 | 1.76 | 1.73 | 1.62–1.84 | 404 | 1.78 | 1.75 | 1.60–1.90 | 168 | 1.77 | 1.70 | 1.63–1.83 | 48 | 1.67 | 1.64 | 1.64–1.71 |
| Inspectors (crowners) | 1,111 | 1.88 | 1.75 | 1.65–2.00 | 323 | 1.82 | 1.73 | 1.65–1.89 | 305 | 1.97 | 1.83 | 1.64–2.14 | 82 | 1.80 | 1.70 | 1.67–1.75 |
| Men | 341 | 2.03 | 1.90 | 1.70–2.30 | 123 | 1.90 | 1.82 | 1.66–2.12 | 124 | 2.13 | 2.00 | 1.75–2.35 | 11 | 2.32 | - | - |
| Women | 770 | 1.82 | 1.72 | 1.62–1.88 | 200 | 1.76 | 1.70 | 1.62–1.77 | 181 | 1.86 | 1.75 | 1.60–2.00 | 71 | 1.72 | 1.70 | 1.67–1.75 |
| Janitors | 429 | 1.69 | 1.65 | 1.60–1.75 | 117 | 1.65 | 1.60 | 1.60–1.65 | 107 | 1.73 | 1.75 | 1.62–1.80 | 30 | 1.62 | 1.60 | 1.60–1.60 |
| Men | 412 | 1.70 | 1.65 | 1.60–1.75 | 116 | 1.65 | 1.60 | 1.60–1.65 | 98 | 1.74 | 1.75 | 1.65–1.82 | 28 | 1.63 | 1.60 | 1.60–1.62 |
| Women | 257 | 2.56 | 2.43 | 2.23–2.75 | 23 | 3.00 | 2.75 | 2.33–3.63 | 67 | 2.52 | 2.35 | 2.25–2.73 | 29 | 2.25 | 2.05 | 2.00–2.43 |
| <u>Selected office occupations</u> | | | | | | | | | | | | | | | | |
| Clerks, general (675 women, 36 men) | 711 | 1.89 | 1.81 | 1.70–2.00 | 148 | 1.78 | 1.75 | 1.65–1.88 | 233 | 1.88 | 1.80 | 1.70–1.90 | 50 | 2.10 | 2.00 | 1.76–2.25 |
| Clerks, payroll (all women) | 600 | 1.89 | 1.80 | 1.70–2.00 | 356 | 1.80 | 1.75 | 1.70–1.88 | 95 | 2.10 | 1.90 | 1.70–2.25 | 23 | 2.11 | 2.13 | 1.94–2.25 |
| Stenographers, general (all women) | 65 | 2.18 | 2.10 | 1.88–2.27 | 18 | 1.99 | 2.00 | 1.88–2.12 | 12 | 2.18 | - | - | - | - | - | - |
| Typists, class A (all women) | 25 | 2.13 | 1.95 | 1.87–2.19 | - | - | - | - | 21 | 2.14 | 1.95 | 1.87–2.19 | - | - | - | - |
| Typists, class B (all women) | 75 | 1.89 | 1.80 | 1.70–2.00 | - | - | - | - | 36 | 1.93 | 1.75 | 1.70–2.19 | - | - | - | - |
| <u>Selected production occupations</u> | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 62 | \$ 1.96 | \$ 1.70 | \$ 1.60–2.21 | 94 | \$ 2.13 | \$ 1.99 | \$ 1.65–2.42 | 134 | \$ 2.31 | \$ 2.16 | \$ 1.90–2.72 | 17 | \$ 2.65 | \$ 2.64 | \$ 2.20–3.00 |
| Men | 16 | 2.44 | 2.42 | 2.10–2.78 | 25 | 2.37 | 2.42 | 1.71–2.75 | 46 | 2.46 | 2.39 | 2.05–2.85 | 13 | 2.57 | - | - |
| Women | 46 | 1.80 | 1.65 | 1.60–1.86 | 69 | 2.05 | 1.95 | 1.65–2.15 | 88 | 2.23 | 2.10 | 1.71–2.41 | - | - | - | - |
| Cutters, vamp and whole shoe, hand | - | - | - | - | 71 | 2.22 | 2.14 | 1.86–2.44 | 104 | 2.77 | 2.64 | 2.22–3.36 | 10 | 2.82 | - | - |
| Men | - | - | - | - | - | - | - | - | 72 | 2.99 | 3.07 | 2.42–3.46 | 10 | 2.82 | - | - |
| Women | - | - | - | - | 58 | 2.19 | 2.06 | 1.84–2.43 | 32 | 2.29 | 2.23 | 1.70–2.59 | - | - | - | - |
| Cutters, vamp and whole shoe, machine | 82 | 2.35 | 2.16 | 1.81–2.81 | 264 | 2.75 | 2.67 | 2.31–3.09 | 206 | 2.55 | 2.42 | 2.07–2.85 | 40 | 3.25 | 3.19 | 2.88–3.48 |
| Men | 55 | 2.57 | 2.52 | 2.10–3.05 | 176 | 2.80 | 2.76 | 2.40–3.10 | 100 | 2.84 | 2.75 | 2.30–3.12 | 36 | 3.25 | 3.20 | 2.97–3.48 |
| Women | 27 | 1.89 | 1.84 | 1.66–2.09 | 88 | 2.64 | 2.60 | 2.18–2.96 | 106 | 2.27 | 2.28 | 1.89–2.55 | - | - | - | - |
| <u>Fitting</u> | | | | | | | | | | | | | | | | |
| Fancy stitchers | 97 | 1.77 | 1.60 | 1.60–1.87 | 428 | 1.99 | 1.87 | 1.67–2.22 | 296 | 2.01 | 1.95 | 1.74–2.18 | 76 | 2.37 | 2.40 | 2.12–2.65 |
| Men | - | - | - | - | - | - | - | - | - | - | - | - | 41 | 2.49 | 2.55 | 2.32–2.65 |
| Women | 97 | 1.77 | 1.60 | 1.60–1.87 | 428 | 1.99 | 1.87 | 1.67–2.22 | 296 | 2.01 | 1.95 | 1.74–2.18 | 35 | 2.23 | 2.22 | 1.95–2.46 |
| Pasters, backers, or fitters, upper, hand | 132 | 1.76 | 1.60 | 1.60–1.90 | 246 | 1.98 | 1.84 | 1.66–2.16 | 298 | 1.96 | 1.88 | 1.62–2.21 | 37 | 2.07 | 1.92 | 1.75–2.39 |
| Women | 132 | 1.76 | 1.60 | 1.60–1.90 | 245 | 1.98 | 1.83 | 1.66–2.15 | 298 | 1.96 | 1.88 | 1.62–2.21 | 37 | 2.07 | 1.92 | 1.75–2.39 |
| Skivers, machine, uppers or linings | 42 | 1.78 | 1.65 | 1.60–1.86 | 92 | 2.07 | 2.06 | 1.71–2.44 | 119 | 2.02 | 1.89 | 1.62–2.29 | 28 | 2.18 | 2.01 | 1.90–2.41 |
| Women | 42 | 1.78 | 1.65 | 1.60–1.86 | 92 | 2.07 | 2.06 | 1.71–2.44 | 119 | 2.02 | 1.89 | 1.62–2.29 | 17 | 2.19 | 2.22 | 1.90–2.41 |
| Top stitchers | 99 | 1.77 | 1.60 | 1.60–1.91 | 244 | 1.94 | 1.86 | 1.65–2.11 | 317 | 2.06 | 1.90 | 1.65–2.29 | 72 | 2.18 | 2.11 | 1.87–2.52 |
| Men | - | - | - | - | - | - | - | - | - | - | - | - | 16 | 2.31 | 2.16 | 1.99–2.66 |
| Women | 99 | 1.77 | 1.60 | 1.60–1.91 | 244 | 1.94 | 1.86 | 1.65–2.11 | 317 | 2.06 | 1.90 | 1.65–2.29 | 56 | 2.14 | 2.04 | 1.78–2.39 |
| Vampers | - | - | - | - | 116 | 1.89 | 1.79 | 1.62–2.00 | 81 | 1.99 | 1.92 | 1.72–2.12 | 11 | 2.50 | - | - |
| Women | - | - | - | - | 116 | 1.89 | 1.79 | 1.62–2.00 | 80 | 1.98 | 1.92 | 1.72–2.12 | - | - | - | - |
| <u>Selected production occupations</u> | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 62 | \$ 1.96 | \$ 1.70 | \$ 1.60–2.21 | 94 | \$ 2.13 | \$ 1.99 | \$ 1.65–2.42 | 134 | \$ 2.31 | \$ 2.16 | \$ 1.90–2.72 | 17 | \$ 2.65 | \$ 2.64 | \$ 2.20–3.00 |
| Men | 16 | 2.44 | 2.42 | 2.10–2.78 | 25 | 2.37 | 2.42 | 1.71–2.75 | 46 | 2.46 | 2.39 | 2.05–2.85 | 13 | 2.57 | - | - |
| Women | 46 | 1.80 | 1.65 | 1.60–1.86 | 69 | 2.05 | 1.95 | 1.65–2.15 | 88 | 2.23 | 2.10 | 1.71–2.41 | - | - | - | - |
| Cutters, vamp and whole shoe, hand | - | - | - | - | 71 | 2.22 | 2.14 | 1.86–2.44 | 104 | 2.77 | 2.64 | 2.22–3.36 | 10 | 2.82 | - | - |
| Men | - | - | - | - | - | - | - | - | 72 | 2.99 | 3.07 | 2.42–3.46 | 10 | 2.82 | - | - |
| Women | - | - | - | - | 58 | 2.19 | 2.06 | 1.84–2.43 | 32 | 2.29 | 2.23 | 1.70–2.59 | - | - | - | - |
| Cutters, vamp and whole shoe, machine | 82 | 2.35 | 2.16 | 1.81–2.81 | 264 | 2.75 | 2.67 | 2.31–3.09 | 206 | 2.55 | 2.42 | 2.07–2.85 | 40 | 3.25 | 3.19 | 2.88–3.48 |
| Men | 55 | 2.57 | 2.52 | 2.10–3.05 | 176 | 2.80 | 2.76 | 2.40–3.10 | 100 | 2.84 | 2.75 | 2.30–3.12 | 36 | 3.25 | 3.20 | 2.97–3.48 |
| Women | 27 | 1.89 | 1.84 | 1.66–2.09 | 88 | 2.64 | 2.60 | 2.18–2.96 | 106 | 2.27 | 2.28 | 1.89–2.55 | - | - | - | - |
| <u>Fitting</u> | | | | | | | | | | | | | | | | |
| Fancy stitchers | 97 | 1.77 | 1.60 | 1.60–1.87 | 428 | 1.99 | 1.87 | 1.67–2.22 | 296 | 2.01 | 1.95 | 1.74–2.18 | 76 | 2.37 | 2.40 | 2.12–2.65 |
| Men | - | - | - | - | - | - | - | - | - | - | - | - | 41 | 2.49 | 2.55 | 2.32–2.65 |
| Women | 97 | 1.77 | 1.60 | 1.60–1.87 | 428 | 1.99 | 1.87 | 1.67–2.22 | 296 | 2.01 | 1.95 | 1.74–2.18 | 35 | 2.23 | 2.22 | 1.95–2.46 |
| Pasters, backers, or fitters, upper, hand | 132 | 1.76 | 1.60 | 1.60–1.90 | 246 | 1.98 | 1.84 | 1.66–2.16 | 298 | 1.96 | 1.88 | 1.62–2.21 | 37 | 2.07 | 1.92 | 1.75–2.39 |
| Women | 132 | 1.76 | 1.60 | 1.60–1.90 | 245 | 1.98 | 1.83 | 1.66–2.15 | 298 | 1.96 | 1.88 | 1.62–2.21 | 37 | 2.07 | 1.92 | 1.75–2.39 |
| Skivers, machine, uppers or linings | 42 | 1.78 | 1.65 | 1.60–1.86 | 92 | 2.07 | 2.06 | 1.71–2.44 | 119 | 2.02 | 1.89 | 1.62–2.29 | 28 | 2.18 | 2.01 | 1.90–2.41 |
| Women | 42 | 1.78 | 1.65 | 1.60–1.86 | 92 | 2.07 | 2.06 | 1.71–2.44 | 119 | 2.02 | 1.89 | 1.62–2.29 | 17 | 2.19 | 2.22 | 1.90–2.41 |
| Top stitchers | 99 | 1.77 | 1.60 | 1.60–1.91 | 244 | 1.94 | 1.86 | 1.65–2.11 | 317 | 2.06 | 1.90 | 1.65–2.29 | 72 | 2.18 | 2.11 | 1.87–2.52 |
| Men | - | - | - | - | - | - | - | - | - | - | - | - | 16 | 2.31 | 2.16 | 1.99–2.66 |
| Women | 99 | 1.77 | 1.60 | 1.60–1.91 | 244 | 1.94 | 1.86 | 1.65–2.11 | 317 | 2.06 | 1.90 | 1.65–2.29 | 56 | 2.14 | 2.04 | 1.78–2.39 |
| Vampers | - | - | - | - | 116 | 1.89 | 1.79 | 1.62–2.00 | 81 | 1.99 | 1.92 | 1.72–2.12 | 11 | 2.50 | - | - |
| Women | - | - | - | - | 116 | 1.89 | 1.79 | 1.62–2.00 | 80 | 1.98 | 1.92 | 1.72–2.12 | - | - | - | - |

See footnotes at end of table.

Table 20. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—All Establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | Southwest | | | Great Lakes | | | Middle West | | | Pacific | | | | | | |
|--|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations—Continued</u> | | | | | | | | | | | | | | | | |
| <u> Lasting</u> | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine..... | 39 | \$ 2.03 | \$ 1.66 | \$ 1.60-2.31 | 103 | \$ 2.46 | \$ 2.35 | \$ 2.04-2.86 | 122 | \$ 2.48 | \$ 2.48 | \$ 1.90-2.99 | 8 | \$ 3.11 | \$ - | \$ - |
| Men..... | 35 | 1.98 | 1.62 | 1.60-2.07 | 72 | 2.66 | 2.76 | 2.13-3.03 | 80 | 2.71 | 2.70 | 2.24-3.08 | 8 | 3.11 | - | - |
| Women..... | - | - | - | - | 31 | 2.02 | 1.85 | 1.60-2.31 | 42 | 2.04 | 1.96 | 1.60-2.23 | - | - | - | - |
| Bed-machine operators..... | - | - | - | - | 49 | 3.09 | 3.09 | 2.81-3.63 | 53 | 3.04 | 2.96 | 2.40-3.26 | - | - | - | - |
| Heel-seat lasters..... | 13 | 2.22 | - | - | 42 | 2.38 | 2.34 | 1.97-2.66 | 44 | 2.17 | 2.25 | 1.95-2.38 | 6 | 2.57 | - | - |
| Pullover-machine operators..... | 21 | 2.30 | 2.38 | 2.00-2.42 | 55 | 3.07 | 3.00 | 2.73-3.34 | 63 | 3.32 | 3.39 | 2.48-4.06 | 8 | 3.51 | - | - |
| Side lasters, machine..... | 46 | 2.40 | 2.43 | 2.08-2.70 | 145 | 2.80 | 2.72 | 2.24-3.20 | 159 | 2.72 | 2.79 | 2.36-3.03 | 15 | 2.99 | 2.95 | 2.69-3.30 |
| Toe lasters, automatic or semiautomatic..... | 59 | 2.09 | 2.05 | 1.79-2.36 | 52 | 2.37 | 2.22 | 2.08-2.59 | 110 | 2.85 | 2.68 | 2.32-3.41 | - | - | - | - |
| Men..... | 36 | 2.09 | 2.09 | 1.79-2.39 | 36 | 2.56 | 2.25 | 2.22-2.98 | 107 | 2.87 | 2.73 | 2.41-3.41 | - | - | - | - |
| <u> Bottoming and making</u> | | | | | | | | | | | | | | | | |
| Bottom fillers..... | - | - | - | - | 40 | 1.93 | 1.83 | 1.60-2.13 | 14 | 1.95 | - | - | 15 | 2.78 | 2.79 | 2.13-3.59 |
| Women..... | - | - | - | - | 38 | 1.91 | 1.74 | 1.60-2.09 | 14 | 1.95 | - | - | 10 | 2.89 | - | - |
| Edge trimmers..... | 14 | 2.19 | - | - | 71 | 2.58 | 2.51 | 2.02-3.08 | 59 | 3.03 | 3.08 | 2.57-3.41 | 9 | 3.16 | - | - |
| Men..... | 13 | 2.22 | - | - | 59 | 2.73 | 2.60 | 2.35-3.18 | 54 | 3.01 | 3.08 | 2.57-3.35 | 9 | 3.16 | - | - |
| Heel attachers, machine..... | 17 | 2.33 | 2.37 | 1.94-2.69 | 55 | 2.26 | 2.23 | 1.69-2.62 | 55 | 2.27 | 2.10 | 1.74-2.85 | 8 | 2.69 | - | - |
| Men..... | 14 | 2.46 | - | - | 38 | 2.46 | 2.47 | 2.19-2.71 | 43 | 2.27 | 2.11 | 1.74-2.77 | 8 | 2.69 | - | - |
| Heel-seat fitters, machine..... | - | - | - | - | 12 | 2.40 | - | - | 8 | 1.87 | - | - | - | - | - | - |
| Rough rounders..... | - | - | - | - | 58 | 2.14 | 2.10 | 1.70-2.35 | 43 | 2.27 | 2.29 | 1.78-2.52 | 8 | 3.53 | - | - |
| Men..... | - | - | - | - | 44 | 2.17 | 2.10 | 1.76-2.38 | 35 | 2.28 | 2.44 | 1.70-2.52 | 7 | 3.68 | - | - |
| Shankers..... | 16 | 1.88 | 1.74 | 1.64-2.21 | 47 | 2.14 | 1.98 | 1.63-2.50 | 39 | 2.05 | 1.95 | 1.75-2.21 | 11 | 2.36 | - | - |
| Men..... | 16 | 1.88 | 1.74 | 1.64-2.21 | 28 | 2.30 | 2.26 | 1.73-2.66 | 24 | 2.19 | 2.15 | 1.83-2.49 | 12 | 2.42 | - | - |
| Women..... | - | - | - | - | 19 | 1.90 | 1.74 | 1.63-2.22 | 15 | 1.83 | 1.74 | 1.64-1.98 | - | - | - | - |
| Sole attachers, cement process..... | 35 | 2.08 | 1.88 | 1.60-2.43 | 106 | 2.13 | 2.01 | 1.68-2.43 | 99 | 2.59 | 2.56 | 2.29-2.89 | 12 | 3.39 | - | - |
| Men..... | - | - | - | - | 65 | 2.34 | 2.32 | 2.00-2.55 | 90 | 2.59 | 2.56 | 2.28-2.89 | 11 | 3.42 | - | - |
| Women..... | 16 | 1.88 | 1.60 | 1.60-2.03 | 41 | 1.81 | 1.66 | 1.64-1.75 | 9 | 2.65 | - | - | - | - | - | - |
| <u> Finishing</u> | | | | | | | | | | | | | | | | |
| Bottom scourers..... | 9 | 2.17 | - | - | 44 | 2.11 | 1.89 | 1.65-2.37 | 26 | 2.43 | 2.32 | 1.96-2.70 | 7 | 2.54 | - | - |
| Men..... | 8 | 2.10 | - | - | 35 | 2.16 | 2.15 | 1.66-2.53 | 22 | 2.48 | 2.32 | 2.00-2.70 | - | - | - | - |
| Edge setters..... | - | - | - | - | 29 | 2.77 | 2.90 | 2.35-3.04 | 27 | 3.04 | 3.07 | 2.40-3.54 | - | - | - | - |
| Men..... | - | - | - | - | 29 | 2.77 | 2.90 | 2.35-3.04 | 22 | 3.36 | 3.36 | 2.87-3.59 | - | - | - | - |
| Repairers..... | 87 | 1.79 | 1.60 | 1.60-1.76 | 146 | 2.09 | 1.99 | 1.70-2.41 | 160 | 2.17 | 2.01 | 1.72-2.48 | 36 | 2.01 | 1.93 | 1.88-2.14 |
| Women..... | 87 | 1.79 | 1.60 | 1.60-1.76 | 142 | 2.08 | 1.99 | 1.70-2.41 | 160 | 2.17 | 2.01 | 1.72-2.48 | 35 | 2.01 | 1.93 | 1.88-2.07 |
| Trees..... | 61 | 2.07 | 2.04 | 1.75-2.31 | 219 | 2.09 | 1.80 | 1.60-2.42 | 237 | 2.19 | 2.12 | 1.90-2.45 | - | - | - | - |
| Men..... | - | - | - | - | 45 | 2.64 | 2.69 | 1.85-3.13 | 34 | 2.36 | 2.24 | 1.99-2.48 | - | - | - | - |
| Women..... | 60 | 2.08 | 2.04 | 1.75-2.31 | 174 | 1.95 | 1.70 | 1.60-2.28 | 203 | 2.17 | 2.08 | 1.88-2.41 | - | - | - | - |
| <u> Miscellaneous</u> | | | | | | | | | | | | | | | | |
| Floor boys (or girls)..... | 68 | 1.68 | 1.64 | 1.60-1.75 | 130 | 1.79 | 1.80 | 1.70-1.85 | 126 | 1.74 | 1.75 | 1.63-1.80 | 8 | 1.76 | - | - |
| Men..... | - | - | - | - | - | - | - | - | 22 | 1.73 | 1.75 | 1.70-1.80 | - | - | - | - |
| Women..... | 25 | 1.66 | 1.63 | 1.62-1.75 | 109 | 1.78 | 1.80 | 1.68-1.85 | 104 | 1.75 | 1.74 | 1.62-1.80 | - | - | - | - |
| Inspectors (crowners)..... | 50 | 1.73 | 1.67 | 1.60-1.77 | 118 | 1.95 | 1.82 | 1.70-2.07 | 146 | 1.87 | 1.72 | 1.62-1.97 | 17 | 1.96 | 1.84 | 1.70-1.99 |
| Men..... | - | - | - | - | 24 | 2.23 | 2.10 | 1.85-2.53 | 14 | 1.99 | - | - | - | - | - | - |
| Women..... | 37 | 1.75 | 1.70 | 1.60-1.80 | 94 | 1.87 | 1.80 | 1.68-1.99 | 132 | 1.85 | 1.70 | 1.62-1.97 | 11 | 2.04 | - | - |
| Janitors..... | - | - | - | - | 69 | 1.75 | 1.70 | 1.65-1.75 | 61 | 1.66 | 1.65 | 1.60-1.70 | 15 | 1.93 | 1.85 | 1.63-2.10 |
| Men..... | - | - | - | - | 66 | 1.75 | 1.70 | 1.65-1.75 | 60 | 1.66 | 1.65 | 1.60-1.70 | 14 | 1.95 | - | - |
| Mechanics, maintenance..... | 20 | 2.32 | 2.32 | 2.14-2.40 | 46 | 2.59 | 2.52 | 2.25-2.90 | 48 | 2.50 | 2.47 | 2.37-2.65 | - | - | - | - |
| <u>Selected office occupations</u> | | | | | | | | | | | | | | | | |
| Clerks, general..... | - | - | - | - | 186 | 1.92 | 1.89 | 1.75-2.04 | 42 | 1.85 | 1.81 | 1.70-1.97 | 12 | 2.09 | - | - |
| Clerks, payroll..... | 23 | 1.80 | 1.78 | 1.72-1.88 | 25 | 1.91 | 1.92 | 1.80-2.02 | 51 | 1.85 | 1.85 | 1.70-2.00 | 10 | 2.44 | - | - |
| Stenographers, general..... | - | - | - | - | - | - | - | - | 12 | 2.09 | - | - | - | - | - | - |
| Typists, class A..... | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Typists, class B..... | - | - | - | - | - | - | - | - | 16 | 1.75 | 1.75 | 1.69-1.80 | 6 | 2.00 | - | - |

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

² Includes data for Southeast region in addition to those shown separately.

³ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 21. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, and occupation | United States ² | | | | New England | | | | Middle Atlantic | | | | Border States | |
|---|----------------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|
| | Metropolitan areas | | Nonmetropolitan areas | | Metropolitan areas | | Nonmetropolitan areas | | Metropolitan areas | | Nonmetropolitan areas | | Nonmetropolitan areas | |
| | 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 |
| MEN | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | |
| Cutters, lining, machine | 377 | \$ 2.85 | 218 | \$ 2.75 | 190 | \$ 2.83 | 89 | \$ 3.54 | 139 | \$ 2.94 | 8 | \$ 2.40 | - | - |
| Cutters, vamp and whole shoe, machine | 821 | 3.10 | 724 | 3.00 | 471 | 3.22 | 312 | 3.36 | 195 | 2.97 | 18 | 2.75 | 46 | \$ 2.48 |
| <u>Lasting</u> | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 287 | 2.91 | 311 | 2.51 | 139 | 3.02 | 91 | 3.04 | 82 | 2.78 | - | - | 24 | 2.07 |
| Bed-machine operators | 250 | 3.13 | 222 | 2.96 | 170 | 3.24 | 81 | 3.09 | 38 | 2.98 | - | - | - | - |
| Heel-seat lasters | 207 | 2.29 | 160 | 2.39 | 65 | 2.55 | 60 | 2.60 | 112 | 2.15 | 10 | 2.36 | 12 | 2.23 |
| Pullover-machine operators | 248 | 3.29 | 231 | 2.94 | 101 | 3.54 | 77 | 3.40 | 81 | 2.86 | 13 | 2.75 | 22 | 2.57 |
| Side lasters, machine | 587 | 3.08 | 633 | 2.71 | 295 | 3.37 | 215 | 3.22 | 169 | 2.61 | 18 | 2.34 | 51 | 2.10 |
| Toe lasters, automatic or semiautomatic | 368 | 2.82 | 266 | 2.46 | 89 | 3.38 | 69 | 3.10 | 191 | 2.42 | 17 | 2.38 | 7 | 2.30 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | |
| Edge trimmers | 215 | 3.09 | 142 | 2.80 | 77 | 3.17 | 41 | 3.41 | 45 | 3.20 | - | - | 19 | 2.64 |
| Heel attachers, machine | 251 | 2.63 | 175 | 2.41 | 104 | 2.65 | 53 | 2.60 | 102 | 2.68 | 16 | 2.30 | 15 | 2.69 |
| Shankers | 151 | 2.34 | 149 | 2.03 | 71 | 2.43 | 65 | 2.00 | 45 | 2.16 | - | - | 11 | 2.18 |
| Sole attachers, cement process | 496 | 2.78 | 403 | 2.66 | 240 | 3.19 | 171 | 3.13 | 187 | 2.29 | 21 | 2.11 | 43 | 2.10 |
| <u>Finishing</u> | | | | | | | | | | | | | | |
| Edge setters | 119 | 3.18 | 49 | 2.62 | 47 | 3.13 | - | - | 31 | 3.52 | - | - | - | - |
| Treers | 375 | 2.71 | 210 | 2.86 | 254 | 2.75 | 136 | 2.99 | 83 | 2.84 | - | - | 24 | 2.48 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | |
| Floor boys | 319 | 1.76 | 217 | 1.74 | 71 | 1.78 | 110 | 1.75 | 231 | 1.76 | - | - | - | - |
| Inspectors (crowners) | 215 | 2.09 | 126 | 1.91 | 59 | 2.05 | 64 | 1.76 | 120 | 2.14 | - | - | 10 | 2.39 |
| Janitors | 237 | 1.70 | 175 | 1.69 | 69 | 1.66 | 47 | 1.63 | 85 | 1.73 | 13 | 1.83 | 21 | 1.63 |
| Mechanics, maintenance | 104 | 2.67 | 153 | 2.48 | 10 | 2.82 | 13 | 3.14 | 53 | 2.56 | 14 | 2.36 | 19 | 2.16 |
| WOMEN | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | |
| Cutters, lining, machine | 89 | 2.28 | 266 | 2.02 | 15 | 2.55 | 33 | 2.19 | 24 | 2.07 | 16 | 1.84 | 35 | 1.89 |
| Cutters, vamp and whole shoe, machine | 175 | 2.26 | 340 | 2.38 | 17 | 2.49 | 37 | 2.61 | 98 | 2.23 | 34 | 2.19 | 63 | 2.27 |
| <u>Fitting</u> | | | | | | | | | | | | | | |
| Fancy stitchers | 1,703 | 2.09 | 1,676 | 2.15 | 867 | 2.14 | 721 | 2.45 | 457 | 2.08 | 108 | 1.88 | 151 | 1.77 |
| Pasters, backers, or fitters, upper, hand | 1,099 | 1.95 | 1,371 | 1.88 | 411 | 1.92 | 497 | 1.88 | 392 | 2.00 | 85 | 1.75 | 143 | 1.78 |
| Skivers, machine, uppers or linings | 390 | 2.08 | 392 | 2.04 | 146 | 2.17 | 122 | 2.16 | 110 | 2.08 | 23 | 1.98 | 35 | 1.86 |
| Top stitchers | 1,037 | 2.15 | 1,176 | 2.08 | 508 | 2.22 | 447 | 2.39 | 191 | 2.15 | 57 | 1.87 | 125 | 1.74 |
| Vampers | 352 | 2.02 | 473 | 1.93 | 117 | 2.15 | 122 | 2.23 | 188 | 1.93 | 15 | 1.80 | 41 | 1.71 |
| <u>Finishing</u> | | | | | | | | | | | | | | |
| Repairers | 834 | 1.96 | 825 | 1.89 | 453 | 1.91 | 377 | 1.75 | 217 | 2.01 | 41 | 1.78 | 44 | 2.24 |
| Treers | 254 | 2.05 | 515 | 2.06 | 14 | 2.46 | 37 | 2.71 | 61 | 2.04 | 11 | 1.88 | 35 | 2.04 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | |
| Floor girls | 408 | 1.79 | 492 | 1.74 | 168 | 1.84 | 236 | 1.74 | 152 | 1.77 | 16 | 1.71 | 40 | 1.67 |
| Inspectors (crowners) | 327 | 1.84 | 443 | 1.81 | 101 | 1.79 | 99 | 1.74 | 139 | 1.86 | 42 | 1.86 | 51 | 1.73 |

See footnotes at end of table.

Table 21. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, and occupation | Southwest | | Great Lakes | | | | Middle West | | | | Pacific | |
|---|-----------------------|-------------------------|--------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|-----------------------|-------------------------|--------------------|-------------------------|
| | Nonmetropolitan areas | | Metropolitan areas | | Nonmetropolitan areas | | Metropolitan areas | | Nonmetropolitan areas | | Metropolitan areas | |
| | 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 |
| MEN | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | |
| Cutters, lining, machine | 16 | \$2.44 | - | - | 23 | \$2.37 | 17 | \$2.69 | 29 | \$2.32 | 13 | \$2.57 |
| Cutters, vamp and whole shoe, machine | 55 | 2.57 | 30 | \$2.65 | 146 | 2.83 | 33 | 3.16 | 67 | 2.68 | 36 | 3.25 |
| <u>Lasting</u> | | | | | | | | | | | | |
| Assemblers for pullover, machine | 35 | 1.98 | 9 | 2.79 | 63 | 2.64 | 32 | 3.04 | 48 | 2.48 | 8 | 3.11 |
| Bed-machine operators | - | - | - | - | 41 | 3.06 | - | - | 47 | 2.87 | - | - |
| Heel-seat lasters | 11 | 2.31 | 8 | 2.49 | 29 | 2.38 | 7 | 2.21 | 26 | 2.15 | 6 | 2.57 |
| Pullover-machine operators | 21 | 2.30 | 13 | 3.57 | 42 | 2.91 | 30 | 3.57 | 32 | 3.14 | 8 | 3.51 |
| Side lasters, machine | 46 | 2.40 | 21 | 2.94 | 121 | 2.80 | 50 | 3.20 | 105 | 2.49 | 14 | 3.03 |
| Toe lasters, automatic or semiautomatic | 36 | 2.09 | - | - | - | - | 54 | 3.20 | 53 | 2.52 | - | - |
| <u>Bottoming and making</u> | | | | | | | | | | | | |
| Edge trimmers | 13 | 2.22 | 11 | 3.31 | 48 | 2.60 | 41 | 3.14 | 13 | 2.61 | 9 | 3.16 |
| Heel attachers, machine | 14 | 2.46 | 7 | 2.62 | 31 | 2.43 | 15 | 2.26 | 28 | 2.27 | 8 | 2.69 |
| Shankers | 16 | 1.88 | 6 | 2.60 | 22 | 2.22 | - | - | 19 | 2.16 | 11 | 2.42 |
| Sole attachers, cement process | - | - | 8 | 2.27 | 57 | 2.35 | 28 | 2.74 | 62 | 2.52 | 11 | 3.42 |
| <u>Finishing</u> | | | | | | | | | | | | |
| Edge setters | - | - | 8 | 2.77 | 21 | 2.77 | 18 | 3.54 | - | - | - | - |
| Treers | - | - | - | - | 33 | 2.37 | 21 | 2.43 | 13 | 2.25 | - | - |
| <u>Miscellaneous</u> | | | | | | | | | | | | |
| Floor boys | - | - | - | - | - | - | 9 | 1.73 | 13 | 1.72 | - | - |
| Inspectors (crowners) | - | - | - | - | 14 | 2.22 | - | - | 12 | 1.98 | - | - |
| Janitors | - | - | 28 | 1.70 | 38 | 1.79 | 27 | 1.65 | 33 | 1.67 | 14 | 1.95 |
| Mechanics, maintenance | 20 | 2.32 | 6 | 2.74 | 40 | 2.57 | 13 | 2.60 | 35 | 2.46 | - | - |
| WOMEN | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | |
| Cutters, lining, machine | 46 | 1.80 | 14 | 2.08 | 55 | 2.04 | - | - | 69 | 2.15 | - | - |
| Cutters, vamp and whole shoe, machine | 27 | 1.89 | 19 | 2.41 | 69 | 2.71 | - | - | 96 | 2.30 | - | - |
| <u>Fitting</u> | | | | | | | | | | | | |
| Fancy stitchers | 97 | 1.77 | 107 | 2.08 | 321 | 1.96 | 126 | 2.03 | 170 | 1.99 | 35 | 2.23 |
| Pasters, backers, or fitters, upper, hand | 132 | 1.76 | 68 | 1.98 | 177 | 1.98 | 70 | 2.03 | 228 | 1.94 | 37 | 2.07 |
| Skivers, machine, uppers or linings | 42 | 1.78 | 19 | 2.08 | 73 | 2.07 | 60 | 1.95 | 59 | 2.10 | 17 | 2.19 |
| Top stitchers | 99 | 1.77 | 52 | 2.02 | 192 | 1.91 | 150 | 2.10 | 167 | 2.02 | 56 | 2.14 |
| Vampers | - | - | 12 | 1.89 | 104 | 1.89 | 26 | 2.19 | 54 | 1.88 | - | - |
| <u>Finishing</u> | | | | | | | | | | | | |
| Repairers | 87 | 1.79 | 16 | 2.40 | 126 | 2.04 | 61 | 2.11 | 99 | 2.21 | 35 | 2.01 |
| Treers | 60 | 2.08 | 31 | 1.82 | 143 | 1.98 | 62 | 2.18 | 141 | 2.16 | - | - |
| <u>Miscellaneous</u> | | | | | | | | | | | | |
| Floor girls | 25 | 1.66 | 20 | 1.79 | 89 | 1.78 | 44 | 1.75 | 60 | 1.75 | - | - |
| Inspectors (crowners) | 37 | 1.75 | 21 | 1.71 | 73 | 1.92 | 32 | 1.96 | 100 | 1.82 | 11 | 2.04 |

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

Table 22. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, and occupation | United States ² | | | | New England | | | | Middle Atlantic | | | | Border States | | Great Lakes | | Middle West | |
|---|----------------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|
| | Establishments with— | | | | | | | | | | | | | | | | | |
| | 50-249 workers | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 250 workers or more | | 250 workers or more | | 250 workers or more | |
| | 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 | Number of workers | Average hourly earnings |
| MEN | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 134 | \$3.05 | 461 | \$2.75 | 51 | \$2.71 | 228 | \$3.13 | 60 | \$3.58 | 87 | \$2.46 | - | - | - | - | 46 | \$2.46 |
| Cutters, vamp and whole shoe, machine | 229 | 2.96 | 1,316 | 3.07 | 137 | 3.03 | 646 | 3.33 | 47 | 3.27 | 166 | 2.87 | 61 | \$2.44 | 156 | \$2.85 | 100 | 2.84 |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 102 | 2.82 | 496 | 2.68 | 37 | 3.01 | 193 | 3.03 | 38 | 2.81 | 58 | 2.61 | 26 | 2.04 | 66 | 2.66 | 80 | 2.71 |
| Bed-machine operators | 54 | 3.62 | 418 | 2.98 | 34 | 3.84 | 217 | 3.09 | 16 | 3.26 | 34 | 2.71 | 41 | 2.37 | 48 | 3.11 | 53 | 3.04 |
| Heel-seat lasters | 54 | 2.64 | 313 | 2.28 | 23 | 2.86 | 102 | 2.51 | 23 | 2.58 | 99 | 2.07 | 16 | 2.08 | 34 | 2.44 | 33 | 2.16 |
| Pullover-machine operators | 76 | 3.34 | 403 | 3.08 | 26 | 3.92 | 152 | 3.40 | 38 | 3.00 | 56 | 2.74 | 29 | 2.65 | 54 | 3.04 | 62 | 3.35 |
| Side lasters, machine | 133 | 3.06 | 1,087 | 2.87 | 58 | 3.33 | 452 | 3.30 | 40 | 2.76 | 147 | 2.53 | 62 | 2.12 | 137 | 2.82 | 155 | 2.72 |
| Toe lasters, automatic or semiautomatic | 73 | 2.90 | 561 | 2.64 | 21 | 3.42 | 137 | 3.24 | 32 | 2.75 | 176 | 2.35 | 7 | 2.30 | 36 | 2.56 | 107 | 2.86 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | |
| Edge trimmers | 73 | 3.26 | 284 | 2.90 | 21 | 3.73 | 97 | 3.16 | 20 | 3.45 | 33 | 2.88 | 33 | 2.31 | 52 | 2.84 | 54 | 3.01 |
| Heel attachers, machine | 93 | 2.66 | 333 | 2.51 | 41 | 2.54 | 116 | 2.66 | 38 | 2.85 | 80 | 2.52 | 18 | 2.54 | 35 | 2.50 | 43 | 2.27 |
| Shankers | 41 | 2.32 | 259 | 2.17 | 13 | 2.00 | 123 | 2.24 | 12 | 2.43 | 36 | 2.04 | 13 | 2.12 | 28 | 2.30 | 24 | 2.19 |
| Sole attachers, cement process | 132 | 2.87 | 767 | 2.71 | 67 | 2.96 | 344 | 3.20 | 46 | 2.72 | 162 | 2.14 | 50 | 2.03 | 62 | 2.36 | 90 | 2.59 |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | |
| Edge setters | 51 | 3.26 | 117 | 2.91 | 15 | 3.30 | 40 | 3.05 | 24 | 3.65 | 12 | 2.90 | 7 | 2.29 | 29 | 2.77 | 22 | 3.35 |
| Treers | 113 | 2.68 | 472 | 2.78 | 59 | 2.77 | 331 | 2.84 | 51 | 2.62 | 32 | 3.19 | 26 | 2.41 | 45 | 2.64 | 34 | 2.36 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | |
| Floor boys | 60 | 1.76 | 476 | 1.75 | 7 | 1.71 | 174 | 1.76 | 51 | 1.76 | 187 | 1.76 | - | - | - | - | 22 | 1.73 |
| Inspectors (crowners) | 47 | 2.39 | 294 | 1.97 | - | - | 116 | 1.91 | 29 | 2.69 | 95 | 1.96 | 11 | 2.32 | 21 | 2.20 | 14 | 1.99 |
| Janitors | 65 | 1.74 | 347 | 1.69 | 14 | 1.68 | 102 | 1.64 | 26 | 1.76 | 72 | 1.73 | 28 | 1.62 | 59 | 1.76 | 59 | 1.66 |
| Mechanics, maintenance | 41 | 2.59 | 216 | 2.55 | - | - | 18 | 2.97 | 14 | 2.38 | 53 | 2.55 | 23 | 2.14 | 41 | 2.61 | 48 | 2.50 |
| WOMEN | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 43 | 1.93 | 312 | 2.11 | - | - | 40 | 2.39 | - | - | 28 | 2.07 | 39 | 1.86 | 64 | 2.04 | 88 | 2.23 |
| Cutters, vamp and whole shoe, machine | 65 | 2.28 | 450 | 2.35 | - | - | 40 | 2.64 | 15 | 2.75 | 117 | 2.16 | 74 | 2.22 | 73 | 2.77 | 106 | 2.27 |
| <u>Fitting</u> | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 564 | 2.05 | 2,815 | 2.13 | 302 | 2.18 | 1,286 | 2.30 | 113 | 1.92 | 452 | 2.07 | 173 | 1.77 | 374 | 1.98 | 296 | 2.01 |
| Pasters, backers, or fitters, upper, hand | 384 | 1.80 | 2,086 | 1.93 | 155 | 1.77 | 753 | 1.92 | 80 | 1.95 | 397 | 1.96 | 148 | 1.78 | 207 | 2.02 | 298 | 1.96 |
| Skivers, machine, uppers or linings | 133 | 1.97 | 649 | 2.08 | 68 | 1.97 | 200 | 2.23 | 21 | 2.05 | 112 | 2.06 | 43 | 1.82 | 79 | 2.11 | 119 | 2.02 |
| Top stitchers | 275 | 2.11 | 1,938 | 2.12 | 152 | 2.17 | 803 | 2.33 | 37 | 2.15 | 211 | 2.07 | 165 | 1.75 | 219 | 1.93 | 317 | 2.06 |
| Vampers | 108 | 2.02 | 717 | 1.96 | 47 | 2.22 | 192 | 2.18 | 31 | 1.82 | 172 | 1.94 | 46 | 1.71 | 89 | 1.91 | 80 | 1.98 |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | |
| Repairers | 264 | 1.82 | 1,395 | 1.94 | 137 | 1.77 | 693 | 1.85 | 42 | 2.00 | 216 | 1.97 | 66 | 2.09 | 118 | 2.14 | 160 | 2.17 |
| Treers | 112 | 1.99 | 657 | 2.07 | - | - | 43 | 2.70 | 21 | 2.02 | 51 | 2.01 | 57 | 1.93 | 157 | 1.98 | 203 | 2.17 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | |
| Floor girls | 129 | 1.75 | 771 | 1.77 | 55 | 1.84 | 349 | 1.77 | 42 | 1.72 | 126 | 1.78 | 48 | 1.67 | 99 | 1.79 | 104 | 1.75 |
| Inspectors (crowners) | 103 | 1.75 | 667 | 1.83 | 31 | 1.72 | 169 | 1.77 | - | - | 154 | 1.86 | 59 | 1.72 | 79 | 1.91 | 132 | 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: Dashes indicate no data reported or data that do not meet publication criteria.

Table 23. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment and Size of Community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, occupation, and community size | United States ² | | New England | | Middle Atlantic | | Border States | | Great Lakes | | Middle West | | | | | |
|---|----------------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|-----|------|
| | Establishments with— | | | | | | | | | | | | | | | |
| | 50-249 workers | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 250 workers or more | | | |
| | 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 | | |
| MEN | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | |
| Cutters, lining, machine: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 119 | \$3.10 | 258 | \$2.73 | 45 | \$2.62 | 145 | \$2.89 | 60 | \$3.58 | 79 | \$2.47 | - | \$2.69 | | |
| Nonmetropolitan areas | - | - | 203 | 2.76 | - | - | 83 | 3.56 | - | - | 8 | 2.40 | - | 2.32 | | |
| Cutters, vamp and whole shoe, machine: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 173 | 3.03 | 648 | 3.12 | 101 | 3.05 | 370 | 3.27 | 47 | 3.27 | 148 | 2.88 | 30 | \$2.65 | 33 | 3.16 |
| Nonmetropolitan areas | - | - | 668 | 3.02 | - | - | 276 | 3.41 | - | - | 18 | 2.75 | 46 | \$2.48 | 67 | 2.68 |
| <u>Lasting</u> | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 81 | 2.94 | 206 | 2.90 | 32 | 3.06 | 107 | 3.01 | 32 | 2.95 | 50 | 2.67 | 9 | 2.79 | 32 | 3.04 |
| Nonmetropolitan areas | - | - | 290 | 2.52 | - | - | 86 | 3.06 | - | - | - | - | 24 | 2.07 | 48 | 2.48 |
| Bed-machine operators: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 53 | 3.65 | 197 | 2.99 | 34 | 3.84 | 136 | 3.10 | 16 | 3.26 | 22 | 2.78 | - | - | - | - |
| Nonmetropolitan areas | - | - | 221 | 2.96 | - | - | 81 | 3.09 | - | - | - | - | 40 | 3.10 | 47 | 2.87 |
| Heel-seat lasters: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 41 | 2.55 | 166 | 2.23 | 16 | 2.68 | 49 | 2.51 | 20 | 2.49 | 92 | 2.07 | 8 | 2.49 | 7 | 2.21 |
| Nonmetropolitan areas | - | - | 147 | 2.34 | - | - | 53 | 2.51 | - | - | 7 | 2.00 | 12 | 2.23 | 26 | 2.15 |
| Side lasters, machine: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 111 | 3.13 | 476 | 3.07 | 48 | 3.33 | 247 | 3.38 | 37 | 2.80 | 132 | 2.55 | 19 | 2.92 | 50 | 3.20 |
| Nonmetropolitan areas | - | - | 611 | 2.71 | - | - | 205 | 3.21 | - | - | 15 | 2.34 | 51 | 2.10 | 105 | 2.49 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | |
| Edge trimmers: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 50 | 3.44 | 165 | 2.98 | 13 | 3.43 | 64 | 3.12 | 14 | 3.93 | 31 | 2.87 | 11 | 3.31 | 41 | 3.14 |
| Nonmetropolitan areas | - | - | 119 | 2.78 | - | - | 33 | 3.22 | - | - | - | - | 19 | 2.64 | 13 | 2.61 |
| Heel attachers, machine: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 80 | 2.69 | 171 | 2.60 | 34 | 2.44 | 70 | 2.76 | 35 | 2.96 | 67 | 2.53 | 7 | 2.62 | 15 | 2.26 |
| Nonmetropolitan areas | - | - | 162 | 2.40 | - | - | 46 | 2.53 | - | - | 13 | 2.45 | 15 | 2.69 | 28 | 2.27 |
| Sole attachers, cement process: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 109 | 2.85 | 387 | 2.76 | 53 | 2.84 | 187 | 3.29 | 40 | 2.80 | 147 | 2.15 | 8 | 2.27 | 28 | 2.74 |
| Nonmetropolitan areas | - | - | 380 | 2.65 | - | - | 157 | 3.10 | - | - | 15 | 2.06 | 43 | 2.10 | 62 | 2.52 |
| <u>Finishing</u> | | | | | | | | | | | | | | | | |
| Edge setters: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 41 | 3.39 | 78 | 3.07 | 10 | 3.25 | 37 | 3.09 | 21 | 3.82 | 10 | 2.89 | 8 | 2.77 | 18 | 3.54 |
| Nonmetropolitan areas | - | - | 39 | 2.59 | - | - | - | - | - | - | - | - | 21 | 2.77 | - | - |
| Treers: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 100 | 2.60 | 275 | 2.75 | 46 | 2.63 | 208 | 2.77 | 51 | 2.62 | 32 | 3.19 | - | - | 21 | 2.43 |
| Nonmetropolitan areas | - | - | 197 | 2.83 | - | - | 123 | 2.96 | - | - | - | - | 24 | 2.48 | 13 | 2.25 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | |
| Floor boys: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 56 | 1.76 | 263 | 1.77 | - | - | 66 | 1.78 | 51 | 1.76 | 180 | 1.76 | - | - | 9 | 1.73 |
| Nonmetropolitan areas | - | - | 213 | 1.74 | - | - | 108 | 1.76 | - | - | - | - | - | - | 13 | 1.72 |
| Inspectors (crowners): | | | | | | | | | | | | | | | | |
| Metropolitan areas | 43 | 2.40 | 172 | 2.02 | - | - | 53 | 2.07 | 29 | 2.69 | 91 | 1.96 | - | - | - | - |
| Nonmetropolitan areas | - | - | 122 | 1.90 | - | - | 63 | 1.76 | - | - | - | - | 10 | 2.39 | 12 | 1.98 |
| Janitors: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 56 | 1.75 | 181 | 1.69 | 12 | 1.69 | 57 | 1.66 | 26 | 1.76 | 59 | 1.71 | 25 | 1.71 | 27 | 1.65 |
| Nonmetropolitan areas | - | - | 166 | 1.69 | - | - | 45 | 1.63 | - | - | 13 | 1.83 | 21 | 1.63 | 32 | 1.67 |
| Mechanics, maintenance: | | | | | | | | | | | | | | | | |
| Metropolitan areas | 30 | 2.69 | 74 | 2.66 | - | - | 6 | 2.69 | 11 | 2.48 | 42 | 2.58 | - | - | 13 | 2.60 |
| Nonmetropolitan areas | - | - | 142 | 2.50 | - | - | 12 | 3.11 | - | - | 11 | 2.45 | 19 | 2.16 | 35 | 2.46 |

See footnotes at end of table.

Table 23. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—By Size of Establishment and Size of Community—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Sex, department, occupation, and community size | United States ² | | New England | | | | Middle Atlantic | | | | Border States | | Great Lakes | | Middle West | | | |
|---|----------------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|-------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|-----|--------|
| | Establishments with— | | | | | | | | | | | | | | | | | |
| | 50-249 workers | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 50-249 workers | | 250 workers or more | | 250 workers or more | | 250 workers or more | | | |
| | 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 | | |
| WOMEN | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | |
| Cutters, vamp and whole shoe, machine: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 43 | \$2.49 | 132 | \$2.19 | - | - | - | - | - | - | 89 | \$2.15 | - | - | 7 | \$2.92 | | |
| Nonmetropolitan areas | - | - | 318 | 2.42 | - | - | 37 | \$2.61 | - | - | 28 | 2.17 | 63 | \$2.27 | 66 | 2.76 | 96 | \$2.30 |
| <u>Fitting</u> | | | | | | | | | | | | | | | | | | |
| Fancy stitchers: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 372 | 2.10 | 1,331 | 2.09 | 228 | \$2.16 | 639 | 2.13 | 68 | \$2.05 | 389 | 2.08 | - | - | 92 | 2.07 | 126 | 2.03 |
| Nonmetropolitan areas | - | - | 1,484 | 2.17 | - | - | 647 | 2.47 | - | - | 63 | 1.99 | 151 | 1.77 | 282 | 1.95 | 170 | 1.99 |
| Pasters, backers, or fitters, upper, hand: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 268 | 1.84 | 831 | 1.98 | 103 | 1.77 | 308 | 1.97 | 47 | 2.18 | 345 | 1.97 | - | - | 47 | 2.05 | 70 | 2.03 |
| Nonmetropolitan areas | - | - | 1,255 | 1.89 | - | - | 445 | 1.89 | - | - | 52 | 1.83 | 143 | 1.78 | 160 | 2.01 | 228 | 1.94 |
| Skivers, machine, uppers or linings: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 87 | 2.07 | 303 | 2.09 | 43 | 2.05 | 103 | 2.22 | 15 | 2.19 | 95 | 2.06 | - | - | 16 | 2.14 | 60 | 1.95 |
| Nonmetropolitan areas | - | - | 346 | 2.07 | - | - | 97 | 2.25 | - | - | 17 | 2.08 | 35 | 1.86 | 63 | 2.11 | 59 | 2.10 |
| Top stitchers: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 181 | 2.19 | 856 | 2.15 | 102 | 2.17 | 406 | 2.24 | 19 | 2.54 | 172 | 2.11 | - | - | 36 | 2.03 | 150 | 2.10 |
| Nonmetropolitan areas | - | - | 1,082 | 2.09 | - | - | 397 | 2.42 | - | - | 39 | 1.93 | 125 | 1.74 | 183 | 1.91 | 167 | 2.02 |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | |
| Repairers: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 192 | 1.87 | 642 | 1.99 | 106 | 1.80 | 347 | 1.95 | 39 | 2.03 | 178 | 2.00 | - | - | 14 | 2.32 | 61 | 2.11 |
| Nonmetropolitan areas | - | - | 753 | 1.91 | - | - | 346 | 1.76 | - | - | 38 | 1.79 | 44 | 2.24 | 104 | 2.11 | 99 | 2.21 |
| Treers: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 100 | 2.01 | 154 | 2.07 | - | - | 6 | 2.64 | 21 | 2.02 | 40 | 2.05 | - | - | - | - | 62 | 2.18 |
| Nonmetropolitan areas | - | - | 503 | 2.07 | - | - | 37 | 2.71 | - | - | 11 | 1.88 | 35 | 2.04 | 137 | 2.00 | 141 | 2.16 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | |
| Floor girls: | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 96 | 1.77 | 312 | 1.80 | 41 | 1.86 | 127 | 1.84 | - | - | 116 | 1.79 | - | - | - | - | 44 | 1.75 |
| Nonmetropolitan areas | - | - | 459 | 1.74 | - | - | 222 | 1.74 | - | - | 10 | 1.74 | 40 | 1.67 | 88 | 1.78 | 60 | 1.75 |
| Inspectors (crowners): | | | | | | | | | | | | | | | | | | |
| Metropolitan areas | 64 | 1.81 | 263 | 1.84 | 27 | 1.74 | 74 | 1.80 | 9 | 2.36 | 130 | 1.83 | - | - | 12 | 1.78 | 32 | 1.96 |
| Nonmetropolitan areas | - | - | 404 | 1.83 | - | - | 95 | 1.75 | - | - | 24 | 2.05 | 51 | 1.73 | 67 | 1.94 | 100 | 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.

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

Table 24. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Maine

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | |
| | | | and under \$1.65 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| All production workers ----- | 7,121 | \$2.04 | 2,357 | 440 | 340 | 419 | 235 | 223 | 198 | 140 | 364 | 253 | 334 | 294 | 235 | 250 | 202 | 141 | 112 | 118 | 73 | 47 | 109 | 106 | 41 | 38 | 52 | |
| Men ----- | 2,453 | 2.29 | 616 | 90 | 105 | 58 | 39 | 68 | 55 | 66 | 114 | 80 | 129 | 76 | 109 | 130 | 108 | 92 | 54 | 70 | 52 | 30 | 95 | 92 | 41 | 38 | 46 | |
| Women ----- | 4,668 | 1.90 | 1,741 | 350 | 235 | 361 | 196 | 155 | 143 | 74 | 250 | 173 | 205 | 218 | 126 | 120 | 94 | 49 | 58 | 48 | 21 | 17 | 14 | 14 | - | - | 6 | |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine (all incentive) ----- | 40 | 2.49 | 2 | 2 | 2 | 2 | 1 | 4 | - | 2 | - | 2 | - | 2 | - | - | 4 | 2 | 2 | 5 | 4 | - | 2 | 1 | - | - | 1 | |
| Cutters, vamp and whole shoe, machine ----- | 147 | 3.10 | - | - | - | 2 | - | - | - | 1 | 5 | 3 | 7 | 5 | 4 | 8 | 8 | 5 | 6 | 6 | 18 | 8 | 11 | 13 | 17 | 7 | 13 | |
| Incentive ----- | 145 | 3.10 | - | - | - | 2 | - | - | - | 1 | 5 | 3 | 7 | 5 | 4 | 8 | 7 | 5 | 6 | 6 | 18 | 8 | 11 | 13 | 16 | 7 | 13 | |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive) ----- | 42 | 2.72 | - | - | - | 2 | - | - | 3 | - | 4 | 2 | 2 | 2 | 2 | - | 5 | 4 | - | 6 | 2 | 1 | 1 | 2 | 2 | - | 2 | |
| Bed-machine operators (all incentive) ----- | 80 | 2.72 | - | - | - | - | - | - | 4 | 1 | 2 | 1 | 8 | 8 | 4 | 9 | 7 | 5 | 3 | 2 | 7 | 3 | 8 | 7 | 1 | - | - | |
| Heel-seat lasters (all incentive) ----- | 24 | 2.52 | 4 | - | - | 2 | - | 1 | - | 1 | 3 | - | 2 | 2 | - | - | - | - | 3 | 1 | - | 1 | - | - | 2 | - | 2 | |
| Pullover-machine operators (all incentive) ----- | 61 | 3.10 | - | - | - | - | - | - | - | 1 | 4 | 5 | 2 | 2 | 4 | 1 | 2 | - | 1 | 1 | 4 | 3 | 6 | 8 | 5 | 5 | 7 | |
| Side lasters, machine ----- | 103 | 3.07 | - | - | - | - | - | - | 1 | - | 2 | 1 | 2 | 2 | 1 | 8 | 8 | 6 | 8 | 12 | 9 | 3 | 12 | 9 | 12 | 5 | 2 | |
| Incentive ----- | 102 | 3.07 | - | - | - | - | - | - | 1 | - | 2 | 1 | 2 | 2 | 1 | 7 | 8 | 6 | 8 | 12 | 9 | 3 | 12 | 9 | 12 | 5 | 2 | |
| Toe lasters, automatic or semi-automatic (all incentive) ----- | 29 | 2.94 | - | 2 | 2 | - | - | - | - | - | - | - | - | - | 2 | 2 | 2 | 2 | - | 2 | - | 4 | 4 | 4 | - | 1 | 2 | |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers ----- | 22 | 2.56 | - | - | 1 | - | - | - | 2 | - | 1 | - | 2 | - | - | 2 | 6 | 2 | 2 | 2 | 2 | - | - | - | - | - | - | |
| Incentive ----- | 21 | 2.59 | - | - | 1 | - | - | - | 2 | - | - | - | 2 | - | - | 2 | 6 | 2 | 2 | 2 | 2 | - | - | - | - | - | - | |
| Heel attachers, machine (all incentive) ----- | 27 | 2.52 | - | - | - | 1 | 1 | - | - | - | 4 | - | 1 | 2 | 4 | 5 | 3 | 2 | - | - | - | - | 1 | 3 | - | - | - | |
| Rough rounders (all incentive) ----- | 15 | 2.72 | - | 2 | - | - | - | - | - | - | - | 1 | 1 | 3 | - | 2 | - | - | - | - | - | - | - | 6 | - | - | - | |
| Shankers (all incentive) ----- | 19 | 1.88 | 4 | 1 | 2 | - | 3 | 4 | - | 2 | - | 1 | - | 1 | - | - | - | 1 | - | - | - | - | - | - | - | - | - | |
| Sole attachers, cement process (all incentive) ----- | 64 | 2.86 | - | - | - | - | 2 | 1 | - | 2 | 6 | - | 2 | 6 | 5 | 3 | 1 | 4 | 2 | - | 4 | 4 | 13 | 2 | 4 | 2 | 1 | |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge setters (all incentive) ----- | 19 | 2.59 | - | - | - | - | - | 3 | - | - | - | - | - | - | 1 | 2 | 6 | 2 | 2 | - | 3 | - | - | - | - | - | - | |
| Trees ----- | 87 | 2.38 | 6 | 2 | - | 4 | 2 | 4 | 2 | 4 | - | 2 | 2 | 4 | 17 | 12 | 13 | 4 | 1 | 2 | 4 | 2 | - | - | - | - | - | |
| Incentive ----- | 80 | 2.35 | 6 | 2 | - | 4 | 2 | 4 | 2 | 4 | - | 2 | 2 | 4 | 17 | 12 | 6 | 4 | 1 | 2 | 4 | 2 | - | - | - | - | - | |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time) ----- | 34 | 1.71 | 8 | 9 | 12 | 1 | - | 2 | - | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) (all time) ----- | 23 | 1.65 | 15 | - | 6 | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Janitors (all time) ----- | 32 | 1.61 | 29 | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Mechanics, maintenance (all time) ----- | 12 | 2.85 | - | - | - | - | - | - | - | - | 2 | 2 | - | - | 2 | - | - | - | 1 | - | - | 1 | - | 1 | 2 | - | 1 | |

See footnote at end of table.

Table 24. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Maine—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | \$ 3.40 | \$ 3.60 | \$ 3.80 | \$ 4.00 | |
| | | | 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 | 3.40 | 3.60 | 3.80 | 4.00 | and over | |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine (all incentive) | 27 | \$2.00 | 4 | 5 | - | 3 | 1 | 4 | - | - | - | - | 2 | - | 6 | - | - | 2 | - | - | - | - | - | - | - | - | - | - |
| Cutters, vamp and whole shoe, machine (all incentive) | 25 | 2.59 | 2 | - | - | - | - | 2 | 3 | 1 | 1 | 1 | - | 1 | 1 | 2 | 4 | 1 | - | - | - | - | 1 | 2 | - | 1 | 2 | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 359 | 2.04 | 93 | 7 | 26 | 24 | 14 | 10 | 12 | 15 | 33 | 27 | 10 | 18 | 18 | 12 | 6 | 8 | 6 | 8 | 5 | 1 | - | 4 | - | - | 2 | |
| Incentive | 357 | 2.04 | 91 | 7 | 26 | 24 | 14 | 10 | 12 | 15 | 33 | 27 | 10 | 18 | 18 | 12 | 6 | 8 | 6 | 8 | 5 | 1 | - | 4 | - | - | 2 | |
| Pasters, backers, or fitters, upper, hand | 161 | 1.91 | 77 | 8 | 4 | 6 | 5 | 5 | 4 | 3 | 6 | 7 | 6 | 5 | 4 | 5 | 1 | 4 | 6 | 2 | 1 | 2 | - | - | - | - | - | |
| Incentive | 153 | 1.92 | 75 | 6 | 4 | 2 | 5 | 5 | 4 | 3 | 6 | 7 | 6 | 5 | 4 | 5 | 1 | 4 | 6 | 2 | 1 | 2 | - | - | - | - | - | |
| Skivers, machine, uppers or linings (all incentive) | 72 | 2.06 | 16 | 7 | 6 | - | 4 | - | - | 5 | 3 | 2 | 8 | 7 | 4 | - | 2 | 3 | - | 3 | - | - | 2 | - | - | - | - | |
| Top stitchers | 236 | 2.11 | 30 | 8 | 8 | 6 | 9 | 8 | 20 | 9 | 20 | 24 | 29 | 14 | 22 | 9 | 9 | 3 | - | 4 | 2 | - | - | - | 2 | - | - | |
| Incentive | 234 | 2.11 | 30 | 8 | 8 | 6 | 9 | 8 | 20 | 9 | 20 | 24 | 27 | 14 | 22 | 9 | 9 | 3 | - | 4 | 2 | - | - | - | 2 | - | - | |
| Vampers (all incentive) | 36 | 1.93 | 7 | 1 | 2 | 3 | 3 | 3 | 3 | 2 | 5 | - | 3 | 1 | - | - | 3 | - | - | - | - | - | - | - | - | - | - | |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers (all incentive) | 8 | 2.18 | 2 | - | - | - | - | - | - | - | - | 2 | 1 | - | - | 3 | - | - | - | - | - | - | - | - | - | - | - | |
| Shankers (all incentive) | 19 | 1.76 | 6 | 5 | 3 | - | - | 1 | 2 | - | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers | 186 | 1.76 | 49 | 24 | 12 | 71 | 8 | 6 | - | 1 | 2 | 3 | - | 1 | 3 | 2 | - | 2 | - | - | 2 | - | - | - | - | - | - | |
| Time | 128 | 1.70 | 34 | 21 | 7 | 56 | 6 | 2 | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Incentive | 58 | 1.90 | 15 | 3 | 5 | 15 | 2 | 4 | - | 1 | - | 3 | - | 1 | 3 | 2 | - | 2 | - | - | 2 | - | - | - | - | - | - | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) | 123 | 1.72 | 56 | 13 | 6 | 19 | 8 | 4 | 2 | 1 | 10 | - | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) | 59 | 1.72 | 23 | 2 | 9 | 19 | 3 | 1 | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | |
| Time | 46 | 1.69 | 19 | 2 | 6 | 18 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Incentive | 13 | 1.82 | 4 | - | 3 | 1 | 3 | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 18 | 1.66 | 9 | 3 | - | 4 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Clerks, payroll | 100 | 1.73 | 14 | 17 | 28 | 22 | 7 | 2 | 4 | 2 | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 74 percent of the production workers covered by the study were paid on an incentive basis.

Table 25. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Boston—Lynn, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$ 2.80 | \$ 3.00 | \$ 3.20 | \$ 3.40 | \$ 3.60 | \$ 3.80 | \$ 4.00 | \$ 4.20 | \$ 4.40 | \$ 4.60 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 | \$ 2.80 | \$ 3.00 | \$ 3.20 | \$ 3.40 | \$ 3.60 | \$ 3.80 | \$ 4.00 | \$ 4.20 | \$ 4.40 | \$ 4.60 | over |
| All production workers | 3,264 | \$2.27 | 515 | 67 | 423 | 205 | 92 | 163 | 100 | 72 | 218 | 126 | 123 | 117 | 87 | 132 | 155 | 107 | 124 | 79 | 88 | 94 | 73 | 32 | 25 | 14 | 33 |
| Men | 1,338 | 2.68 | 122 | 16 | 52 | 87 | 21 | 23 | 28 | 8 | 106 | 50 | 51 | 43 | 30 | 79 | 79 | 55 | 97 | 71 | 77 | 78 | 68 | 29 | 25 | 12 | 31 |
| Women | 1,926 | 1.98 | 393 | 51 | 371 | 118 | 71 | 140 | 72 | 64 | 112 | 76 | 72 | 74 | 57 | 53 | 76 | 52 | 27 | 8 | 11 | 16 | 5 | 3 | - | 2 | |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 36 | 3.25 | - | 2 | - | - | - | - | - | 2 | 3 | 1 | - | - | 2 | - | 3 | 3 | 4 | 2 | 5 | 3 | 1 | 3 | - | 2 | - |
| Time | 6 | 2.12 | - | 2 | - | - | - | - | - | 2 | - | - | - | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - |
| Incentive | 30 | 3.48 | - | - | - | - | - | - | - | - | 3 | 1 | - | - | 1 | - | 2 | 3 | 4 | 2 | 5 | 3 | 1 | 3 | - | 2 | - |
| Cutters, vamp and whole shoe, machine | 85 | 3.40 | - | - | - | - | - | - | - | 1 | 2 | 2 | 5 | 4 | 2 | 5 | 6 | 8 | 13 | 7 | 7 | 8 | 2 | 3 | 3 | 7 | - |
| Incentive | 80 | 3.40 | - | - | - | - | - | - | - | - | 2 | 2 | 5 | 4 | 2 | 5 | 6 | 8 | 13 | 5 | 6 | 7 | 2 | 3 | 3 | 7 | - |
| <u>Fitting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Top stitchers ^{3a/} | 26 | 2.52 | - | - | 1 | - | - | - | - | 5 | 2 | 3 | - | - | 6 | 2 | 1 | 3 | 2 | - | 1 | - | - | - | - | - | - |
| Vampers ^{3a/} | 7 | 2.82 | - | - | - | - | - | - | - | 1 | - | - | - | 2 | - | 2 | - | - | - | - | 2 | - | - | - | - | - | - |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 29 | 3.48 | - | - | - | - | - | - | - | - | - | 2 | - | - | 2 | 4 | - | - | 6 | 6 | - | 4 | 1 | - | - | 4 | - |
| Incentive | 26 | 3.62 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 4 | - | - | 6 | 6 | - | 4 | 1 | - | - | 4 | - |
| Heel-seat lasters (all incentive) | 14 | 2.58 | - | - | - | - | - | - | - | 4 | 2 | 1 | - | 1 | 3 | - | 1 | 1 | 1 | 1 | 1 | 1 | - | - | - | - | - |
| Pullover-machine operators | 17 | 4.15 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | 2 | - | 1 | 1 | 1 | 3 | 2 | 4 |
| Incentive | 14 | 4.37 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | 1 | 1 | 1 | 3 | 2 | 5 | 4 |
| Side lasters, machine | 55 | 3.56 | - | - | - | - | 2 | - | - | - | - | - | - | 3 | 4 | 3 | - | 1 | 5 | 6 | 5 | 12 | 6 | 3 | 1 | 4 | - |
| Incentive | 50 | 3.64 | - | - | - | - | 2 | - | - | - | - | - | - | 3 | 2 | 1 | - | 1 | 5 | 5 | 5 | 12 | 6 | 3 | 1 | 4 | - |
| Toe lasters, automatic or semi-automatic (all incentive) | 39 | 3.61 | - | - | 1 | - | - | - | - | - | - | 1 | - | - | 3 | - | 1 | 3 | 3 | 4 | 8 | 7 | 4 | - | 1 | 3 | - |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers | 18 | 3.41 | - | - | - | - | - | - | - | - | - | 2 | - | - | 1 | - | 4 | 2 | 1 | 1 | - | 4 | 1 | 1 | - | 1 | - |
| Incentive | 15 | 3.63 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 4 | 2 | 1 | 1 | - | 4 | 1 | 1 | - | 1 | - |
| Heel attachers, machine | 20 | 2.77 | 2 | - | - | - | - | - | 2 | 2 | 2 | - | 1 | - | 2 | 1 | 1 | - | 1 | - | 3 | 2 | - | - | 1 | - | - |
| Incentive | 16 | 2.94 | 2 | - | - | - | - | - | 2 | - | - | - | 1 | - | 2 | 1 | 1 | - | 1 | - | 3 | 2 | - | - | 1 | - | - |
| Shankers | 10 | 2.47 | - | - | 3 | - | - | - | - | - | 2 | - | - | 2 | 1 | - | 1 | - | 1 | - | 1 | - | - | - | - | - | - |
| Incentive | 8 | 2.58 | - | - | 2 | - | - | - | - | - | 1 | - | - | 2 | 1 | - | 1 | - | 1 | - | 1 | - | - | - | - | - | - |
| Sole attachers, cement process (all incentive) | 53 | 3.18 | - | - | - | - | 2 | - | - | 2 | - | 2 | - | - | 3 | 9 | 6 | 7 | 2 | 4 | 7 | 2 | 3 | 1 | - | 3 | - |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Treers | 39 | 2.74 | - | - | - | 1 | - | 1 | - | - | - | 5 | 11 | 2 | 2 | 3 | 2 | 3 | 2 | 1 | 3 | 2 | 1 | - | - | - | - |
| Incentive | 35 | 2.81 | - | - | - | - | - | - | - | - | - | 5 | 9 | 2 | 2 | 3 | 2 | 3 | 2 | 1 | 3 | 2 | 1 | - | - | - | - |
| <u>Miscellaneous⁶</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys | 16 | 1.80 | 6 | 1 | 1 | - | 3 | - | - | 1 | 2 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) | 18 | 2.10 | - | - | 2 | - | - | 4 | - | 1 | 3 | 5 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Janitors | 11 | 1.85 | 3 | 1 | 1 | 1 | - | - | 1 | - | 1 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

See footnotes at end of table.

Table 25. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Boston—Lynn, Mass.¹—Continued

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$ 2.80 | \$ 3.00 | \$ 3.20 | \$ 3.40 | \$ 3.60 | \$ 3.80 | \$ 4.00 | \$ 4.20 | \$ 4.40 | \$ 4.60 |
| | | | 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 | \$ 2.80 | \$ 3.00 | \$ 3.20 | \$ 3.40 | \$ 3.60 | \$ 3.80 | \$ 4.00 | \$ 4.20 | \$ 4.40 | \$ 4.60 | and over |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 167 | \$2.18 | 2 | 2 | 8 | 9 | 14 | 11 | 11 | 9 | 23 | 14 | 12 | 9 | 11 | 5 | 12 | 4 | 7 | 3 | - | - | - | 1 | - | - | - |
| Time | 55 | 1.95 | - | - | 4 | 6 | 5 | 5 | 6 | 2 | 18 | 5 | 2 | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - |
| Incentive | 112 | 2.30 | 2 | 2 | 4 | 3 | 9 | 6 | 5 | 7 | 5 | 9 | 10 | 9 | 10 | 5 | 11 | 4 | 7 | 3 | - | - | - | 1 | - | - | - |
| Pasters, backers, or fitters, upper, hand | 96 | 1.87 | 18 | 3 | 32 | 6 | 5 | 4 | 3 | 2 | 2 | 2 | 7 | 1 | 3 | 4 | 2 | 2 | - | - | - | - | - | - | - | - | - |
| Time | 38 | 1.72 | 6 | 3 | 19 | 3 | 4 | - | 2 | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 58 | 1.98 | 12 | - | 13 | 3 | 1 | 4 | 1 | 2 | 2 | 2 | 6 | 1 | 3 | 4 | 2 | 2 | - | - | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings | 26 | 2.20 | - | - | 2 | - | 1 | - | 5 | - | 4 | 4 | 2 | - | 3 | 2 | 2 | - | - | - | - | 1 | - | - | - | - | - |
| Time | 22 | 2.22 | - | - | 2 | - | - | - | 5 | - | 2 | 4 | 2 | - | 3 | 1 | 2 | - | - | - | - | 1 | - | - | - | - | - |
| Incentive | 61 | 2.35 | 2 | - | 2 | 2 | 1 | 4 | 2 | 3 | 6 | 7 | 4 | - | 4 | 5 | 2 | 5 | 2 | - | 4 | - | 1 | - | - | - | - |
| Top stitchers | 9 | 2.01 | - | - | - | - | - | 3 | - | 2 | 2 | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Time | 52 | 2.41 | 2 | - | 2 | 2 | 1 | 1 | 2 | 1 | 4 | 6 | 4 | 5 | 4 | 4 | 2 | 5 | 2 | - | 4 | - | 1 | - | - | - | - |
| Incentive | 22 | 2.39 | 1 | 1 | 3 | 1 | 1 | 1 | 3 | - | 3 | - | - | 2 | - | 1 | 1 | - | - | - | - | - | 2 | - | - | - | - |
| Vampers | 20 | 2.43 | 1 | 1 | 3 | 1 | - | 1 | 3 | - | 2 | - | - | 2 | - | 1 | 1 | - | - | - | - | - | 2 | - | - | - | - |
| Time | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers ^{3b/} | 14 | 2.44 | - | 2 | - | - | 2 | - | - | - | - | - | 2 | - | - | 6 | - | - | - | - | - | 2 | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers (all time) | 74 | 1.79 | 6 | 4 | 11 | 5 | - | 47 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) | 23 | 1.83 | 1 | 1 | 5 | 2 | 4 | 3 | 2 | - | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) | 19 | 1.99 | - | - | 4 | 4 | - | - | 2 | 3 | 3 | - | - | 1 | - | - | 2 | - | - | - | - | - | - | - | - | - | - |
| Time | 15 | 1.84 | - | - | 4 | 4 | - | - | 1 | 3 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 28 | 1.82 | 6 | 2 | 5 | 3 | - | 4 | - | 2 | 3 | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Clerks, payroll | 35 | 1.96 | 7 | - | 2 | 4 | 1 | 4 | 1 | - | 5 | 2 | 2 | 6 | - | 1 | - | - | - | - | - | - | - | - | - | - | - |

¹ The Boston-Lynn Area consists of Beverly, Boston, Cambridge, Chelsea, Everett, Lynn, Salem, Stoneham, and Wakefield, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 51 percent of the production workers covered by the study were paid on a time basis.

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

⁴ Workers were distributed as follows: 3 at \$4.80 to \$5 and 1 at \$5.60 to \$5.80.

⁵ Workers were distributed as follows: 1 at \$4.60 to \$4.80; 2 at \$5.20 to \$5.40; and 1 at \$6 to \$6.20.

⁶ All workers were paid on a time basis.

Table 26. Occupational Earnings: Women's, Cement-Process (Conventional-Lasted) Shoes—Haverhill, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | Number of workers receiving straight-time hourly earnings of— | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------------------|--------------------------------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | | | \$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 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 |
| | | | 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 | 3.00 | 3.20 | 3.40 | 3.60 | 3.80 | 4.00 | 4.20 | 4.40 | over |
| All production workers..... | 2,365 | \$2.31 | 33 | 3 | 429 | 89 | 80 | 305 | 104 | 73 | 165 | 126 | 132 | 92 | 62 | 94 | 57 | 57 | 68 | 78 | 63 | 67 | 59 | 41 | 34 | 22 | 32 |
| Men..... | 859 | 2.85 | 17 | 3 | 64 | 15 | 10 | 23 | 23 | 8 | 49 | 33 | 36 | 22 | 24 | 57 | 23 | 39 | 49 | 55 | 63 | 64 | 56 | 41 | 31 | 22 | 32 |
| Women..... | 1,506 | 2.00 | 16 | - | 365 | 74 | 70 | 282 | 81 | 65 | 116 | 93 | 96 | 70 | 38 | 37 | 34 | 18 | 19 | 23 | - | 3 | 3 | - | 3 | - | - |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine..... | 22 | 3.30 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 3 | - | - | 6 | 2 | 1 | 3 | 1 | 1 | - | 3 | 1 |
| Incentive..... | 21 | 3.35 | - | - | - | - | - | - | - | - | - | - | - | - | - | 3 | - | - | 6 | 2 | 1 | 3 | 1 | 1 | - | 3 | 1 |
| Cutters, vamp and whole shoe, machine..... | 77 | 3.20 | - | - | - | 1 | 3 | 2 | - | 1 | 4 | 2 | 2 | 1 | - | 1 | 7 | 8 | 11 | 6 | 5 | 5 | 3 | 5 | 1 | 9 | 9 |
| Incentive..... | 67 | 3.29 | - | - | - | 1 | 3 | 2 | - | 1 | - | 2 | 2 | 1 | - | 1 | 5 | 8 | 7 | 6 | 5 | 5 | 3 | 5 | 1 | 9 | 9 |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive)..... | 26 | 3.04 | - | - | - | - | - | - | - | - | 1 | 1 | - | 1 | 4 | - | 4 | 4 | 1 | 5 | 1 | - | 1 | 1 | 1 | 2 | - |
| Bed-machine operators (all incentive)..... | 33 | 3.78 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 3 | 5 | 1 | 1 | - | 9 | 3 | 5 | 4 | - |
| Heel-seat lasters..... | 11 | 2.74 | - | - | - | - | - | - | - | 1 | - | 2 | - | 1 | 2 | - | - | 1 | 1 | 2 | - | 1 | - | - | - | - | - |
| Incentive..... | 9 | 2.79 | - | - | - | - | - | - | - | 1 | - | 2 | - | 1 | - | - | - | 1 | 1 | 2 | - | 1 | - | - | - | - | - |
| Pullover-machine operators (all incentive)..... | 17 | 3.49 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | 4 | 1 | 2 | 1 | 1 | 3 | 2 | 1 | 1 | - |
| Side lasters, machine..... | 48 | 3.58 | - | - | - | - | - | 2 | - | - | - | - | - | 1 | 1 | - | - | 1 | 3 | 4 | 9 | 15 | 4 | 3 | 1 | 4 | - |
| Incentive..... | 46 | 3.66 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - | 1 | 3 | 4 | 9 | 15 | 4 | 3 | 1 | 4 | - |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers..... | 8 | 3.32 | - | - | - | - | - | - | - | 1 | - | - | - | - | 1 | - | - | - | 1 | 1 | 1 | 1 | - | - | - | 2 | - |
| Incentive..... | 7 | 3.37 | - | - | - | - | - | - | - | 1 | - | - | - | - | 1 | - | - | - | - | 1 | 1 | 1 | - | - | - | 2 | - |
| Heel attachers, machine (all incentive)..... | 13 | 2.63 | - | - | - | - | - | - | 2 | - | 1 | - | - | - | 4 | 3 | - | 1 | 1 | - | - | - | 1 | - | - | - | - |
| Shankers (all incentive)..... | 11 | 2.50 | - | 1 | - | - | - | 1 | - | 2 | 2 | 1 | - | - | - | 1 | - | 1 | 1 | - | - | - | - | - | - | - | 1 |
| Sole attachers, cement process..... | 31 | 3.30 | - | - | - | - | - | 2 | - | - | 1 | - | - | 1 | 3 | - | 2 | 1 | 3 | 1 | 5 | 5 | 1 | 2 | 1 | 3 | - |
| Incentive..... | 30 | 3.31 | - | - | - | - | - | 2 | - | - | 1 | - | - | 1 | 3 | - | 2 | 1 | 2 | 1 | 5 | 5 | 1 | 2 | 1 | 3 | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Trees..... | 55 | 3.12 | - | - | - | - | - | - | - | 4 | - | 2 | 3 | 2 | 2 | 3 | - | 9 | 9 | 5 | 4 | 4 | 3 | 1 | 1 | 3 | - |
| Incentive..... | 51 | 3.20 | - | - | - | - | - | - | - | - | - | 2 | 3 | 2 | 2 | 3 | - | 9 | 9 | 5 | 4 | 4 | 3 | 1 | 1 | 3 | - |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers..... | 132 | 2.11 | 1 | - | 15 | 5 | 5 | 15 | 8 | 6 | 11 | 19 | 15 | 12 | 6 | 6 | 1 | 3 | 3 | - | - | - | 1 | - | - | - | - |
| Incentive..... | 122 | 2.13 | 1 | - | 15 | 5 | 5 | 8 | 6 | 11 | 19 | 15 | 12 | 6 | 6 | 1 | 3 | 3 | - | - | - | 1 | - | - | - | - | - |
| Pasters, backers, or fitters, upper, hand..... | 77 | 1.92 | - | - | 33 | 1 | 7 | 5 | 8 | 5 | 3 | 2 | - | 5 | 4 | 2 | 2 | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 71 | 1.93 | - | - | 29 | 1 | 7 | 3 | 8 | 5 | 3 | 2 | - | 5 | 4 | 2 | 2 | - | - | - | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings..... | 17 | 2.11 | - | - | - | 1 | 1 | 2 | 2 | 2 | 6 | - | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 13 | 2.09 | - | - | - | 1 | 1 | 2 | 2 | 2 | 2 | - | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Top stitchers..... | 105 | 2.15 | 1 | - | 3 | 3 | 5 | 5 | 1 | 4 | 27 | 18 | 14 | 8 | 3 | 9 | 2 | - | 1 | 1 | - | - | - | - | - | - | - |
| Incentive..... | 97 | 2.17 | 1 | - | 3 | 1 | 5 | 5 | 1 | 4 | 21 | 18 | 14 | 8 | 3 | 9 | 2 | - | 1 | 1 | - | - | - | - | - | - | - |
| Vampers (all incentive)..... | 15 | 2.35 | - | - | - | 2 | - | 1 | - | 3 | 1 | 1 | 2 | 1 | - | - | - | 2 | 2 | - | - | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers (all timeworkers)..... | 84 | 1.86 | - | - | - | - | 74 | 8 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time)..... | 25 | 1.98 | - | 1 | 4 | - | - | 2 | 3 | 11 | - | 4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners)..... | 12 | 1.78 | - | - | 6 | 1 | - | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 8 | 1.79 | - | - | 4 | - | - | 4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general..... | 15 | 1.87 | - | - | 3 | 3 | 1 | 3 | - | 2 | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Clerks, payroll..... | 26 | 1.90 | 3 | - | 1 | 2 | 1 | 5 | 5 | 1 | 4 | 3 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

¹ The area is limited to the city of Haverhill, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 67 percent of the production workers covered by the study were paid on an incentive basis.

Table 27. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Lawrence—Lowell, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | Number of workers receiving straight-time hourly earnings of— | | | | | | | | | | | | | | | | | | | | | | | | |
|--|-------------------|--------------------------------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------------|
| | | | \$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 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All production workers | 3,442 | \$2.32 | 655 | 186 | 157 | 148 | 162 | 90 | 67 | 55 | 248 | 111 | 155 | 122 | 110 | 154 | 102 | 128 | 87 | 51 | 190 | 116 | 69 | 96 | 49 | 43 | 91 |
| Men | 1,351 | 2.67 | 170 | 17 | 34 | 54 | 48 | 26 | 15 | 9 | 81 | 40 | 65 | 31 | 30 | 83 | 46 | 66 | 37 | 12 | 119 | 76 | 63 | 69 | 46 | 37 | 77 |
| Women | 2,091 | 2.09 | 485 | 169 | 123 | 94 | 114 | 64 | 52 | 46 | 167 | 71 | 90 | 91 | 80 | 71 | 56 | 62 | 50 | 39 | 71 | 40 | 6 | 27 | 3 | 6 | 14 |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 39 | 2.70 | 1 | - | - | 1 | - | 2 | - | - | 3 | - | 1 | 4 | - | 4 | 5 | 4 | 3 | 2 | 4 | 1 | 1 | - | 1 | 1 | 1 |
| Incentive | 28 | 2.77 | 1 | - | - | 1 | - | 2 | - | - | - | - | - | 4 | - | 3 | 3 | 4 | 1 | 2 | 2 | 1 | 1 | - | 1 | 1 | 1 |
| Cutters, vamp and whole shoe, machine | 78 | 3.32 | - | - | - | - | - | - | - | - | - | - | 1 | 2 | 2 | 4 | 4 | 5 | 4 | 3 | 10 | 12 | 8 | 6 | 7 | 1 | 9 |
| Incentive | 69 | 3.34 | - | - | - | - | - | - | - | - | - | - | 1 | 2 | 2 | 4 | 4 | 3 | 4 | 3 | 8 | 10 | 7 | 4 | 7 | 1 | 9 |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive) | 14 | 3.24 | - | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | - | - | - | 1 | 4 | 1 | - | 4 | - | - | 1 |
| Bed-machine operators (all incentive) | 40 | 3.59 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 4 | 2 | - | - | 4 | 5 | 4 | 4 | 5 | 5 | 3 ⁶ |
| Heel-seat lasters | 12 | 2.33 | - | - | - | - | - | - | - | 2 | 1 | - | 3 | - | - | 4 | 2 | - | - | - | - | - | - | - | - | - | - |
| Incentive | 7 | 2.31 | - | - | - | - | - | - | - | 2 | - | - | 2 | - | - | 1 | 2 | - | - | - | - | - | - | - | - | - | - |
| Pullover-machine operators (all incentive) | 13 | 3.90 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | - | 1 | 2 | 4 ⁶ |
| Side lasters, machine (all incentive) | 57 | 3.57 | - | - | - | - | - | - | - | - | 2 | - | 1 | - | - | 6 | 1 | 3 | 1 | 2 | 6 | 5 | 7 | 7 | 5 | 1 | 10 ⁵ |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers | 20 | 3.48 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | 3 | 5 | 3 | 3 | 2 | - | 2 |
| Incentive | 19 | 3.51 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | 2 | 5 | 3 | 3 | 2 | - | 2 |
| Heel attachers, machine | 26 | 2.85 | - | - | 3 | - | - | - | - | 2 | 2 | 1 | 2 | - | 1 | 2 | 2 | - | - | - | 1 | 3 | - | 3 | - | 2 | 2 |
| Incentive | 23 | 2.96 | - | - | 3 | - | - | - | - | 2 | - | - | 2 | - | 1 | 2 | 2 | - | - | - | 1 | 3 | - | 3 | - | 2 | 2 |
| Shankers | 20 | 2.86 | 1 | - | - | 1 | 3 | - | - | - | 1 | 1 | 1 | - | - | - | 1 | 1 | - | - | 4 | 1 | 1 | - | - | 2 | 2 |
| Incentive | 16 | 3.12 | - | - | - | - | 2 | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - | - | 4 | 1 | 1 | - | - | 2 | 2 |
| Sole attachers, cement process (all incentive) | 64 | 3.37 | - | - | - | - | - | - | 1 | - | - | 3 | - | 1 | 4 | 2 | 3 | 4 | 1 | 2 | 12 | 3 | 6 | 6 | 3 | - | 13 ⁶ |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Treers | 34 | 2.80 | - | - | - | 2 | - | - | - | - | - | 1 | 5 | 3 | - | 3 | - | 4 | 4 | - | - | 5 | 5 | 2 | - | - | - |
| Incentive | 33 | 2.81 | - | - | - | 2 | - | - | - | - | - | 1 | 5 | 3 | - | 2 | - | 4 | 4 | - | - | 5 | 5 | 2 | - | - | - |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time) | 15 | 1.82 | 3 | 3 | 1 | 1 | - | 1 | - | 1 | 4 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Janitors (all time) | 16 | 1.60 | 16 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

See footnotes at end of table.

Table 27. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Lawrence—Lowell, Mass.¹—Continued(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$3.80 | \$4.00 | \$4.20 |
| | | | and under | | | | | | | | | | | | | | | | | | | | | | | | |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 185 | \$2.33 | 15 | 1 | 3 | 2 | 9 | 6 | 6 | 5 | 25 | 8 | 10 | 24 | 11 | 14 | 5 | 13 | 4 | 5 | 8 | 4 | 5 | - | 2 | - | - |
| Time | 21 | 2.07 | - | - | 1 | - | 4 | 2 | 3 | - | 3 | - | - | 5 | - | 3 | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 164 | 2.36 | 15 | 1 | 2 | 2 | 5 | 4 | 3 | 5 | 22 | 8 | 10 | 19 | 11 | 11 | 5 | 13 | 4 | 5 | 8 | 4 | 5 | - | 2 | - | - |
| Pasters, backers, or fitters, upper, hand (all incentive) | 49 | 2.00 | 8 | 6 | 2 | 3 | 5 | 2 | - | - | 3 | 5 | 2 | 2 | 4 | 5 | 2 | - | - | - | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings | 24 | 2.38 | 1 | - | 3 | - | 1 | - | - | - | 1 | 1 | - | 5 | 3 | - | 4 | 2 | - | 2 | 1 | - | - | - | - | - | - |
| Incentive | 22 | 2.44 | 1 | - | 1 | - | 1 | - | - | 1 | 1 | - | 5 | 3 | - | 4 | 2 | - | 2 | 1 | - | - | - | - | - | - | - |
| Top stitchers | 71 | 2.47 | 1 | - | 3 | - | 1 | 1 | - | 1 | 10 | 6 | 7 | 7 | 1 | 5 | 7 | 6 | 5 | 2 | 3 | 2 | 1 | 1 | 1 | 1 | - |
| Incentive | 61 | 2.52 | 1 | - | 3 | - | 1 | 1 | - | 1 | 6 | 2 | 7 | 5 | 1 | 5 | 7 | 6 | 5 | 2 | 3 | 2 | 1 | 1 | 1 | 1 | - |
| Vampers | 47 | 2.14 | 5 | 1 | 3 | 1 | 3 | 5 | 4 | 3 | 2 | 1 | 4 | 2 | 1 | 3 | 2 | 4 | 1 | - | 1 | - | - | - | - | - | - |
| Incentive | 42 | 2.18 | 5 | 1 | 3 | 1 | 2 | 3 | 2 | 3 | 2 | 1 | 4 | 2 | 1 | 3 | 2 | 4 | 1 | - | 1 | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers | 102 | 1.97 | 15 | 4 | 14 | 12 | 19 | 4 | - | 1 | 1 | 7 | 6 | 3 | 2 | - | 2 | 3 | 7 | 1 | 1 | - | - | - | - | - | - |
| Time | 75 | 1.76 | 15 | 4 | 14 | 12 | 19 | 3 | - | 1 | 1 | 5 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) | 21 | 1.85 | 3 | 1 | 3 | 5 | 1 | 2 | - | - | 2 | - | 3 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, payroll | 28 | 1.90 | - | - | 4 | 2 | 2 | 10 | 2 | 1 | 2 | 4 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

¹ The Lawrence-Lowell area for this study includes Methuen, Mass.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.³ Workers were distributed as follows: 4 at \$4.40 to \$4.60 and 2 at \$4.80 to \$5.⁴ Workers were distributed as follows: 2 at \$4.40 to \$4.60 and 4 at \$4.60 to \$4.80.⁵ Workers were distributed as follows: 2 at \$4.20 to \$4.40; 4 at \$5 to \$5.20; and 4 at \$5.20 and over.⁶ Workers were distributed as follows: 2 at \$4.20 to \$4.40; 4 at \$4.40 to \$4.60; 2 at \$4.60 to \$4.80; and 5 at \$4.80 to \$5.

Table 28. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Worcester, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | Number of workers receiving straight-time earnings of— | | | | | | | | | | | | | | | | | | | | and over | | | | | |
|--|-------------------|--------------------------------------|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|--------|--------|--------|--------|--------|
| | | | \$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 | \$3.80 | \$4.00 | \$4.20 |
| | | | \$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 | \$3.80 | \$4.00 | \$4.20 | |
| All production workers----- | 1,920 | \$2.46 | 315 | 174 | 102 | 48 | 42 | 42 | 75 | 27 | 93 | 45 | 63 | 42 | 51 | 90 | 78 | 69 | 66 | 33 | 108 | 66 | 51 | 60 | 27 | 45 | 108 | |
| Men----- | 552 | 3.00 | 36 | 3 | - | 24 | 12 | 6 | 33 | 3 | 33 | 9 | 15 | 12 | 9 | 30 | 33 | 12 | 27 | 12 | 30 | 24 | 24 | 39 | 12 | 30 | 84 | |
| Women----- | 1,368 | 2.25 | 279 | 171 | 102 | 24 | 30 | 36 | 42 | 24 | 60 | 36 | 48 | 30 | 42 | 60 | 45 | 57 | 39 | 21 | 78 | 42 | 27 | 21 | 15 | 15 | 24 | |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine (all incentive)----- | 23 | 3.97 | - | - | - | - | - | - | - | - | 2 | - | - | - | - | 1 | - | - | 1 | 2 | 2 | 2 | - | 3 | 1 | 4 | 9 | |
| Cutters, vamp and whole shoe, machine----- | 45 | 3.76 | 1 | - | - | - | - | 1 | 1 | 1 | - | - | - | 1 | 1 | 2 | 2 | 3 | 1 | 2 | 5 | 5 | 2 | - | 4 | 13 | | |
| Incentive----- | 41 | 3.86 | 1 | - | - | - | - | 1 | 1 | 1 | - | - | - | - | 1 | 2 | 3 | 1 | 2 | 4 | 5 | 2 | - | 4 | 13 | | | |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive)----- | 15 | 3.83 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 1 | - | - | 3 | 1 | - | - | 1 | - | 6 | 7 | |
| Heel-seat lasters (all incentive)----- | 9 | 2.70 | - | - | - | - | 1 | - | - | - | - | - | 2 | 2 | - | 3 | 1 | - | - | - | - | - | - | - | - | - | 7 | |
| Side lasters, machine (all incentive)----- | 32 | 3.77 | - | - | - | - | - | - | - | - | - | 1 | 1 | - | 1 | - | - | - | - | 3 | 5 | 8 | - | 5 | 7 | 8 | | |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sole attachers, cement process (all incentive)----- | 25 | 3.62 | - | - | - | - | - | - | - | 2 | - | - | 1 | - | - | - | - | - | 1 | 4 | 2 | - | 1 | 3 | 8 | 3 | | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time)----- | 14 | 1.77 | 5 | 1 | 2 | 2 | - | 2 | - | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Janitors (all time)----- | 11 | 1.68 | 5 | 4 | - | 1 | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers (all incentive)----- | 106 | 2.89 | - | - | - | 1 | - | - | - | 1 | 10 | 4 | 2 | 6 | 9 | 3 | 8 | 7 | 6 | 13 | 11 | 8 | 4 | - | 3 | 4 | | |
| Pasters, backers, or fitters, upper, hand----- | 65 | 2.28 | 4 | 1 | - | 3 | 5 | 3 | 2 | 2 | 8 | 4 | 7 | 5 | 4 | 5 | 1 | 6 | 1 | - | 1 | - | - | 1 | - | - | | |
| Incentive----- | 61 | 2.30 | 3 | 1 | - | 2 | 5 | 3 | 2 | 2 | 8 | 3 | 6 | 5 | 4 | 5 | 1 | 6 | 1 | - | 1 | - | - | 1 | - | - | | |
| Skivers, machine, uppers or linings (all incentive)----- | 17 | 2.81 | - | - | - | 2 | - | - | - | - | - | - | 1 | 2 | 1 | - | 3 | 2 | - | 2 | 1 | - | 3 | - | - | - | | |
| Top stitchers (all incentive)----- | 68 | 2.80 | - | - | - | - | 2 | - | - | 3 | 6 | 1 | 3 | 1 | 6 | 1 | 6 | 8 | 5 | 14 | 10 | 1 | - | 1 | - | - | | |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Shankers (all incentive)----- | 10 | 2.04 | 2 | - | - | - | 1 | 2 | 3 | - | - | 1 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | | |
| Sole attachers, cement process (all incentive)----- | 6 | 2.69 | 1 | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - | 2 | 1 | - | - | - | - | | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers (all time)----- | 79 | 1.73 | 5 | 21 | 36 | 6 | 1 | 10 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Treers (all incentive)----- | 35 | 2.73 | - | - | - | - | - | - | - | 2 | - | 1 | 2 | 7 | 2 | 5 | - | - | 9 | 2 | 2 | - | - | - | 1 | 1 | | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time)----- | 41 | 1.81 | 5 | 9 | 6 | 4 | 1 | 3 | 5 | 1 | 5 | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | | |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general----- | 20 | 1.83 | 4 | 2 | 1 | 4 | 1 | 1 | 2 | - | - | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Clerks, payroll----- | 17 | 1.89 | - | - | 3 | 5 | 4 | - | 1 | - | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |

¹ The Worcester area consists of Hudson, Marlboro, Spencer, Ware, Webster, and Worcester, Mass.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 65 percent of the production workers covered by the study were paid on an incentive basis.

³ Workers were distributed as follows: 45 at \$4.20 to \$4.40 and 39 at \$4.40 and over.

⁴ Workers were distributed as follows: 1 at \$4.40 to \$4.60; 4 at \$4.80 to \$5; 2 at \$5.20 to \$5.40; and 2 at \$5.40 to \$5.60.

⁵ Workers were distributed as follows: 4 at \$4.20 to \$4.40; 1 at \$4.60 to \$4.80; 2 at \$5 to \$5.20; 2 at \$5.20 to \$5.40; and 4 at \$5.40 and over.

⁶ Workers were distributed as follows: 4 at \$4.20 to \$4.40; 1 at \$4.40 to \$4.60; 1 at \$4.80 to \$5; and 1 at \$5.20 to \$5.40.

⁷ Workers were distributed as follows: 3 at \$4.20 to \$4.40; 3 at \$4.40 to \$4.60; 1 at \$4.60 to \$4.80; and 1 at \$5.20 to \$5.40.

Table 29. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Southeastern New Hampshire¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$3.80 | \$4.00 | \$4.20 |
| | | | 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 | 3.80 | 4.00 | 4.20 | and over |
| All production workers..... | 10,464 | \$2.21 | 2805 | 465 | 432 | 421 | 483 | 289 | 304 | 219 | 661 | 326 | 459 | 318 | 347 | 324 | 227 | 280 | 291 | 243 | 477 | 297 | 246 | 168 | 130 | 114 | 138 |
| Men..... | 3,715 | 2.55 | 640 | 90 | 72 | 132 | 105 | 69 | 87 | 45 | 216 | 84 | 165 | 96 | 141 | 168 | 99 | 123 | 126 | 132 | 294 | 192 | 183 | 129 | 99 | 105 | 123 |
| Women..... | 6,749 | 2.02 | 2165 | 375 | 360 | 289 | 378 | 220 | 217 | 174 | 445 | 242 | 294 | 222 | 206 | 156 | 128 | 157 | 165 | 111 | 183 | 105 | 63 | 39 | 31 | 9 | 15 |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine..... | 92 | 3.06 | 2 | 1 | 1 | - | 2 | 1 | 1 | - | 9 | 2 | 4 | 3 | 5 | 1 | 5 | 1 | 4 | 4 | 9 | 9 | 6 | 7 | 3 | 4 | 8 |
| Incentive..... | 89 | 3.09 | 2 | 1 | 1 | - | 2 | 1 | 1 | - | 6 | 2 | 4 | 3 | 5 | 1 | 5 | 1 | 4 | 4 | 9 | 9 | 6 | 7 | 3 | 4 | 8 |
| Cutters, vamp and whole shoe, hand (all time)..... | 12 | 2.53 | - | - | - | - | - | - | - | 2 | 1 | - | 1 | - | 4 | - | - | - | - | 4 | - | - | - | - | - | - | - |
| Cutters, vamp and whole shoe, machine..... | 265 | 3.33 | 2 | - | 1 | 3 | 1 | 1 | 2 | 2 | 3 | 4 | 5 | 4 | 8 | 7 | 13 | 20 | 11 | 6 | 13 | 26 | 52 | 17 | 23 | 15 | 26 |
| Time..... | 15 | 2.41 | - | - | - | 2 | - | - | - | - | 1 | 2 | 3 | 1 | - | - | 3 | - | - | 3 | - | - | - | - | - | - | - |
| Incentive..... | 250 | 3.39 | 2 | - | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 3 | 8 | 7 | 13 | 17 | 11 | 6 | 10 | 26 | 52 | 17 | 23 | 15 | 26 |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine..... | 78 | 2.97 | - | - | 1 | - | 1 | - | - | - | 2 | - | 1 | 4 | 5 | 5 | 3 | 8 | 5 | 7 | 15 | 5 | 7 | 2 | 5 | 2 | - |
| Incentive..... | 76 | 2.99 | - | - | 1 | - | 1 | - | - | - | 2 | - | 1 | 4 | 5 | 3 | 3 | 8 | 5 | 7 | 15 | 5 | 7 | 2 | 5 | 2 | - |
| Bed-machine operators..... | 69 | 3.19 | - | - | 2 | - | - | - | - | - | - | 4 | 1 | 1 | 2 | 2 | 7 | 7 | 3 | - | 12 | 3 | 2 | 4 | 7 | 9 | 3 |
| Incentive..... | 63 | 3.24 | - | - | 2 | - | - | - | - | - | - | 4 | 1 | 1 | 2 | 2 | 3 | 7 | 1 | - | 12 | 3 | 2 | 4 | 7 | 9 | 3 |
| Heel-seat lasters (all incentive)..... | 35 | 2.52 | 1 | - | - | - | 1 | 2 | - | 2 | 1 | 3 | 3 | 2 | 2 | 4 | - | 4 | 2 | 1 | 5 | 1 | - | 1 | - | - | - |
| Pullover-machine operators (all incentive)..... | 54 | 3.39 | - | - | 2 | - | 1 | - | - | - | 1 | - | - | - | 1 | 2 | 2 | 2 | 2 | 1 | 5 | 3 | 10 | 13 | 5 | 1 | 5 |
| Side lasters, machine (all incentive)..... | 172 | 3.21 | - | - | - | 1 | - | - | - | - | 2 | 1 | 6 | 3 | 2 | 7 | 11 | 12 | 5 | 4 | 31 | 23 | 24 | 19 | 6 | 5 | 10 |
| Toe lasters, automatic or semiautomatic..... | 64 | 3.25 | - | - | - | - | - | - | - | - | 1 | - | 5 | 3 | 2 | 2 | 2 | 1 | 4 | 4 | 4 | 11 | 6 | 6 | 4 | 2 | 7 |
| Incentive..... | 63 | 3.26 | - | - | - | - | - | - | - | - | 1 | - | 5 | 3 | 2 | 1 | 2 | 1 | 4 | 4 | 4 | 11 | 6 | 6 | 4 | 2 | 7 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers..... | 42 | 3.42 | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | 1 | 2 | 2 | 2 | - | 5 | 6 | 2 | 3 | 6 | 4 | 1 | 6 |
| Incentive..... | 39 | 3.50 | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | 2 | 2 | 2 | - | 5 | 6 | 2 | 3 | 6 | 4 | 1 | 3 ⁶ |
| Heel attachers, machine..... | 46 | 2.36 | - | - | - | 5 | 2 | 3 | 1 | 2 | 1 | 4 | 1 | 6 | 1 | 5 | 3 | 4 | 4 | - | 3 | 1 | - | - | - | - | - |
| Incentive..... | 43 | 2.35 | - | - | - | 5 | 2 | 3 | 1 | 2 | 1 | 4 | 1 | 6 | 1 | 2 | 3 | 4 | 4 | - | 3 | 1 | - | - | - | - | - |
| Shankers..... | 53 | 2.12 | 16 | - | 3 | 2 | 1 | 1 | 1 | 1 | 5 | 1 | 3 | 4 | 4 | 2 | - | 1 | 1 | - | 4 | 3 | - | - | - | - | - |
| Time..... | 11 | 1.90 | 2 | - | 3 | - | - | 1 | - | - | 2 | 1 | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 42 | 2.18 | 14 | - | - | 2 | 1 | - | 1 | 1 | 3 | - | 2 | 4 | 3 | 2 | - | 1 | 1 | - | 4 | 3 | - | - | - | - | - |
| Sole attachers, cement process..... | 146 | 3.17 | 1 | - | - | 3 | - | - | 1 | - | 3 | 3 | 5 | 3 | 1 | 10 | 6 | 3 | 3 | 6 | 27 | 13 | 12 | 22 | 19 | 5 | - |
| Incentive..... | 144 | 3.17 | 1 | - | - | 3 | - | - | 1 | - | 3 | 3 | 5 | 3 | 1 | 10 | 6 | 3 | 3 | 6 | 26 | 12 | 12 | 22 | 19 | 5 | - |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge setters (all incentive)..... | 9 | 2.88 | - | - | - | - | - | - | - | - | 2 | 1 | - | - | - | - | - | - | 1 | 1 | - | 3 | - | 1 | - | - | - |
| Treers..... | 108 | 2.98 | 4 | - | - | 1 | - | - | - | 1 | 3 | 2 | 2 | 3 | 3 | 4 | 2 | 7 | 11 | 7 | 23 | 19 | 6 | 2 | 4 | - | 4 |
| Incentive..... | 107 | 2.98 | 4 | - | - | 1 | - | - | - | 1 | 3 | 2 | 2 | 3 | 3 | 4 | 2 | 7 | 11 | 7 | 23 | 19 | 6 | 1 | 4 | - | 4 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time)..... | 87 | 1.76 | 32 | 6 | 6 | 22 | - | 2 | 5 | - | 7 | 2 | 4 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) (all time)..... | 59 | 1.85 | 8 | 8 | 3 | 11 | 3 | 4 | 6 | - | 8 | 2 | 4 | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | - |
| Janitors (all time)..... | 31 | 1.63 | 24 | 3 | 2 | 1 | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

See footnotes at end of table.

Table 29. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Southeastern New Hampshire¹—Continued

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$3.80 | \$4.00 | \$4.20 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 | \$3.80 | \$4.00 | \$4.20 | over | |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine (all incentive)..... | 13 | \$2.75 | 2 | 1 | - | 1 | - | - | - | - | - | - | 2 | - | - | - | 1 | - | - | 1 | - | - | 3 | 2 | - | - | - | - |
| Cutters, vamp and whole shoe, machine (all incentive)..... | 7 | 3.38 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | 3 | 1 | 1 | - | - | - | - | 1 | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers..... | 497 | 2.41 | 29 | 26 | 11 | 5 | 8 | 13 | 17 | 17 | 28 | 31 | 43 | 32 | 34 | 33 | 20 | 35 | 26 | 15 | 31 | 26 | 11 | 3 | 1 | 1 | 1 | 1 |
| Incentive..... | 495 | 2.41 | 29 | 26 | 11 | 4 | 8 | 13 | 17 | 17 | 28 | 31 | 43 | 32 | 34 | 33 | 20 | 34 | 26 | 15 | 31 | 26 | 11 | 3 | 1 | 1 | 1 | 1 |
| Pasters, backers, or fitters, upper, hand..... | 347 | 1.79 | 189 | 31 | 9 | 13 | 4 | 11 | 3 | 10 | 22 | 15 | 10 | 12 | 9 | - | 5 | 2 | - | - | 2 | - | - | - | - | - | - | - |
| Time..... | 81 | 1.61 | 68 | 13 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 266 | 1.84 | 121 | 18 | 9 | 13 | 4 | 11 | 3 | 10 | 22 | 15 | 10 | 12 | 9 | - | 5 | 2 | - | - | 2 | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings..... | 80 | 2.17 | 17 | - | - | 3 | 3 | 5 | - | 4 | 8 | 3 | 9 | 11 | 2 | 3 | 1 | 2 | 4 | - | 1 | - | 4 | - | - | - | - | - |
| Incentive..... | 77 | 2.19 | 14 | - | - | 3 | 3 | 5 | - | 4 | 8 | 3 | 9 | 11 | 2 | 3 | 1 | 2 | 4 | - | 1 | - | 4 | - | - | - | - | - |
| Top stitchers (all incentive)..... | 311 | 2.37 | 23 | 5 | 9 | 9 | 7 | 12 | 12 | 7 | 23 | 22 | 17 | 21 | 19 | 23 | 26 | 10 | 15 | 17 | 20 | 5 | 2 | 4 | 1 | 1 | 1 | 1 |
| Vampers..... | 84 | 2.19 | 9 | 7 | 2 | - | 4 | 2 | 5 | 7 | 9 | 5 | 5 | 3 | 6 | 2 | 2 | 4 | 6 | 1 | 3 | 1 | 1 | - | - | - | - | - |
| Incentive..... | 83 | 2.19 | 9 | 7 | 2 | - | 4 | 1 | 5 | 7 | 9 | 5 | 5 | 3 | 6 | 2 | 2 | 4 | 6 | 1 | 3 | 1 | 1 | - | - | - | - | - |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine (all incentive)..... | 17 | 2.79 | - | - | - | - | - | - | - | - | 1 | - | - | 4 | 2 | 2 | 1 | - | - | 4 | 1 | 2 | - | - | - | - | - | - |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers..... | 12 | 1.82 | 6 | 1 | - | - | - | - | 1 | 1 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 11 | 1.84 | 5 | 1 | - | - | - | - | 1 | 1 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Shankers..... | 11 | 2.13 | 1 | - | - | - | - | - | - | 1 | 2 | 2 | 2 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 10 | 2.12 | 1 | - | - | - | - | - | - | 1 | 2 | 2 | 1 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers..... | 227 | 1.91 | 4 | 35 | 17 | 23 | 77 | 7 | 23 | - | 4 | 7 | 4 | 4 | 5 | 4 | 3 | 1 | - | 1 | 1 | 4 | 2 | 1 | - | - | - | - |
| Time..... | 192 | 1.80 | 4 | 33 | 14 | 22 | 77 | 6 | 23 | - | 4 | 7 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 35 | 2.53 | - | 2 | 3 | 1 | - | 1 | - | - | - | - | 4 | 2 | 5 | 4 | 3 | 1 | - | 1 | 1 | 4 | 2 | 1 | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time)..... | 142 | 1.77 | 42 | 16 | 13 | 18 | 11 | 6 | 9 | 2 | 18 | 2 | 4 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners)..... | 47 | 1.75 | 19 | 4 | 5 | 5 | 7 | 1 | - | 2 | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Time..... | 40 | 1.68 | 19 | 4 | 5 | 3 | 7 | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive..... | 7 | 2.12 | - | - | - | 2 | - | - | - | 1 | - | - | 2 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general..... | 39 | 1.75 | 5 | 8 | 7 | 6 | 5 | - | 2 | 6 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Clerks, payroll..... | 121 | 1.75 | 22 | 8 | 27 | 16 | 22 | 17 | 3 | 3 | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

¹ Southeastern New Hampshire consists of the area extending south from Farmington and Pittsfield and east from Manchester and Nashua, N.H.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 67 percent of the production workers covered by the study were paid on an incentive basis.

³ Workers were distributed as follows: 3 at \$4.40 to \$4.60 and 3 at \$5 to \$5.20.

Table 30. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—New York, N.Y.¹

(Number and average straight-time hourly earnings² of production workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 and over |
| | | | \$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 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 |
| All production workers | 2,986 | \$2.74 | 245 | 115 | 54 | 252 | 35 | 81 | 39 | 35 | 133 | 126 | 111 | 112 | 82 | 100 | 200 | 148 | 161 | 155 | 165 | 141 | 124 | 135 | 75 | 69 | 93 |
| Men | 2,019 | 3.02 | 116 | 46 | 22 | 98 | 11 | 42 | 18 | 16 | 76 | 63 | 59 | 58 | 45 | 63 | 140 | 117 | 139 | 139 | 148 | 131 | 109 | 131 | 74 | 69 | 89 |
| Women | 967 | 2.16 | 129 | 69 | 32 | 154 | 24 | 39 | 21 | 19 | 57 | 63 | 52 | 54 | 37 | 37 | 60 | 31 | 22 | 16 | 17 | 10 | 15 | 4 | 1 | - | 4 |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 77 | 3.36 | 1 | 2 | 3 | 3 | - | 3 | - | - | 2 | 1 | 3 | - | 2 | 3 | 3 | 6 | 4 | 6 | 2 | 6 | 8 | 8 | 8 | 2 | 9 |
| Time | 21 | 2.08 | 1 | 2 | 2 | 3 | - | 3 | - | - | 2 | 1 | 2 | - | 1 | 3 | - | - | - | 1 | - | - | - | - | - | - | - |
| Incentive | 56 | 3.83 | - | - | 1 | - | - | - | - | - | - | - | 1 | - | 1 | - | 3 | 6 | 4 | 5 | 2 | 6 | 8 | 8 | 2 | 3 | 9 |
| Cutters, vamp and whole shoe, hand | 116 | 3.73 | - | - | - | - | - | - | 1 | - | - | - | - | 2 | - | 3 | 6 | 4 | 11 | 7 | 6 | 13 | 12 | 34 | 6 | 5 | 6 |
| Incentive | 114 | 3.73 | - | - | - | - | - | - | 1 | - | - | - | 2 | - | 3 | 6 | 4 | 11 | 5 | 6 | 13 | 12 | 34 | 6 | 5 | 6 | |
| Cutters, vamp and whole shoe, machine | 52 | 3.79 | - | 1 | - | - | - | - | - | 1 | - | 3 | 1 | 1 | - | - | - | 1 | 1 | 4 | 4 | 5 | 6 | 4 | 5 | 9 | 6 |
| Time | 7 | 2.45 | - | 1 | - | - | - | - | - | - | 3 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - |
| Incentive | 45 | 4.00 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | 1 | 1 | 4 | 4 | 5 | 6 | 4 | 5 | 8 | 4 |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 59 | 3.50 | - | - | - | - | - | - | - | - | - | 1 | 2 | - | 1 | 5 | 7 | 3 | 4 | 7 | 6 | 6 | 2 | 12 | 2 | - | - |
| Incentive | 57 | 3.51 | - | - | - | - | - | - | - | - | - | 1 | 2 | - | 1 | 5 | 7 | 2 | 4 | 6 | 6 | 6 | 2 | 12 | 2 | - | - |
| Pasters, backers, or fitters, upper, hand | 41 | 3.29 | - | - | 1 | - | - | - | 2 | - | 1 | - | 1 | - | 5 | - | 5 | 6 | 3 | 6 | 5 | 5 | - | - | - | - | - |
| Incentive | 39 | 3.33 | - | - | 1 | - | - | - | 2 | - | 1 | - | - | - | 4 | - | 5 | 6 | 3 | 6 | 5 | 5 | - | - | - | - | - |
| Skivers, machine, uppers or linings (all incentive) | 36 | 3.75 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | 3 | 3 | 2 | 1 | 5 | 3 | 1 | 6 | 3 | 2 | 5 | 6 |
| Top stitchers (all incentive) | 39 | 3.60 | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | 2 | 6 | 1 | - | 4 | 4 | 5 | - | 3 | 5 | - | 6 | 6 |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 41 | 3.16 | - | - | - | - | - | - | - | - | 1 | - | - | 3 | 3 | 1 | 3 | 5 | 8 | 6 | 3 | 4 | 1 | - | - | 1 | 2 |
| Incentive | 40 | 3.17 | - | - | - | - | - | - | - | - | 1 | - | - | 3 | 3 | - | 3 | 5 | 8 | 6 | 3 | 4 | 1 | - | - | 1 | 2 |
| Bed-machine operators | 16 | 3.26 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 7 | 2 | 3 | 2 | - | - | - | - | - | - |
| Incentive | 13 | 3.32 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 4 | 2 | 3 | 2 | - | - | - | - | - | - |
| Heel-seat lasters | 21 | 2.83 | - | - | - | - | - | 3 | - | - | - | - | 3 | - | 1 | - | 3 | 2 | 2 | 4 | - | 1 | - | - | - | - | - |
| Incentive | 15 | 3.15 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 3 | 2 | 2 | 2 | 4 | - | 1 | - | - | - | - | - |
| Pullover-machine operators (all incentive) | 29 | 3.74 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 3 | 2 | 1 | 4 | 2 | 3 | 1 | 4 | 3 | - | 7 | 5 |
| Side lasters, machine | 42 | 3.32 | - | - | - | - | - | - | - | 2 | - | - | - | 3 | 1 | 1 | 5 | 4 | 6 | 7 | 6 | 4 | - | 2 | - | 1 | - |
| Incentive | 39 | 3.39 | - | - | - | - | - | - | - | 2 | - | - | - | - | 1 | 1 | 5 | 4 | 6 | 7 | 6 | 4 | - | 2 | - | 1 | - |
| Toe lasters, automatic or semiautomatic | 30 | 3.25 | - | - | - | 1 | - | - | - | - | - | 3 | - | - | 3 | 4 | 3 | 4 | 1 | 2 | 2 | 1 | 1 | - | 1 | - | 4 |
| Incentive | 28 | 3.34 | - | - | - | - | - | - | - | - | - | 2 | - | - | 3 | 4 | 3 | 4 | 1 | 2 | 2 | 1 | 1 | - | 1 | - | 8 |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers (all incentive) | 15 | 2.70 | 1 | - | - | - | - | - | - | 1 | 1 | - | 1 | 3 | - | - | 1 | 2 | 3 | - | 1 | 1 | - | - | - | - | - |
| Edge trimmers (all incentive) | 19 | 3.86 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | 1 | 4 | 1 | 3 | 5 | 1 | - | - | 2 |
| Heel attachers, machine (all incentive) | 38 | 3.17 | - | - | - | - | - | - | - | - | - | 3 | 1 | - | 2 | 5 | 6 | 3 | 4 | 5 | 3 | 4 | - | 2 | - | - | - |
| Rough rounders | 22 | 2.92 | - | 1 | 1 | - | - | - | - | - | - | 2 | - | - | 2 | 2 | 4 | 4 | 1 | 3 | - | - | 1 | 1 | - | - | - |
| Incentive | 18 | 3.15 | - | - | - | - | - | - | - | - | - | - | - | 2 | 2 | 4 | 4 | 1 | 3 | - | - | - | 1 | 1 | - | - | - |
| Shankers (all incentive) | 14 | 2.67 | - | - | - | - | - | - | - | 1 | 2 | 2 | - | 1 | - | 1 | 4 | 1 | 1 | 1 | - | - | - | - | - | - | - |
| Sole attachers, cement process | 31 | 3.09 | - | 2 | 3 | - | 1 | - | - | 1 | 1 | 2 | 1 | - | - | - | - | - | 2 | 6 | 2 | 2 | 2 | 1 | - | 3 | 2 |
| Incentive | 29 | 3.16 | - | 2 | 3 | - | 1 | - | - | 1 | 1 | - | 1 | - | - | - | - | - | 2 | 6 | 2 | 2 | 1 | - | 3 | 2 | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom scourers | 36 | 3.34 | - | - | 1 | - | - | - | - | - | 3 | 1 | - | - | - | 6 | 2 | 1 | 4 | 8 | 3 | - | - | 1 | 2 | 4 | 4 |
| Incentive | 34 | 3.43 | - | - | - | - | - | - | - | - | 2 | 1 | - | - | - | 6 | 2 | 1 | 4 | 8 | 3 | - | - | 1 | 2 | 9 | 4 |
| Edge setters (all incentive) | 24 | 3.83 | - | - | - | - | 1 | - | - | 1 | - | - | - | - | - | - | 2 | 2 | - | - | - | 3 | 9 | - | 3 | 8 | 3 |
| Repairers | 54 | 3.67 | 2 | - | - | - | - | - | - | - | 1 | - | - | 2 | - | 4 | 2 | 1 | 1 | - | 7 | 3 | 4 | 14 | 7 | 5 | 1 |
| Time | 8 | 2.38 | 2 | - | - | - | - | - | - | - | - | - | - | - | 4 | 1 | - | 1 | - | - | - | - | - | - | - | - | - |
| Incentive | 46 | 3.89 | - | - | - | - | - | - | - | - | 1 | - | - | 2 | - | 1 | 1 | - | - | 7 | 3 | 4 | 14 | 7 | 5 | 1 | - |
| Treers (all incentive) | 64 | 3.15 | - | - | - | - | - | - | 1 | - | - | - | 6 | - | 2 | 18 | 5 | 9 | 4 | 4 | 6 | 3 | 1 | 1 | 1 | 2 | 2 |

See footnotes at end of table.

Table 30. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—New York, N.Y.¹—Continued

(Number and average straight-time hourly earnings² of production workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 | 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 | \$2.80 | \$3.00 | \$3.20 | \$3.40 | \$3.60 | \$3.80 | \$4.00 | \$4.20 | \$4.40 | \$4.60 | over | |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN--Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys ----- | 87 | \$1.81 | 24 | 18 | 2 | 16 | 2 | 4 | 1 | 2 | 8 | 3 | 2 | 1 | - | 1 | 1 | - | - | 1 | - | - | - | - | - | - | - | - |
| Time ----- | 81 | 1.75 | 24 | 18 | 2 | 16 | 2 | 4 | 1 | 2 | 6 | 3 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) ----- | 45 | 2.53 | 1 | - | - | - | - | 1 | - | 1 | 7 | 6 | 1 | 5 | 2 | 6 | 3 | - | 6 | 2 | 2 | 2 | 2 | - | - | - | - | |
| Time ----- | 29 | 2.30 | 1 | - | - | - | - | 1 | - | 1 | 4 | 6 | 1 | 5 | 2 | 3 | 3 | - | 2 | - | - | - | - | - | - | - | - | |
| Incentive ----- | 16 | 2.95 | - | - | - | - | - | - | - | - | 3 | - | - | - | 3 | - | - | 4 | 2 | 2 | 2 | - | - | - | - | - | - | |
| Janitors (all time) ----- | 23 | 1.80 | - | 3 | 1 | 14 | 3 | - | - | - | - | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | |
| Mechanics, maintenance ¹⁰ a/ ----- | 6 | 2.68 | - | - | - | - | - | - | - | - | - | 2 | - | - | - | 1 | 1 | - | 1 | - | - | - | - | - | - | - | - | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers ----- | 29 | 2.30 | - | 1 | 2 | 6 | 2 | 1 | 1 | 1 | 3 | - | - | 1 | - | 1 | 2 | 2 | 2 | 2 | 1 | 1 | - | - | - | - | - | |
| Incentive ----- | 24 | 2.42 | - | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 3 | - | - | 1 | - | 1 | 2 | 2 | 2 | 2 | 1 | 1 | - | - | - | - | - | |
| Pasters, backers, or fitters, upper, hand ----- | 54 | 2.32 | 3 | 2 | 2 | 2 | - | 2 | 1 | 1 | - | 4 | 6 | 9 | 3 | 6 | 8 | 3 | 1 | - | 1 | - | - | - | - | - | - | |
| Time ----- | 14 | 2.08 | 2 | 1 | 1 | 1 | - | - | - | - | - | 4 | 3 | 6 | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Incentive ----- | 40 | 2.41 | 1 | 1 | 1 | 1 | - | 2 | 1 | 1 | - | 4 | 3 | 3 | 3 | 6 | 8 | 3 | 1 | - | 1 | - | - | - | - | - | - | |
| Skivers, machine, uppers or linings ----- | 12 | 2.77 | - | - | - | - | - | - | - | - | 3 | - | 1 | 1 | - | 2 | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | |
| Incentive ----- | 9 | 2.99 | - | - | - | - | - | - | - | - | 9 | - | 1 | 1 | - | 2 | 1 | - | 2 | 1 | 1 | - | - | - | - | - | - | |
| Top stitchers ----- | 12 | 2.77 | - | - | - | 2 | - | - | - | - | - | 1 | - | - | - | 1 | 2 | 3 | - | 1 | 1 | - | - | 1 | - | - | - | |
| Incentive ----- | 9 | 3.07 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 2 | 3 | - | 1 | 1 | - | - | - | 1 | - | - | - | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers ----- | 35 | 2.88 | - | - | - | - | - | - | - | - | 1 | 3 | 3 | 6 | - | 4 | 6 | - | - | - | 2 | - | 9 | 1 | - | - | - | |
| Incentive ----- | 28 | 3.04 | - | - | - | - | - | - | - | - | 2 | 2 | 12 | - | 4 | 6 | - | - | - | 2 | - | 9 | 1 | - | - | - | - | |
| Treers ----- | 9 | 2.58 | - | - | - | - | - | - | - | - | 3 | - | 2 | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | |
| Incentive ----- | 6 | 2.86 | - | - | - | - | - | - | - | - | - | 2 | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls ----- | 51 | 1.73 | 8 | 23 | - | 9 | 3 | 2 | 2 | - | 1 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Time ----- | 43 | 1.71 | 7 | 23 | - | 7 | 1 | 2 | - | - | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Incentive ----- | 8 | 1.85 | 1 | - | - | 2 | 2 | - | 2 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) ¹⁰ a/ ----- | 9 | 2.49 | - | - | - | - | - | - | - | - | 2 | 2 | 1 | - | 1 | - | - | - | 3 | - | - | - | - | - | - | - | - | |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general ----- | 33 | 2.32 | - | 3 | 1 | 2 | 1 | - | 1 | - | 4 | 3 | 2 | 1 | 3 | 3 | 1 | 4 | 4 | - | - | - | - | - | - | - | - | |
| Clerks, payroll ----- | 20 | 2.95 | - | - | - | - | - | - | - | - | 1 | 1 | - | 1 | 2 | 8 | - | - | - | 6 | - | - | - | - | - | - | - | |
| Typists, class B ----- | 11 | 2.39 | - | - | - | - | - | - | - | - | - | 2 | - | 2 | 4 | 3 | - | - | - | - | - | - | - | - | - | - | - | |

¹ New York Standard Metropolitan Statistical Area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Nassau, Rockland, Suffolk, and Westchester Counties, N. Y.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 61 percent of the production workers covered by the study were paid on an incentive basis.

³ Workers were distributed as follows: 5 at \$4.60 to \$4.80 and 4 at \$4.80 to \$5.

⁴ Workers were distributed as follows: 4 at \$4.60 to \$4.80; 1 at \$4.80 to \$5; and 1 at \$5 to \$5.20.

⁵ Workers were distributed as follows: 5 at \$4.60 to \$4.80 and 1 at \$4.80 to \$5.

⁶ Workers were distributed as follows: 2 at \$4.60 to \$4.80; 2 at \$4.80 to \$5; and 2 at \$5 to \$5.20.

⁷ Workers were distributed as follows: 2 at \$4.60 to \$4.80; 1 at \$4.80 to \$5; and 2 at \$5 to \$5.20.

⁸ All workers were at \$4.60 to \$4.80.

⁹ Workers were distributed as follows: 1 at \$4.60 to \$4.80; 2 at \$4.80 to \$5; and 1 at \$5 to \$5.20.

¹⁰ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

Table 31. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Arkansas

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 | and over |
| All production workers ----- | 2,890 | \$1.90 | 21 | 1199 | 162 | 200 | 130 | 100 | 81 | 69 | 109 | 125 | 167 | 65 | 96 | 86 | 41 | 60 | 48 | 11 | 16 | 24 | 28 | 4 | 18 | 1 | 29 | |
| Men ----- | 808 | 2.12 | 3 | 213 | 45 | 58 | 28 | 15 | 14 | 26 | 17 | 27 | 66 | 26 | 56 | 47 | 22 | 27 | 25 | 9 | 14 | 19 | 12 | 4 | 12 | 1 | 22 | |
| Women ----- | 2,082 | 1.82 | 18 | 986 | 117 | 142 | 102 | 85 | 67 | 43 | 92 | 98 | 101 | 39 | 40 | 39 | 19 | 33 | 23 | 2 | 2 | 5 | 16 | - | 6 | - | 7 | |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 16 | 2.44 | - | - | 2 | 1 | - | - | - | - | - | 1 | 1 | 2 | - | 3 | - | - | 2 | - | 1 | 1 | 1 | - | - | 1 | - | - |
| Cutters, vamp and whole shoe, machine ----- | 55 | 2.57 | - | 6 | - | - | 2 | - | - | 1 | 1 | 4 | 4 | - | 6 | 1 | 6 | - | 2 | 4 | 2 | 4 | 6 | - | 3 | - | 3 | - |
| Lasting² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine ----- | 35 | 1.98 | - | 19 | 2 | - | - | - | - | - | - | 6 | - | - | - | 2 | 2 | 1 | 1 | - | - | - | - | - | - | 1 | - | 1 |
| Heel-seat lasters ----- | 11 | 2.31 | - | - | - | 1 | - | - | - | - | - | 3 | 2 | 2 | - | 3 | - | - | - | - | - | - | - | - | - | - | - | - |
| Pullover-machine operators ----- | 21 | 2.30 | - | - | - | - | - | - | - | - | 6 | 2 | 2 | 2 | 6 | 2 | - | - | - | - | - | - | - | - | - | - | 1 | - |
| Side lasters, machine ----- | 46 | 2.40 | - | 4 | - | - | 2 | - | - | 2 | 2 | 4 | 2 | 2 | 11 | 2 | - | 2 | - | 2 | 8 | 1 | - | - | - | - | - | - |
| Toe lasters, automatic or semiautomatic ----- | 36 | 2.09 | - | 6 | - | 2 | 2 | - | 4 | - | - | 4 | 4 | - | 6 | 2 | 4 | - | 2 | - | - | - | - | - | - | - | - | - |
| Bottoming and making² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers ----- | 13 | 2.22 | - | 2 | - | - | 2 | - | - | - | - | - | 2 | 3 | - | - | 2 | - | - | 2 | - | - | - | - | - | - | - | - |
| Heel attachers, machine ----- | 14 | 2.46 | - | 2 | - | - | - | - | - | - | - | - | 2 | - | 2 | - | 1 | 3 | 2 | - | 1 | - | - | 1 | - | - | - | - |
| Shankers ----- | 16 | 1.88 | - | 5 | - | 4 | - | - | 2 | - | - | - | - | 2 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Finishing² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom scourers ----- | 8 | 2.10 | - | 2 | - | - | - | - | 2 | - | - | - | - | 2 | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Janitors (all time) ----- | 16 | 1.62 | - | 14 | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Mechanics, maintenance (all time) ----- | 20 | 2.32 | - | - | - | - | - | - | - | - | 2 | - | 7 | - | 4 | 3 | 1 | - | 3 | - | - | - | - | - | - | - | - | - |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 46 | 1.80 | - | 22 | 8 | 3 | - | - | 2 | 1 | 1 | 2 | - | 2 | - | 3 | - | 2 | - | - | - | - | - | - | - | - | - | - |
| Cutters, vamp and whole shoe, machine ----- | 27 | 1.89 | - | 6 | 5 | 1 | - | 3 | 1 | - | 2 | 2 | 5 | - | - | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - |
| Fitting² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers ----- | 97 | 1.77 | - | 59 | 2 | 3 | 2 | 5 | 4 | 5 | 7 | 3 | 1 | - | 2 | - | - | - | - | - | - | 2 | 2 | - | - | - | - | - |
| Pasters, backers, or fitters, upper hand ----- | 132 | 1.76 | - | 74 | 10 | 5 | 1 | 5 | 3 | 3 | 7 | 9 | 11 | - | 1 | - | 2 | 1 | - | - | - | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings ----- | 42 | 1.78 | - | 20 | 5 | - | 4 | 2 | 2 | 2 | - | 2 | - | 4 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Top stitchers ----- | 99 | 1.77 | - | 53 | 1 | 5 | 7 | 3 | 5 | 4 | 3 | 9 | 5 | - | 2 | - | 1 | 1 | - | - | - | - | - | - | - | - | - | - |
| Bottoming and making² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sole attachers, cement process ----- | 16 | 1.88 | - | 9 | - | - | - | - | - | 3 | - | - | - | - | 2 | - | - | 2 | - | - | - | - | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers ----- | 87 | 1.79 | - | 49 | 6 | 8 | 8 | 3 | 1 | - | - | - | 2 | 2 | - | 1 | - | 3 | - | - | - | - | 2 | - | - | - | - | 2 |
| Incentive ----- | 40 | 2.01 | - | 8 | 4 | 6 | 6 | 3 | 1 | - | - | - | 2 | 2 | - | 1 | - | 3 | - | - | - | - | 2 | - | - | - | - | 2 |
| Treers (all incentive) ----- | 60 | 2.08 | - | 5 | 2 | 7 | 6 | - | 3 | - | 4 | 6 | 5 | 6 | 4 | 5 | 3 | 2 | - | - | - | - | 2 | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) ----- | 25 | 1.66 | - | 13 | 5 | - | 7 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) ----- | 37 | 1.75 | - | 16 | 2 | 4 | 4 | 7 | - | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - |
| Time ----- | 31 | 1.68 | - | 15 | 2 | 4 | 4 | 6 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, payroll ----- | 23 | 1.80 | - | - | 5 | 2 | 6 | 2 | 2 | 4 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 77 percent of the production workers covered by the study were paid on an incentive basis.
² All workers were paid on an incentive basis.

Table 32. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Missouri

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ¹ | Number of workers receiving straight-time hourly earnings of— | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------------------|--------------------------------------|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-----------------|---|
| | | | Under \$1.60 | \$1.60-\$1.65 | \$1.65-\$1.70 | \$1.70-\$1.75 | \$1.75-\$1.80 | \$1.80-\$1.85 | \$1.85-\$1.90 | \$1.90-\$1.95 | \$1.95-\$2.00 | \$2.00-\$2.10 | \$2.10-\$2.20 | \$2.20-\$2.30 | \$2.30-\$2.40 | \$2.40-\$2.50 | \$2.50-\$2.60 | \$2.60-\$2.70 | \$2.70-\$2.80 | \$2.80-\$2.90 | \$2.90-\$3.00 | \$3.00-\$3.20 | \$3.20-\$3.40 | \$3.40-\$3.60 | \$3.60-\$3.80 | \$3.80-\$4.00 | \$4.00 and over | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All production workers ----- | 9,111 | \$2.06 | 30 | 2421 | 600 | 667 | 405 | 263 | 361 | 271 | 294 | 557 | 433 | 452 | 364 | 395 | 298 | 235 | 196 | 129 | 114 | 194 | 130 | 95 | 84 | 57 | 66 | |
| Men ----- | 2,316 | 2.39 | - | 312 | 109 | 147 | 68 | 45 | 81 | 46 | 33 | 94 | 133 | 178 | 96 | 135 | 79 | 120 | 57 | 66 | 72 | 123 | 76 | 75 | 63 | 54 | 54 | |
| Women ----- | 6,795 | 1.95 | 30 | 2109 | 491 | 520 | 337 | 218 | 280 | 225 | 261 | 463 | 300 | 274 | 268 | 260 | 219 | 115 | 139 | 63 | 42 | 71 | 54 | 20 | 21 | 3 | 12 | |
| Selected occupations | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 46 | 2.46 | - | 2 | 1 | 1 | - | 1 | - | 2 | 4 | 5 | 2 | 4 | 1 | 2 | - | 5 | 4 | 1 | 1 | 6 | 2 | 1 | 1 | - | - | - |
| Incentive ----- | 45 | 2.47 | - | 2 | 1 | 1 | - | 1 | - | 2 | 4 | 4 | 2 | 4 | 1 | 2 | - | 5 | 4 | 1 | 1 | 6 | 2 | 1 | 1 | - | - | - |
| Cutters, vamp and whole shoe, hand ----- | 72 | 2.99 | - | 2 | - | - | - | 1 | 2 | 2 | - | 1 | 2 | 5 | 2 | 3 | 4 | 7 | 1 | 1 | - | 7 | 10 | 7 | 5 | 3 | 7 | |
| Time ----- | 8 | 2.52 | - | - | - | - | - | 1 | - | - | - | - | 1 | - | - | - | 1 | 4 | - | - | 1 | - | - | - | - | - | - | |
| Incentive ----- | 64 | 3.04 | - | 2 | - | - | - | - | 2 | 2 | - | 1 | 1 | 5 | 2 | 3 | 3 | 3 | 1 | 1 | - | 6 | 10 | 7 | 5 | 3 | 7 | |
| Cutters, vamp and whole shoe, machine ----- | 100 | 2.84 | - | - | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 7 | 5 | 5 | 8 | 2 | 7 | 8 | 4 | 5 | 12 | 9 | 1 | 4 | 1 | 8 | |
| Incentive ----- | 98 | 2.84 | - | - | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 7 | 5 | 5 | 8 | 2 | 6 | 8 | 4 | 4 | 12 | 9 | 1 | 4 | 1 | 8 | | |
| Lasting² | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine ----- | 80 | 2.71 | - | 2 | 2 | 1 | 2 | 2 | 2 | 2 | - | 3 | 3 | 2 | 2 | 3 | 4 | 10 | 6 | 2 | 7 | 9 | 6 | 5 | 3 | 1 | 1 | |
| Bed-machine operators ----- | 53 | 3.04 | - | - | - | 2 | - | - | - | 2 | 2 | - | 4 | 3 | - | 3 | - | - | 1 | 2 | 13 | 5 | 3 | 3 | 2 | - | 3 | |
| Heel-seat lasters ----- | 33 | 2.16 | - | 4 | - | - | - | 1 | 3 | - | 3 | 2 | 1 | 11 | 2 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | |
| Pullover-machine operators ----- | 62 | 3.35 | - | - | - | - | 3 | - | - | 4 | - | - | 2 | 2 | - | 4 | 3 | 2 | 1 | - | - | 6 | 4 | 7 | 3 | 4 | 17 | |
| Side lasters, machine ----- | 155 | 2.72 | - | 11 | 1 | 1 | 1 | 1 | 5 | 3 | 2 | 5 | 3 | 4 | 6 | 21 | 2 | 3 | 7 | 12 | 18 | 18 | 8 | 6 | 9 | 6 | 2 | |
| Toe lasters, automatic or semiautomatic ----- | 107 | 2.86 | - | 4 | 1 | 3 | - | - | 2 | 3 | 2 | - | 3 | 8 | - | 17 | 3 | 6 | 4 | - | 2 | 11 | 8 | 12 | 6 | 4 | 8 | |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers (all incentive) ----- | 54 | 3.01 | - | - | - | 1 | - | - | - | - | - | 1 | - | 3 | 7 | - | 3 | - | 2 | 6 | 1 | 10 | 7 | 7 | 3 | - | 3 | |
| Heel attachers, machine ----- | 43 | 2.27 | - | 6 | 1 | 5 | 2 | 2 | - | - | - | 3 | 7 | 2 | 2 | - | 1 | - | 1 | 7 | - | 1 | - | - | - | 3 | - | |
| Incentive ----- | 41 | 2.29 | - | 6 | - | 5 | 2 | 1 | - | - | - | 3 | 7 | 2 | 2 | - | 1 | - | 1 | 7 | - | 1 | - | - | - | 3 | - | |
| Heel-seat fitters, machine ⁵ ----- | 7 | 1.81 | - | 4 | - | - | - | 1 | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Rough rounders (all incentive) ----- | 35 | 2.28 | - | 6 | 2 | 2 | - | - | 4 | 1 | - | - | 1 | - | 1 | 10 | 2 | - | - | - | 2 | 1 | 3 | 1 | - | - | - | |
| Shankers (all incentive) ----- | 24 | 2.19 | - | - | - | 2 | - | 5 | 1 | - | 2 | - | 4 | 2 | - | 1 | 4 | - | - | - | 1 | - | 1 | - | - | - | - | |
| Sole attachers, cement process ----- | 90 | 2.59 | - | - | - | 1 | 1 | 3 | - | - | 9 | 1 | 8 | 12 | 6 | 10 | 6 | 6 | 5 | 5 | 8 | 5 | 8 | - | - | 2 | - | |
| Incentive ----- | 86 | 2.60 | - | - | - | - | 1 | - | 3 | - | - | 8 | 1 | 8 | 12 | 6 | 8 | 6 | 5 | 5 | 8 | 5 | 8 | - | - | 2 | - | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom scourers ----- | 22 | 2.48 | - | 1 | 2 | - | - | - | - | 2 | 2 | - | - | 2 | 3 | - | 2 | 3 | 1 | - | - | 1 | 1 | - | 1 | - | 1 | |
| Incentive ----- | 21 | 2.52 | - | - | 2 | - | - | - | - | 2 | 2 | - | - | 2 | 3 | - | 2 | 3 | 1 | - | - | 1 | 1 | - | 1 | - | 1 | |
| Edge setters (all incentive) ----- | 22 | 3.35 | - | - | - | - | - | - | - | - | - | 1 | - | 1 | - | 1 | - | 1 | 3 | - | 3 | 1 | 5 | 3 | - | - | 6 | |
| Treers (all incentive) ----- | 34 | 2.36 | - | - | - | 1 | 1 | 1 | 4 | 1 | 1 | 3 | 3 | 4 | 1 | 6 | 1 | 3 | - | - | - | - | 1 | - | - | 2 | - | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor boys (all time) ----- | 22 | 1.73 | - | 5 | - | 7 | 5 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Inspectors (crowners) ----- | 14 | 1.99 | - | 3 | 1 | 3 | - | - | 2 | 1 | - | - | 2 | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - | |
| Time ----- | 10 | 1.79 | - | 2 | 1 | 3 | - | - | 2 | 1 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Janitors (all time) ----- | 60 | 1.66 | - | 20 | 15 | 21 | 4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Mechanics, maintenance (all time) ----- | 48 | 2.50 | - | - | - | - | - | - | - | - | - | 2 | 6 | 2 | 8 | 7 | 4 | 9 | 2 | 5 | - | 3 | - | - | - | - | - | |

See footnotes at end of table.

Table 32. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Missouri—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1968)

| Sex, department, and occupation | 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 to \$1.70 | \$1.70 to \$1.75 | \$1.75 to \$1.80 | \$1.80 to \$1.85 | \$1.85 to \$1.90 | \$1.90 to \$1.95 | \$1.95 to \$2.00 | \$2.00 to \$2.10 | \$2.10 to \$2.20 | \$2.20 to \$2.30 | \$2.30 to \$2.40 | \$2.40 to \$2.50 | \$2.50 to \$2.60 | \$2.60 to \$2.70 | \$2.70 to \$2.80 | \$2.80 to \$2.90 | \$2.90 to \$3.00 | \$3.00 to \$3.20 | \$3.20 to \$3.40 | \$3.40 to \$3.60 | \$3.60 to \$3.80 | \$3.80 to \$4.00 and over | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 88 | \$2.23 | - | 17 | 2 | 5 | 1 | 2 | 1 | 5 | 4 | 6 | 7 | 6 | 9 | 4 | - | - | 5 | 2 | - | 1 | 7 | - | 3 | - | 1 |
| Incentive | 87 | 2.23 | - | 17 | 2 | 5 | 1 | 2 | 1 | 4 | 4 | 6 | 7 | 6 | 9 | 4 | - | - | 5 | 2 | - | 1 | 7 | - | 3 | - | 1 |
| Cutters, vamp and whole shoe, hand- | 32 | 2.29 | - | 8 | - | 2 | - | - | - | 2 | - | 2 | - | 6 | - | 2 | 2 | - | - | 2 | - | - | 4 | 2 | - | - | - |
| Incentive | 30 | 2.33 | - | 6 | - | 2 | - | - | - | 2 | - | 2 | - | 6 | - | 2 | 2 | - | - | 2 | - | - | 4 | 2 | - | - | - |
| Cutters, vamp and whole shoe, machine (all incentive) | 106 | 2.27 | - | 12 | - | 2 | 7 | 2 | 5 | 1 | 5 | 6 | 7 | 10 | 9 | 7 | 10 | 5 | 6 | 3 | - | 3 | 5 | - | - | 1 | - |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers (all incentive) | 296 | 2.01 | - | 49 | 13 | 15 | 18 | 18 | 15 | 18 | 20 | 30 | 32 | 12 | 14 | 13 | 9 | 4 | 8 | 3 | - | 5 | - | - | - | - | - |
| Pasters, backers, or fitters, upper, hand | 298 | 1.96 | - | 80 | 15 | 20 | 11 | 9 | 19 | 18 | 6 | 22 | 20 | 21 | 11 | 22 | 10 | 6 | - | 3 | 4 | - | - | 1 | - | - | - |
| Incentive | 296 | 1.97 | - | 80 | 13 | 20 | 11 | 9 | 19 | 18 | 6 | 22 | 20 | 21 | 11 | 22 | 10 | 6 | - | 3 | 4 | - | - | 1 | - | - | - |
| Skivers, machine, uppers or linings | 119 | 2.02 | - | 34 | 9 | 5 | 4 | 3 | 7 | - | 4 | 10 | 5 | 9 | 6 | 7 | 2 | - | 6 | 2 | 2 | 2 | 1 | 1 | - | - | - |
| Incentive | 110 | 2.05 | - | 28 | 7 | 4 | 4 | 3 | 7 | - | 4 | 10 | 5 | 9 | 6 | 7 | 2 | - | 6 | 2 | 2 | 2 | 1 | 1 | - | - | - |
| Top stitchers (all incentive) | 317 | 2.06 | - | 80 | 17 | 29 | 4 | 10 | 18 | 12 | 9 | 27 | 17 | 15 | 13 | 9 | 12 | 6 | 12 | 8 | 4 | 6 | 4 | - | - | 1 | 3 |
| Vampers (all incentive) | 80 | 1.98 | - | 10 | 7 | 4 | 3 | 9 | 5 | 6 | 4 | 10 | 10 | - | - | 4 | 2 | 2 | 2 | 3 | 1 | - | - | - | - | - | - |
| Lasting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 42 | 2.04 | - | 12 | - | 1 | 2 | 3 | - | 2 | 3 | 2 | 5 | 3 | 3 | - | 2 | - | - | 2 | - | 2 | - | - | - | - | - |
| Incentive | 40 | 2.04 | - | 12 | - | 1 | 2 | 3 | - | 3 | 2 | 5 | 3 | 3 | - | 2 | - | - | 2 | - | 2 | - | - | - | - | - | - |
| Heel-seat lasters (all incentive) | 11 | 2.21 | - | 3 | - | - | - | - | - | - | 1 | 1 | 1 | - | 1 | - | 4 | - | - | - | - | - | - | - | - | - | - |
| Bottoming and making² | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers | 14 | 1.95 | - | 1 | - | 4 | 1 | 3 | - | - | 1 | 2 | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - |
| Heel attachers, machine | 12 | 2.28 | - | - | 4 | 1 | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 2 | - | - | - | - |
| Rough rounders | 8 | 2.23 | - | - | 1 | - | - | - | - | - | - | 1 | - | 4 | - | 2 | - | - | - | - | - | - | - | - | - | - | - |
| Shankers | 15 | 1.83 | - | 4 | 2 | 2 | 1 | - | 1 | 1 | - | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Sole attachers, cement process | 9 | 2.65 | - | - | - | - | - | - | - | - | - | 1 | 1 | 2 | - | - | - | - | - | 3 | 1 | 1 | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers | 158 | 2.18 | - | 23 | 11 | 14 | 9 | 2 | 2 | 10 | 5 | 4 | 7 | 8 | 11 | 15 | 7 | 2 | 7 | 4 | 4 | 6 | 2 | - | 5 | - | - |
| Time | 38 | 1.77 | - | 9 | 1 | 11 | 4 | - | - | 8 | 3 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 120 | 2.31 | - | 14 | 10 | 3 | 5 | 2 | 2 | 2 | 4 | 5 | 8 | 11 | 15 | 7 | 2 | 7 | 4 | 4 | 6 | 2 | - | 5 | - | - | - |
| Triers | 203 | 2.17 | - | 15 | 4 | 6 | 8 | 3 | 17 | 13 | 16 | 21 | 13 | 22 | 13 | 16 | 12 | 6 | 3 | 2 | 5 | 5 | 1 | 2 | - | - | - |
| Incentive | 202 | 2.17 | - | 15 | 3 | 6 | 8 | 3 | 17 | 13 | 16 | 21 | 13 | 22 | 13 | 16 | 12 | 6 | 3 | 2 | 5 | 5 | 1 | 2 | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls | 104 | 1.75 | - | 27 | 8 | 17 | 28 | 8 | 5 | 3 | 2 | 4 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Time | 101 | 1.74 | - | 27 | 8 | 16 | 28 | 8 | 5 | 3 | 2 | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) | 132 | 1.85 | - | 45 | 10 | 23 | 5 | 6 | 4 | 4 | 2 | 5 | 3 | 5 | 4 | 2 | 6 | 4 | 2 | - | - | - | - | - | - | - | - |
| Time | 92 | 1.68 | - | 44 | 10 | 23 | 5 | 5 | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 38 | 1.85 | - | 2 | 8 | 4 | 3 | 3 | 4 | 2 | 2 | 6 | 3 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Clerks, payroll | 51 | 1.85 | - | 4 | 4 | 11 | 3 | 2 | 5 | 6 | 2 | 11 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stenographers, general | 12 | 2.09 | - | 1 | - | 1 | - | 3 | 1 | - | 1 | - | - | - | - | - | 2 | - | - | - | - | 1 | - | - | - | - | - |
| Typists, class B | 16 | 1.75 | - | 3 | 3 | 2 | - | 5 | 2 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 73 percent of the production workers covered by the study were paid on an incentive basis.

² All workers were paid on an incentive basis.

³ Workers were distributed as follows: 2 at \$4.20 to \$4.40; 2 at \$4.40 to \$4.60; 1 at \$4.60 to \$4.80; 2 at \$4.80 to \$5; and 1 at \$5 to \$5.20.

⁴ Workers were distributed as follows: 3 at \$4 to \$4.20; 2 at \$4.20 to \$4.40; 5 at \$4.40 to \$4.60; 1 at \$4.60 to \$4.80; 5 at \$4.80 to \$5; and 1 at \$5.80 to \$6.

⁵ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

⁶ Workers were distributed as follows: 1 at \$4.40 to \$4.60; 1 at \$4.80 to \$5; and 1 at \$5.40 to \$5.60.

Table 33. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Los Angeles—Long Beach, Calif.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | over | |
| All production workers ----- | 1,616 | \$2.17 | 99 | 282 | 224 | 78 | 52 | 64 | 42 | 42 | 84 | 80 | 60 | 55 | 41 | 34 | 61 | 45 | 38 | 26 | 38 | 24 | 23 | 28 | 24 | 23 | 49 | |
| Men ----- | 762 | 2.40 | ³ 77 | 46 | 55 | 41 | 21 | 30 | 21 | 8 | 29 | 41 | 34 | 31 | 14 | 25 | 37 | 33 | 27 | 17 | 23 | 20 | 23 | 28 | 24 | 17 | 40 | |
| Women ----- | 854 | 1.96 | 22 | 236 | 169 | 37 | 31 | 34 | 21 | 34 | 55 | 39 | 26 | 24 | 27 | 9 | 24 | 12 | 11 | 9 | 15 | 4 | - | - | - | 6 | 9 | |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine ----- | 13 | 2.57 | - | - | 1 | - | 1 | - | - | - | - | 1 | 2 | - | - | 1 | 3 | - | - | 2 | - | - | - | - | 2 | - | - | |
| Incentive ----- | 9 | 2.83 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | 3 | - | - | 2 | - | - | - | - | 2 | - | - | |
| Cutters, vamp and whole shoe, hand ^b ----- | 10 | 2.82 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | 1 | 1 | 3 | 1 | - | - | 1 | - | 2 | - | - | - | |
| Cutters, vamp and whole shoe, machine ----- | 36 | 3.25 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 3 | 5 | 1 | - | 4 | 5 | 7 | - | 2 | 3 | 6 | |
| Incentive ----- | 32 | 3.26 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 3 | 5 | 1 | - | 4 | 1 | 7 | - | 2 | 3 | ⁵ 6 | |
| <u>Fitting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers ----- | 41 | 2.49 | - | - | - | - | 1 | 1 | - | - | 1 | 3 | 3 | 3 | 4 | 9 | 9 | 2 | 3 | 2 | - | - | - | - | - | - | - | |
| Incentive ----- | 27 | 2.51 | - | - | - | - | 1 | 1 | - | - | - | 2 | 3 | 3 | 1 | 3 | 6 | 2 | 3 | 2 | - | - | - | - | - | - | - | |
| Skivers, machine, uppers or linings ^a ----- | 11 | 2.16 | - | 1 | - | - | - | - | 3 | - | 3 | 1 | - | 1 | - | - | - | - | 1 | - | - | 1 | - | - | - | - | - | |
| Top stitchers ----- | 16 | 2.31 | - | - | - | - | 2 | - | 1 | 1 | 2 | 3 | - | - | - | 2 | 2 | 1 | 1 | 1 | - | - | - | - | - | - | - | |
| Incentive ----- | 10 | 2.48 | - | - | - | - | 2 | - | - | - | - | 1 | - | - | - | 2 | 2 | 1 | 1 | 1 | - | - | - | - | - | - | - | |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine ----- | 8 | 3.11 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | 1 | - | - | - | 2 | 2 | 2 | - | - | |
| Incentive ----- | 6 | 3.26 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | 2 | 2 | - | - | |
| Heel-seat lasters ^b ----- | 6 | 2.57 | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | 1 | - | - | - | - | 2 | - | - | - | - | - | |
| Pullover-machine operators ----- | 8 | 3.51 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | 2 | 1 | - | 3 | |
| Incentive ----- | 7 | 3.50 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | 2 | - | - | ⁶ 3 | |
| Side lasters, machine (all incentive) ----- | 14 | 3.03 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 4 | - | 1 | 2 | - | - | 2 | 2 | - | - | 2 | |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers ----- | 9 | 3.16 | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | - | - | - | - | - | - | - | 2 | 3 | - | 1 | |
| Incentive ----- | 7 | 3.37 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | 2 | 3 | - | 1 | |
| Heel attachers, machine ----- | 8 | 2.69 | - | - | - | - | 1 | 1 | - | - | 1 | - | - | - | - | 1 | - | 1 | - | - | - | - | 1 | - | 2 | - | - | |
| Incentive ----- | 6 | 2.93 | - | - | - | - | 1 | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | - | - | - | 1 | - | 2 | - | |
| Rough rounders (all incentive) ----- | 7 | 3.68 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - | 3 | - | ⁷ 3 | |
| Shankers ----- | 11 | 2.42 | - | 1 | 1 | - | - | - | 2 | 1 | - | 1 | - | - | - | - | - | - | 3 | - | - | 1 | - | - | - | - | 1 | |
| Incentive ----- | 9 | 2.59 | - | - | - | - | - | - | 2 | 1 | - | 1 | - | - | - | - | - | - | 3 | - | - | 1 | - | - | - | - | 1 | |
| Sole attachers, cement process ----- | 11 | 3.42 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - | 8 | |
| Incentive ----- | 10 | 3.53 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - | ⁸ 8 | |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Janitors (all time) ----- | 14 | 1.95 | 4 | - | - | - | 2 | 1 | 1 | - | - | 3 | - | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | |

See footnotes at end of table.

Table 33. Occupational Earnings: Women's Cement-Process (Conventional-Lasted) Shoes—Los Angeles—Long Beach, Calif.¹—Continued

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 35 | \$2.23 | - | 2 | - | - | - | 5 | 2 | 3 | 3 | 2 | 8 | - | 2 | 1 | 1 | 3 | 2 | - | 1 | - | - | - | - | - | - | - |
| Time | 16 | 2.00 | - | 2 | - | - | - | 5 | 1 | 2 | - | 1 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Pasters, backers, or fitters, upper, hand | 37 | 2.07 | - | 3 | 5 | 8 | 1 | 1 | 1 | 3 | 2 | 1 | - | 3 | - | 3 | 4 | - | 1 | 1 | - | - | - | - | - | - | - | |
| Incentive | 27 | 2.20 | - | 1 | 1 | 4 | 1 | 1 | 1 | 3 | 2 | 1 | - | 3 | - | 3 | 4 | - | 1 | 1 | - | - | - | - | - | - | - | |
| Skivers, machine, uppers or linings-- | 17 | 2.19 | - | - | 2 | - | - | 2 | 3 | - | 1 | - | 3 | - | 2 | 1 | 2 | - | - | 1 | - | - | - | - | - | - | - | |
| Time | 10 | 1.99 | - | - | 2 | - | - | 2 | 3 | - | - | - | 2 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | |
| Incentive | 7 | 2.48 | - | - | - | - | - | - | - | - | 1 | - | 1 | - | 2 | - | 2 | - | - | 1 | - | - | - | - | - | - | - | |
| Top stitchers | 56 | 2.14 | - | 9 | 5 | - | 2 | 4 | - | 1 | 8 | 7 | 3 | 3 | 2 | 2 | 3 | - | 3 | 2 | 2 | - | - | - | - | - | - | |
| Time | 19 | 1.86 | - | 6 | 3 | - | 2 | 4 | - | - | 2 | - | 1 | - | 1 | - | - | - | 3 | - | - | - | - | - | - | - | - | |
| Incentive | 37 | 2.27 | - | 3 | 2 | - | - | - | - | 1 | 8 | 5 | 3 | 2 | 2 | 1 | 3 | - | 3 | 2 | 2 | - | - | - | - | - | - | |
| Bottoming and making | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bottom fillers | 10 | 2.89 | - | - | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | - | 1 | - | - | 2 | - | - | - | - | 2 | 2 | |
| Incentive | 7 | 3.36 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 2 | - | - | - | - | 2 | 2 | |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers | 35 | 2.01 | - | 1 | 4 | 2 | - | 7 | 5 | 5 | 2 | 5 | - | - | 1 | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | |
| Time | 30 | 1.92 | - | 1 | 4 | 2 | - | 7 | 5 | 4 | 2 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Inspectors (crowners) | 11 | 2.04 | - | - | 3 | 1 | 1 | - | 2 | 2 | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - | - | - | |
| Time | 8 | 1.84 | - | - | 3 | 1 | - | - | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 12 | 2.09 | - | - | - | - | 4 | - | - | - | 1 | 2 | 5 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Clerks, payroll | 10 | 2.44 | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | 1 | 5 | - | - | 1 | - | - | - | - | - | - | - | - | |
| Typists, class B | 6 | 2.00 | - | - | - | - | 1 | - | - | - | 4 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |

¹ The Los Angeles-Long Beach Standard Metropolitan Statistical Area consists of Los Angeles County, Calif.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 57 percent of the production workers covered by the study were paid on a time basis.

³ Includes 1 worker at \$1.50 to \$1.55.

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

⁵ Workers were distributed as follows: 3 at \$3.60 to \$3.70 and 3 at \$3.70 and over.

⁶ Workers were distributed as follows: 2 at \$3.60 to \$3.70 and 1 at \$3.70 and over.

⁷ Workers were distributed as follows: 1 at \$4.10 to \$4.20; 1 at \$4.20 to \$4.30; and 1 at \$4.60 to \$4.70.

⁸ Workers were distributed as follows: 5 at \$3.60 to \$3.70; 2 at \$3.80 to \$3.90; and 1 at \$3.90 to \$4.

Table 34. Occupational Earnings: Women's Littleway (Including McKay) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England region, March 1968)

| Department, occupation, and sex | United States ² | | | | New England | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations</u> | | | | | | | | |
| <u>Cutting</u> | | | | | | | | |
| Cutters, lining, machine | 34 | \$ 2.32 | \$ 2.29 | \$ 1.75-2.69 | 9 | \$ 2.38 | \$ - | \$ - |
| Men | 18 | 2.36 | 2.22 | 1.88-2.71 | 7 | 2.28 | - | - |
| Cutters, vamp and whole shoe, machine | 297 | 2.11 | 1.73 | 1.60-2.33 | 78 | 2.99 | 3.05 | 2.28-3.47 |
| Men | 144 | 2.44 | 2.25 | 1.70-2.99 | 69 | 2.96 | 2.95 | 2.28-3.39 |
| <u>Fitting</u> | | | | | | | | |
| Fancy stitchers (all women) | 166 | 1.84 | 1.75 | 1.60-2.02 | 42 | 1.83 | 1.83 | 1.60-1.99 |
| Pasters, backers, or fitters, upper, hand (98 women, 1 man) | 99 | 1.72 | 1.60 | 1.60-1.77 | 30 | 1.84 | 1.77 | 1.60-1.92 |
| Skivers, machine, uppers or linings (all women) | 95 | 1.85 | 1.60 | 1.60-1.92 | 33 | 2.01 | 1.75 | 1.60-2.19 |
| Top stitchers (123 women, 2 men) | 125 | 1.86 | 1.63 | 1.60-2.00 | 22 | 1.88 | 1.79 | 1.60-2.07 |
| Vampers (all women) | 89 | 1.88 | 1.78 | 1.60-2.08 | 33 | 1.85 | 1.70 | 1.60-2.01 |
| <u>Lasting</u> | | | | | | | | |
| Assemblers for pullover, machine (28 women, 13 men) | 41 | 1.96 | 1.91 | 1.60-2.23 | 9 | 2.23 | - | - |
| Pullover-machine operators (37 men, 7 women) | 44 | 2.27 | 2.25 | 1.66-2.57 | 7 | 2.66 | - | - |
| Toe lasters, automatic or semiautomatic (36 men, 16 women) | 52 | 2.00 | 1.74 | 1.60-2.27 | 11 | 2.58 | - | - |
| <u>Bottoming and making</u> | | | | | | | | |
| Edge trimmers (18 men, 16 women) | 34 | 2.17 | 2.08 | 1.91-2.30 | - | - | - | - |
| Heel attachers, machine | 35 | 2.11 | 1.79 | 1.72-2.31 | 11 | 2.63 | - | - |
| Men | 20 | 2.11 | 2.00 | 1.74-2.31 | 7 | 2.45 | - | - |
| Littleway stitchers | 91 | 2.23 | 2.22 | 1.68-2.44 | 32 | 2.69 | 2.43 | 2.25-3.26 |
| Men | 78 | 2.28 | 2.25 | 1.70-2.46 | 28 | 2.74 | 2.45 | 2.24-3.26 |
| <u>Finishing</u> | | | | | | | | |
| Repairers (all women) | 76 | 1.69 | 1.60 | 1.60-1.66 | 35 | 1.67 | 1.60 | 1.60-1.65 |
| <u>Miscellaneous</u> | | | | | | | | |
| Floor boys (or girls) | 150 | 1.67 | 1.65 | 1.60-1.70 | 73 | 1.68 | 1.60 | 1.60-1.65 |
| Men | 41 | 1.64 | 1.60 | 1.60-1.65 | 20 | 1.63 | 1.60 | 1.60-1.60 |
| Women | 109 | 1.69 | 1.65 | 1.60-1.73 | 53 | 1.69 | 1.65 | 1.60-1.70 |
| Inspectors (crowners) (all women) | 67 | 1.84 | 1.70 | 1.61-2.02 | 9 | 1.68 | - | - |
| Janitors (all men) | 31 | 1.64 | 1.60 | 1.60-1.65 | 7 | 1.66 | - | - |
| <u>Selected office occupations</u> | | | | | | | | |
| Clerks, general (all women) | 36 | 1.73 | 1.70 | 1.65-1.76 | - | - | - | - |
| Clerks, payroll (all women) | 31 | 1.76 | 1.70 | 1.65-1.90 | 15 | 1.81 | 1.90 | 1.67-1.90 |

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

² Includes data for regions in addition to New England.

³ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians, and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 35. Occupational Earnings: Misses' and Children's Cement-Process (Conventional-Lasted) Shoes—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1968)

| Department, occupation, and sex | United States ² | | | New England | | | Great Lakes | | | Middle West | | | | | | |
|---|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations</u> | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | |
| Cutters, lining, machine----- | 124 | \$ 2.17 | \$ 2.00 | \$ 1.75-2.43 | 14 | \$ 2.75 | \$ - | \$ - | 12 | \$ 2.28 | \$ - | \$ - | 33 | \$ 2.35 | \$ 2.30 | \$ 1.97-2.55 |
| Men----- | 54 | 2.34 | 2.20 | 1.87-2.74 | 9 | 3.05 | - | - | - | - | - | - | 16 | 2.59 | 2.52 | 2.09-2.94 |
| Women----- | 70 | 2.04 | 1.95 | 1.73-2.28 | - | - | - | - | 10 | 2.30 | - | - | 17 | 2.13 | 2.11 | 1.93-2.40 |
| Cutters, vamp and whole shoe, machine----- | 279 | 2.48 | 2.44 | 1.96-2.90 | 25 | 3.18 | 3.20 | 2.81-3.50 | 43 | 2.34 | 2.24 | 1.81-2.79 | 69 | 2.78 | 2.74 | 2.34-3.03 |
| Men----- | 175 | 2.68 | 2.66 | 2.22-3.03 | 24 | 3.18 | 3.15 | 2.81-3.52 | 21 | 2.47 | 2.50 | 1.79-3.03 | 46 | 2.94 | 2.91 | 2.49-3.21 |
| Women----- | 104 | 2.15 | 2.06 | 1.71-2.49 | - | - | - | - | 22 | 2.22 | 1.99 | 1.83-2.63 | 23 | 2.46 | 2.45 | 2.22-2.75 |
| <u>Fitting</u> | | | | | | | | | | | | | | | | |
| Fancy stitchers (564 women, 2 men)----- | 566 | 1.91 | 1.81 | 1.60-2.09 | 64 | 2.23 | 2.24 | 1.82-2.51 | 63 | 1.99 | 1.95 | 1.66-2.19 | 117 | 1.92 | 1.79 | 1.65-2.10 |
| Pasters, backers, or fitters, upper, hand (373 women, 1 man)----- | 374 | 1.84 | 1.72 | 1.60-1.93 | 37 | 1.98 | 1.73 | 1.60-2.24 | 27 | 1.84 | 1.77 | 1.62-2.01 | 98 | 1.86 | 1.73 | 1.60-1.86 |
| Skivers, machine, uppers or linings (all women)----- | 150 | 1.99 | 1.92 | 1.69-2.19 | - | - | - | - | 27 | 2.08 | 1.98 | 1.80-2.29 | 45 | 1.96 | 1.88 | 1.68-2.03 |
| Top stitchers (347 women, 3 men)----- | 350 | 1.92 | 1.80 | 1.60-2.14 | 54 | 2.25 | 2.32 | 2.00-2.48 | 46 | 2.06 | 2.04 | 1.81-2.18 | 59 | 2.01 | 1.85 | 1.73-2.21 |
| Vampers (318 women, 3 men)----- | 321 | 1.93 | 1.86 | 1.67-2.10 | 28 | 2.18 | 2.05 | 1.84-2.53 | 37 | 1.95 | 1.86 | 1.73-2.17 | 82 | 1.91 | 1.80 | 1.73-2.02 |
| <u>Lasting</u> | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine----- | 160 | 2.23 | 2.10 | 1.80-2.49 | 17 | 3.09 | 3.00 | 2.50-3.55 | 24 | 2.15 | 2.18 | 1.99-2.29 | 28 | 2.35 | 2.08 | 1.88-2.86 |
| Men----- | 85 | 2.37 | 2.17 | 1.84-2.88 | 13 | 3.20 | - | - | - | - | - | - | 19 | 2.52 | 2.36 | 1.87-2.93 |
| Women----- | 75 | 2.07 | 2.00 | 1.77-2.29 | - | - | - | - | 24 | 2.15 | 2.18 | 1.99-2.29 | - | - | - | - |
| Bed-machine operators (30 men, 1 woman)----- | 31 | 2.56 | 2.71 | 2.00-2.96 | 9 | 3.06 | - | - | - | - | - | - | - | - | - | - |
| Heel-seat lasters (64 men, 14 women)----- | 78 | 2.28 | 2.21 | 1.73-2.74 | 12 | 2.35 | - | - | 10 | 2.45 | - | - | 11 | 2.14 | - | - |
| Pullover-machine operators (48 men, 1 woman)----- | 49 | 2.67 | 2.62 | 2.25-3.01 | - | - | - | - | - | - | - | - | 14 | 2.51 | - | - |
| Side lasters, machine (134 men, 5 women)----- | 139 | 2.49 | 2.50 | 1.86-3.03 | 13 | 3.35 | - | - | 11 | 2.85 | - | - | 30 | 2.43 | 2.47 | 1.85-2.96 |
| Toe lasters, automatic or semiautomatic (87 men, 9 women)----- | 96 | 2.40 | 2.41 | 2.03-2.69 | - | - | - | - | - | - | - | - | 18 | 2.15 | 1.90 | 1.60-2.19 |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | |
| Edge trimmers (89 women, 3 men)----- | 92 | 2.52 | 2.53 | 2.06-2.89 | 6 | 2.86 | - | - | 13 | 3.03 | - | - | 31 | 2.15 | 2.05 | 1.75-2.40 |
| Heel attachers, machine (32 men, 2 women)----- | 34 | 2.19 | 2.09 | 1.60-2.59 | 9 | 2.13 | - | - | - | - | - | - | 6 | 2.52 | - | - |
| Rough rounders (39 men, 1 woman)----- | 40 | 2.34 | 2.24 | 1.78-2.76 | - | - | - | - | 7 | 3.08 | - | - | 10 | 2.00 | - | - |
| Shankers----- | 34 | 1.84 | 1.65 | 1.60-1.98 | 7 | 1.62 | - | - | - | - | - | - | - | - | - | - |
| Women----- | 24 | 1.83 | 1.70 | 1.60-1.93 | - | - | - | - | - | - | - | - | - | - | - | - |
| Sole attachers, cement process----- | 146 | 2.34 | 2.31 | 2.06-2.57 | 22 | 2.93 | 2.97 | 2.76-3.10 | 17 | 2.35 | 2.47 | 2.26-2.49 | 27 | 2.15 | 2.12 | 1.81-2.30 |
| Men----- | 107 | 2.42 | 2.43 | 2.10-2.68 | 22 | 2.93 | 2.97 | 2.76-3.10 | - | - | - | - | 14 | 2.31 | - | - |
| Women----- | 39 | 2.11 | 2.09 | 1.69-2.38 | - | - | - | - | 9 | 2.29 | - | - | 13 | 1.98 | - | - |
| <u>Finishing</u> | | | | | | | | | | | | | | | | |
| Repairers (159 women, 4 men)----- | 163 | 2.01 | 1.80 | 1.65-2.23 | 21 | 1.79 | 1.80 | 1.80-1.80 | 23 | 2.25 | 2.22 | 1.98-2.36 | 27 | 2.06 | 2.03 | 1.87-2.21 |
| Treers----- | 171 | 2.18 | 2.08 | 1.65-2.38 | 19 | 3.21 | 3.07 | 2.78-3.59 | 13 | 2.20 | - | - | 40 | 2.01 | 1.86 | 1.60-2.24 |
| Men----- | 24 | 3.04 | 3.03 | 2.71-3.57 | 19 | 3.21 | 3.07 | 2.78-3.59 | - | - | - | - | - | - | - | - |
| Women----- | 147 | 2.04 | 1.96 | 1.60-2.27 | - | - | - | - | 13 | 2.20 | - | - | 37 | 1.95 | 1.81 | 1.60-2.13 |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | |
| Floor boys (or girls)----- | 154 | 1.73 | 1.72 | 1.62-1.77 | 13 | 1.79 | - | - | 30 | 1.73 | 1.75 | 1.60-1.77 | 35 | 1.77 | 1.74 | 1.65-1.75 |
| Men----- | 31 | 1.72 | 1.70 | 1.63-1.76 | - | - | - | - | - | - | - | - | 7 | 1.68 | - | - |
| Women----- | 123 | 1.73 | 1.72 | 1.62-1.79 | 8 | 1.84 | - | - | 30 | 1.73 | 1.75 | 1.60-1.77 | 28 | 1.79 | 1.74 | 1.65-1.84 |
| Inspectors (crowners)----- | 163 | 1.85 | 1.74 | 1.67-1.93 | 14 | 1.73 | - | - | 26 | 1.82 | 1.79 | 1.70-1.84 | 42 | 1.99 | 1.88 | 1.68-2.19 |
| Men----- | 33 | 1.95 | 1.82 | 1.74-2.10 | - | - | - | - | - | - | - | - | 8 | 2.00 | - | - |
| Women----- | 130 | 1.82 | 1.70 | 1.65-1.88 | 13 | 1.72 | - | - | 23 | 1.78 | 1.72 | 1.70-1.84 | 34 | 1.99 | 1.95 | 1.73-2.19 |
| Janitors (all men)----- | 82 | 1.65 | 1.60 | 1.60-1.64 | - | - | - | - | 12 | 1.76 | - | - | 18 | 1.64 | 1.62 | 1.60-1.65 |
| Mechanics, maintenance (all men)----- | 58 | 2.34 | 2.28 | 2.22-2.55 | - | - | - | - | 8 | 2.58 | - | - | 13 | 2.37 | - | - |
| <u>Selected office occupations</u> | | | | | | | | | | | | | | | | |
| Clerks, general (all women)----- | 69 | 1.83 | 1.75 | 1.60-2.00 | 13 | 1.87 | - | - | 15 | 1.90 | 1.75 | 1.70-2.06 | 7 | 1.91 | - | - |
| Clerks, payroll (all women)----- | 59 | 1.89 | 1.89 | 1.80-1.96 | 7 | 1.85 | - | - | 7 | 1.90 | - | - | 14 | 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.

³ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 36. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes—All Establishments

 (Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and Middle Atlantic region, March 1968)

| Department, occupation, and sex | United States ² | | | | Middle Atlantic | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations</u> | | | | | | | | |
| <u>Cutting</u> | | | | | | | | |
| Cutters, lining, machine (60 men, 37 women)----- | 97 | \$ 2.47 | \$ 2.10 | \$ \$ 1.85-2.74 | 26 | \$ 2.13 | \$ 2.00 | \$ \$ 1.93-2.27 |
| Cutters, vamp and whole shoe, machine----- | 202 | 3.09 | 2.65 | 2.34-3.39 | 47 | 2.52 | 2.55 | 2.36-2.70 |
| Men----- | 167 | 3.23 | 2.74 | 2.36-3.68 | 34 | 2.51 | 2.50 | 2.33-2.70 |
| Women----- | 35 | 2.42 | 2.45 | 2.27-2.59 | 13 | 2.56 | - | - |
| <u>Fitting</u> | | | | | | | | |
| Fancy stitchers (356 women, 4 men)----- | 360 | 2.18 | 2.05 | 1.75-2.40 | 110 | 2.00 | 1.99 | 1.75-2.10 |
| Pasters, backers, or fitters, upper, hand (all women)----- | 151 | 1.84 | 1.61 | 1.60-1.86 | 46 | 1.66 | 1.60 | 1.60-1.65 |
| Skivers, machine, upper or linings (150 women, 2 men)----- | 152 | 2.03 | 1.85 | 1.64-2.22 | 56 | 1.75 | 1.65 | 1.60-1.79 |
| Top stitchers (135 women, 14 men)----- | 149 | 2.22 | 2.06 | 1.75-2.45 | 37 | 2.03 | 1.88 | 1.75-2.25 |
| Vampers (190 women, 16 men)----- | 206 | 2.29 | 2.12 | 1.75-2.50 | 37 | 2.09 | 2.17 | 1.71-2.48 |
| <u>Lasting</u> | | | | | | | | |
| Assemblers for pullover, machine (56 men, 18 women)----- | 74 | 2.42 | 2.41 | 2.00-2.56 | 20 | 2.12 | 2.11 | 2.00-2.28 |
| Heel-seat lasters (35 men, 4 women)----- | 39 | 2.24 | 2.14 | 1.95-2.39 | 13 | 2.11 | - | - |
| Pullover-machine operators (all men)----- | 76 | 2.92 | 2.61 | 2.35-3.28 | 19 | 2.55 | 2.49 | 2.30-2.58 |
| Side lasters, machine (all men)----- | 112 | 2.94 | 2.62 | 2.18-3.19 | 27 | 2.13 | 2.00 | 1.85-2.31 |
| Toe lasters, automatic or semiautomatic (69 men, 1 woman)----- | 70 | 2.86 | 2.78 | 2.46-3.24 | 19 | 2.39 | 2.47 | 2.21-2.59 |
| <u>Bottoming and making</u> | | | | | | | | |
| Bottom fillers (21 women, 14 men)----- | 35 | 2.19 | 1.80 | 1.60-2.26 | 11 | 1.74 | - | - |
| Edge trimmers (122 men, 3 women)----- | 125 | 3.03 | 2.60 | 2.10-3.82 | 34 | 2.38 | 2.35 | 2.10-2.60 |
| Goodyear stitchers (122 men, 1 woman)----- | 123 | 2.85 | 2.69 | 2.39-3.23 | 27 | 2.70 | 2.76 | 2.51-2.90 |
| Heel attachers, machine (31 men, 3 women)----- | 34 | 2.54 | 2.41 | 2.03-2.91 | 9 | 2.12 | - | - |
| Inseamers (all men)----- | 68 | 3.01 | 2.47 | 2.19-3.07 | 16 | 2.30 | 2.43 | 2.05-2.63 |
| Rough rounders (all men)----- | 52 | 2.71 | 2.58 | 2.12-3.08 | 16 | 2.20 | 2.15 | 2.00-2.38 |
| <u>Finishing</u> | | | | | | | | |
| Edge setters (51 men, 2 women)----- | 53 | 3.15 | 2.94 | 2.73-3.71 | 16 | 2.53 | 2.55 | 1.94-3.03 |
| Repairers----- | 126 | 1.98 | 1.80 | 1.65-1.92 | 66 | 1.79 | 1.70 | 1.65-1.80 |
| Women----- | 114 | 2.02 | 1.80 | 1.65-2.16 | 54 | 1.82 | 1.78 | 1.66-1.80 |
| Treers----- | 94 | 2.99 | 2.50 | 1.89-4.26 | 18 | 1.74 | 1.70 | 1.65-1.72 |
| Women----- | 53 | 2.01 | 1.95 | 1.70-2.34 | 18 | 1.74 | 1.70 | 1.65-1.72 |
| <u>Miscellaneous</u> | | | | | | | | |
| Floor boys (or girls)----- | 115 | 1.88 | 1.84 | 1.70-2.00 | 17 | 1.87 | 1.80 | 1.70-2.00 |
| Women----- | 69 | 1.92 | 1.84 | 1.70-2.05 | 13 | 1.88 | - | - |
| Inspectors (crowners)----- | 87 | 2.03 | 1.90 | 1.67-2.33 | 18 | 1.86 | 1.85 | 1.61-2.03 |
| Men----- | 35 | 1.94 | 1.82 | 1.67-2.06 | 10 | 1.87 | - | - |
| Women----- | 52 | 2.09 | 2.26 | 1.67-2.37 | 8 | 1.84 | - | - |
| Janitors (all men)----- | 38 | 1.67 | 1.60 | 1.60-1.70 | 16 | 1.63 | 1.60 | 1.60-1.66 |
| Mechanics, maintenance (all men)----- | 47 | 2.65 | 2.51 | 2.26-3.00 | 14 | 2.68 | - | - |
| <u>Selected office occupations</u> | | | | | | | | |
| Clerks, general (all women)----- | 101 | 1.94 | 1.94 | 1.69-2.13 | 29 | 1.89 | 1.89 | 1.71-2.00 |
| Clerks, payroll (all women)----- | 35 | 2.16 | 1.99 | 1.86-2.24 | 12 | 2.49 | - | - |

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

² Includes data for regions in addition to Middle Atlantic.

³ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 37. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes—Southeastern Pennsylvania¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 | | |
| | | | 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 | | |
| All production workers | 1,183 | \$2.01 | 234 | 61 | 92 | 76 | 85 | 70 | 63 | 38 | 73 | 61 | 49 | 58 | 44 | 50 | 30 | 34 | 10 | 22 | 7 | 5 | 4 | 6 | 3 | 8 | | |
| Men | 476 | 2.19 | 50 | 14 | 27 | 20 | 16 | 30 | 24 | 15 | 30 | 24 | 31 | 36 | 20 | 34 | 25 | 31 | 9 | 13 | 7 | 5 | 4 | 5 | 1 | 5 | | |
| Women | 707 | 1.88 | 184 | 47 | 65 | 56 | 69 | 40 | 39 | 23 | 43 | 37 | 18 | 22 | 24 | 16 | 5 | 3 | 1 | 9 | - | - | - | 1 | 2 | 3 | | |
| <u>Selected occupations</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>MEN</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <u>Cutting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, lining, machine | 17 | 2.19 | - | - | - | 2 | - | 2 | - | - | 6 | - | 2 | - | - | 2 | - | 2 | - | 1 | - | - | - | - | - | - | | |
| Incentive | 12 | 2.26 | - | - | - | 1 | - | 2 | - | - | 3 | - | 1 | - | - | 2 | - | 2 | - | 1 | - | - | - | - | - | - | | |
| Cutters, vamp and whole shoe, machine | 26 | 2.52 | - | - | - | - | - | - | - | - | 1 | 1 | - | 7 | 4 | 2 | 5 | 4 | - | - | 2 | - | - | - | - | - | | |
| Incentive | 18 | 2.55 | - | - | - | - | - | - | - | - | - | 1 | - | 6 | 1 | 2 | 2 | 4 | - | - | 2 | - | - | - | - | - | | |
| <u>Lasting</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Assemblers for pullover, machine | 11 | 2.19 | 1 | - | 1 | - | - | - | 1 | - | - | 2 | 2 | - | 1 | 3 | - | - | - | - | - | - | - | - | - | - | | |
| Incentive | 8 | 2.07 | 1 | - | 1 | - | - | - | 1 | - | - | 2 | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | | |
| Heel-seat lasters | 9 | 2.09 | 1 | - | - | - | - | - | - | - | 3 | - | 1 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | | |
| Incentive | 7 | 2.06 | 1 | - | - | - | - | - | - | - | 2 | - | 1 | 1 | 2 | - | - | - | - | - | - | - | - | - | - | - | | |
| Pullover-machine operators | 15 | 2.61 | - | - | - | - | - | - | - | - | - | 3 | 1 | - | 2 | 4 | 3 | - | - | - | - | - | - | - | - | 2 | | |
| Incentive | 11 | 2.69 | - | - | - | - | - | - | - | - | - | 2 | - | - | 2 | 3 | 2 | - | - | - | - | - | - | - | - | 3 | | |
| Side lasters, machine | 19 | 2.17 | - | - | - | 2 | - | 5 | - | 1 | 2 | 2 | - | 3 | 1 | - | 1 | - | 2 | - | - | - | - | - | - | - | | |
| Incentive | 9 | 2.26 | - | - | - | - | - | 3 | - | 1 | 1 | - | - | 1 | 1 | - | - | - | 2 | - | - | - | - | - | - | - | | |
| Toe lasters, automatic or semi-automatic | 14 | 2.44 | - | - | - | 1 | - | - | - | 2 | - | - | - | 1 | 5 | - | 1 | 3 | 1 | - | - | - | - | - | - | - | | |
| Incentive | 12 | 2.40 | - | - | - | 1 | - | - | - | 2 | - | - | - | 1 | 4 | - | 1 | 3 | - | - | - | - | - | - | - | - | | |
| <u>Bottoming and making</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge trimmers | 21 | 2.53 | - | - | - | 1 | - | 1 | - | - | - | 2 | 2 | 4 | - | - | 4 | 2 | - | 2 | - | 2 | - | - | 1 | - | | |
| Incentive | 14 | 2.58 | - | - | - | 1 | - | 1 | - | - | - | - | 2 | 3 | - | - | 2 | 2 | - | 2 | - | 2 | - | - | 1 | - | | |
| Goodyear stitchers | 23 | 2.69 | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | - | 5 | 1 | 6 | 1 | 5 | 1 | 1 | - | - | - | - | | |
| Incentive | 18 | 2.72 | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | 4 | - | 4 | 1 | 5 | 1 | 1 | - | - | - | - | | |
| Heel attachers, machine ^{a/} | 7 | 2.13 | 1 | - | - | 1 | - | - | - | - | 2 | 2 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | | |
| Inseamers | 12 | 2.50 | - | - | - | - | - | - | - | - | - | 2 | 1 | 1 | 2 | 1 | 1 | 4 | - | - | - | - | - | - | - | - | | |
| Incentive | 9 | 2.46 | - | - | - | - | - | - | - | - | - | 2 | 1 | 1 | 2 | - | 3 | - | - | - | - | - | - | - | - | - | | |
| Rough rounders | 12 | 2.27 | 1 | - | - | - | - | - | 2 | - | - | 1 | 2 | 2 | 1 | - | 2 | 1 | - | - | - | - | - | - | - | - | | |
| Time | 7 | 2.18 | - | - | - | - | - | - | 2 | - | - | 1 | 1 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | | |
| <u>Finishing</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Edge setters (all incentive) | 12 | 2.80 | - | - | - | - | - | - | - | 1 | - | - | - | - | 4 | - | - | 1 | 2 | - | 2 | 2 | - | - | - | - | | |
| <u>Miscellaneous</u> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Inspectors (crowners) | 10 | 1.87 | 1 | 1 | - | 1 | 1 | 2 | - | 1 | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Time | 9 | 1.85 | 1 | 1 | - | 1 | 1 | 2 | - | 1 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Janitors (all time) | 8 | 1.61 | 6 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | | |
| Mechanics, maintenance (all time) | 14 | 2.68 | - | - | - | - | - | - | - | - | 1 | - | - | - | 2 | 1 | 3 | 1 | - | 2 | - | 2 | - | - | - | - | | |

See footnotes at end of table.

Table 37. Occupational Earnings: Misses' and Children's Goodyear-Welt Shoes—Southeastern Pennsylvania¹—Continued

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1968)

| Sex, department, and occupation | Number of workers | Average hourly earnings ² | 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 and over | |
| Selected occupations—Continued | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| WOMEN | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cutters, vamp and whole shoe, machine (all incentive) | 9 | \$2.56 | - | - | - | - | - | - | - | - | - | - | 1 | 2 | 3 | - | - | 1 | - | 2 | - | - | - | - | - | - | - |
| Fitting | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fancy stitchers | 58 | 2.09 | - | 2 | 3 | 6 | 6 | 7 | 1 | 2 | 13 | 7 | - | - | 5 | - | - | - | 1 | 2 | - | - | - | - | 2 | 1 | 1 |
| Incentive | 35 | 2.26 | - | 2 | 2 | - | 1 | 1 | 1 | 2 | 9 | 6 | - | - | 5 | - | - | - | 1 | 2 | - | - | - | - | 2 | 1 | 1 |
| Pasters, backers, or fitters, upper, hand | 34 | 1.68 | 15 | 8 | 6 | - | 1 | 2 | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Time | 24 | 1.63 | 12 | 8 | 4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 10 | 1.79 | 3 | - | 2 | - | 1 | 2 | - | 1 | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Skivers, machine, uppers or linings | 32 | 1.84 | 5 | 5 | 3 | 6 | - | 2 | 5 | - | 2 | 1 | - | 1 | - | 2 | - | - | - | - | - | - | - | - | - | - | - |
| Incentive | 18 | 1.93 | 2 | 3 | - | 4 | - | 3 | - | 2 | 1 | - | 1 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - |
| Top stitchers | 36 | 2.02 | 2 | - | 7 | 5 | 2 | 3 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 4 | - | - | - | - | - | - | - | - | - | - |
| Incentive | 23 | 2.18 | 1 | - | 2 | 2 | - | 2 | - | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 4 | - | - | - | - | - | - | - | - | - | - |
| Vampers | 37 | 2.08 | 6 | 2 | 2 | 4 | 2 | 1 | 1 | - | 5 | 2 | 1 | 2 | 6 | 1 | - | - | 2 | - | - | - | - | - | - | - | - |
| Incentive | 27 | 2.22 | 4 | - | 1 | 1 | 1 | - | 1 | - | 5 | 2 | 1 | 2 | 6 | 1 | - | - | 2 | - | - | - | - | - | - | - | - |
| Finishing | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Repairers ^{4b/} | 30 | 1.89 | 6 | 1 | 6 | 2 | 2 | 4 | 3 | - | 1 | - | - | 4 | - | - | - | - | - | - | - | - | - | - | 1 | - | - |
| Treers ^{4b/} | 10 | 1.79 | 3 | 2 | 1 | - | 1 | - | - | - | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Miscellaneous | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Floor girls (all time) | 13 | 1.88 | 1 | 1 | 3 | - | 1 | - | 2 | 1 | 2 | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Inspectors (crowners) | 8 | 1.84 | 4 | - | - | - | - | - | 2 | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Time | 6 | 1.71 | 4 | - | - | - | - | - | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Clerks, general | 29 | 1.89 | 4 | 2 | 3 | 4 | - | 2 | - | - | 10 | 3 | - | - | 1 | - | - | - | - | - | - | - | - | - | - | - | - |
| Clerks, payroll | 8 | 2.09 | - | 1 | - | - | 1 | - | 1 | - | 2 | - | - | 2 | - | 1 | - | - | - | - | - | - | - | - | - | - | - |

¹ The Southeastern Pennsylvania area consists of Berks, Dauphin, Lancaster, Lebanon, and Schuylkill Counties.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 50 percent of the production workers covered by the study were paid on an incentive basis.

³ All workers were at \$3.80 to \$3.90.

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

Table 38. Occupational Earnings: Moccasin-Constructed Shoes With Hand-Sewn Plug—All Establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and New England region, March 1968)

| Department, occupation, and sex | United States ² | | | | New England | | | |
|--|----------------------------|------------------------------|---------------------|---------------------------|-------------------|------------------------------|---------------------|---------------------------|
| | Number of workers | Hourly earnings ¹ | | | Number of workers | Hourly earnings ¹ | | |
| | | Mean ³ | Median ³ | Middle range ³ | | Mean ³ | Median ³ | Middle range ³ |
| <u>Selected production occupations</u> | | | | | | | | |
| <u>Cutting</u> | | | | | | | | |
| Cutters, vamp and whole shoe, machine----- | 244 | \$ 3.06 | \$ 3.03 | \$ 2.55-3.56 | 210 | \$ 3.15 | \$ 3.14 | \$ 2.65-3.64 |
| Men----- | 210 | 3.10 | 3.14 | 2.56-3.61 | 179 | 3.20 | 3.24 | 2.66-3.68 |
| <u>Fitting</u> | | | | | | | | |
| Fancy stitchers (all women)----- | 122 | 2.20 | 2.05 | 1.75-2.58 | 79 | 2.33 | 2.32 | 1.88-2.77 |
| Pasters, backers, or fitters, upper, hand (all women)----- | 75 | 1.84 | 1.71 | 1.65-1.96 | 54 | 1.78 | 1.71 | 1.65-1.88 |
| Sewers, hand (moccasin-constructed shoes)--- | 1,599 | 2.91 | 2.85 | 2.36-3.42 | 1,450 | 3.00 | 2.93 | 2.44-3.46 |
| Men----- | 1,324 | 3.00 | 2.94 | 2.43-3.47 | 1,177 | 3.11 | 3.05 | 2.61-3.58 |
| Women----- | 275 | 2.49 | 2.40 | 2.01-2.82 | 273 | 2.50 | 2.40 | 2.02-2.83 |
| Skivers, machine, uppers or linings (90 women, 3 men)----- | 93 | 2.20 | 2.10 | 1.90-2.45 | 78 | 2.24 | 2.14 | 1.93-2.48 |
| Top stitchers (all women)----- | 60 | 2.10 | 2.02 | 1.75-2.40 | 42 | 2.16 | 2.08 | 1.76-2.45 |
| <u>Lasting</u> | | | | | | | | |
| Heel-seat lasters (all men)----- | 23 | 2.46 | 2.25 | 2.07-2.83 | 23 | 2.46 | 2.25 | 2.07-2.83 |
| <u>Bottoming and making</u> | | | | | | | | |
| Edge trimmers (34 men, 2 women)----- | 36 | 2.97 | 2.81 | 2.42-3.51 | 30 | 3.13 | 2.98 | 2.53-3.73 |
| Goodyear stitchers (40 men, 2 women)----- | 42 | 2.61 | 2.57 | 2.14-3.00 | 27 | 2.82 | 2.82 | 2.37-3.16 |
| Heel attachers, machine (all men)----- | 39 | 2.89 | 2.91 | 2.39-3.32 | 33 | 3.03 | 2.92 | 2.63-3.47 |
| Littleway stitchers (84 men, 6 women)----- | 90 | 2.76 | 2.65 | 2.32-3.18 | 76 | 2.83 | 2.76 | 2.44-3.20 |
| Sole attachers, cement-process (22 men, 3 women)----- | 25 | 2.44 | 2.51 | 2.05-2.73 | 15 | 2.57 | 2.51 | 2.45-2.73 |
| <u>Finishing</u> | | | | | | | | |
| Edge setters (all men)----- | 27 | 3.04 | 3.06 | 2.50-3.58 | 23 | 3.14 | 3.33 | 2.71-3.71 |
| Repairers (all women)----- | 114 | 1.73 | 1.65 | 1.60-1.76 | 103 | 1.68 | 1.65 | 1.60-1.73 |
| <u>Miscellaneous</u> | | | | | | | | |
| Floor boys (or girls)----- | 130 | 1.70 | 1.65 | 1.60-1.75 | 115 | 1.69 | 1.65 | 1.60-1.70 |
| Men----- | 52 | 1.69 | 1.65 | 1.64-1.70 | 47 | 1.68 | 1.65 | 1.60-1.65 |
| Women----- | 78 | 1.71 | 1.65 | 1.60-1.76 | 68 | 1.70 | 1.65 | 1.60-1.75 |
| Inspectors (crowners) (67 women, 9 men)----- | 76 | 1.82 | 1.80 | 1.65-1.86 | 63 | 1.80 | 1.75 | 1.65-1.83 |
| Janitors (all men)----- | 42 | 1.69 | 1.69 | 1.60-1.73 | 35 | 1.70 | 1.69 | 1.60-1.75 |
| <u>Selected office occupations</u> | | | | | | | | |
| Clerks, general (all women)----- | 35 | 1.77 | 1.73 | 1.69-1.84 | 30 | 1.76 | 1.71 | 1.68-1.82 |
| Clerks, payroll (all women)----- | 82 | 1.76 | 1.71 | 1.65-1.85 | 77 | 1.76 | 1.70 | 1.65-1.83 |

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.² Includes data for regions in addition to New England.³ See appendix A for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

Table 39. Method of Wage Payment

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

| Method of wage payment ¹ | United States ² | New England | Middle Atlantic | Border States | Southwest | Great Lakes | Middle West | Pacific |
|-------------------------------------|----------------------------|------------------|------------------|------------------|------------------|-------------|------------------|---------|
| All workers ----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Incentive workers----- | 70 | 68 | 62 | 76 | 77 | 76 | 79 | 37 |
| Individual piecework----- | 67 | 67 | 61 | 75 | 75 | 68 | 79 | 37 |
| Group piecework----- | (³) | - | (³) | (³) | - | - | (³) | - |
| Individual bonus----- | 2 | 1 | (³) | - | 2 | 3 | - | - |
| Group bonus----- | 1 | (³) | - | 1 | (³) | 5 | - | - |
| Time-rated workers----- | 30 | 32 | 38 | 24 | 23 | 24 | 21 | 63 |
| Formal plan----- | 7 | 4 | 4 | 6 | 6 | 15 | 9 | 1 |
| Single rate----- | 2 | 2 | - | 4 | (³) | 3 | 1 | 1 |
| Range of rates----- | 5 | 2 | 4 | 3 | 6 | 13 | 8 | - |
| Individual rates----- | 23 | 29 | 35 | 17 | 17 | 9 | 12 | 62 |

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

² Includes data for the Southeast region 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 40. Scheduled Weekly Hours

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

| Weekly hours | United States ² | New England | Middle Atlantic | Border States | Southwest | Great Lakes | Middle West | Pacific |
|---------------------------------|----------------------------|-------------|-----------------|---------------|-----------|-------------|-------------|---------|
| Production workers | | | | | | | | |
| All workers----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| 32 hours----- | 3 | - | 2 | - | 5 | 3 | - | - |
| 40 hours----- | 90 | 96 | 87 | 96 | 89 | 84 | 91 | 100 |
| Over 40 and under 44 hours----- | 1 | - | - | - | - | 4 | - | - |
| 44 hours----- | 1 | 1 | - | 4 | - | 1 | - | - |
| 44 1/2 hours----- | (³) | - | 2 | - | - | - | - | - |
| 45 hours----- | 4 | 3 | 7 | - | - | 8 | 5 | - |
| 48 hours----- | 2 | - | 2 | - | 7 | - | 4 | - |
| Office workers | | | | | | | | |
| All workers----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Under 37 1/2 hours----- | 2 | 1 | 7 | - | - | - | - | - |
| 37 1/2 hours----- | 4 | 9 | 5 | - | - | - | - | - |
| 40 hours----- | 93 | 90 | 88 | 90 | 92 | 98 | 100 | 100 |
| Over 40 hours----- | 2 | - | - | 10 | 8 | 2 | - | - |

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

² Includes data for the Southeast region 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 41. Paid Holidays

(Percent of production and office workers in footwear manufacturing establishments with formal provisions for paid holidays, United States and selected regions, March 1968)

| Number of paid holidays | United States ¹ | New England | Middle Atlantic | Border States | Southwest | Great Lakes | Middle West | Pacific |
|--|----------------------------|------------------|-----------------|---------------|-----------|------------------|------------------|---------|
| Production workers | | | | | | | | |
| All workers ----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Workers in establishments providing paid holidays ----- | 98 | 98 | 100 | 95 | 100 | 96 | 100 | 100 |
| Less than 5 days ----- | 5 | 2 | 5 | - | 4 | - | - | - |
| 5 days ----- | 5 | 3 | 12 | - | 10 | (²) | 1 | - |
| 5 days plus 2 half days ----- | (²) | - | - | - | - | 1 | - | - |
| 6 days ----- | 18 | 15 | 30 | 57 | 26 | 15 | - | 27 |
| 6 days plus 1 half day ----- | 2 | (²) | 3 | - | - | 1 | - | - |
| 6 days plus 2 half days ----- | 1 | (²) | 3 | - | - | 5 | - | - |
| 7 days ----- | 14 | 18 | 14 | 16 | 10 | 8 | 16 | - |
| 7 days plus 1 half day ----- | 4 | 9 | 7 | - | - | - | - | - |
| 7 days plus 2 half days ----- | 1 | 4 | - | - | - | 1 | - | - |
| 8 days ----- | 40 | 36 | 12 | 22 | 49 | 61 | 81 | 73 |
| 8 days plus 1 half day ----- | 3 | 1 | 13 | - | - | 1 | - | - |
| 9 days ----- | 3 | 7 | - | - | - | 2 | 2 | - |
| More than 9 days ----- | 1 | 3 | 1 | - | - | 1 | - | - |
| Workers in establishments providing no paid holidays ----- | 2 | 2 | - | 5 | - | 4 | - | - |
| Office workers | | | | | | | | |
| All workers ----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Workers in establishments providing paid holidays ----- | 99 | 98 | 100 | 98 | 100 | 99 | 100 | 100 |
| Less than 5 days ----- | 3 | 1 | 4 | - | 3 | - | - | - |
| 5 days ----- | 6 | 2 | 15 | - | 40 | (²) | (²) | - |
| 5 days plus 1 or 2 half days ----- | 1 | - | 1 | - | - | 2 | - | - |
| 6 days ----- | 21 | 12 | 32 | 34 | 11 | 21 | - | 46 |
| 6 days plus 1 half day ----- | 2 | (²) | 3 | - | - | 8 | - | - |
| 6 days plus 2 half days ----- | 1 | 1 | 1 | - | - | 2 | - | - |
| 7 days ----- | 12 | 13 | 13 | 38 | 9 | 4 | 21 | - |
| 7 days plus 1 half day ----- | 4 | 8 | 6 | - | - | - | - | - |
| 7 days plus 2 half days ----- | 2 | 4 | - | - | - | 1 | - | - |
| 8 days ----- | 37 | 39 | 11 | 26 | 37 | 55 | 71 | 54 |
| 8 days plus 1 or 2 half days ----- | 2 | 1 | 11 | - | - | (²) | - | - |
| 9 days ----- | 4 | 6 | - | - | - | 6 | 8 | - |
| More than 9 days ----- | 4 | 10 | 1 | - | - | - | - | - |
| Workers in establishments providing no paid holidays ----- | 1 | 2 | - | 2 | - | 1 | - | - |

¹ Includes data for the Southeast region 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 42. Paid Vacations

(Percent of production and office workers in footwear manufacturing establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, March 1968)

| Vacation policy | United States ¹ | New England | Middle Atlantic | Border States | South-west | Great Lakes | Middle West | Pacific | United States ¹ | New England | Middle Atlantic | Border States | 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 | 98 | 98 | 100 | 96 | 100 | 95 | 100 | 100 | 98 | 98 | 95 | 100 | 100 | 96 | 100 | 100 |
| Length-of-time payment | 60 | 43 | 51 | 92 | 77 | 73 | 100 | 93 | 84 | 88 | 77 | 94 | 100 | 92 | 100 | 100 |
| Percentage payment | 37 | 54 | 48 | 4 | 23 | 16 | - | 7 | 13 | 10 | 17 | 6 | - | 5 | - | - |
| Other | 1 | 1 | (²) | - | - | 6 | - | - | (²) | - | 1 | - | - | - | - | - |
| Workers in establishments providing no paid vacations | 2 | 2 | - | 4 | - | 5 | - | - | 2 | 2 | 5 | - | - | 4 | - | - |
| Amount of vacation pay³ | | | | | | | | | | | | | | | | |
| After 1 year of service: | | | | | | | | | | | | | | | | |
| Under 1 week | 2 | 2 | - | 9 | 2 | - | - | - | 1 | (²) | - | 19 | 3 | - | - | - |
| 1 week | 94 | 94 | 99 | 80 | 89 | 89 | 100 | 93 | 67 | 52 | 88 | 55 | 53 | 57 | 86 | 100 |
| Over 1 and under 2 weeks | (²) | - | 1 | - | - | 2 | - | - | - | - | - | - | - | - | - | - |
| 2 weeks | 2 | 2 | - | 7 | 9 | 3 | - | 7 | 30 | 46 | 7 | 26 | 44 | 39 | 14 | - |
| After 3 years of service: | | | | | | | | | | | | | | | | |
| Under 1 week | 1 | 2 | - | 9 | - | - | - | - | 1 | (²) | - | 19 | - | - | - | - |
| 1 week | 83 | 92 | 83 | 80 | 89 | 58 | 96 | 93 | 49 | 45 | 79 | 55 | 50 | 24 | 72 | 83 |
| Over 1 and under 2 weeks | 5 | 1 | 5 | - | 2 | 14 | - | - | 2 | (²) | - | - | 2 | 4 | - | - |
| 2 weeks | 9 | 4 | 12 | 7 | 9 | 23 | 4 | - | 45 | 52 | 15 | 26 | 48 | 68 | 28 | 17 |
| 3 weeks | - | - | - | - | - | - | - | - | (²) | - | - | - | - | (²) | - | - |
| 4 weeks | (²) | - | - | - | - | - | - | 7 | - | - | - | - | - | - | - | - |
| After 5 years of service: | | | | | | | | | | | | | | | | |
| Under 1 week | (²) | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1 week | 10 | 11 | 18 | 12 | 1 | - | 3 | 20 | 6 | 6 | 13 | 16 | - | (²) | (²) | 29 |
| Over 1 and under 2 weeks | 2 | 1 | 3 | - | - | 1 | - | - | 1 | - | 2 | - | - | 2 | - | - |
| 2 weeks | 84 | 81 | 77 | 84 | 99 | 93 | 97 | 73 | 88 | 88 | 80 | 84 | 100 | 89 | 99 | 71 |
| Over 2 and under 3 weeks | (²) | - | 2 | - | - | 1 | - | - | 1 | - | - | - | - | (²) | - | - |
| 3 weeks | - | - | - | - | - | - | - | - | 2 | 4 | - | - | - | (²) | - | - |
| 4 weeks | (²) | 4 | - | - | - | - | - | 7 | - | - | - | - | - | - | - | - |
| After 10 years of service: | | | | | | | | | | | | | | | | |
| Under 1 week | (²) | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1 week | 9 | 15 | 12 | 1 | - | - | 3 | 20 | 6 | 5 | 11 | 16 | - | (²) | (²) | 29 |
| Over 1 and under 2 weeks | 1 | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| 2 weeks | 71 | 59 | 64 | 84 | 99 | 75 | 97 | 73 | 78 | 71 | 68 | 84 | 100 | 84 | 99 | 71 |
| Over 2 and under 3 weeks | 3 | 1 | - | - | - | 17 | - | - | 1 | - | - | - | - | 5 | - | - |
| 3 weeks | 14 | 26 | 20 | - | - | 3 | - | 12 | 21 | 16 | - | - | - | 7 | - | - |
| Over 3 weeks | (²) | - | 1 | - | - | - | - | 7 | - | - | - | - | - | - | - | - |
| After 15 years of service: | | | | | | | | | | | | | | | | |
| Under 1 week | (²) | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1 week | 8 | 13 | 12 | 1 | - | - | 3 | 20 | 5 | 5 | 10 | 16 | - | (²) | (²) | 29 |
| Over 1 and under 2 weeks | 1 | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| 2 weeks | 35 | 39 | 58 | 45 | 50 | 14 | 7 | 73 | 43 | 55 | 61 | 31 | 63 | 25 | 11 | 71 |
| Over 2 and under 3 weeks | (²) | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3 weeks | 52 | 47 | 26 | 39 | 49 | 80 | 91 | - | 49 | 38 | 24 | 54 | 37 | 71 | 89 | - |
| Over 3 weeks | 1 | 3 | - | - | 1 | - | - | 7 | - | - | - | - | - | - | - | - |
| After 20 years of service: | | | | | | | | | | | | | | | | |
| Under 1 week | (²) | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1 week | 8 | 9 | 13 | 12 | 1 | - | 3 | 20 | 5 | 5 | 10 | 16 | - | (²) | (²) | 29 |
| Over 1 and under 2 weeks | 1 | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| 2 weeks | 31 | 39 | 57 | 45 | 50 | 13 | 7 | 73 | 41 | 55 | 60 | 31 | 63 | 23 | 11 | 71 |
| Over 2 and under 3 weeks | (²) | 1 | - | - | - | - | - | - | (²) | - | - | - | - | 2 | - | - |
| 3 weeks | 51 | 47 | 27 | 39 | 49 | 72 | 91 | - | 46 | 38 | 25 | 54 | 37 | 57 | 89 | - |
| Over 3 and under 4 weeks | (²) | - | 1 | - | - | 7 | - | - | 3 | - | - | - | - | 14 | - | - |
| 4 weeks | 1 | 2 | - | - | - | 2 | - | 7 | - | - | - | - | - | - | - | - |
| After 25 years of service: | | | | | | | | | | | | | | | | |
| Under 1 week | (²) | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 1 week | 8 | 9 | 13 | 12 | 1 | - | 3 | 20 | 5 | 5 | 10 | 16 | - | (²) | (²) | 29 |
| Over 1 and under 2 weeks | 1 | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| 2 weeks | 33 | 39 | 57 | 13 | 50 | 13 | 7 | 73 | 40 | 55 | 60 | 28 | 63 | 23 | 11 | 71 |
| Over 2 and under 3 weeks | (²) | 1 | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| 3 weeks | 51 | 47 | 27 | 71 | 49 | 61 | 91 | - | 46 | 38 | 25 | 57 | 37 | 54 | 89 | - |
| Over 3 and under 4 weeks | (²) | 1 | - | - | - | 2 | - | - | 2 | - | - | - | - | - | - | - |
| 4 weeks | 3 | - | 2 | - | - | 19 | - | 7 | 4 | - | - | - | - | 19 | - | - |

¹ Includes data for the Southeast region in addition to those shown separately.² Less than 0.5 percent.³ Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 15 years may include changes which occurred between 10 and 15 years.

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

Table 43. Health, Insurance, and Pension Plans

(Percent of production and office workers in footwear manufacturing establishments with specified health, insurance, and pension plans, United States and selected regions, March 1968)

| Type of plan ¹ | United States ² | New England | Middle Atlantic | Border States | South-west | Great Lakes | Middle West | Pacific | United States ² | New England | Middle Atlantic | Border States | 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----- | 90 | 87 | 85 | 90 | 96 | 89 | 97 | 100 | 92 | 90 | 89 | 86 | 96 | 90 | 99 | 100 | Employer financed----- | 53 | 69 | 61 | 38 | 55 | 29 | 40 | 100 | 56 | 71 | 56 | 57 | 32 | 42 | 38 | 100 | Jointly financed----- | 36 | 18 | 24 | 52 | 41 | 60 | 57 | - | 36 | 20 | 33 | 29 | 64 | 48 | 61 | - | Accidental death and dismemberment insurance----- | 43 | 55 | 38 | 23 | 24 | 42 | 21 | - | 51 | 59 | 43 | 29 | 51 | 46 | 31 | 17 | Employer financed----- | 22 | 39 | 23 | 13 | 11 | 3 | - | - | 28 | 41 | 21 | 29 | 8 | 19 | - | 17 | Jointly financed----- | 21 | 16 | 16 | 10 | 13 | 39 | 21 | - | 23 | 18 | 22 | - | 43 | 27 | 31 | - | Sickness and accident insurance or sick leave or both ³ ----- | 68 | 70 | 48 | 75 | 52 | 92 | 87 | - | 73 | 76 | 54 | 69 | 39 | 93 | 80 | 19 | Sickness and accident insurance----- | 67 | 70 | 47 | 75 | 52 | 88 | 87 | - | 65 | 65 | 52 | 63 | 39 | 79 | 80 | - | Employer financed----- | 50 | 53 | 36 | 36 | 50 | 49 | 81 | - | 41 | 45 | 43 | 36 | 37 | 24 | 61 | - | Jointly financed----- | 17 | 18 | 11 | 39 | 2 | 38 | 6 | - | 23 | 20 | 9 | 27 | 2 | 54 | 19 | - | Sick leave (full pay, no waiting period)----- | - | - | - | - | - | - | - | - | 23 | 36 | 2 | 42 | - | 37 | 1 | 19 | Sick leave (partial pay or waiting period)----- | 1 | - | 1 | 7 | - | 4 | - | - | 1 | - | 2 | - | - | 2 | - | - | Hospitalization insurance----- | 91 | 92 | 91 | 77 | 98 | 82 | 95 | 100 | 88 | 90 | 87 | 75 | 98 | 78 | 95 | 100 | Employer financed----- | 60 | 54 | 67 | 32 | 83 | 39 | 88 | 80 | 50 | 51 | 53 | 40 | 53 | 27 | 77 | 71 | Jointly financed----- | 32 | 38 | 24 | 45 | 15 | 42 | 7 | 20 | 39 | 39 | 35 | 35 | 45 | 51 | 18 | 29 | Surgical insurance----- | 90 | 91 | 88 | 72 | 97 | 82 | 95 | 100 | 88 | 90 | 85 | 67 | 98 | 78 | 95 | 100 | Employer financed----- | 58 | 53 | 62 | 32 | 82 | 37 | 88 | 80 | 49 | 50 | 49 | 40 | 53 | 27 | 77 | 71 | Jointly financed----- | 32 | 38 | 26 | 39 | 15 | 45 | 7 | 20 | 39 | 39 | 35 | 27 | 45 | 51 | 18 | 29 | Medical insurance----- | 69 | 79 | 29 | 70 | 67 | 66 | 95 | 100 | 71 | 82 | 34 | 65 | 82 | 63 | 95 | 100 | Employer financed----- | 44 | 43 | 19 | 31 | 52 | 35 | 88 | 80 | 41 | 46 | 18 | 39 | 37 | 26 | 77 | 71 | Jointly financed----- | 25 | 36 | 10 | 39 | 15 | 31 | 7 | 20 | 30 | 36 | 16 | 27 | 45 | 37 | 18 | 29 | Catastrophe insurance----- | 19 | 20 | 4 | 14 | 20 | 42 | 4 | 12 | 30 | 31 | 2 | 10 | 50 | 48 | 10 | 41 | Employer financed----- | 8 | 9 | 3 | 4 | 10 | 6 | 3 | 12 | 13 | 16 | (⁴) | 10 | 9 | 7 | 1 | 41 | Jointly financed----- | 11 | 11 | 1 | 10 | 10 | 36 | 1 | - | 17 | 15 | 2 | - | 41 | 40 | 8 | - | Retirement pension----- | 44 | 29 | 30 | 43 | 50 | 89 | 76 | 48 | 44 | 20 | 30 | 48 | 68 | 88 | 75 | 45 | Employer financed----- | 44 | 29 | 30 | 43 | 50 | 87 | 76 | 48 | 43 | 20 | 30 | 48 | 68 | 88 | 70 | 28 | Jointly financed----- | (⁴) | - | - | - | - | 1 | - | - | 1 | - | - | - | - | 1 | 5 | 17 | No plans----- | 2 | 3 | 1 | 4 | 2 | 1 | 3 | - | 1 | 1 | 2 | - | 2 | 1 | (⁴) | - |
| Life insurance----- | 90 | 87 | 85 | 90 | 96 | 89 | 97 | 100 | 92 | 90 | 89 | 86 | 96 | 90 | 99 | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 53 | 69 | 61 | 38 | 55 | 29 | 40 | 100 | 56 | 71 | 56 | 57 | 32 | 42 | 38 | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 36 | 18 | 24 | 52 | 41 | 60 | 57 | - | 36 | 20 | 33 | 29 | 64 | 48 | 61 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Accidental death and dismemberment insurance----- | 43 | 55 | 38 | 23 | 24 | 42 | 21 | - | 51 | 59 | 43 | 29 | 51 | 46 | 31 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 22 | 39 | 23 | 13 | 11 | 3 | - | - | 28 | 41 | 21 | 29 | 8 | 19 | - | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 21 | 16 | 16 | 10 | 13 | 39 | 21 | - | 23 | 18 | 22 | - | 43 | 27 | 31 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sickness and accident insurance or sick leave or both ³ ----- | 68 | 70 | 48 | 75 | 52 | 92 | 87 | - | 73 | 76 | 54 | 69 | 39 | 93 | 80 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sickness and accident insurance----- | 67 | 70 | 47 | 75 | 52 | 88 | 87 | - | 65 | 65 | 52 | 63 | 39 | 79 | 80 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 50 | 53 | 36 | 36 | 50 | 49 | 81 | - | 41 | 45 | 43 | 36 | 37 | 24 | 61 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 17 | 18 | 11 | 39 | 2 | 38 | 6 | - | 23 | 20 | 9 | 27 | 2 | 54 | 19 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sick leave (full pay, no waiting period)----- | - | - | - | - | - | - | - | - | 23 | 36 | 2 | 42 | - | 37 | 1 | 19 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sick leave (partial pay or waiting period)----- | 1 | - | 1 | 7 | - | 4 | - | - | 1 | - | 2 | - | - | 2 | - | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Hospitalization insurance----- | 91 | 92 | 91 | 77 | 98 | 82 | 95 | 100 | 88 | 90 | 87 | 75 | 98 | 78 | 95 | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 60 | 54 | 67 | 32 | 83 | 39 | 88 | 80 | 50 | 51 | 53 | 40 | 53 | 27 | 77 | 71 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 32 | 38 | 24 | 45 | 15 | 42 | 7 | 20 | 39 | 39 | 35 | 35 | 45 | 51 | 18 | 29 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Surgical insurance----- | 90 | 91 | 88 | 72 | 97 | 82 | 95 | 100 | 88 | 90 | 85 | 67 | 98 | 78 | 95 | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 58 | 53 | 62 | 32 | 82 | 37 | 88 | 80 | 49 | 50 | 49 | 40 | 53 | 27 | 77 | 71 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 32 | 38 | 26 | 39 | 15 | 45 | 7 | 20 | 39 | 39 | 35 | 27 | 45 | 51 | 18 | 29 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Medical insurance----- | 69 | 79 | 29 | 70 | 67 | 66 | 95 | 100 | 71 | 82 | 34 | 65 | 82 | 63 | 95 | 100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 44 | 43 | 19 | 31 | 52 | 35 | 88 | 80 | 41 | 46 | 18 | 39 | 37 | 26 | 77 | 71 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 25 | 36 | 10 | 39 | 15 | 31 | 7 | 20 | 30 | 36 | 16 | 27 | 45 | 37 | 18 | 29 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Catastrophe insurance----- | 19 | 20 | 4 | 14 | 20 | 42 | 4 | 12 | 30 | 31 | 2 | 10 | 50 | 48 | 10 | 41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 8 | 9 | 3 | 4 | 10 | 6 | 3 | 12 | 13 | 16 | (⁴) | 10 | 9 | 7 | 1 | 41 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | 11 | 11 | 1 | 10 | 10 | 36 | 1 | - | 17 | 15 | 2 | - | 41 | 40 | 8 | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Retirement pension----- | 44 | 29 | 30 | 43 | 50 | 89 | 76 | 48 | 44 | 20 | 30 | 48 | 68 | 88 | 75 | 45 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employer financed----- | 44 | 29 | 30 | 43 | 50 | 87 | 76 | 48 | 43 | 20 | 30 | 48 | 68 | 88 | 70 | 28 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jointly financed----- | (⁴) | - | - | - | - | 1 | - | - | 1 | - | - | - | - | 1 | 5 | 17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| No plans----- | 2 | 3 | 1 | 4 | 2 | 1 | 3 | - | 1 | 1 | 2 | - | 2 | 1 | (⁴) | - | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

² Includes data for the Southeast region in addition to those shown separately.

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

⁴ Less than 0.5 percent.

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

Table 44. Paid Funeral Leave

(Percent of production and office workers in footwear manufacturing establishments providing paid funeral leave, United States and selected regions, March 1968)

| Funeral leave pay ¹ | United States ² | New England | Middle Atlantic | Border States | Southwest | Great Lakes | Middle West | Pacific |
|--|----------------------------|-------------|-----------------|---------------|-----------|-------------|-------------|---------|
| Production workers | | | | | | | | |
| All workers ----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Workers in establishments providing paid funeral leave ----- | 48 | 57 | 31 | 29 | 40 | 51 | 65 | 7 |
| Office workers | | | | | | | | |
| All workers ----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Workers in establishments providing paid funeral leave ----- | 44 | 47 | 24 | 50 | 31 | 47 | 65 | - |

¹ For definition, see appendix A.

² Includes data for the Southeast region in addition to those shown separately.

Appendix A. Scope and Method of Survey

Scope of Survey

The survey included establishments engaged primarily in the production of boots and shoes (except house slippers and rubber footwear) designed primarily for street, work, play, or sportswear (industry 3141 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 50 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 table on the following page.

Industry Branches

The classification of establishments by industry branch was determined on the basis of the principal type of footwear manufactured. For example, if the value of an establishment's product was 60 percent women's Littleway shoes and 40 percent women's cement-process (conventional-lasted) shoes, all workers in that establishment were included in the women's Littleway shoe 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 of 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 establishment or more. "Establishment" and "plant" have been used interchangeably in this bulletin.

Employment

The estimates of the number of workers within the 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

"Production workers," as used in this bulletin, include working foremen and all non-supervisory 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.

Estimated Number of Establishments and Workers Within Scope of the Survey and Number Studied,
Footwear Manufacturing Establishments, March 1968

| Industry branch, region, ¹ and area ² | Number of establishments ³ | | Workers in establishments | | | |
|--|---------------------------------------|---------|---------------------------|--------------------|----------------|---------|
| | Within scope of study | Studied | Within scope of study | | | Studied |
| | | | Total ⁴ | Production workers | Office workers | |
| All establishments: ⁵ | | | | | | |
| United States ⁶ | 674 | 434 | 191,901 | 172,381 | 9,013 | 138,894 |
| New England | 238 | 163 | 69,141 | 62,239 | 3,254 | 54,270 |
| Middle Atlantic | 159 | 81 | 33,520 | 29,839 | 1,530 | 19,596 |
| Border States | 30 | 17 | 9,197 | 8,544 | 254 | 5,850 |
| Southwest | 27 | 18 | 10,197 | 9,348 | 381 | 6,605 |
| Great Lakes | 85 | 64 | 26,139 | 22,447 | 1,851 | 22,121 |
| Middle West | 56 | 47 | 20,002 | 18,550 | 734 | 16,863 |
| Pacific | 15 | 9 | 2,446 | 2,208 | 95 | 1,625 |
| Men's Goodyear-welt dress shoes: | | | | | | |
| United States ⁶ | 87 | 57 | 33,129 | 29,133 | 2,532 | 23,026 |
| New England ⁷ | 33 | 23 | 11,232 | 9,788 | 782 | 8,394 |
| Maine | 10 | 7 | 3,909 | 3,597 | 169 | 2,846 |
| Brockton, Mass | 13 | 10 | 4,331 | 3,663 | 376 | 3,624 |
| Great Lakes ⁷ | 20 | 17 | 7,664 | 6,927 | 819 | 7,268 |
| Wisconsin | 16 | 13 | 5,126 | 4,151 | 587 | 4,730 |
| Middle West | 6 | 5 | 2,764 | 2,592 | 70 | 2,452 |
| Men's Goodyear-welt work shoes: | | | | | | |
| United States ⁶ | 34 | 24 | 9,848 | 8,278 | 427 | 7,269 |
| New England | 8 | 7 | 2,163 | 1,925 | 97 | 1,882 |
| Great Lakes | 11 | 8 | 2,649 | 1,748 | 116 | 2,171 |
| Men's cement-process shoes: | | | | | | |
| United States ⁶ | 22 | 18 | 6,297 | 5,647 | 240 | 5,328 |
| New England | 12 | 10 | 2,975 | 2,581 | 165 | 2,574 |
| Women's cement-process (conventional-lasted) shoes: | | | | | | |
| United States ⁶ | 273 | 183 | 84,336 | 76,400 | 3,622 | 62,936 |
| New England ⁷ | 112 | 76 | 34,329 | 31,380 | 1,369 | 26,378 |
| Maine | 21 | 14 | 7,812 | 7,121 | 360 | 5,352 |
| Boston-Lynn, Mass | 15 | 11 | 3,660 | 3,264 | 182 | 3,169 |
| Haverhill, Mass | 11 | 9 | 2,612 | 2,365 | 112 | 2,290 |
| Lawrence-Lowell, Mass | 11 | 8 | 3,694 | 3,442 | 98 | 3,049 |
| Worcester, Mass | 5 | 4 | 2,069 | 1,920 | 71 | 1,643 |
| Southeastern New Hampshire | 34 | 22 | 11,416 | 10,464 | 427 | 8,819 |
| Middle Atlantic ⁷ | 64 | 40 | 16,970 | 15,109 | 845 | 12,125 |
| New York, N. Y. | 21 | 13 | 3,464 | 2,986 | 200 | 2,660 |
| Border States | 14 | 8 | 4,820 | 4,462 | 154 | 2,928 |
| Southwest | 9 | 6 | 3,122 | 2,890 | 95 | 2,332 |
| Arkansas | 9 | 6 | 3,122 | 2,890 | 95 | 2,332 |
| Great Lakes | 26 | 19 | 9,568 | 8,312 | 641 | 7,695 |
| Middle West | 28 | 21 | 9,912 | 9,111 | 350 | 7,555 |
| Missouri | 28 | 21 | 9,912 | 9,111 | 350 | 7,555 |
| Pacific | 10 | 7 | 1,755 | 1,616 | 51 | 1,309 |
| Los Angeles-Long Beach, Calif | 10 | 7 | 1,755 | 1,616 | 51 | 1,309 |
| Women's Littleway (including McKay) shoes: | | | | | | |
| United States ⁶ | 26 | 16 | 6,468 | 5,422 | 240 | 4,369 |
| New England | 12 | 7 | 2,190 | 1,984 | 88 | 1,709 |
| Misses' and children's cement-process (conventional-lasted) shoes: | | | | | | |
| United States ⁶ | 43 | 30 | 10,813 | 9,916 | 361 | 8,306 |
| New England | 9 | 7 | 1,471 | 1,348 | 46 | 1,318 |
| Great Lakes | 6 | 5 | 1,394 | 1,235 | 70 | 1,214 |
| Middle West | 6 | 6 | 2,172 | 1,919 | 116 | 2,172 |
| Misses' and children's Goodyear-welt shoes: | | | | | | |
| United States ⁶ | 26 | 17 | 6,872 | 6,126 | 298 | 5,046 |
| Middle Atlantic ⁷ | 12 | 7 | 1,952 | 1,740 | 80 | 1,189 |
| Southeastern Pennsylvania | 8 | 6 | 1,356 | 1,183 | 72 | 1,040 |
| Moccasin-constructed shoes with hand-sewn plug: | | | | | | |
| United States ⁶ | 21 | 20 | 8,857 | 7,927 | 355 | 8,687 |
| New England | 17 | 16 | 7,494 | 6,804 | 333 | 7,324 |

¹ The regions used in this study include: New England—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic—New Jersey, New York, and Pennsylvania; Border States—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; 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 See individual area tables, for definitions of areas studied separately.

³ Includes only establishments with 50 workers or more at the time of reference of the universe data.

⁴ Includes executive, professional, and other workers excluded from the production and office worker categories.

⁵ Includes data for industry branches in addition to those shown separately.

⁶ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁷ Includes data for areas (or States) in addition to those shown separately.

Office Workers

"Office workers," as used in this bulletin, include all nonsupervisory office workers.

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 jobs. (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, and 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 straight-time salary by normal rather than actual hours.

The median designates position; that is, one-half of the employees surveyed received more than this rate and one-half received less. The middle range is defined by two rates of pay; one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. "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.

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 15 years of service may include changes which occurred between 10 and 15 years.

Health, Insurance, and Pension Plans. Data are presented for health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding 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 York and New Jersey, where temporary disability insurance laws require employer contributions,¹ 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.

¹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

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. Such 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 the 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.

Paid Funeral Leave. Data for paid funeral leave relate to formal provisions for at least partial payment for time lost as a result of attending funerals of specified family members.

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 interarea 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 economists are instructed to exclude working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers.

Plant Occupations

ASSEMBLER FOR PULLOVER, MACHINE

Prepares the upper for lasting by assembling the counter and upper and operating a machine to tack the upper to the wooden last. Work involves: Placing counters on rack of pan containing cement, lowering rack into pan to apply cement to counters; inserting cemented counter between lining and upper at the heel; setting a piece of wax or tissue paper next to lining to facilitate removal of last after completion of operations; placing upper on last making certain that heel seam is in center of rear of last; and setting last on a jack and pushing jack into machine which automatically drives tacks through the upper into the heel seat and heel seam.

BED-MACHINE OPERATOR

(Bed laster; bed-lasting machine operator; heel and forepart laster)

Completes the operations of drawing the toe, or toe and heel, of the upper of a shoe tightly over the last. Work involves: Setting shoe on machine with sole up, and manipulating hand levers controlling a series of wipers (friction pullers) which draw the upper over edge of insole at toe or toe and heel; holding upper in place with the wipers; securing upper at the toe in one of the following ways: (1) McKay system—tacking upper, using automatically-fed hand tacking device, the tacks remaining in the finished shoe. (2) Welt system—passing a wire from an anchor tack, which he drives on one side of the shoe, around the drawn-in upper at the toe, to the opposite side where he winds it around another anchor tack, to hold upper in place until it is stitched to insole by a later operation; or may staple upper instead of using above methods. (3) Cement system—wiping toe in place and holding it with wiper; trimming off surplus toe box, lining and upper, by hand, close to insole; and applying cement to insole between lining and upper at toe and folding over lasting allowance of upper and sticking it in insole. If the heel also is lasted in the process, an automatically-fed hand tacking device is used to drive tacks through the upper at the heel.

BOTTOM FILLER

(Cushion cementer; insole filler)

Fills depression in forepart of shoe with composition paste of ground cork and cement to form cushion for foot.

BOTTOM SCOURER

(Bottom buffer; bottom sander)

Smooths and cleans outsoles of completely constructed shoe by holding against revolving abrasive-covered wheel of buffing machine.

CUTTER, LINING, MACHINE

Cuts parts of shoe lining from leather or fabricated materials (including imitation leather), by means of a clicking machine. Work involves: Setting lining material, usually in multiple plies, on cutting table of machine; selecting proper die and setting it in place on material; and depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the shape and size of die.

CUTTER, VAMP AND WHOLE SHOE, HAND

(Carver; cutter; outside, hand; cutter, sampler; cutterout, upper; upper leather cutter)

Cuts vamps and uppers of shoes from skins or hides with a hand knife. Work involves most of the following: Selecting hides or skins of desired thickness and quality; noting location of defective spots in material, and direction of grain of leather, setting pattern on material in such a way as to obtain a maximum number of pieces, and in such relation to the grain of the leather that there will be a minimum of stretching of material in processing shoe; drawing knife along edge of pattern, cutting part to desired shape; and bundling cut pieces and marking size on top piece for identification.

CUTTER, VAMP AND WHOLE SHOE, MACHINE

Cuts parts of shoe uppers from hides, skins or fabricated materials, by means of a clicking machine. Work involves: Setting leather or other shoe material on cutting table of machine; selecting proper die and setting it in place on material; and depressing lever to cause upper arm to drop automatically on the die with sufficient force to cut material to the size and shape of the die.

EDGE SETTER

(Edge burnisher, edge kitter)

Shapes and polishes the edge of the sole of the shoe by holding it against the hot iron of an edge-setting machine. Work involves: Brushing a filler solution over edge of sole as far back as the heel line, to fill any small holes and to soften the leather for the burnishing operation; selecting proper size iron burnishing block and setting stem of block into machine holder; heating iron to proper temperature; holding edge of sole against revolving surface of heated iron, manipulating shoe until entire edge has been burnished; and applying a coating of wax to edge of sole and repeating burnishing operation.

EDGE TRIMMER

(Edge-trimming-machine operator; trimmer, apex; trimmer, margin)

Trims, cuts to size, and smooths the edge of shoes by turning and manipulating the side surfaces of the soles against the revolving cutting tool of an edge-trimming machine.

FANCY STITCHER

(Applique stitcher; blind-row stitcher; etching stitcher; eyelet-row stitcher; stripper, stitching; trimming stitcher)

Operates a power-driven sewing machine to stitch decorative designs on shoe uppers, such as outlining eyelet row, stitching imitation foxings or fancy panel designs, running extra rows of stitching, and stitching piping and ornamental leather strips (applique). Work involves: Inserting material under the presser foot and needle of machine; depressing lever to start machine; and guiding material by hand (usually along previously marked lines on material) as stitching is performed.

FLOOR BOY (OR GIRL)

(Assembly boy; floor man; router)

Delivers finished products to stock room or shipping room and keeps stock and distributes partially finished materials used in the manufacture of footwear to various departments to keep workers supplied with material, using truck or carrying material. May perform simple machine operations under direction of foreman, such as tempering soles and molding edges of soles.

GOODYEAR STITCHER

Operates a Goodyear stitching machine to attach the outsole to the welt of the shoe. Work involves: Setting the shoe, sole side up, on table rest of machine underneath needle, and guiding shoe with hand as needle sews around shank and forepart of shoe, the stitch extending from a channel that was cut for it in bottom of outsole, through outsole to upper surface of welt. The welt extends around the edge of the sole as far back as the breast of the heel.

HEEL ATTACHER, MACHINE

(Leather or rubber heel attacher; heeling-machine operator; leather heeler)

Nails heels to shoes by machine. Work involves: Placing shoe on a metal mold and putting heel in position on shoe; swinging nail plate into place over the heel where nails are dropped automatically into another plate over the heel; and manipulating foot lever to drive nails through heel and heel seat and clinch them to insole on inside of shoe.

HEEL-SEAT FITTER, MACHINE

Operates a machine to cut out a piece around the outer margin of the heel seat, preparatory to heel attaching. Work involves: Setting gage on machine for size of heel to be fitted and adjusting pin stop for right or left shoe; pressing shoe against stationary horizontal knife in machine to cut through the heel seat between the upper and the sole until counter of shoe strikes a stop gage; and operating machine which automatically cuts a U-shaped piece from the heel seat so that the heel fits properly when attached. This machine operation is usually performed on women's popular and medium-priced shoes.

HEEL-SEAT LASTER

Operates a heel-seat lasting machine which draws the heel section of the shoe upper tightly over the last and automatically tacks the edges to the heel seat of the insole. Work involves: Setting shoe on machine and manipulating controls which cause the wiper plates to draw the upper and lining evenly over the heel seat and machine automatically drives tacks through upper and insole.

INSEAMER

(Goodyear-welt-sewing-machine operator; welt sewer; eppler welter)

Operates a Goodyear stitching machine that sews a narrow strip of leather (welt) automatically fed from a roll on the machine to the lip of the insole of the shoe. Work involves: Guiding shoe, sole upward, under needle of machine and stitching through welt, upper, and lining, and insole lip against which upper and lining have been lasted.

INSPECTOR (CROWNER)

(Examiner)

Examines shoe parts, partly finished shoes in various stages of manufacture, or finished shoes before packing. Work involves inspecting for the following imperfections: Irregularity of leather surfaces; misplaced or incompletely driven tacks; unevenness and incorrect amount of stitching; inside misalignment; and improper proportion of toe tip. May correct minor defects or imperfections and reject major defects for reprocessing in proper department.

JANITOR

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 rest rooms. Workers who specialize in window washing are excluded.

JOINTER, MACHINE

(Joint cutter, machine; jointer; joint maker, machine)

Trims and shapes on a jointing machine the edge of the shank sole of shoes at the joint between shank and heel, starting where edge trimmer leaves off and continuing to the heel line. Holds shoe against knife of jointing machine; and moves shoe against knife to maintain even pressure for a neat trimming.

LITTLEWAY STITCHER

Operates a lockstitch sewing machine to attach the outsole by stitching through the upper, lining, and insole of shoe, except at heel seat. Work involves: Setting the shoe, sole side up, on shoe rest of machine beneath needle and guiding shoe with hand as needle sews around the shank and forepart of shoe.

MECHANIC, MAINTENANCE

Repairs machinery or mechanical equipment of an establishment. Work involves most of the following: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending of the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shop; and reassembling machines, and making all necessary adjustments for operation. In general, the work of a maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose primary duties involve setting-up or adjusting machines, and workers who specialize in the adjustment and repair of a particular type of machine and whose period of training is substantially shorter than that required for a maintenance mechanic as described above.

PASTER, BACKER, OR FITTER, UPPER, HAND

(Backer; backing paster; backing cements; canvas backer, upper; cementer, upper to lining; fitter, upper to lining; paster, line and brush, hand; paster; plain paster; reinforcer, paster; quarter and lining fitter; upper doubler)

Reinforces vamps, tops, straps, and other parts of shoes, by pasting to each a piece of cut-to-size canvas, thin leather, or other lining material (doubler). Work involves one or more of the following: Pressing doubler against cement-covered roll and sticking doubler to leather parts; and using backing tape which is so prepared that it sticks when pressed on other material with a hot iron. May paste reinforcing over only a portion of upper that is exposed to extra wear or strain. May use simple machine to apply glue or other adhesives to various parts of shoe.

PULLOVER-MACHINE OPERATOR

(Pullers-over, machine)

Operates a machine in which the upper at the toe and along the sides of the front of the shoe is pulled over and tacked temporarily to the last to give preliminary shaping to the front part of the upper and to attach it to the insole and the last. Work involves: Setting shoe in holding jig of machine; depressing lever to rotate mechanism that closes top and side jaws on edge of upper; positioning upper on last by manipulating tip levers to align center of upper on center of last; and depressing lever to rotate mechanism through second half of travel, and to drive tacks at toe and along the side of the shoe, which hold upper in position until stapled or tacked along entire edge. Exclude workers operating machines that combine pulling and lasting.

REPAIRER

(Blemish remover)

Corrects imperfections in the finish of the completed shoe. Work involves most of the following: Removing stains, scratches, blemishes, and loose threads; and blending various shades of fluid, wax filler or crayon to affected part of shoe. May use hand spray gun with colored dope to cover blemished area.

ROUGH ROUNDNER

(Forepart rounder; rough-rounding-machine operator; sole rounder)

Trims the edge of outsole and welt of the shoe, by use of a rounding and channeling machine so that the edge will extend the desired distance from shoe upper. Work involves: Setting shoe in machine so that bottom of shoe is toward the cutting knife, and bottom of guide rests against upper of shoe; and guiding shoe in vertical position along bottom of guide so that edge is trimmed at right angles to the bottom of the shoe entirely around the perimeter of the sole of the shoe. The machine may also cut a channel in bottom of outsole near edge, in which the thread is embedded when sole stitching is done.

SEWER, HAND (MOCCASIN-CONSTRUCTED SHOES)

(Moccasin sewer)

Sews plugs in moccasin-constructed shoes by hand. Work involves most of the following: Soaking parts in water to soften them; positioning lasted shoe on pin jack; pulling and tacking parts to last; punching stitch openings in parts with awl; inserting thread through punched openings to join plug with upper; removing tacks and shaping seam with lasting tool; and smoothing and polishing seams using rubbing sticks. May also raise decorative stitches (kicker) in backstay of casual shoes. Hand lacers, who lace plugs to uppers through perforations prepunched by machine are excluded.

SHANKER

(Shank tacker; shank-piece placer; shank-piece tacker)

Attaches shank piece to the shank section of shoe to support the arch of the shoe.

SIDE LASTER, MACHINE

Operates a machine to last the sides and shanks of the upper. Work involves: Drawing out lining and upper with hand pincers; holding shoe so that pincers of machine grasp edges of upper and draw them evenly and closely about the last; and manipulating lever of machine to operate device which drives staples or tacks through the upper at the sides and shanks. Excludes side lasters using cement or other adhesives to secure uppers at shoe sides and shanks.

SKIVER, MACHINE, UPPERS OR LININGS

(Skiver, outside)

Operates a machine that skives (pares) or bevels shoe uppers or linings to reduce them to an even thickness or to insure thinner seams or tapering edges when parts are joined together. Work involves: Feeding part between pressure rollers of machine to cutting knives which bevel edges or reduce part to uniform thickness, or setting part in guide bed of machine and depressing lever to bring cutting knives into operation.

SOLE ATTACHER, CEMENT PROCESS

(Compo-conveyor operator; sole layer, machine; sole-laying machine operator; soler)

Operates a sole-laying machine to cement outsoles permanently to the uppers of shoes. This operation does not relate to the positioning of soles in the Goodyear-welt or other types of construction. Work involves: Setting toe part of shoe on which outsole has been positioned and heel part of last directly below corresponding jacks (lugs) of machine; and pressing air pedal (which opens valve on pipe leading to air compressor storage tank) to fill the air cushion and force the shoe against the jacks which hold the outsole firmly in place while the cement dries. May also, prior to permanent attachment of outsole, brush a coat of solvent over the inner surface of the outsole from the heel seat to the toe and press outer sole on shoe; and being certain that edges of sole project evenly over edges of shoe.

SOLE LEVELER, MACHINE

(Beater out, leveling machine; in seam leveler; leveler)

Flattens the insoles or outsoles of shoes which have had a ridge raised around the sole by the stitching machines. Sets shoe on last of machine with sole uppermost; and depresses treadle to start machine and guides the shoe on the form under the roller back and forth and from side to side.

TOE LASTER, AUTOMATIC OR SEMIAUTOMATIC

Operates an automatic or semiautomatic machine to draw the toe section of shoe upper tightly over the last. Work involves: Making adjustments on machine to govern action of wipers, placing shoe in steamer to soften toe section; inserting shoe in machine and operating foot treadle to bring wipers against shoe upper and draw edges against the last; and wrapping wire loop around temporary anchor tacks on side of shoe to hold toe section in place or by means of cement, tacks or staples, fastens upper to innersole.

TOP STITCHER

Operates a sewing machine to stitch the lining to the upper part of a shoe and to trim off excess edges of lining. Work involves: Fitting lining to upper to obtain proper allowance for insertion of counter or receiving upper and lining already fitted or cemented together; and setting parts into machine at heel seam, lowering guide down to the edge of top of upper, and guiding parts through machine by hand to complete stitching and trimming operation.

TREER

(Polisher, uppers; shoe treer)

Cleans and finishes shoes by removing spots and discolorations, and rubbing uppers with a hot iron to smooth out wrinkles. Work involves most of the following: Setting shoe on a treeing form, the shape of the last, and depressing lever expanding form so that shoe will fit tightly over it; brushing, cleaning, dressing and finishing shoe according to the kind of leather or material; applying color stain or bleach to blemished spots; and smoothing out wrinkles in the uppers with a hot iron.

Do not include shoe dressers, who may be called treers in some plants but perform only a minor part of the work described above.

VAMPER

(Vamp closer; vamp stitcher; zigzag seamer)

By use of a power-driven sewing machine, sews together the forepart of the upper (tip and vamp) and the two quarters of a shoe. Work involves: Setting overlapped edges together under presser foot and needle of machine; depressing lever to start machine and guiding material through stitching process; and sewing top to entire lower part of upper when shoe has a cut separate from quarters, or has a whole vamp. Parts are sometimes first pasted together by another worker to insure more accurate stitching.

Office OccupationsCLERK, GENERAL

Is typically required to perform 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 sheet, showing information such as worker's 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 or 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).
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* Studies of the effects of the \$1 minimum wage.

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- Contract Cleaning Services, 1965. BLS Bulletin 1507 (30 cents).
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II. Other Industry Wage Studies

- Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1968.
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 - Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).
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 - Furniture, Home Furnishing, and Household Appliance Stores. BLS Bulletin 1584-6 (50 cents).
 - Miscellaneous Stores. BLS Bulletin 1584-7 (65 cents).

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