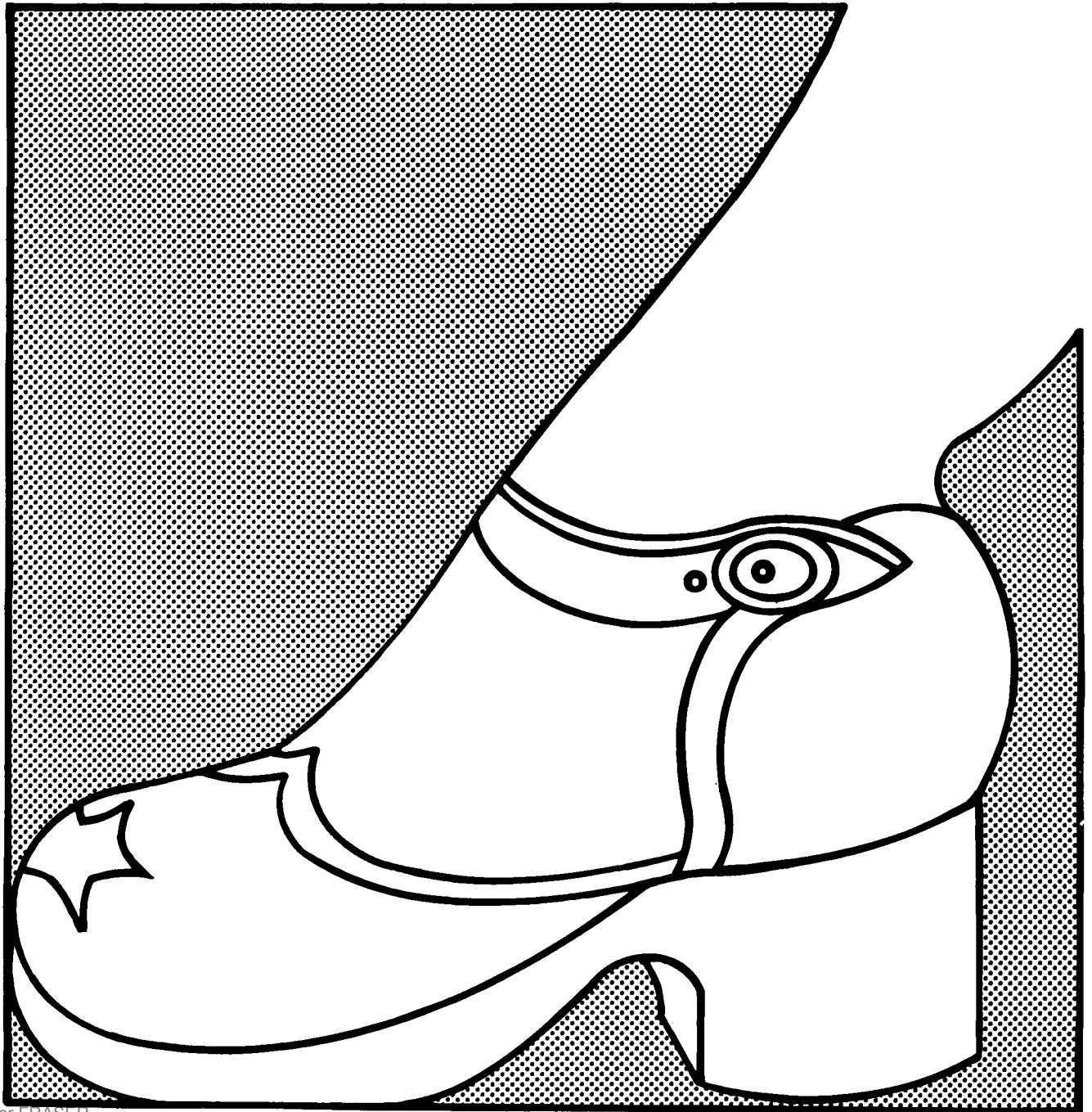


**Industry
Wage Survey
Footwear
March 1971**

Bulletin 1792

**U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics**

1973



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Wage Survey
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**U.S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary**

**BUREAU OF LABOR STATISTICS
Ben Burdetsky, Deputy Commissioner
1973**



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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in the footwear manufacturing industry in March 1971. A similar survey was conducted in March 1968 (BLS Bulletin 1634).

Information is provided separately for major product branches in the industry. Separate releases were issued in late 1971 for the following States and areas:

Men's Goodyear-welt dress shoes:

Maine
Brockton, Mass.
Tennessee
Wisconsin

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

Maine
Boston-Lynn, Mass.
Haverhill, Mass.
Lawrence-Lowell, 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. Joseph C. Bush of the Division of Occupational Wage Structures prepared the analysis in the bulletin. 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 regional offices, are listed at the end of this bulletin.

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Footwear, March 1971

Summary

Straight-time earnings of production and related workers in the leather footwear manufacturing industry averaged \$2.42 an hour in March 1971.¹ Workers in the New England region, three-tenths of the 145,518 workers within scope of the Bureau's survey, averaged \$2.52; averages in the other regions ranged from \$2.61 in the Great Lakes to \$2.16 in the Border States.

Over nine-tenths of the industry's production workers earned from \$1.60 to \$4 an hour. The middle-half of the workers ranged between \$1.88 and \$2.77. Factors contributing to this wide dispersion of earnings included the variety of job skills required by the industry, extensive use of incentive wage systems, and pay levels which varied according to location and type of footwear.

Women's cement process (conventional lasted) shoes had the highest employment of the seven branches studied and accounted for approximately 4 of 10 workers in the industry; workers in these plants averaged \$2.44 an hour. Earnings levels in the other branches ranged from \$2.63 for workers in plants primarily making misses' and children's Goodyear-welt shoes to \$2.31 for those in misses' and children's cement-process (conventional-lasted) shoe plants.

Wage levels also varied widely among occupations within each branch. In the women's cement process (conventional-lasted) shoe plants for example, average earnings for a number of highly populated jobs were \$2.40 for repairers, \$2.41 for fancy stitchers; \$2.88 for cement process sole attachers; \$3.12 for machine side lasters; and \$3.19 for machine cutters of the vamp and whole shoe.

Paid holidays, paid vacations, and life, hospitalization, and surgical insurance were provided to almost all production and officeworkers. Sickness and accident insurance, and private retirement pension plans covered nearly three-fifths and two-thirds of the plantworkers, respectively.

Industry characteristics

Footwear manufacturing plants within scope of the survey employed 145,518 production and related

workers in March 1971—a reduction of nearly 16 percent since a similar Bureau study in March 1968.² Employment declined most in New England (down 29 percent) and the Middle West (24 percent), and, in women's cement-process, conventional lasted, shoes (26 percent), and moccasin-constructed shoes with hand-sewn plug (49 percent) branches of the industry. Plant closings contributed to these employment declines. There were 577 establishments within scope of the 1971 survey compared with 674 in 1968. The mean-size plant (285 total employees), however, was virtually the same in both surveys.

Approximately 41.7 million pairs of shoes (except slippers and rubber footwear) were produced in March 1971—15 percent less than the 49.1 million pairs manufactured in March 1968.³ Men's shoe production decreased 4 percent and women's and misses' 24 percent while shoe imports climbed steadily. In 1968, the United States imported 23.8 million pairs of men's leather shoes compared with 36.6 million in 1971—a 54-percent increase.⁴ Corresponding imports of women's shoes were 64 million pairs in 1968 and 95.6 million in 1971 (49 percent increase), and leather ski boots and other leather athletic footwear, 2.5 million in 1968 and 6 million in 1971 (137-percent rise). The domestic production of shoes with soles vulcanized to fabric uppers, another competitor to the domestic leather footwear industry, increased only 2 percent from 15.3 million pairs in March 1968 to 15.7 million pairs in March 1971.⁵

In the leather footwear industry, productivity declined between 1968 and 1971. The 1971 index for output per man-hour of all employees was 101.3

¹ See appendix A for scope and method of survey and for definitions of the regions used in the study. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² See *Industry Wage Survey: Footwear, March 1968* (BLS Bulletin 1634, 1969).

³ *Current Industrial Reports, Shoes and Slippers*, Series M31 A(71)-3 and M31 A(69)-3, Bureau of the Census.

⁴ *U.S. Imports for Consumption and General Imports, SIC-Based Products*, Report FT210, 1968 annual and Report FT 210, 1971 annual, Bureau of the Census. Data relate to imports for consumption.

⁵ *Current Industrial Reports, Shoes and Slippers*.

(1967=100) compared with 103.5 in 1968.⁶ The 101.3 figure was substantially less than the 114.4 reported for the index on all manufacturing industries.⁷

Products. The industry makes a wide variety of shoes in many combinations of sizes, styles, and shapes, and by several different methods of construction.⁸ Data in this report are tabulated separately for seven industry branches which accounted for slightly over four-fifths of the industry's labor force. Establishments in these branches were classified according to the predominant method of construction (bottoming, i.e., the means by which the outsole is attached to the shoe) and type of shoe manufactured—men's (dress and work), women's, misses', children's, and infants'. Text table 1 presents the proportions of production workers in the branches for which data are tabulated. Other important types of leather footwear produced by the industry include women's Littleway (McKay) shoes and leather footwear with vulcanized or injection molded shoe construction.

Location. Four of the eight regions studied separately employed slightly more than three-fourths of the work force: New England, three-tenths; Middle Atlantic, about one-fifth; and the Southeast and Great Lakes, slightly over one-eighth each. The Border States was the only region that gained employment (4 percent) between the 1968 and 1971 surveys. In the other regions, except the Southeast,⁹ employment declined from 29 percent in New England to 6 and 7 percent, respectively, in the Middle Atlantic and Southwest.

The regional mix varied substantially among these seven industry branches. Workers in New England, for example, made up four-fifths of those in the moccasin-constructed shoe branch, in contrast to one-fifth in men's Goodyear-welt dress shoes and one-third in women's cement process (conventional lasted) shoes.

As in the 1968 survey, workers in metropolitan areas accounted for slightly more than two-fifths of the industry's work force. The corresponding proportions for the major regions were New England, one-half; the Middle Atlantic, four-fifths; Southeast, one-fifth; the Great Lakes, three-tenths; and the Middle West, one-tenth. Variations by industry branch ranged from approximately one-fifth to one-half, as shown in text table 1.

⁶ *Indexes of Output Per Man-Hour, Selected Industries, 1972 Edition* (BLS Bulletin 1758, 1972).

⁷ Table 33, *Monthly Labor Review*, March 1973, p. 126.

⁸ For descriptions of various shoe construction methods, see *How American Shoes Are Made*, United Shoe Machinery Corporation, Boston, Mass., 1966.

⁹ Data for the Southeast region were not published in March 1968 because they did not meet publication criteria.

Text table 1. Percent of production workers in footwear plants by selected characteristics, United States, 1971

Primary product	All establishments	Establishments—		
		In metropolitan areas	With 250 workers or more	With union contracts
Men's Goodyear-welt dress shoes	19	47	78	45
Men's Goodyear-welt work shoes	5	43	72	44
Men's cement-process shoes	9	34	68	49
Women's cement-process (conventional lasted) shoes	39	42	76	53
Misses' and children's cement-process (conventional lasted) shoes	6	22	71	52
Misses' and children's Goodyear-welt shoes	3	52	79	65
Moccasin-constructed shoes with hand-sewn plug	3	34	67	6

Size of establishment. Establishments employing at least 250 workers accounted for three-fourths of the work force. Regionally, the proportions ranged from about nine-tenths in the Middle West to four-tenths in the Pacific. Plants of this size employed at least two-thirds of the workers in each of the industry branches studied separately. (See text table 1).

Unionization. Establishments which had labor-management contracts covering a majority of their production workers accounted for slightly less than one-half of the industry's production workers. Such establishments employed approximately one-third of the workers in New England, two-fifths in the Middle Atlantic, three-tenths in the Southeast, three-fourths in the Great Lakes region, and nine-tenths in the Middle West. Text table 1 presents the proportions of workers in union establishments for seven industry branches. The major unions in the industry were 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. Some occupations in shoe factories require relatively short training periods, e.g., floor boys and girls; other jobs, such as

vamp and whole shoe cutters, are highly skilled. A large number of workers operate various cutting, sewing, lasting, and bottoming machines.

Women, slightly less than two-thirds 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 nearly three-fourths of the production workers (See table 37). The proportions of incentive workers ranged from about two-fifths in the Pacific region to slightly over four-fifths in the Border States and Middle West. Among the industry branches, incentive workers constituted between two-thirds 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.

A majority of the time workers were employed in plants having formal rate structures. These workers were divided nearly equally between systems that had single rates and those that had range of rates for an occupation.

Average hourly earnings

Straight-time earnings of the 145,518 production and related workers covered by the survey averaged \$2.42 an hour in March 1971¹⁰ (See table 1). This 15-percent increase was higher than the \$2.10 recorded in the Bureau's March 1968 study of leather footwear plants¹¹ and compares with a 20-percent rise for production workers in all manufacturing industries.¹² Increases in regional averages for the footwear industry varied from 24 percent in the Middle West and 22-percent in the Great Lakes to 13-percent in both the New England States and Southwest. Between the 1968 and 1971 surveys wages also increased among industry branches from 10-percent for moccasin-constructed shoes with hand-sewn plug to 22-percent for men's Goodyear-welt work shoes. Other branches ranged from 14 to 18 percent.

As indicated in the discussion of industry characteristics, employment shifted among regions and types of footwear plants between surveys. This movement, however, does not appear to be a major factor in the relatively low increase in the overall average for the 3-year period.¹³ Perhaps, the nature of wage adjust-

ments in the industry between 1968 and 1971 better explains the lagging earnings movements in footwear. In 1970, for example, the median general wage increase under union contracts covering at least 1,000 workers in footwear (approximately 63,000 workers) was 15 cents compared with a median adjustment of 26.3 cents per hour for similar collective bargaining agreements in all manufacturing.¹⁴ Two settlements negotiated in early 1971 provided no general wage adjustment in the first year of the contract. The United Shoe Workers, representing 3,500 employees, signed such an agreement with shoe manufacturers in Northeastern Massachusetts—"Profits pinched by increasing competition from abroad" was cited as the reason.¹⁵ The other agreement was between the Brotherhood of Shoe Workers, representing 1,050 employees, and Frolic Footwear, Inc., in Arkansas.

Men, accounting for nearly three-eighths of the industry's production workers, averaged \$2.72 an hour in March 1971 compared with \$2.25 for women. Wage

¹⁰ 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, estimates 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.

Estimates of the number of production workers within scope of the study are intended only as a general guide to the size and composition of the labor force in the survey. Planning for the survey required the assembling of lists of establishments considerably in advance of data collection. Thus, establishments new to the industry are omitted, as are establishments originally classified in the footwear manufacturing industry but found in other industries at the time of the survey. Also omitted are footwear plants classified incorrectly in other industries at the time the lists were compiled.

¹¹ BLS Bulletin 1634.

¹² Based on the Bureau's hourly earnings index, adjusted for seasonal variations, overtime, and interindustry employment shifts.

¹³ It is estimated that such shifts account for only a 2-cent decline in the overall 1971 average. Holding employment constant between surveys by region or type of footwear resulted in both cases, in a computed average of \$2.44 rather than \$2.42.

¹⁴ Based on the Bureau's Current Wage Developments program.

¹⁵ See "Developments in Industrial Relations," *Monthly Labor Review*, March 1971, p. 78.

advantages for men over women were found in all regions ranging from 29 cents in the Southeast to 57 cents in the New England and Great Lakes States. Average pay levels for men and women differ for several reasons, including the variation 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 average earnings for men and women in the same job and area may reflect minor differences in duties performed. Job descriptions in wage surveys usually are more generalized than those in individual establishments to allow for minor differences among establishments in specific duties performed. Also, production at piece rates determine the earnings of many workers. 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 \$2.61 in the Great Lakes to \$2.16 in the Border States. The remaining regions averaged \$2.18 in the Southeast and Southwest; \$2.39 in the Pacific; \$2.42 in the Middle Atlantic; \$2.47 in the Middle West, and \$2.52 in New England. The regional variations in pay levels resulted partly from differences in the type of footwear produced. Other factors, however, including the general differences in pay among regions, also were important.

Among the seven industry branches, pay levels ranged from \$2.63 for workers in plants primarily making misses' and children's Goodyear-welt shoes to \$2.31 for those making misses' and children's cement process (conventional lasted) shoes. Neither of these branches, however, accounted for more than 6 percent of the footwear work force. On the other hand, 58 percent 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 \$2.44 and \$2.48, respectively.

Earnings relationships among the branches differed in New England and the Great Lakes, the only regions providing sufficient comparisons. In both regions, averages were lowest for the women's cement-process (conventional-lasted) shoes. Pay levels in the men's Goodyear welt dress were 6 percent higher than those in women's shoes in New England and 8 percent higher than those in the Great Lakes. The spread in averages between the men's and the women's cement process shoe branches was 2 percent in New England and 12 percent in the Great Lakes.

Among areas and States studied separately, average hourly earnings ranged from \$3.42 for New York

metropolitan area workers in the women's cement process (conventional lasted) branch to \$2.27 for their counterparts in Arkansas. (See individual earnings tables.) Earnings levels also varied in this branch shoe center in Massachusetts: \$2.61 in Boston-Lynn; \$2.67 in Lawrence-Lowell; and \$2.75 in Haverhill. In the men's Goodyear-welt dress shoe branch, averages among the three States and one area studied separately ranged from \$2.30 in Tennessee to \$2.93 in Brockton, Massachusetts.

Workers in metropolitan areas averaged \$2.50 an hour—14 cents more than those in smaller communities. In all but one region permitting comparisons, metropolitan area workers averaged from 3 to 19 cents more an hour than those in smaller communities. In the Border States, the averages were identical (\$2.16).

In the New England, Border States, Great Lakes, and Middle West regions, average hourly earnings in plants with 250 workers or more were from 5 to 27 cents higher than earnings in smaller plants. In the Middle Atlantic States, the relationship was reversed, with a difference of 14 cents between the averages. This variation is due partly to the heavy concentration of employment in the small plants in the relatively high-wage New York area. The nationwide relationship (\$2.40 for workers in smaller plants and \$2.42 in larger plants) resulted largely from the regional mix of the two size groups.

These comparisons of average hourly earnings do not isolate the influence of individual characteristics as a determinant of wages. Thus, the wage differences noted in the preceding paragraphs may reflect the interrelationship of these and other factors, including unionization and method of wage payment.

All but 4 percent of the workers earned from \$1.60 to \$4 an hour; the middle half in the array ranged between \$1.88 and \$2.77 (See table 2). Nationwide, 8 percent of the workers were paid at or slightly more than the Federal minimum wage, \$1.60 but less than \$1.65 an hour. The heaviest concentrations at this earnings interval were 14 to 16 percent in the Border States, Southeast, and Southwest; 6 percent or less was recorded in the remaining regions. Among industry branches studied separately, proportions in the \$1.60-\$1.65 interval ranged from 13 percent in moccasin-constructed shoes with hand-sewn plug to less than 3 percent for workers making misses' and children's Goodyear-welt shoes (See tables 2-9).

Occupational earnings

Average hourly earnings of workers in a number of occupations for seven industry branches are presented in

tables 10-36. These occupations, a relatively small proportion of those found in the industry, are arranged in the sequence of major shoemaking processes in the tables, and were chosen primarily to represent wage levels for the types of skills and operations used in manufacturing footwear.¹⁶

Cutting shoe uppers and linings—first of the major operations—is usually performed on machines. Vamp and whole shoe machine cutters earned from \$3.60 in the misses' and children's Goodyear-welt branch to \$2.72 an hour in plants making moccasin-constructed shoes with hand-sewn plug. The \$2.72 average declined between surveys from \$3.06 recorded in 1968 due to employment changes among regions in that branch. New England machine cutters of moccasin shoes accounted for 56 percent of the nationwide workers in 1971 while averaging \$3.22 an hour compared with 86 percent and a \$3.15 level in 1968.

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, in March 1971, had average earnings ranging from \$2.10 to \$2.48 an hour among branches for which data could be published. Pasters, backers, and fitters—also a numerically important group—usually averaged between 11 and 39 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 \$2.45 to \$2.86 an hour among the branches for which data could be shown. Where comparison was possible, pullover-machine operators usually averaged from 37 to 69 cents an hour more than machine assemblers for pullover. Average earnings for side lasters and toe lasters ranged from \$2.80 to \$3.57 and from \$2.80 to \$3.42, respectively, among 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 \$3.01 an hour, 2 cents less than their counterparts in men's Goodyear-welt work shoe plants and 19 cents less than those in misses' and children's Goodyear-welt shoe plants. Sole attachers in plants making women's cement-process shoes (conventional-lasting) averaged \$2.88, compared with \$2.80 in plants making misses' and children's cement-process (conventional-lasting) 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-lasting) shoes in Missouri, men employed as vamp and whole shoe machine cutters averaged 32 cents an hour more than women. (See table 31.) Of the 15 plants visited, however, 11 employed both men and women in the job; in seven of these, women averaged more than men.

Occupational averages are presented by size of community and size of establishment for the two major industry branches, men's Goodyear-welt dress shoes and women's cement-process (conventional-lasting) shoes (See tables 11-12 and 21-22). Also tabulated are job averages for metropolitan and nonmetropolitan areas by size of establishment in tables 13 and 23.

Earnings of individuals performing similar tasks varied within the same establishment, particularly for incentive jobs. In the 15 plants studied producing women's cement process (conventional-lasting) shoes in Missouri, for example, the highest paid shoe machine cutter exceeded the lowest paid by 70 cents to \$2.10 an hour.

Establishment practices and supplementary wage provisions

Data were also obtained on certain establishment practices supplementary wage and provisions for production and officeworkers, including work schedules; paid holidays; paid vacations; and health, insurance, and retirement plans.

Scheduled weekly hours and shift practices. Weekly work schedules of 40 hours were in effect in plants employing nearly nine-tenths of the production workers (table 38). The largest proportions working less than 40 hours were the Southwest (23 percent) and the Middle West (20 percent). For officeworkers, 40-hour schedules were predominant in each region; shorter hours were found most frequently in the Southwest and Great Lakes, and longer hours, most frequently in the Southeast. Virtually all of the production workers were employed on the day shift at the time of the survey.

Paid holidays. Nearly all production workers and officeworkers were employed in establishments providing paid holidays, most commonly 8 or 9 days annually (table 39). A majority of the production workers were granted 8 or 9 days in each region except the Middle Atlantic

¹⁶ Wage data for three office clerical jobs also are presented in a number of these tables.

and Border States, where holiday provisions were slightly less liberal. Officeworkers were provided about the same number of holidays as plantworkers.

Paid vacations. Virtually all production workers and officeworkers received paid vacations after qualifying periods of service (table 40). A large majority of the production workers received 1 week's pay after 1 year of service, 2 weeks after 5 years, and 3 weeks after 15 years. About one-tenth of the production workers were in establishments providing 4 weeks' vacation after 25 years of service; these provisions were found mostly in the Southeast and Great Lakes regions. Vacation provisions were slightly more liberal for officeworkers.

Health, insurance, and retirement plans. Slightly over nine-tenths of the production workers were provided the following types of insurance financed at least in part by the employer: Life, hospitalization, and surgical (See table 41). Slightly over four-fifths were covered by basic medical policies; two-thirds by sickness and accident insurance; nearly one-half by accidental death and dismemberment insurance; and about two-fifths by major medical plans. Coverage for some of these plans varied widely among the regions. Major medical insurance, for example, applied to three-fifths of the workers in the Border States and Great Lakes, but to less than one-tenth in the Middle West.

Retirement pension plans, providing regular payments for the remainder of the retiree's life (in addition to

Federal social security), were recorded in establishments employing approximately three-fifths of the plantworkers. Among the regions, the proportions of plantworkers covered by pension plans ranged from one-third in New England to over nine-tenths in the Middle West.

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

Other selected benefits. Provisions for pay while attending funerals of immediate relatives applied to three-fifths of the production and officeworkers. For production workers, coverage ranged from less than one-tenth in the Pacific States to more than nine-tenths in the Middle West, and for officeworkers, it ranged from two-thirds in the Border States to one-eighth in the Pacific.

Provisions for separation pay because of technological changes or plant closings were reported for slightly more than one-fifth of the production workers and one-seventh of the officeworkers. Coverage, however, was nonexistent for production workers in the Pacific, while nearly three-fourths of the Middle West were provided such benefits (table 42). For officeworkers, the proportions under such provisions ranged from less than 5 percent in New England to about one-half 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 1971)

Characteristic	United States ²		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Middle West		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All workers -----	145,518	\$2.42	43,976	\$2.52	27,953	\$2.42	8,924	\$2.16	20,598	\$2.18	8,670	\$2.18	19,110	\$2.61	14,179	\$2.47	1,908	\$2.39
Men -----	51,695	2.72	17,398	2.87	11,087	2.71	2,329	2.39	7,550	2.36	2,446	2.43	5,566	3.02	4,362	2.71	949	2.65
Women -----	93,823	2.25	26,578	2.30	16,866	2.23	6,595	2.08	13,048	2.07	6,224	2.08	13,544	2.45	9,817	2.37	959	2.14
Predominant type of shoe: ³																		
Men's Goodyear-welt dress shoes -----	27,577	2.48	5,841	2.61	-	-	-	-	3,401	2.30	-	-	4,556	2.71	-	-	-	-
Men's Goodyear-welt work shoes -----	7,350	2.49	2,304	2.62	-	-	-	-	-	-	-	-	1,923	2.79	-	-	-	-
Men's cement-process shoes -----	12,506	2.43	4,223	2.53	-	-	-	-	-	-	-	-	2,278	2.83	-	-	-	-
Women's cement-process (conventional-lasted) shoes -----	56,551	2.44	20,042	2.47	12,317	2.47	3,584	2.15	-	-	2,962	2.27	6,605	2.52	5,893	2.51	1,542	2.40
Misses' and children's cement-process (conventional-lasted) shoes -----	8,825	2.31	-	-	-	-	-	-	-	-	-	-	-	-	2,351	2.41	-	-
Misses' and children's Goodyear-welt shoes -----	4,644	2.63	-	-	1,927	2.26	-	-	-	-	-	-	-	-	-	-	-	-
Moccasin-constructed shoes with hand-sewn plug -----	4,042	2.48	3,270	2.60	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Size of community:																		
Metropolitan areas ⁴ -----	61,510	2.50	22,238	2.61	21,882	2.46	2,288	2.16	4,274	2.20	-	-	5,639	2.67	-	-	-	-
Nonmetropolitan areas -----	84,008	2.36	21,738	2.43	6,071	2.27	6,636	2.16	16,324	2.17	7,166	2.19	13,471	2.59	12,402	2.47	-	-
Size of establishment:																		
50-249 workers -----	39,920	2.40	15,106	2.49	9,714	2.51	2,292	1.96	-	-	-	-	4,448	2.45	2,025	2.30	1,135	2.49
250 workers or more -----	105,598	2.42	28,870	2.54	18,239	2.37	6,632	2.23	17,033	2.19	7,235	2.22	14,662	2.66	12,154	2.50	-	-

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

² Includes data for the Mountain region 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 areas tables.

³ Establishments were classified by major types of shoes produced during the preceding year. The all-workers total 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. Office of Management and Budget through January 1968.

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 1971)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women								
\$1.60 and under \$1.65 -----	8.0	4.9	9.7	5.4	6.3	15.6	16.0	13.8	3.8	5.3	0.2
\$1.65 and under \$1.70 -----	2.4	1.6	2.9	1.9	2.2	3.5	2.2	6.2	2.1	1.6	9.7
\$1.70 and under \$1.75 -----	3.6	2.3	4.3	4.0	3.8	4.8	4.0	4.3	1.5	3.0	1.6
\$1.75 and under \$1.80 -----	3.8	2.5	4.5	3.7	3.4	4.6	4.1	5.3	2.6	3.3	12.7
\$1.80 and under \$1.85 -----	4.3	2.8	5.2	4.3	4.3	4.9	3.8	6.9	3.1	5.2	3.5
\$1.85 and under \$1.90 -----	4.2	2.7	5.1	3.3	6.5	5.8	4.1	5.2	2.4	3.7	4.5
\$1.90 and under \$1.95 -----	3.6	2.6	4.2	3.6	4.4	5.1	3.5	4.4	2.3	3.0	3.6
\$1.95 and under \$2.00 -----	3.2	2.2	3.7	2.6	3.8	4.7	4.4	2.8	2.1	2.5	2.9
\$2.00 and under \$2.10 -----	8.7	6.7	9.7	9.8	9.2	7.0	11.2	7.7	5.6	6.3	7.9
\$2.10 and under \$2.20 -----	7.0	5.5	7.9	6.4	5.7	8.4	7.5	7.0	7.7	9.6	4.9
\$2.20 and under \$2.30 -----	5.9	5.7	6.0	5.8	5.7	5.6	6.6	4.3	6.9	6.0	6.2
\$2.30 and under \$2.40 -----	4.9	4.7	5.0	4.2	4.8	3.2	5.4	5.1	6.5	5.5	4.2
\$2.40 and under \$2.50 -----	4.4	3.9	4.8	4.1	4.4	4.4	4.8	3.4	5.5	4.9	1.9
\$2.50 and under \$2.60 -----	4.7	5.0	4.5	4.9	4.2	4.1	4.4	3.3	6.0	4.7	3.9
\$2.60 and under \$2.70 -----	3.8	4.2	3.5	3.8	3.7	3.6	2.5	3.0	5.0	4.5	3.4
\$2.70 and under \$2.80 -----	3.5	3.6	3.4	3.6	3.1	3.1	2.8	1.9	4.5	4.4	3.3
\$2.80 and under \$2.90 -----	3.0	3.7	2.6	2.8	2.7	2.3	2.4	2.8	4.1	3.8	2.9
\$2.90 and under \$3.00 -----	2.7	3.4	2.4	2.7	3.2	1.4	2.1	2.3	3.5	2.9	2.8
\$3.00 and under \$3.10 -----	2.6	3.8	1.9	3.1	2.8	1.5	1.8	2.0	2.9	2.6	2.8
\$3.10 and under \$3.20 -----	2.3	3.3	1.8	2.5	2.5	1.3	1.1	1.6	3.4	2.7	1.6
\$3.20 and under \$3.30 -----	1.8	2.9	1.2	2.0	1.8	1.0	.9	1.0	2.8	2.2	1.6
\$3.30 and under \$3.40 -----	1.5	2.4	1.0	1.9	1.4	.9	.8	.8	2.0	1.5	2.2
\$3.40 and under \$3.50 -----	1.4	2.4	.9	1.6	1.5	.5	1.1	1.1	1.7	1.7	1.6
\$3.50 and under \$3.60 -----	1.2	2.0	.8	1.5	1.0	.4	.5	1.1	1.8	1.7	1.9
\$3.60 and under \$3.70 -----	1.1	1.9	.6	1.3	1.1	.5	.4	.8	1.3	1.4	1.3
\$3.70 and under \$3.80 -----	.9	1.8	.5	1.1	1.0	.5	.5	.4	1.1	1.3	1.5
\$3.80 and under \$3.90 -----	.7	1.3	.4	1.0	.7	.2	.2	.4	1.0	.8	.5
\$3.90 and under \$4.00 -----	.6	1.1	.3	.8	.5	.2	.1	.6	.7	.5	.5
\$4.00 and under \$4.10 -----	.6	1.2	.3	.8	.8	(³)	.2	.1	.8	.7	.9
\$4.10 and under \$4.20 -----	.5	1.0	.2	.8	.5	(³)	.1	.1	.7	.4	.6
\$4.20 and under \$4.30 -----	.5	1.0	.2	.6	.5	.2	.2	.1	.8	.5	1.0
\$4.30 and under \$4.40 -----	.4	.8	.1	.5	.3	.2	(³)	.1	.6	.3	.6
\$4.40 and under \$4.50 -----	.4	.9	.1	.7	.5	.1	.1	(³)	.4	.2	.2
\$4.50 and over -----	1.6	4.4	.3	2.8	1.8	.4	.1	.2	2.7	1.4	.9
Total -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	145,518	51,695	93,823	43,976	27,953	8,924	20,598	8,670	19,110	14,179	1,908
Average hourly earnings ¹ -----	\$2.42	\$2.72	\$2.25	\$2.52	\$2.42	\$2.16	\$2.18	\$2.18	\$2.61	\$2.47	\$2.39

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

² Includes data for the Mountain 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 1971)

Average hourly earnings ¹	United States ²			New England	Southeast	Great Lakes
	Total	Men	Women			
\$ 1.60 and under \$ 1.65 -----	5.2	4.3	5.7	3.7	10.5	0.9
\$ 1.65 and under \$ 1.70 -----	2.0	1.0	2.7	1.2	2.7	.7
\$ 1.70 and under \$ 1.75 -----	2.8	1.4	3.7	2.6	3.4	.9
\$ 1.75 and under \$ 1.80 -----	2.7	2.1	3.1	2.4	1.9	3.4
\$ 1.80 and under \$ 1.85 -----	3.5	1.8	4.6	3.9	2.6	2.6
\$ 1.85 and under \$ 1.90 -----	4.0	3.5	4.3	3.5	2.4	1.9
\$ 1.90 and under \$ 1.95 -----	4.0	3.0	4.6	5.5	2.3	3.1
\$ 1.95 and under \$ 2.00 -----	3.3	2.2	4.0	2.9	4.7	2.4
\$ 2.00 and under \$ 2.10 -----	9.2	6.9	10.6	8.7	13.6	5.5
\$ 2.10 and under \$ 2.20 -----	7.8	5.8	9.1	7.2	8.1	9.4
\$ 2.20 and under \$ 2.30 -----	6.6	5.7	7.1	6.4	7.2	7.7
\$ 2.30 and under \$ 2.40 -----	5.1	5.0	5.2	5.1	5.6	5.7
\$ 2.40 and under \$ 2.50 -----	4.6	4.2	4.9	3.8	4.9	5.4
\$ 2.50 and under \$ 2.60 -----	4.7	4.7	4.7	3.6	4.6	5.2
\$ 2.60 and under \$ 2.70 -----	4.2	4.2	4.2	3.4	3.1	5.6
\$ 2.70 and under \$ 2.80 -----	4.0	4.4	3.8	4.1	4.2	4.8
\$ 2.80 and under \$ 2.90 -----	3.1	4.1	2.5	3.2	2.7	2.9
\$ 2.90 and under \$ 3.00 -----	3.1	3.9	2.6	3.3	2.6	3.2
\$ 3.00 and under \$ 3.10 -----	3.1	3.7	2.7	3.5	2.7	3.2
\$ 3.10 and under \$ 3.20 -----	2.9	4.2	2.0	2.5	1.9	2.9
\$ 3.20 and under \$ 3.30 -----	2.1	2.9	1.5	1.4	1.0	2.9
\$ 3.30 and under \$ 3.40 -----	1.8	2.7	1.3	2.0	1.9	2.3
\$ 3.40 and under \$ 3.50 -----	1.5	2.3	1.0	2.1	1.6	1.8
\$ 3.50 and under \$ 3.60 -----	1.2	1.9	.8	1.6	.8	2.3
\$ 3.60 and under \$ 3.70 -----	1.2	2.0	.7	1.4	.7	1.4
\$ 3.70 and under \$ 3.80 -----	.9	1.6	.5	1.3	.6	1.2
\$ 3.80 and under \$ 3.90 -----	.8	1.4	.5	1.1	.3	1.1
\$ 3.90 and under \$ 4.00 -----	.7	1.2	.4	1.1	.4	1.3
\$ 4.00 and under \$ 4.10 -----	.5	.9	.3	.8	.4	1.1
\$ 4.10 and under \$ 4.20 -----	.6	1.0	.3	.8	.1	1.1
\$ 4.20 and under \$ 4.30 -----	.5	.9	.2	.7	.2	1.2
\$ 4.30 and under \$ 4.40 -----	.3	.6	.1	.6	.1	.7
\$ 4.40 and under \$ 4.50 -----	.3	.5	.1	.4	.2	.5
\$ 4.50 and over -----	1.8	4.0	.3	3.9	.1	3.9
Total -----	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers -----	27,577	10,830	16,747	5,841	3,401	4,556
Average hourly earnings ¹ -----	\$ 2.48	\$ 2.71	\$ 2.32	\$ 2.61	\$ 2.30	\$ 2.71

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.

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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 1971)

Average hourly earnings ¹	United States ²			New England	Great Lakes
	Total	Men	Women		
\$1.60 and under \$1.65.....	3.7	3.2	4.1	1.1	1.5
\$1.65 and under \$1.70.....	1.1	.5	1.6	.3	.5
\$1.70 and under \$1.75.....	3.0	1.5	4.3	1.6	.9
\$1.75 and under \$1.80.....	3.0	1.6	4.1	1.7	3.3
\$1.80 and under \$1.85.....	4.8	3.7	5.6	5.9	3.0
\$1.85 and under \$1.90.....	3.9	2.7	4.9	3.2	1.7
\$1.90 and under \$1.95.....	4.5	2.4	6.2	4.1	1.4
\$1.95 and under \$2.00.....	2.9	2.9	2.8	2.0	2.3
\$2.00 and under \$2.10.....	10.2	10.4	10.1	11.8	4.8
\$2.10 and under \$2.20.....	5.9	5.5	6.3	4.6	5.8
\$2.20 and under \$2.30.....	5.8	6.8	5.0	4.9	5.6
\$2.30 and under \$2.40.....	5.7	5.5	5.8	4.5	6.7
\$2.40 and under \$2.50.....	5.7	5.5	5.9	6.3	5.6
\$2.50 and under \$2.60.....	4.1	3.0	5.1	3.5	5.7
\$2.60 and under \$2.70.....	4.0	3.3	4.6	5.4	4.8
\$2.70 and under \$2.80.....	3.6	2.6	4.3	4.6	3.9
\$2.80 and under \$2.90.....	3.3	3.3	3.3	3.5	4.9
\$2.90 and under \$3.00.....	3.0	3.7	2.4	3.0	3.5
\$3.00 and under \$3.10.....	3.8	4.7	3.1	4.5	5.7
\$3.10 and under \$3.20.....	2.5	2.7	2.3	3.9	3.0
\$3.20 and under \$3.30.....	2.3	3.9	1.1	3.1	3.8
\$3.30 and under \$3.40.....	2.1	3.0	1.3	2.8	2.6
\$3.40 and under \$3.50.....	1.4	1.3	1.6	1.6	2.3
\$3.50 and under \$3.60.....	1.4	1.7	1.2	1.2	3.0
\$3.60 and under \$3.70.....	1.1	1.9	.5	1.7	1.6
\$3.70 and under \$3.80.....	1.2	2.1	.6	2.4	1.1
\$3.80 and under \$3.90.....	.8	1.4	.4	1.0	1.9
\$3.90 and under \$4.00.....	.6	.7	.4	.7	.7
\$4.00 and under \$4.10.....	.8	1.6	.2	.8	1.1
\$4.10 and under \$4.20.....	.5	.8	.2	.7	.9
\$4.20 and under \$4.30.....	.5	1.1	.1	.5	.8
\$4.30 and under \$4.40.....	.4	.5	.3	.3	1.0
\$4.40 and under \$4.50.....	.2	.4	.1	.5	.4
\$4.50 and over.....	2.0	4.1	.3	2.5	4.3
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	7,350	3,254	4,096	2,304	1,923
Average hourly earnings ¹	\$2.49	\$2.70	\$2.33	\$2.62	\$2.79

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

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

Table 5. Earnings distribution: Men's cement-process shoes

(Percent distribution of production workers by average straight-time hourly earnings,¹ United States and selected regions, March 1971)

Average hourly earnings ¹	United States ²			New England	Great Lakes
	Total	Men	Women		
\$1.60 and under \$1.65.....	6.7	3.1	8.8	2.4	1.5
\$1.65 and under \$1.70.....	1.4	.4	1.9	2.1	1.1
\$1.70 and under \$1.75.....	2.6	1.6	3.2	4.2	.4
\$1.75 and under \$1.80.....	4.4	3.7	4.8	3.4	.7
\$1.80 and under \$1.85.....	2.8	1.2	3.8	1.9	2.8
\$1.85 and under \$1.90.....	4.4	2.8	5.4	4.0	1.8
\$1.90 and under \$1.95.....	2.7	2.0	3.1	2.4	1.4
\$1.95 and under \$2.00.....	3.5	2.8	3.9	2.8	1.0
\$2.00 and under \$2.10.....	10.1	7.6	11.6	10.6	4.3
\$2.10 and under \$2.20.....	8.4	8.1	8.7	9.5	5.4
\$2.20 and under \$2.30.....	8.1	8.1	8.1	8.1	7.2
\$2.30 and under \$2.40.....	5.8	5.7	5.8	5.0	8.3
\$2.40 and under \$2.50.....	4.3	4.1	4.4	4.0	6.0
\$2.50 and under \$2.60.....	4.6	4.6	4.6	4.8	7.3
\$2.60 and under \$2.70.....	3.8	4.7	3.3	4.5	4.7
\$2.70 and under \$2.80.....	3.4	3.5	3.3	3.5	5.5
\$2.80 and under \$2.90.....	3.5	4.9	2.8	4.3	4.6
\$2.90 and under \$3.00.....	2.0	2.2	1.9	2.2	2.9
\$3.00 and under \$3.10.....	2.4	3.2	1.9	1.9	3.4
\$3.10 and under \$3.20.....	2.1	2.4	1.9	2.6	4.5
\$3.20 and under \$3.30.....	1.6	2.7	1.0	1.4	3.3
\$3.30 and under \$3.40.....	1.4	1.9	1.1	2.2	1.7
\$3.40 and under \$3.50.....	1.1	1.5	.9	1.1	2.1
\$3.50 and under \$3.60.....	.9	1.4	.5	1.0	1.8
\$3.60 and under \$3.70.....	.9	1.6	.5	1.2	1.5
\$3.70 and under \$3.80.....	1.0	1.9	.5	.8	2.5
\$3.80 and under \$3.90.....	.7	1.0	.4	.8	1.0
\$3.90 and under \$4.00.....	.5	.8	.3	.6	1.1
\$4.00 and under \$4.10.....	.7	1.2	.5	1.3	1.4
\$4.10 and under \$4.20.....	.4	.9	.2	.8	.9
\$4.20 and under \$4.30.....	.4	.9	(³)	.4	1.1
\$4.30 and under \$4.40.....	.4	1.0	(³)	.4	.9
\$4.40 and under \$4.50.....	.2	.5	.1	.1	.7
\$4.50 and over.....	2.5	5.9	.6	3.6	5.4
Total.....	100.0	100.0	100.0	100.0	100.0
Number of workers.....	12,506	4,607	7,899	4,223	2,278
Average hourly earnings ¹	\$2.43	\$2.72	\$2.26	\$2.53	\$2.83

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 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 1971)

Average hourly earnings ¹	United States ²			New England	Middle Atlantic	Border States	Southwest	Great Lakes	Middle West	Pacific
	Total	Men	Women							
\$ 1.60 and under \$ 1.65	7.7	4.7	9.2	6.8	8.7	19.4	10.1	6.5	5.0	0.3
\$ 1.65 and under \$ 1.70	2.1	1.5	2.5	1.8	2.5	2.5	2.9	1.5	1.1	10.1
\$ 1.70 and under \$ 1.75	3.3	2.2	3.8	4.7	3.0	4.1	5.7	1.6	1.5	.6
\$ 1.75 and under \$ 1.80	3.7	2.3	4.5	4.0	2.8	3.5	5.2	2.1	3.3	13.2
\$ 1.80 and under \$ 1.85	4.1	2.7	4.8	4.7	4.3	4.0	4.1	3.0	4.0	1.6
\$ 1.85 and under \$ 1.90	4.3	2.3	5.2	2.7	6.6	4.7	6.2	3.5	3.4	4.2
\$ 1.90 and under \$ 1.95	3.5	2.3	4.1	3.0	4.1	4.6	4.2	2.3	3.6	3.1
\$ 1.95 and under \$ 2.00	3.0	1.7	3.6	2.8	3.6	2.2	2.9	1.9	2.2	3.3
\$ 2.00 and under \$ 2.10	9.0	6.4	10.3	11.0	8.1	7.7	8.9	6.0	7.1	9.1
\$ 2.10 and under \$ 2.20	7.0	5.4	7.9	6.5	5.7	9.3	6.0	7.2	9.1	4.1
\$ 2.20 and under \$ 2.30	5.7	5.1	5.9	5.3	5.3	6.3	4.4	6.8	5.7	7.4
\$ 2.30 and under \$ 2.40	4.8	4.2	5.1	3.8	4.5	4.4	5.0	6.8	6.1	4.5
\$ 2.40 and under \$ 2.50	4.5	3.9	4.8	3.8	4.4	5.2	4.0	5.9	5.5	2.1
\$ 2.50 and under \$ 2.60	5.0	5.8	4.7	5.4	4.2	4.3	4.6	6.7	4.8	4.1
\$ 2.60 and under \$ 2.70	3.9	4.5	3.7	3.7	3.1	4.3	4.0	4.9	5.3	3.4
\$ 2.70 and under \$ 2.80	3.5	3.5	3.5	3.3	3.6	2.5	1.5	4.1	4.8	3.7
\$ 2.80 and under \$ 2.90	3.0	3.3	2.8	2.3	1.9	3.0	4.7	4.5	4.6	3.5
\$ 2.90 and under \$ 3.00	2.8	3.6	2.5	2.8	2.5	2.1	3.5	4.2	3.1	2.9
\$ 3.00 and under \$ 3.10	2.3	3.5	1.8	2.9	2.2	.8	2.0	2.5	2.5	
\$ 3.10 and under \$ 3.20	2.3	3.3	1.8	2.4	2.0	.9	1.4	3.9	2.5	1.5
\$ 3.20 and under \$ 3.30	1.8	3.1	1.1	1.9	1.8	.8	1.5	2.8	1.7	1.4
\$ 3.30 and under \$ 3.40	1.5	2.3	1.1	1.9	1.4	1.0	.4	1.9	1.1	2.3
\$ 3.40 and under \$ 3.50	1.5	2.5	1.0	1.3	1.5	.7	1.0	1.5	2.1	1.4
\$ 3.50 and under \$ 3.60	1.5	2.4	1.0	1.6	1.3	.3	2.0	1.6	2.0	1.8
\$ 3.60 and under \$ 3.70	1.2	2.2	.7	1.2	1.3	.2	.9	1.2	1.7	1.3
\$ 3.70 and under \$ 3.80	1.1	2.1	.6	1.3	1.3	.4	.8	.7	.9	1.6
\$ 3.80 and under \$ 3.90	.8	1.5	.5	1.1	.7	.1	.4	1.0	1.0	.5
\$ 3.90 and under \$ 4.00	.7	1.3	.3	.9	.8	.1	.7	.4	.5	.5
\$ 4.00 and under \$ 4.10	.7	1.5	.3	.7	1.0	.1	(³)	.5	.8	.8
\$ 4.10 and under \$ 4.20	.5	1.2	.2	.8	.7	.1	.2	.4	.1	.6
\$ 4.20 and under \$ 4.30	.5	1.0	.3	.5	.8	.1	.2	.6	.4	.8
\$ 4.30 and under \$ 4.40	.4	.9	.1	.4	.6	.1	.1	.5	.2	.8
\$ 4.40 and under \$ 4.50	.4	.9	.1	.6	.5	.3	.1	.2	.2	.3
\$ 4.50 and over	1.8	4.9	.3	2.1	3.3	.1	(³)	1.3	2.0	.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	56,551	18,586	37,965	20,042	12,317	3,584	2,962	6,605	5,893	1,542
Average hourly earnings ¹	\$ 2.44	\$ 2.78	\$ 2.27	\$ 2.47	\$ 2.47	\$ 2.15	\$ 2.27	\$ 2.52	\$ 2.51	\$ 2.40

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 7. 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 Middle West region, March 1971)

Average hourly earnings ¹	United States ²			Middle West
	Total	Men	Women	
\$1.60 and under \$1.65	12.3	8.5	13.8	5.3
\$1.65 and under \$1.70	3.0	1.7	3.5	2.3
\$1.70 and under \$1.75	4.0	4.6	3.8	4.1
\$1.75 and under \$1.80	3.5	1.7	4.3	3.6
\$1.80 and under \$1.85	7.2	5.7	7.8	5.7
\$1.85 and under \$1.90	3.6	2.5	4.0	4.8
\$1.90 and under \$1.95	3.2	2.2	3.6	3.6
\$1.95 and under \$2.00	3.1	2.5	3.4	4.6
\$2.00 and under \$2.10	6.1	6.2	6.0	5.4
\$2.10 and under \$2.20	7.0	4.7	7.9	8.4
\$2.20 and under \$2.30	5.9	7.5	5.3	6.0
\$2.30 and under \$2.40	5.2	6.3	4.8	4.4
\$2.40 and under \$2.50	4.2	2.3	4.9	4.9
\$2.50 and under \$2.60	4.0	4.0	4.0	3.0
\$2.60 and under \$2.70	3.2	5.0	2.5	4.9
\$2.70 and under \$2.80	3.8	3.0	4.1	3.6
\$2.80 and under \$2.90	2.7	2.9	2.7	4.1
\$2.90 and under \$3.00	3.4	3.0	3.5	3.4
\$3.00 and under \$3.10	2.1	3.7	1.4	3.1
\$3.10 and under \$3.20	2.2	2.7	2.0	1.9
\$3.20 and under \$3.30	2.1	2.9	1.8	3.0
\$3.30 and under \$3.40	1.0	2.0	.5	1.7
\$3.40 and under \$3.50	1.3	2.4	.9	1.2
\$3.50 and under \$3.60	1.1	1.2	1.0	1.5
\$3.60 and under \$3.70	.8	1.9	.4	.6
\$3.70 and under \$3.80	.7	1.4	.4	1.0
\$3.80 and under \$3.90	.7	1.4	.4	.6
\$3.90 and under \$4.00	.5	1.1	.3	.3
\$4.00 and under \$4.10	.4	.8	.2	.6
\$4.10 and under \$4.20	.3	.2	.3	-
\$4.20 and under \$4.30	.1	.2	.1	.2
\$4.30 and under \$4.40	.4	.7	.3	.7
\$4.40 and under \$4.50	.1	.1	.1	-
\$4.50 and over	.9	3.1	.1	1.4
Total	100.0	100.0	100.0	100.0
Number of workers	8,825	2,483	6,342	2,351
Average hourly earnings ¹	\$2.31	\$2.55	\$2.22	\$2.41

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

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

Table 8. 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 1971)

Average hourly earnings ¹	United States ²			Middle Atlantic
	Total	Men	Women	
\$1.60 and under \$1.65	2.8	2.9	2.8	3.2
\$1.65 and under \$1.70	1.5	1.2	1.7	3.4
\$1.70 and under \$1.75	3.6	2.5	4.3	7.8
\$1.75 and under \$1.80	3.8	1.7	5.2	4.8
\$1.80 and under \$1.85	4.4	2.0	6.0	4.9
\$1.85 and under \$1.90	3.2	.8	4.8	4.5
\$1.90 and under \$1.95	4.7	4.2	5.0	8.3
\$1.95 and under \$2.00	3.0	2.2	3.5	5.1
\$2.00 and under \$2.10	4.9	3.2	6.0	7.9
\$2.10 and under \$2.20	6.1	3.2	8.1	6.9
\$2.20 and under \$2.30	5.8	4.7	6.6	8.3
\$2.30 and under \$2.40	4.4	3.5	5.0	4.3
\$2.40 and under \$2.50	5.9	4.0	7.3	4.3
\$2.50 and under \$2.60	5.2	5.1	5.3	3.3
\$2.60 and under \$2.70	4.0	3.4	4.4	3.7
\$2.70 and under \$2.80	3.6	2.5	4.4	2.3
\$2.80 and under \$2.90	3.9	4.7	3.3	2.2
\$2.90 and under \$3.00	4.2	4.7	3.8	3.1
\$3.00 and under \$3.10	3.0	4.8	1.7	1.9
\$3.10 and under \$3.20	2.6	4.5	1.2	1.2
\$3.20 and under \$3.30	2.3	2.8	2.0	2.0
\$3.30 and under \$3.40	2.0	3.5	1.1	.9
\$3.40 and under \$3.50	2.4	4.7	.9	1.5
\$3.50 and under \$3.60	1.0	1.0	.9	.5
\$3.60 and under \$3.70	1.0	1.4	.7	.4
\$3.70 and under \$3.80	1.2	2.2	.5	.6
\$3.80 and under \$3.90	.6	.9	.4	.7
\$3.90 and under \$4.00	.6	1.4	(3)	.6
\$4.00 and under \$4.10	.5	.5	.5	.2
\$4.10 and under \$4.20	.6	.7	.5	.1
\$4.20 and under \$4.30	1.1	2.7	-	-
\$4.30 and under \$4.40	.3	.1	.4	.1
\$4.40 and under \$4.50	1.6	2.7	.8	.4
\$4.50 and over	4.3	9.4	.9	.8
Total	100.0	100.0	100.0	100.0
Number of workers	4,644	1,888	2,756	1,927
Average hourly earnings ¹	\$2.63	\$3.00	\$2.37	\$2.26

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 Less than 0.05 percent.

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

Table 9. 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 1971)

Average hourly earnings ¹	United States ²			New England
	Total	Men	Women	
\$1.60 and under \$1.65	13.1	5.8	18.6	6.4
\$1.65 and under \$1.70	2.5	.6	3.9	.8
\$1.70 and under \$1.75	4.4	2.8	5.6	4.2
\$1.75 and under \$1.80	3.6	.6	5.8	3.6
\$1.80 and under \$1.85	3.2	3.2	3.2	3.6
\$1.85 and under \$1.90	3.3	1.3	4.8	3.7
\$1.90 and under \$1.95	3.3	1.8	4.4	3.5
\$1.95 and under \$2.00	2.2	1.2	2.9	2.5
\$2.00 and under \$2.10	5.4	3.0	7.1	5.7
\$2.10 and under \$2.20	5.7	3.2	7.6	5.8
\$2.20 and under \$2.30	5.8	6.0	5.7	6.5
\$2.30 and under \$2.40	3.6	3.6	3.7	3.3
\$2.40 and under \$2.50	4.4	4.9	3.9	5.0
\$2.50 and under \$2.60	4.3	5.0	3.7	4.7
\$2.60 and under \$2.70	4.9	4.7	5.1	5.5
\$2.70 and under \$2.80	2.4	3.6	1.6	2.3
\$2.80 and under \$2.90	2.9	4.1	2.0	3.2
\$2.90 and under \$3.00	2.4	2.6	2.2	2.6
\$3.00 and under \$3.10	3.0	5.4	1.2	3.7
\$3.10 and under \$3.20	1.5	1.6	1.3	1.6
\$3.20 and under \$3.30	2.4	4.6	.6	2.7
\$3.30 and under \$3.40	1.1	1.7	.6	1.1
\$3.40 and under \$3.50	2.7	4.3	1.4	3.3
\$3.50 and under \$3.60	1.2	2.1	.5	1.4
\$3.60 and under \$3.70	1.8	2.5	1.2	2.2
\$3.70 and under \$3.80	.9	1.8	.2	.8
\$3.80 and under \$3.90	1.0	2.0	.3	1.2
\$3.90 and under \$4.00	.6	1.3	.1	.8
\$4.00 and under \$4.10	.5	.9	.3	.7
\$4.10 and under \$4.20	.7	1.5	(³)	.8
\$4.20 and under \$4.30	.4	1.0	-	.5
\$4.30 and under \$4.40	1.2	2.8	-	1.5
\$4.40 and under \$4.50	.9	1.8	.3	1.2
\$4.50 and over	2.9	6.6	.1	3.6
Total	100.0	100.0	100.0	100.0
Number of workers	4,042	1,733	2,309	3,270
Average hourly earnings ¹	\$2.48	\$2.92	\$2.14	\$2.60

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

² Includes data for regions in addition to New England.

³ Less than 0.05 percent.

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

Table 10. 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 1971)

Department, occupation, and sex	United States ²				New England				Middle Atlantic			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations												
Cutting												
Cutters, lining, machine.....	408	\$2.59	\$2.45	\$2.00-33.00	79	\$3.00	\$2.95	\$2.30-33.45	55	\$2.40	\$2.33	\$1.79-32.84
Men.....	137	2.72	2.65	2.04-3.21	60	3.00	2.96	2.44-3.36	15	2.13	1.79	1.70-2.37
Women.....	271	2.52	2.38	2.00-2.92	19	3.00	2.75	2.10-3.91	40	2.50	2.42	1.97-2.93
Leather.....	366	2.55	2.39	1.99-2.96	61	2.94	2.79	2.30-3.36	51	2.36	2.16	1.79-2.75
Men.....	113	2.68	2.60	2.02-3.21	48	2.96	2.95	2.44-3.32	14	2.09	-	-
Women.....	253	2.49	2.34	1.99-2.85	13	2.84	-	-	37	2.46	2.40	1.97-2.84
Synthetics.....	42	2.96	2.90	2.54-3.37	18	3.20	3.35	2.73-3.88	-	-	-	-
Men.....	24	2.90	2.76	2.57-3.14	12	3.12	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine ³	1,091	3.21	3.09	2.52-3.81	194	3.82	3.76	3.18-4.32	162	3.42	3.41	2.94-3.90
Men.....	651	3.50	3.43	2.78-4.11	184	3.88	3.81	3.20-4.42	-	-	-	-
Women.....	440	2.79	2.64	2.25-3.18	10	2.77	-	-	55	2.86	2.96	2.59-3.18
Leather.....	1,082	3.22	3.09	2.52-3.82	190	3.85	3.80	3.18-4.33	162	3.42	3.41	2.94-3.90
Men.....	648	3.50	3.44	2.78-4.11	182	3.89	3.81	3.21-4.42	-	-	-	-
Women.....	434	2.79	2.64	2.26-3.19	8	2.90	-	-	55	2.86	2.96	2.59-3.18
Fitting												
Fancy stitchers (5 men, 1,289 women).....	1,294	2.44	2.37	1.93-2.79	181	2.76	2.66	2.19-3.21	139	2.59	2.50	1.94-3.01
Pasters, backers, or fitters, upper, hand (6 men, 587 women).....	593	2.19	2.07	1.80-2.49	72	2.20	2.06	1.90-2.50	83	2.19	2.11	1.84-2.43
Sewers, hand (moccasin-constructed shoes) 17 men, 39 women).....	56	2.66	2.37	1.99-2.73	17	3.63	3.14	2.71-4.27	-	-	-	-
Skivers, machine, uppers or linings (1 man, 538 women).....	539	2.41	2.28	1.93-2.79	114	2.65	2.50	2.21-3.01	112	2.45	2.32	2.03-2.81
Top stitchers (12 men, 723 women).....	735	2.43	2.34	2.00-2.74	120	2.64	2.46	2.19-3.00	171	2.41	2.35	2.01-2.68
Vampers (7 men, 879 women).....	886	2.46	2.36	1.95-2.90	125	2.88	2.88	2.41-3.36	-	-	-	-
Lasting												
Assemblers for pullover, machine.....	270	2.60	2.38	2.07-2.97	46	3.41	3.36	2.60-3.88	42	2.61	2.48	2.10-2.90
Men.....	152	2.84	2.69	2.21-3.26	36	3.55	3.54	2.70-4.13	33	2.72	2.53	2.24-3.12
Women.....	118	2.29	2.20	1.90-2.59	10	2.89	-	-	-	-	-	-
Bed-machine operators (45 men, 5 women).....	50	2.67	2.76	2.30-2.93	10	2.76	-	-	-	-	-	-
Heel-seat lasters (121 men, 19 women).....	140	2.67	2.52	2.16-3.02	24	2.95	2.81	2.30-3.52	19	2.66	2.58	2.25-3.00
Pullover-machine operators (293 men, 1 woman).....	294	3.20	3.19	2.47-3.79	63	3.68	3.50	3.00-3.92	49	3.04	3.00	2.47-3.46
Side lasters, machine (354 men, 5 women) ³	359	2.93	2.92	2.30-3.42	56	3.54	3.45	3.03-3.92	59	3.10	3.09	2.72-3.40
Staple or tack lasting (330 men, 3 women).....	333	2.92	2.91	2.30-3.42	52	3.54	3.44	3.02-3.92	45	3.02	3.06	2.69-3.32
Toe lasters, automatic, or semiautomatic (224 men, 19 women).....	243	2.99	2.85	2.21-3.54	54	3.31	3.28	2.48-4.00	40	3.11	3.15	2.23-3.78
Bottom and making												
Bottom fillers.....	122	2.41	2.29	1.85-2.75	18	2.95	2.70	2.13-3.30	14	2.29	-	-
Men.....	46	2.68	2.70	2.00-3.10	13	3.02	-	-	9	2.38	-	-
Women.....	76	2.24	2.16	1.85-2.41	-	-	-	-	-	-	-	-
Edge trimmers (364 men, 21 women).....	385	3.57	3.59	2.82-4.25	84	4.07	3.85	3.34-4.59	61	3.49	3.50	2.99-4.21
Goodyear stitchers (430 men, 21 women).....	451	3.01	2.95	2.46-3.47	74	3.58	3.42	2.82-4.17	85	2.94	2.99	2.46-3.28
Heel attachers, machine (217 men, 1 woman).....	238	2.78	2.71	2.15-3.25	41	3.21	3.04	2.77-3.54	33	2.63	2.62	2.14-3.03
Inseamers (226 men, 23 women).....	249	3.04	2.85	2.25-3.60	46	3.99	3.71	2.91-4.71	34	2.90	2.79	2.45-3.17
Jointers, machine.....	34	2.56	2.70	2.00-2.76	7	3.17	-	-	-	-	-	-
Men.....	22	2.71	2.70	2.21-3.07	-	-	-	-	-	-	-	-
Women.....	12	2.44	2.50	1.96-2.92	9	2.63	-	-	-	-	-	-
Littleway stitchers (14 men, 1 woman).....	15	2.93	2.89	2.41-3.34	41	3.31	3.06	2.57-3.58	25	2.93	3.02	2.47-3.24
Rough rounders (182 men, 5 women).....	187	2.21	2.14	1.80-2.53	11	2.44	-	-	16	2.28	2.19	1.90-2.77
Shankers.....	85	2.21	2.25	2.01-2.86	6	2.60	-	-	-	-	-	-
Men.....	17	2.37	2.25	2.01-2.86	6	2.60	-	-	-	-	-	-
Women.....	68	2.17	2.11	1.80-2.47	-	-	-	-	13	2.24	-	-
Sole attachers, cement process (68 men, 58 women).....	126	2.27	2.04	1.68-2.62	15	2.51	2.42	2.03-2.64	-	-	-	-
Sole-levelers, machine.....	75	2.33	2.35	1.95-2.53	10	2.53	-	-	13	2.46	-	-
Men.....	47	2.28	2.34	1.87-2.48	6	2.90	-	-	6	2.12	-	-
Women.....	28	2.41	2.43	2.07-2.69	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 10. 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 1971)

Department, occupation, and sex	United States ²				New England				Middle Atlantic			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations—Continued												
Finishing												
Bottom scourers.....	107	\$2.97	\$2.95	\$1.96-\$3.54	16	\$3.67	\$3.31	\$2.77-\$4.26	16	\$2.94	\$2.80	\$1.87-\$3.60
Men.....	89	3.15	3.08	2.43- 3.64	16	3.67	3.31	2.77- 4.26	15	3.02	3.04	1.88- 3.73
Edge setters (172 men, 11 women).....	183	3.40	3.29	2.40- 4.12	42	4.46	4.37	3.33- 5.37	33	3.18	3.29	2.14- 4.19
Repairers (1 man, 362 women).....	363	2.24	2.06	2.00- 2.37	73	2.23	2.03	2.00- 2.33	43	2.28	2.30	2.02- 2.46
Treers.....	340	2.50	2.25	1.99- 2.92	40	3.19	3.08	2.26- 3.76	-	-	-	-
Men.....	53	3.20	3.14	2.47- 3.73	29	3.50	3.31	2.57- 4.25	-	-	-	-
Women.....	287	2.37	2.18	1.95- 2.70	11	2.38	-	-	-	-	-	-
Miscellaneous												
Floor boys or girls.....	386	2.10	2.08	1.95- 2.25	94	2.08	2.04	1.86- 2.26	-	-	-	-
Men.....	70	2.04	2.01	1.80- 2.25	21	1.96	1.80	1.75- 2.25	-	-	-	-
Women.....	316	2.12	2.10	1.99- 2.23	73	2.11	2.10	1.93- 2.28	-	-	-	-
Inspectors (crowners).....	599	2.20	2.10	1.95- 2.36	99	2.35	2.25	2.06- 2.75	-	-	-	-
Men.....	139	2.52	2.44	2.06- 2.85	49	2.57	2.75	2.20- 2.86	-	-	-	-
Women.....	460	2.10	2.01	1.90- 2.20	50	2.13	2.15	2.00- 2.25	-	-	-	-
Janitors.....	237	2.01	2.00	1.88- 2.13	40	2.09	2.06	1.95- 2.23	37	2.03	2.02	1.95- 2.10
Men.....	222	2.02	2.00	1.90- 2.15	40	2.09	2.06	1.95- 2.23	35	2.05	2.05	1.95- 2.13
Mechanics, maintenance (all men).....	198	2.77	2.73	2.50- 2.95	18	2.94	2.85	2.60- 3.15	24	2.52	2.53	2.40- 2.72
Selected office occupations												
Clerks, general (5 men, 349 women).....	354	2.10	2.05	2.00- 2.20	86	2.17	2.10	1.95- 2.38	-	-	-	-
Clerks, payroll (all women).....	155	2.24	2.13	2.00- 2.35	59	2.13	2.05	1.89- 2.22	25	2.29	2.30	2.29- 2.35
Stenographers, general (all women).....	68	2.29	2.25	2.10- 2.43	10	2.18	-	-	-	-	-	-
Southeast						Middle West						
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹						
		Mean	Median	Middle range		Mean	Median	Middle range				
Cutting												
Cutters, lining, machine.....	85	\$2.42	\$2.32	\$1.99-\$2.90	82	\$2.73	\$2.58	\$2.20-\$3.09				
Men.....	22	2.63	2.76	2.00- 2.90	9	2.64	-	-				
Women.....	63	2.34	2.21	1.92- 2.77	73	2.74	2.60	2.25- 3.09				
Leather.....	75	2.37	2.23	1.92- 2.77	82	2.73	2.58	2.20- 3.09				
Men.....	15	2.66	2.77	2.00- 3.40	9	2.64	-	-				
Women.....	60	2.30	2.20	1.91- 2.76	73	2.74	2.60	2.24- 3.09				
Cutters, vamp and whole shoe, machine.....	255	2.59	2.55	2.30- 2.98	195	3.73	3.63	2.88- 4.46				
Men.....	154	2.69	2.69	2.37- 3.02	91	4.22	4.29	3.45- 4.92				
Women.....	-	-	-	-	104	3.29	3.18	2.59- 3.86				
Leather.....	255	2.59	2.55	2.30- 2.98	193	3.74	3.63	2.89- 4.46				
Men.....	154	2.69	2.69	2.37- 3.02	91	4.22	4.29	3.45- 4.92				
Women.....	-	-	-	-	102	3.30	3.23	2.59- 3.87				
Fitting												
Fancy stitchers.....	280	2.33	2.34	1.97- 2.68	206	2.66	2.55	2.22- 2.95				
Pasters, backers, or fitters, upper hand.....	108	2.15	2.09	1.64- 2.61	180	2.29	2.18	1.85- 2.54				
Skivers, machine, uppers or liners.....	45	2.47	2.22	2.09- 2.96	107	2.57	2.52	2.05- 3.03				
Top stitchers.....	77	2.34	2.30	2.10- 2.55	123	2.79	2.72	2.20- 3.22				
Vampers.....	211	2.41	2.37	2.03- 2.73	124	2.78	2.69	2.33- 3.17				

See footnotes at end of table.

Table 10. 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 1971)

Department, occupation, and sex	Southeast				Great Lakes			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations—Continued								
 Lasting								
Assemblers for pullover, machine.....	44	\$2.29	\$2.25	\$2.07-\$2.64	50	\$2.56	\$2.25	\$2.18-\$2.95
Men.....	14	2.63	2.74	2.33- 2.93	12	2.95	-	-
Women.....	30	2.13	2.13	2.07- 2.31	38	2.43	2.25	2.18- 2.83
Heel-seat lasters.....	47	2.51	2.45	2.16- 2.83	24	3.12	2.80	2.71- 3.29
Pullover-machine operators.....	67	2.73	2.72	2.16- 3.40	37	3.94	3.93	3.60- 4.32
Side lasters, machine.....	81	2.74	2.71	2.17- 3.30	54	3.38	3.24	2.92- 3.97
Staple or tack lasting.....	81	2.74	2.71	2.17- 3.30	53	3.39	3.29	2.91- 3.97
Toe lasters, automatic, or semiautomatic.....	39	2.61	2.38	2.15- 3.24	38	3.70	3.37	2.72- 4.33
 Bottom and making								
Bottom fillers.....	29	2.21	2.07	1.80- 2.32	25	2.57	2.40	2.18- 3.00
Men.....	6	2.79	2.90	1.90- 3.66	-	-	-	-
Women.....	23	2.06	2.07	1.83- 2.31	21	2.50	2.38	2.18- 2.70
Edge trimmers.....	72	3.23	3.27	2.75- 3.70	50	4.09	4.21	3.61- 4.58
Goodyear stitchers.....	87	2.77	2.81	2.42- 3.18	57	3.82	3.81	3.47- 4.18
Heel attachers, machine.....	51	3.00	3.18	2.46- 3.36	41	2.97	3.01	2.62- 3.29
Inseamers.....	63	2.46	2.29	1.99- 2.90	35	3.81	3.81	3.41- 4.37
Jointers, machine.....	-	-	-	-	11	2.81	-	-
Men.....	-	-	-	-	6	2.96	-	-
Rough rounders.....	40	2.69	2.66	2.34- 3.06	26	3.36	3.37	2.79- 3.86
Shankers.....	16	2.06	1.87	1.60- 2.53	12	2.29	-	-
Women.....	13	2.17	2.45	1.60- 2.57	10	2.24	-	-
Sole attachers, cement process.....	47	1.94	1.93	1.60- 2.09	7	2.61	-	-
Sole-levelers, machine.....	17	2.04	1.70	1.60- 2.44	14	2.50	-	-
Men.....	13	2.05	1.70	1.60- 2.48	-	-	-	-
Women.....	-	-	-	-	10	2.56	-	-
 Finishing								
Bottom scourers.....	17	2.36	2.59	1.60- 3.04	31	3.00	2.80	1.91- 3.82
Men.....	-	-	-	-	26	3.02	2.88	1.90- 3.83
Edge setters.....	16	2.60	2.51	1.95- 3.08	36	3.79	3.98	2.96- 4.35
Repairers.....	114	2.01	2.01	2.01- 2.05	58	2.55	2.37	2.21- 2.57
Trees.....	49	2.67	2.39	2.17- 3.09	78	2.74	2.70	2.18- 3.18
Women.....	40	2.58	2.38	2.17- 2.81	73	2.70	2.66	2.18- 3.13
 Miscellaneous								
Floor boys or girls.....	66	2.00	2.01	2.01- 2.01	58	2.25	2.26	2.10- 2.33
Women.....	62	2.00	2.01	2.01- 2.01	53	2.25	2.26	2.10- 2.33
Inspectors (crowners).....	149	1.99	2.01	1.90- 2.01	109	2.57	2.45	2.22- 2.70
Men.....	-	-	-	-	28	2.92	2.74	2.43- 3.05
Women.....	149	1.99	2.01	1.90- 2.01	81	2.45	2.38	2.19- 2.50
Janitors.....	33	1.92	1.91	1.90- 1.91	46	2.16	2.19	2.01- 2.22
Men.....	31	1.93	1.91	1.91- 1.94	41	2.18	2.19	2.06- 2.22
Mechanics, maintenance.....	63	2.70	2.82	2.58- 2.82	20	3.49	3.28	3.08- 3.88
 Selected office occupations								
Clerks, general.....	35	2.14	2.21	2.03- 2.25	76	2.06	2.00	1.80- 2.20
Clerks, payroll.....	29	2.13	2.13	2.00- 2.26	21	2.65	2.61	2.20- 2.72
Stenographers, general.....	-	-	-	-	11	2.40	-	-

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for method 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.

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

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

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

Table 11. 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 1971)

Sex, department, and occupation	United States ²				New England				Great Lakes	
	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
Men										
<u>Cutting</u>										
Cutters, lining, machine-----	52	\$2.99	85	\$2.55	36	\$3.23	24	\$2.65	8	\$2.70
Cutters, vamp and whole shoe, machine: Leather-----	288	3.73	360	3.32	95	4.14	87	3.61	61	4.20
<u>Lasting</u>										
Assemblers for pullover, machine-----	77	3.04	75	2.64	27	3.57	9	3.49	8	3.07
Pullover-machine operators-----	133	3.22	160	3.17	36	4.04	27	3.21	30	3.94
Side lasters, machine: Staple or tack lasting-----	127	2.93	203	2.92	29	3.74	23	3.27	41	3.41
Toe lasters, automatic or semiautomatic-----	89	3.27	135	2.87	33	3.54	21	2.95	20	4.08
<u>Bottom and making</u>										
Edge trimmers-----	153	3.75	211	3.46	44	4.59	33	3.66	35	4.23
Goodyear stitchers-----	182	3.15	248	2.93	42	3.78	31	3.32	42	3.70
Heel attachers, machine-----	87	2.86	130	2.77	27	3.27	13	3.01	30	2.97
Inseamers-----	90	3.24	136	2.99	22	4.49	21	3.61	26	3.86
Rough rounders-----	74	3.06	108	2.84	19	3.71	22	2.97	15	3.49
<u>Finishing</u>										
Bottom scourers-----	37	3.29	52	3.05	13	3.87	-	-	18	3.36
Edge setters-----	72	3.65	100	3.29	22	4.97	20	3.91	25	3.98
<u>Miscellaneous</u>										
Inspectors (crowners)-----	63	2.67	76	2.39	34	2.73	15	2.20	24	2.68
Janitors-----	99	2.07	123	1.98	23	2.18	17	1.96	26	2.17
Mechanics, maintenance-----	73	2.65	125	2.84	-	-	12	3.05	17	3.59
Women										
<u>Cutting</u>										
Cutters, lining, machine-----	109	2.39	162	2.61	-	-	14	3.32	61	2.62
Cutters, vamp and whole shoe, machine: Leather-----	140	2.76	294	2.81	-	-	-	-	89	3.42
<u>Fitting</u>										
Fancy stitchers-----	505	2.55	784	2.38	51	2.83	-	-	150	2.63
Pasters, backers, or fitters, upper hand-----	229	2.16	358	2.22	25	2.36	47	2.12	143	2.31
Skivers, machine, uppers or lining-----	242	2.39	296	2.42	67	2.56	46	2.78	83	2.61
Top stitchers-----	318	2.40	405	2.44	62	2.71	57	2.57	97	2.83
Vampers-----	372	2.41	507	2.48	63	2.91	55	2.77	103	2.78
<u>Finishing</u>										
Repairers-----	158	2.34	204	2.15	36	2.44	37	2.03	45	2.41
Treers-----	104	2.20	183	2.47	-	-	8	2.17	59	2.75
<u>Miscellaneous</u>										
Floor girls-----	108	2.17	208	2.09	40	2.25	33	1.94	50	2.23
Inspectors (crowners)-----	186	2.07	274	2.13	34	2.15	16	2.08	67	2.40

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 12. 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 1971)

Sex, department, and occupation	United States ²				New England				Great Lakes			
	Establishments with—											
	50-249 workers		250 workers or more		50-249 workers		250 workers or more		50-249 workers		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												
Cutting												
Cutters, vamp and whole shoe, machine:												
Leather.....	184	\$3.23	464	\$3.61	83	\$3.56	99	\$4.16	20	\$3.80	71	\$4.34
Lasting												
Assemblers for pullover, machine.....	30	3.01	122	2.80	17	3.37	19	3.71	-	-	10	3.16
Pullover machine operators.....	89	3.01	204	3.27	33	3.27	30	4.14	6	3.32	30	4.06
Side lasters, machine:												
Staple or tack lasting.....	82	3.12	248	2.86	23	3.52	29	3.55	9	3.08	43	3.45
Toe lasters, automatic or semiautomatic.....	64	2.85	160	3.10	28	2.82	26	3.84	-	-	-	-
Bottom and making												
Edge trimmers.....	108	3.74	256	3.52	40	3.97	37	4.43	11	3.79	34	4.31
Goodyear stitchers.....	110	3.19	320	2.97	36	3.31	37	3.85	10	4.13	42	3.75
Heel attachers, machine.....	64	3.01	153	2.72	22	2.89	18	3.55	10	2.65	27	3.04
Inseamers.....	62	3.20	164	3.05	23	3.59	20	4.60	11	3.51	22	3.98
Rough rounders.....	56	2.93	126	2.93	21	3.15	20	3.48	8	3.03	14	3.70
Finishing												
Bottom scourers.....	30	2.95	59	3.26	7	2.97	9	4.21	11	2.58	15	3.35
Edge setters.....	40	3.69	132	3.37	20	4.11	22	4.78	10	3.12	24	4.15
Other												
Inspectors (crowners).....	23	2.65	116	2.49	18	2.62	31	2.54	-	-	23	2.96
Janitors.....	50	2.01	172	2.02	17	2.08	23	2.10	11	2.07	-	-
Mechanics, maintenance.....	73	2.77	125	2.77	12	3.12	6	2.59	-	-	17	3.40
Women												
Cutting												
Cutters, lining, machine.....	57	2.67	214	2.48	10	2.98	9	3.03	10	3.09	63	2.69
Cutters, vamp and whole shoe, machine:												
Leather.....	115	2.44	319	2.92	-	-	-	-	25	2.57	77	3.54
Fitting												
Fancy stitchers.....	305	2.30	984	2.49	38	2.39	142	2.85	54	2.41	152	2.75
Pasters, backers, or fitters, upper hand.....	107	2.22	480	2.19	21	2.10	51	2.25	30	2.06	150	2.33
Skivers, machine, uppers or linings.....	119	2.36	419	2.42	47	2.35	66	2.86	29	2.22	78	2.70
Top stitchers.....	150	2.31	573	2.45	58	2.40	61	2.87	30	2.38	93	2.92
Vampers.....	252	2.47	627	2.45	53	2.62	65	3.03	30	2.43	94	2.89
Finishing												
Repairers.....	128	2.09	234	2.31	32	2.18	41	2.27	14	2.25	44	2.65
Treers.....	52	2.52	235	2.34	8	2.46	-	-	30	2.30	43	2.98
Miscellaneous												
Floor girls.....	67	2.09	249	2.12	15	2.10	58	2.11	10	2.24	43	2.25
Inspectors (crowners).....	168	2.02	292	2.15	34	2.11	16	2.18	16	2.38	65	2.46

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 and size of community

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1971)

Sex, department, occupation, and community size	United States ²				New England				Great Lakes	
	Establishments with—									
	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
<u>Men</u>										
<u>Cutting</u>										
Cutters, lining, machine:										
Metropolitan areas	16	\$2.66	36	\$3.14	14	\$2.75	22	\$3.53	-	-
Nonmetropolitan areas	24	3.09	61	2.34	-	-	19	2.61	-	-
Cutters, vamp and whole shoe, machine:										
Leather:										
Metropolitan areas	64	3.19	224	3.88	44	3.45	51	4.74	-	-
Nonmetropolitan areas	120	3.25	240	3.36	39	3.69	48	3.54	-	-
<u>Lasting</u>										
Assemblers for pullover, machine:										
Metropolitan areas	21	2.95	56	3.07	13	3.27	14	3.85	-	-
Pullover-machine operators:										
Metropolitan areas	46	2.82	87	3.43	20	3.41	16	4.82	-	-
Nonmetropolitan areas	43	3.22	117	3.16	13	3.05	14	3.36	26	\$4.01
Side lasters, machine:										
Staple or tack lasting:										
Metropolitan areas	28	3.13	99	2.88	14	3.59	15	3.89	-	-
Nonmetropolitan areas	54	3.12	149	2.85	9	3.42	14	3.18	36	3.41
Toe lasters, automatic or semiautomatic:										
Metropolitan areas	25	2.55	64	3.55	17	2.75	16	4.37	-	-
Nonmetropolitan areas	39	3.05	96	2.80	11	2.92	10	2.99	-	-
<u>Bottom and making</u>										
Edge trimmers:										
Metropolitan areas	40	3.78	113	3.74	24	4.15	20	5.12	-	-
Nonmetropolitan areas	68	3.71	143	3.34	16	3.69	17	3.62	28	4.20
Goodyear stitchers:										
Metropolitan areas	46	3.01	136	3.19	24	3.12	18	4.67	-	-
Nonmetropolitan areas	64	3.32	184	2.80	12	3.70	19	3.08	36	3.63
Heel attachers, machine:										
Metropolitan areas	24	2.80	63	2.88	16	2.99	11	3.68	-	-
Nonmetropolitan areas	40	3.13	90	2.60	6	2.62	7	3.35	24	3.01
Inseamers:										
Metropolitan areas	18	3.04	72	3.30	10	3.36	12	5.42	-	-
Nonmetropolitan areas	44	3.27	92	2.85	13	3.76	8	3.36	19	3.90
Rough rounders:										
Metropolitan areas	26	2.96	48	3.11	12	3.19	7	4.60	-	-
Nonmetropolitan areas	30	2.90	78	2.82	9	3.10	13	2.88	11	3.67
<u>Finishing</u>										
Edge setters:										
Metropolitan areas	14	3.84	58	3.60	8	4.21	14	5.40	-	-
Nonmetropolitan areas	26	3.61	74	3.18	12	4.04	-	-	19	4.23
<u>Miscellaneous</u>										
Inspectors (crowners):										
Metropolitan areas	14	2.66	49	2.67	12	2.62	22	2.80	-	-
Janitors:										
Metropolitan areas	24	1.98	75	2.10	12	2.08	11	2.29	-	-
Nonmetropolitan areas	26	2.04	97	1.96	-	-	12	1.92	-	-

See footnotes at end of table.

Table 13. 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 1971)

Sex, department, occupation, and community size	United States ²				New England				Great Lakes	
	Establishments with—									
	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
<u>Women</u>										
<u>Fitting</u>										
Fancy stitchers:										
Metropolitan areas	99	\$2.40	406	\$2.59	23	\$2.33	28	\$3.25	-	-
Nonmetropolitan areas	206	2.25	578	2.42	-	-	-	-	124	\$2.67
Pasters, backers, or fitters, upper, hand:										
Metropolitan areas	41	2.06	188	2.18	11	2.05	14	2.61	-	-
Nonmetropolitan areas	66	2.31	292	2.19	10	2.16	37	2.11	127	2.34
Skivers, machine, uppers or linings:										
Metropolitan areas	55	2.24	187	2.43	29	2.29	38	2.77	-	-
Nonmetropolitan areas	64	2.47	232	2.41	18	2.46	28	2.99	66	2.70
Top stitchers:										
Metropolitan areas	62	2.39	256	2.41	34	2.56	28	2.89	-	-
Nonmetropolitan areas	88	2.25	317	2.49	24	2.17	33	2.85	83	2.87
Vampers:										
Metropolitan areas	81	2.23	291	2.46	29	2.67	34	3.12	-	-
Nonmetropolitan areas	171	2.58	336	2.43	24	2.57	31	2.93	85	2.84
<u>Finishing</u>										
Repairers:										
Metropolitan areas	57	2.19	101	2.42	21	2.27	15	2.67	-	-
Nonmetropolitan areas	71	2.00	133	2.23	11	2.01	26	2.03	37	2.41
<u>Miscellaneous</u>										
Floor girls:										
Metropolitan areas	18	2.03	90	2.20	10	2.07	30	2.32	-	-
Nonmetropolitan areas	49	2.12	159	2.08	-	-	28	1.90	40	2.23
Inspectors (crowners):										
Metropolitan areas	81	2.03	105	2.10	27	2.09	7	2.40	-	-
Nonmetropolitan areas	87	2.01	187	2.18	-	-	9	2.01	61	2.41

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—Maine

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings and under	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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	
			\$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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	and over	
All production workers	2,446	\$2.40	145	35	126	72	135	109	215	117	256	114	134	102	56	56	52	87	131	135	83	92	53	58	32	16	12	23	
Men	964	2.57	58	5	17	32	37	31	61	39	78	50	65	53	20	26	27	43	70	58	24	45	31	33	24	7	12	18	
Women	1,482	2.29	87	30	109	40	98	78	154	78	178	64	69	49	36	30	25	44	61	77	59	47	22	25	8	9	-	5	
Selected production occupations—men																													
 Cutting²																													
Cutters, lining, machine	25	2.59	-	-	1	-	-	-	1	-	4	1	3	-	1	2	3	2	3	1	1	-	-	2	-	-	-	-	
Leather	19	2.48	-	-	1	-	-	-	1	-	2	1	2	-	1	2	3	2	3	1	-	-	-	-	-	-	-	-	
Synthetics	6	2.93	-	-	-	-	-	-	-	-	2	-	1	-	-	-	-	-	-	-	1	-	-	2	-	-	-	-	
Cutters, vamp and whole shoe, machine, leather	63	3.45	-	-	-	1	-	-	-	-	2	-	2	1	2	2	4	4	6	3	11	6	6	4	-	6	3		
 Lasting²																													
Assemblers for pullover, machine	8	3.33	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	1	-	-	-	-	1	2	-	-	-	
Bed-machine operators	6	2.59	-	-	-	-	-	-	1	-	-	1	-	1	-	-	-	-	2	2	1	-	-	-	-	-	-	-	
Heel-seat lasters	8	2.63	-	-	-	-	-	-	-	-	-	1	-	2	-	-	2	-	2	1	-	-	-	-	-	-	-	-	
Pullover-machine operators	20	3.31	-	-	-	-	-	-	-	-	-	-	-	3	1	-	-	-	3	2	1	3	3	2	-	1	-	1	
Side lasters, machine ³	21	3.24	-	-	-	-	-	-	-	-	1	1	1	1	1	-	1	-	1	3	1	5	2	3	1	-	-	-	
Staple or tack lasting	20	3.24	-	-	-	-	-	-	-	-	1	1	1	1	1	-	1	-	1	2	1	5	2	3	1	-	-	-	
Toe lasters, automatic or semiautomatic	14	2.92	-	-	-	-	-	1	-	-	-	1	-	2	-	-	-	-	3	2	2	2	-	1	-	-	-	-	
 Bottoming and making²																													
Edge trimmers	24	3.61	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	3	1	1	4	2	3	1	2	1	2	1	2
Goodyear stitchers	26	3.16	-	-	-	-	-	-	-	-	-	-	1	1	-	3	1	-	7	4	2	2	-	1	2	1	1	-	
Heel attachers, machine	12	3.24	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1	3	-	1	-	2	-	-	-	-	
Inseamers	12	3.25	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	2	2	1	1	1	-	-	-	-	2	-	
Littleway stitchers	7	2.67	-	-	-	-	-	-	-	-	2	-	-	-	2	1	-	-	2	-	2	-	-	-	-	-	-	-	
Rough rounders	17	3.02	-	-	-	-	-	1	-	2	-	1	1	1	1	1	-	-	1	2	1	2	1	2	1	-	-	-	
Sole attachers, cement process	6	2.51	1	-	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	-	1	-	-	-	-	-	-	-	
 Finishing²																													
Edge setters	14	3.75	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-	2	-	4	-	1	1	-	4 ³	
Treers	11	2.87	-	-	-	-	-	-	-	-	-	2	-	1	3	-	-	-	-	1	2	1	1	-	-	-	-	-	
 Miscellaneous⁵																													
Floor boys	9	1.98	-	-	1	1	1	-	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Janitors	14	1.91	-	1	1	1	3	3	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mechanics, maintenance	6	2.59	-	-	-	-	-	-	-	-	-	-	2	1	1	-	-	1	1	-	-	-	-	-	-	-	-	-	
Selected production occupations—women																													
 Cutting²																													
Cutters, lining, machine	11	2.85	-	-	-	-	1	-	-	-	2	1	-	-	-	1	-	1	-	-	1	2	-	2	-	-	-	-	
Cutters, vamp and whole shoe, machine, leather	6	2.98	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	1	-	2	-	-	-	-	-	-	

See footnotes at end of table.

Table 14. Occupational earnings: Men's Goodyear-welt dress shoes—Maine—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																										
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60 and over	
Selected production occupations—women—Continued																													
Fitting																													
Pasters, backers, or fitters, upper, hand	41	\$2.08	3	-	2	3	5	2	9	-	6	1	1	-	-	3	1	3	1	-	-	1	-	-	-	-	-	-	-
Incentive	36	2.11	3	-	2	2	3	1	8	-	6	1	1	-	-	3	1	3	1	-	-	1	-	-	-	-	-	-	
Skivers, machine, uppers or linings	39	2.84	1	-	-	-	-	1	1	2	3	1	3	1	-	-	2	4	4	4	4	2	2	1	2	1	-	-	
Incentive	33	2.70	1	-	-	-	-	1	1	2	3	1	3	1	-	-	2	3	4	4	3	1	1	1	1	-	-	-	
Top stitchers ²	46	2.71	-	-	1	1	-	1	3	-	8	1	1	1	4	2	1	3	4	3	1	4	3	3	1	-	-	-	
Vampers ²	40	2.91	1	1	-	-	2	-	-	-	-	-	-	2	5	2	3	1	5	4	6	2	4	1	1	-	-	-	
Lasting²																													
Assemblers for pullover, machine	8	2.75	-	-	-	-	-	-	-	-	-	2	-	1	1	-	-	1	-	2	-	-	-	1	-	-	-	-	
Finishing																													
Repairers	36	2.03	-	-	3	-	-	1	1	6	22	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	
Time	34	1.98	-	-	3	-	-	1	1	6	22	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Miscellaneous																													
Floor girls ⁵	31	1.91	1	-	5	-	2	3	9	1	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	18	1.99	-	-	1	1	2	-	5	-	6	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	14	2.01	-	-	-	1	1	-	4	-	6	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected office occupations—women																													
Clerks, general	21	1.98	-	-	2	-	7	2	2	-	4	1	-	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	26	1.94	-	1	-	-	3	8	3	3	6	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 69 percent of the production workers covered by the study were paid on an incentive basis.
² All workers were paid on an incentive basis.
³ Includes data for workers in classification in addition to those shown separately.
⁴ Workers were distributed as follows: 2 at \$4.60 to \$4.80, and 1 at \$4.80 to \$5.
⁵ All workers were paid on a time basis.

Table 15. Occupational earnings: Men's Goodyear-welt dress shoes—Brockton, Mass.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$2.00	\$2.00 and under \$2.10	\$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	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40 and over
All production workers	1,574	\$2.93	165	90	117	80	115	194	171	131	104	54	57	46	49	32	32	11	12	15	18	13	7	9	12	17	6	17
Men	744	3.43	23	17	22	25	26	67	109	82	49	33	41	33	31	27	26	10	10	15	18	13	7	9	11	17	6	17
Women	830	2.48	142	73	95	55	89	127	62	49	55	21	16	13	18	5	6	1	2	-	-	-	-	-	1	-	-	-
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine ⁴	19	3.28	-	-	-	-	-	1	2	3	3	5	2	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-
Incentive	17	3.29	-	-	-	-	-	1	1	3	3	5	1	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-
Leather	17	3.34	-	-	-	-	-	1	1	2	3	5	2	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-
Incentive	16	3.32	-	-	-	-	-	1	1	2	3	5	1	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine, leather	58	4.47	-	-	-	1	-	1	-	-	2	4	6	3	4	7	4	4	4	1	3	3	-	1	3	4	1	2
Incentive	57	4.49	-	-	-	1	-	1	-	-	2	3	6	3	4	7	4	4	4	1	3	3	-	1	3	4	1	2
<u>Fitting</u>																												
Vampers ⁵	7	3.47	-	-	-	1	-	-	1	-	-	1	-	1	2	-	1	-	-	-	-	-	-	-	-	-	-	-
<u>Lasting</u>																												
Assemblers for pullover, machine	14	4.18	-	-	-	1	-	-	1	-	1	-	1	2	-	2	1	-	-	1	-	2	-	2	-	-	-	-
Incentive	13	4.30	-	-	-	1	-	-	1	-	1	-	1	2	-	2	1	-	-	1	-	2	-	2	-	-	-	-
Heel-seat lasters	8	3.47	-	-	1	-	-	-	2	-	-	-	2	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-
Incentive	7	3.57	-	-	-	-	-	-	1	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-
Pullover-machine operators (all incentive workers)	18	4.52	-	-	-	-	-	-	-	-	-	-	4	1	2	3	2	-	1	1	-	1	-	1	-	-	-	6
Side lasters, machine, staple or tack lasting (all incentive workers)	18	4.08	-	-	-	-	-	-	-	3	2	1	-	1	1	3	1	1	-	1	1	1	1	-	1	-	-	-
Toe lasters, automatic or semi-automatic (all incentive workers)	16	4.26	-	-	-	-	1	-	-	-	-	1	1	1	1	2	2	1	2	2	-	1	-	-	1	-	-	-
<u>Bottoming and making</u>																												
Bottom fillers ⁵	6	3.17	1	1	-	1	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
Edge trimmers (all incentive workers)	20	5.18	-	-	-	-	-	-	1	-	-	-	1	1	-	1	1	1	1	-	2	1	2	2	-	3	-	7
Goodyear stitchers (all incentive workers)	19	4.54	-	-	-	1	-	-	-	-	-	-	1	1	3	3	1	-	1	3	1	1	1	-	2	-	-	1
Heel attachers, machine	14	3.46	-	-	1	-	-	1	3	3	1	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Incentive	11	3.53	-	-	-	1	-	-	1	2	2	1	1	-	-	-	-	-	1	-	-	2	-	-	-	-	-	-
Inseamers (all incentive workers)	14	5.18	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	1	1	1	-	2	1	1	-	-	2	1
Rough rounders	10	3.97	-	-	-	-	-	2	1	-	2	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Incentive	8	3.73	-	-	-	-	-	1	1	-	2	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
<u>Finishing</u>																												
Bottom scourers (all incentive workers)	6	3.88	-	-	-	-	-	-	-	-	-	1	2	1	-	-	1	-	-	-	1	-	-	-	-	-	-	-
Edge setters (all incentive workers)	14	5.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	3	3	1	1	2	-	1
Treers (all incentive workers)	11	4.49	-	-	-	-	-	-	-	-	1	-	-	1	1	-	3	-	-	2	-	2	1	-	-	-	-	-

See footnotes at end of table.

Table 15. 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 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																									
			Under \$2.00	\$2.00 and under \$2.10	\$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	\$5.00	\$5.20	\$5.40	\$5.60	\$5.80	\$6.00	\$6.20	\$6.40 and over
Selected production occupations—men—Continued																												
Miscellaneous																												
Inspectors (crowners) (all timeworkers) _____	26	\$2.82	-	-	1	2	1	-	5	11	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers) _____	12	2.30	-	2	-	2	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected production occupations—women																												
Fitting																												
Fancy stitchers _____	36	2.91	1	-	2	2	7	3	5	5	2	1	3	1	1	1	-	-	1	-	-	-	-	-	-	-	-	-
Time _____	7	2.32	-	-	2	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive _____	29	3.06	1	-	-	2	3	2	5	5	2	1	3	1	1	1	-	-	1	-	-	-	-	-	-	-	-	-
Pasters, backers, or fitters, upper, hand _____	15	2.41	⁹ 2	2	2	1	2	2	1	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive _____	11	2.54	1	1	-	1	2	2	1	1	-	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Skivers, machine, uppers or linings _____	37	2.55	1	-	1	2	3	22	2	2	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time _____	22	2.45	1	-	-	2	-	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Top stitchers _____	33	2.81	-	-	1	3	8	4	3	4	3	3	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-	-
Incentive _____	30	2.87	-	-	-	3	6	4	3	4	3	3	-	2	1	-	-	-	-	-	1	-	-	-	-	-	-	-
Vampers _____	32	3.04	2	-	2	2	-	3	1	9	-	2	3	2	5	-	-	1	-	-	-	-	-	-	-	-	-	-
Incentive _____	26	3.10	2	-	2	1	-	3	1	4	-	2	3	2	5	-	-	1	-	-	-	-	-	-	-	-	-	-
Finishing																												
Repairers _____	16	2.70	1	2	1	-	4	-	2	1	2	2	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Incentive _____	12	2.82	1	2	1	-	-	-	2	1	2	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Miscellaneous																												
Floor girls (all timeworkers) _____	29	2.29	2	-	6	6	7	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) (all timeworkers) _____	10	2.35	1	1	1	2	1	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations—women																												
Clerks, general _____	27	2.28	¹⁰ 3	4	6	3	3	3	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll _____	18	2.30	⁹ 2	5	2	2	3	3	2	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ The area consists of Bridgewater, Brockton, Middleboro, Rockland, and Stoughton, Massachusetts.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 55 percent of the production workers covered by the study were paid on an incentive basis.

³ Workers were distributed as follows: 10 at \$1.70 to \$1.75; 21 at \$1.75 to \$1.80; 33 at \$1.80 to \$1.85; 11 at \$1.85 to \$1.90; 46 at \$1.90 to \$1.95; 21 at \$1.95 to \$2.

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

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 \$7 to \$7.20 and 1 at \$7.20 to \$7.40.

⁷ All workers were at \$6.40 to \$6.60.

⁸ Workers were distributed as follows: 1 at \$6.60 to \$6.80 and 1 at \$7.20 to \$7.40.

⁹ Workers were distributed as follows: 1 at \$1.80 to \$1.90 and 1 at \$1.90 to \$2.

¹⁰ Workers were distributed as follows: 2 at \$1.70 to \$1.80 and 1 at \$1.80 to \$1.90.

Table 16. Occupational earnings: Men's Goodyear-welt dress shoes—Tennessee

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

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	\$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	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over
All production workers—	3,401	\$2.30	356	93	118	62	93	78	84	156	461	266	244	192	165	164	105	140	91	88	93	64	97	81	42	28	18	22
Men—	1,375	2.50	113	27	52	26	18	10	46	54	88	79	78	81	73	77	57	69	61	49	59	37	69	60	34	26	16	16
Women—	2,026	2.17	243	66	66	36	75	68	38	102	373	187	166	111	92	87	48	71	30	39	34	27	28	21	8	2	2	6
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine ^{2 3}	24	2.63	1	1	-	-	1	-	-	1	3	-	-	-	-	4	-	6	-	2	-	-	1	3	1	-	-	-
Leather	15	2.66	1	1	-	-	1	-	-	1	1	-	-	-	-	2	-	3	-	-	-	-	1	3	1	-	-	-
Cutters, vamp and whole shoe, machine, leather ²	154	2.69	-	2	2	2	1	-	6	4	4	5	5	12	14	11	10	13	7	10	20	7	4	7	3	3	2	-
<u>Lasting</u>																												
Assemblers for pullover, machine (all incentive workers)	22	2.65	-	-	-	-	-	-	-	2	-	1	1	-	-	2	4	4	3	4	-	1	-	-	-	-	-	-
Heel-seat lasters (all incentive workers)	41	2.57	5	-	-	-	-	-	-	2	-	4	1	4	7	4	2	-	-	2	2	-	2	-	6	-	-	-
Pullover-machine operators (all incentive workers)	67	2.73	9	1	1	1	-	1	-	-	3	4	3	4	3	3	-	4	2	3	1	1	6	6	4	5	-	2
Side lasters, machine, staple or tack lasting (all incentive workers)	80	2.75	1	-	2	-	-	4	1	1	2	13	3	1	3	3	5	4	6	3	4	2	8	5	4	5	-	-
Toe lasters, automatic or semi-automatic (all incentive workers)	39	2.61	2	2	2	1	1	-	-	-	-	4	3	5	1	2	-	-	-	2	1	-	8	2	1	2	-	-
<u>Bottoming and making</u>																												
Bottom fillers (all incentive workers)	6	2.79	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	2	-	-
Edge trimmers (all incentive workers)	72	3.23	1	-	-	-	-	-	-	1	2	1	2	2	3	1	3	3	8	3	1	5	5	6	8	3	8	6
Goodyear stitchers (all incentive workers)	82	2.80	4	-	-	-	-	-	-	1	-	4	8	5	8	4	4	3	6	11	4	12	8	-	-	-	-	-
Heel attachers, machine	49	3.04	1	-	1	-	-	-	1	-	-	1	2	3	2	6	2	-	-	3	1	1	13	4	-	-	6	2
Incentive	39	2.98	1	-	1	-	-	-	1	-	-	1	2	3	2	6	2	-	-	3	1	1	3	4	-	-	6	2
Inseamers (all incentive workers)	47	2.52	7	-	-	-	1	-	-	3	-	1	9	4	1	-	1	5	2	4	1	-	2	4	-	2	-	-
Rough rounders (all incentive workers)	39	2.70	2	-	1	2	-	-	-	-	3	-	2	5	2	2	2	2	2	2	5	2	2	2	3	-	-	-
Sole attachers, cement process (all incentive workers)	29	2.02	8	1	-	-	-	2	5	1	3	-	1	4	2	-	-	-	-	-	-	2	-	-	-	-	-	-
Sole-levelers, machine (all incentive workers)	13	2.05	6	-	1	-	-	-	-	-	-	-	-	5	-	-	-	-	-	1	-	-	-	-	-	-	-	-
<u>Finishing</u>																												
Edge setters (all incentive workers)	9	2.87	-	-	-	-	-	-	-	-	2	-	-	1	1	1	-	-	-	-	1	-	-	2	-	-	-	1
<u>Other</u>																												
Janitors (all timeworkers)	31	1.93	2	-	2	-	-	-	19	4	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all timeworkers)	63	2.70	-	-	-	-	-	-	-	2	4	1	2	1	3	3	8	6	23	2	-	4	-	4	-	-	-	-

See footnotes at end of table.

Table 16. Occupational earnings: Men's Goodyear-welt dress shoes—Tennessee—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings and under	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	\$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	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over
Selected production occupations—women																												
Cutting																												
Cutters, lining, machine (all incentive workers) ³ -----	65	\$2.35	9	-	1	1	3	-	3	1	5	7	5	4	2	2	1	6	-	4	2	5	4	-	-	-	-	-
Leather -----	60	2.30	9	-	1	1	3	-	3	1	5	7	5	4	2	2	1	4	-	3	2	4	3	-	-	-	-	-
Cutters, vamp and whole shoe, machine, leather ² -----	109	2.39	5	2	3	2	4	1	4	1	3	2	5	11	10	18	6	5	2	2	9	6	-	1	-	-	-	-
Fitting																												
Fancy stitchers (all incentive workers) -----	280	2.33	44	10	2	1	1	7	2	7	16	22	22	18	29	20	12	18	12	9	5	7	5	6	1	2	2	-
Pasters, backers, or fitters, upper, hand ² -----	104	2.15	27	6	5	1	-	-	-	6	7	4	10	1	4	5	7	11	6	1	-	2	1	-	-	-	-	-
Skivers, machine, uppers or linings (all incentive workers) -----	45	2.47	4	-	-	3	-	-	-	2	5	4	5	4	1	2	2	-	1	2	2	-	-	8	-	-	-	-
Top stitchers (all incentive workers) -----	66	2.30	6	3	-	-	2	-	1	1	5	10	9	6	7	5	-	1	1	4	-	3	-	2	-	-	-	-
Vampers (all incentive workers) -----	211	2.41	23	4	3	2	6	2	5	4	16	5	26	17	15	11	12	17	3	11	6	3	12	2	2	-	-	4
Lasting																												
Assemblers for pullover, machine (all incentive workers) -----	30	2.13	5	-	-	-	-	-	2	-	6	3	5	5	-	2	2	-	-	-	-	-	-	-	-	-	-	-
Bottoming and making																												
Shankers (all incentive workers) -----	13	2.17	4	-	-	-	-	2	-	-	-	-	-	-	1	4	-	2	-	-	-	-	-	-	-	-	-	-
Finishing																												
Bottom scourers ² -----	8	1.74	5	-	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Edge setters (all incentive workers) -----	7	2.25	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-
Repairers -----	114	2.01	4	-	2	-	5	9	-	5	73	-	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time -----	86	1.97	4	-	2	-	3	5	-	5	67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other																												
Floor girls (all timeworkers) -----	62	2.00	2	-	-	-	1	2	-	3	44	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) -----	149	1.99	6	2	8	4	7	10	12	6	67	17	4	-	-	1	1	1	-	2	1	-	-	-	-	-	-	-
Time -----	140	1.96	4	2	8	4	7	10	12	6	67	17	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations—women																												
Clerks, general -----	35	2.14	-	-	-	4	2	-	-	-	8	2	11	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll -----	27	2.13	-	-	-	-	-	2	-	4	8	2	7	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-

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

² Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

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

Table 17. Occupational earnings: Men's Goodyear-welt dress shoes—Wisconsin

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20 and over
All production workers	3,982	\$2.72	37	31	39	125	112	78	109	95	222	413	258	238	218	203	209	184	235	243	201	163	108	101	166	100	37	57
Men	1,178	3.19	4	-	14	26	30	30	20	3	49	60	32	49	24	59	45	39	65	81	83	93	61	55	103	70	33	50
Women	2,804	2.53	33	31	25	99	82	48	89	92	173	353	226	189	194	144	164	145	170	162	118	70	47	46	63	30	4	7
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine, leather ^{2a/}	9	2.64	-	-	-	-	1	-	-	-	-	3	-	-	-	1	2	-	-	-	-	1	-	1	-	-	-	-
Cutters, vamp and whole shoe, machine, leather	83	4.29	-	-	-	-	-	-	-	-	-	-	1	-	2	2	-	2	4	1	2	8	5	6	9	15	9	17
Incentive	80	4.35	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	2	3	1	2	8	5	6	9	15	9	17
<u>Lasting</u>																												
Assemblers for pullover, machine	10	2.92	-	-	-	-	-	1	2	1	-	-	-	-	-	-	-	-	2	-	2	-	-	-	1	-	1	-
Incentive	9	3.03	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	2	-	2	-	-	-	1	-	1	-
Heel-seat lasters	13	3.28	-	-	-	-	2	-	-	-	-	-	-	-	1	1	-	4	-	-	-	1	-	-	1	1	1	4
Incentive	9	3.74	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	-	-	-	1	-	-	1	1	1	2
Pullover-machine operators (all incentive workers)	32	3.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	2	3	5	4	5	7	1	1	-
Side lasters, machine (all incentive workers) ⁵	41	3.43	-	-	-	-	-	-	1	-	-	-	1	3	1	-	1	2	3	7	1	5	2	3	8	-	2	1
Staple or tack lasting	40	3.44	-	-	-	-	-	-	1	-	-	-	1	3	1	-	1	2	3	6	1	5	2	3	8	-	2	1
Toe lasters, automatic or semi-automatic (all incentive workers)	26	4.24	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	2	3	3	2	2	-	2	-	6
<u>Bottoming and making</u>																												
Edge trimmers	45	4.19	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	1	-	-	-	5	4	3	13	9	3	4
Incentive	43	4.28	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	5	4	3	13	9	3	4
Goodyear stitchers (all incentive workers)	46	3.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	2	1	5	9	3	6	8	5	3	1
Heel attachers, machine	29	3.04	-	-	2	-	-	-	-	-	-	1	-	1	-	2	2	3	1	4	6	1	2	2	2	-	-	-
Incentive	25	3.14	-	-	-	-	-	-	-	-	-	1	-	1	-	2	2	3	1	4	4	1	2	2	2	-	-	-
Inseamers	29	3.86	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	2	-	4	4	4	4	4	5	3	-
Incentive	27	3.95	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	4	4	4	4	4	4	5	3	-
Jointers, machine ^{2b/}	6	2.96	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	1	-	1	-	-	-	1	-	1	-	-
Rough rounders	20	3.45	-	-	-	-	-	-	-	-	-	-	-	-	4	-	1	3	-	1	2	2	3	2	1	1	1	-
Incentive	18	3.56	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	3	-	1	2	2	3	2	1	1	1	-
<u>Finishing</u>																												
Bottom scourers	26	3.02	1	-	1	-	3	1	3	-	-	1	-	2	-	-	-	-	3	2	-	1	-	4	1	1	-	2
Incentive	22	3.24	1	-	1	-	1	1	1	-	-	1	-	2	-	-	-	-	3	2	-	1	-	4	1	1	-	2
Edge setters	34	3.84	-	-	-	-	-	-	-	-	-	3	1	-	-	1	1	-	2	-	-	2	1	8	6	5	2	2
Incentive	32	3.96	-	-	-	-	-	-	-	-	1	1	-	-	1	1	-	-	2	-	-	2	1	8	6	5	2	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 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ^a	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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20 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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20		
Selected production occupations—men—Continued																													
Miscellaneous																													
Inspectors (crowners)	28	\$2.92	1	-	1	-	-	-	1	-	-	-	1	2	1	2	3	1	3	3	3	-	1	2	1	-	-	-	2
Time	26	2.70	1	-	1	-	-	-	1	-	-	-	1	2	1	2	3	1	3	3	3	-	1	2	1	-	-	-	-
Janitors (all timeworkers)	41	2.18	2	-	-	3	-	-	-	1	6	15	5	4	1	1	-	1	-	2	-	-	-	-	-	-	-	-	
Mechanics, maintenance (all timeworkers).....	16	3.55	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	4	1	2	1	-	2	2	1	-	
Selected production occupations—women																													
Cutting																													
Cutters, lining, machine, leather.....	61	2.82	-	-	-	1	1	-	-	-	1	10	5	3	3	3	2	6	5	7	3	1	2	2	5	1	-	-	
Incentive	56	2.87	-	-	-	1	1	-	-	-	1	5	5	3	3	3	2	6	5	7	3	1	2	2	5	1	-	-	
Cutters, vamp and whole shoe, machine.....	88	3.25	-	-	-	1	-	-	2	1	2	2	4	3	4	9	5	4	5	6	6	4	6	6	8	3	3	4	
Incentive.....	78	3.38	-	-	-	1	-	-	-	1	2	2	2	1	2	9	5	4	5	6	6	4	6	6	8	3	3	4	
Fitting																													
Fancy stitchers	174	2.64	-	1	4	4	5	4	6	2	2	19	17	6	12	13	13	11	13	9	11	6	6	5	2	2	-	1	
Incentive	160	2.69	-	1	4	4	3	-	6	-	-	19	17	6	10	11	13	11	13	9	11	6	6	5	2	2	-	1	
Pasters, backers, or fitters, upper, hand	160	2.30	9	2	4	7	18	4	10	3	14	15	6	9	10	8	8	9	9	4	4	1	4	-	1	1	-	-	
Incentive.....	142	2.35	9	2	-	7	10	2	8	3	14	15	4	9	10	8	8	9	9	4	4	1	4	-	1	1	-	-	
Skivers, machine, uppers or linings.....	95	2.54	1	2	-	1	6	2	5	6	5	4	12	1	3	4	7	4	8	9	5	5	4	1	-	-	-	-	
Incentive.....	77	2.67	1	2	-	1	2	-	3	2	3	4	8	1	3	4	7	4	8	9	5	5	4	1	-	-	-	-	
Top stitchers	107	2.79	-	1	2	1	-	-	6	1	7	9	6	2	5	4	10	9	6	10	8	5	5	4	4	1	-	1	
Incentive	94	2.90	-	1	-	-	-	-	-	1	5	9	6	2	5	4	8	9	6	10	8	5	5	4	4	1	-	1	
Vampers	94	2.81	-	-	-	3	4	2	1	3	7	2	2	2	6	6	9	5	5	10	6	8	4	5	4	-	-	-	
Time	19	1.96	-	-	-	3	4	2	-	2	6	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	75	3.03	-	-	-	-	-	-	1	1	1	2	2	2	4	6	9	5	5	10	6	8	4	5	4	-	-	-	
Lasting																													
Assemblers for pullover, machine	32	2.47	-	1	-	1	2	-	2	-	2	8	1	2	-	-	3	-	4	2	2	-	2	-	-	-	-	-	
Incentive	26	2.54	-	1	-	1	-	-	2	-	-	8	1	2	-	-	1	-	4	2	2	-	2	-	-	-	-	-	
Heel-seat lasters (all incentive workers)	7	2.97	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	1	1	1	-	-	-	-	-	-	
Bottoming and making																													
Bottom fillers	21	2.50	-	-	-	-	3	-	-	-	-	3	2	4	2	-	-	2	1	2	1	-	-	1	-	-	-	-	
Incentive	19	2.57	-	-	-	-	1	-	-	-	-	3	2	4	2	-	-	2	1	2	1	-	-	1	-	-	-	-	

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 1971)

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	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.40	\$4.80	\$5.20 and over	
Selected production occupations—women—Continued																													
 Bottoming and making—Continued																													
Shankers	10	\$2.24	-	-	-	2	-	2	-	-	1	-	-	1	2	-	-	1	-	1	-	-	-	-	-	-	-	-	-
Incentive	6	2.53	-	-	-	-	-	-	-	-	1	-	-	1	2	-	-	1	-	1	-	-	-	-	-	-	-	-	-
Sole attachers, cement process ² b/	7	2.61	-	-	-	-	-	2	-	-	-	-	-	1	1	1	-	-	1	-	-	-	-	1	-	-	-	-	
Sole-levelers, machine (all incentive workers)	8	2.46	-	-	-	-	-	-	-	-	1	1	1	-	1	3	-	-	-	1	-	-	-	-	-	-	-	-	
 Finishing																													
Repairers	52	2.59	-	2	-	2	1	-	2	1	-	6	5	5	12	2	3	-	3	1	1	-	-	-	1	1	4	-	
Time	24	2.31	-	2	-	-	-	-	2	-	-	2	4	4	7	1	1	-	-	-	1	-	-	-	-	-	-	-	
Incentive	28	2.82	-	-	-	2	1	-	-	1	-	4	1	1	5	1	2	-	3	1	-	-	-	-	1	1	4	-	
Treers	65	2.66	-	2	-	2	-	-	-	-	4	13	9	1	1	2	4	2	3	7	5	7	-	-	2	1	-	-	
Incentive	47	2.90	-	-	-	-	-	-	-	-	2	7	3	1	1	2	4	2	3	7	5	7	-	-	2	1	-	-	
 Miscellaneous																													
Floor girls (all timeworkers)	49	2.25	-	-	-	-	1	1	3	-	5	9	10	12	2	-	3	2	1	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	63	2.46	-	-	1	2	1	-	2	1	4	6	5	12	6	10	4	4	1	-	-	-	-	-	2	1	-	1	
Time	48	2.32	-	-	-	1	1	-	2	1	4	5	4	10	6	10	4	-	-	-	-	-	-	-	-	-	-	-	
Incentive	15	2.91	-	-	1	1	-	-	-	-	-	1	1	2	-	-	-	4	1	-	-	-	-	-	2	1	-	1	
Selected office occupations—women																													
Clerks, general	54	2.06	1	4	1	6	4	1	3	5	6	5	11	1	2	-	-	2	-	2	-	-	-	2	-	-	-	-	
Clerks, payroll	19	2.65	-	-	-	-	-	1	-	-	4	-	1	-	-	4	2	2	-	-	3	-	-	2	-	-	-	-	
Stenographers, general	9	2.44	-	-	-	2	-	-	-	-	-	-	-	2	-	3	-	-	-	2	-	-	-	-	-	-	-	-	

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 72 percent of the production workers covered by the study were paid on an incentive basis.
² Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.
³ Workers were distributed as follows: 12 at \$5.20 to \$5.60; and 5 at \$5.60 to \$6.
⁴ Workers were distributed as follows: 1 at \$5.20 to \$5.60; and 1 at \$5.60 to \$6.
⁵ Includes data for workers in classification in addition to those shown separately.
⁶ Workers were distributed as follows: 2 at \$5.20 to \$5.60; 2 at \$5.60 to \$6; 2 at \$6 to \$6.40; and 2 at \$6.40 and over.

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 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations</u>												
<u>Cutting</u>												
Cutters, lining, machine ³	134	\$2.42	\$2.19	\$1.90-2.71	41	\$2.51	\$2.34	\$1.96-2.90	28	\$3.06	\$2.61	\$2.44-3.37
Men.....	54	2.59	2.28	2.01- 3.12	20	2.68	2.55	2.02- 3.20	-	-	-	-
Women.....	80	2.30	2.10	1.90- 2.57	21	2.34	2.19	1.90- 2.79	20	2.80	2.57	2.44- 3.12
Leather.....	119	2.39	2.10	1.90- 2.61	37	2.45	2.24	1.95- 2.85	24	3.14	2.61	2.44- 3.82
Men.....	44	2.61	2.17	1.99- 3.17	18	2.66	2.55	2.01- 3.18	-	-	-	-
Women.....	75	2.27	2.07	1.90- 2.56	19	2.25	2.00	1.90- 2.62	18	2.81	2.57	2.43- 3.13
Cutters, vamp and whole shoe, machine.....	362	3.20	2.93	2.45- 3.78	125	3.44	3.35	2.82- 4.07	103	3.85	3.50	2.73- 4.79
Men.....	251	3.39	3.17	2.55- 4.07	88	3.62	3.55	3.08- 4.21	71	4.15	3.84	3.03- 5.06
Women.....	111	2.78	2.58	1.98- 3.17	-	-	-	-	32	3.20	2.73	2.35- 3.61
Leather.....	359	3.20	2.93	2.45- 3.73	123	3.42	3.34	2.82- 4.06	102	3.87	3.50	2.76- 4.83
Men.....	248	3.38	3.17	2.55- 4.05	86	3.60	3.53	3.03- 4.19	70	4.17	3.84	3.07- 5.06
Women.....	111	2.78	2.58	1.98- 3.17	-	-	-	-	32	3.20	2.73	2.35- 3.61
<u>Fitting</u>												
Fancy stitchers (4 men, 234 women).....	238	2.48	2.42	1.93- 2.89	24	2.30	2.23	2.00- 2.58	114	2.85	2.85	2.52- 3.14
Pasters, backers, or fitters, upper, hand (1 man, 146 women).....	147	2.09	1.98	1.80- 2.30	59	2.05	1.97	1.78- 2.17	35	2.11	1.98	1.87- 2.28
Skivers, machine, uppers or linings (2 men, 109 women).....	111	2.52	2.47	2.04- 2.91	33	2.77	2.75	2.37- 2.99	24	3.06	2.98	2.73- 3.52
Top stitchers (3 men, 256 women).....	259	2.33	2.14	1.86- 2.68	74	2.77	2.76	2.39- 3.15	38	2.57	2.47	2.13- 2.71
Vampers (9 men, 223 women).....	232	2.52	2.38	1.95- 2.99	67	2.92	2.92	2.57- 3.20	50	2.73	2.73	1.93- 3.15
<u>Lasting</u>												
Assemblers for pullover, machine.....	90	2.68	2.52	2.10- 3.28	25	3.19	3.28	2.63- 3.54	14	3.09	-	-
Men.....	77	2.71	2.52	2.15- 3.28	20	3.16	3.13	2.62- 3.59	12	3.21	-	-
Heel-seat lasters.....	41	2.74	2.64	2.10- 3.11	7	2.84	-	-	13	2.98	-	-
Men.....	35	2.69	2.45	2.06- 3.14	6	2.85	-	-	8	2.94	-	-
Pullover-machine operators (all men).....	75	3.11	2.97	2.23- 3.72	22	3.89	3.89	3.08- 4.53	9	2.72	-	-
Side lasters, machine (77 men, 3 women).....	80	3.21	3.28	2.42- 3.94	23	3.77	3.87	3.17- 4.17	23	3.60	3.61	3.28- 4.11
Staple or tack lasting (76 men, 2 women).....	78	3.20	3.27	2.39- 3.95	23	3.77	3.87	3.17- 4.17	21	3.59	3.61	3.28- 4.14
Toe lasting, automatic or semiautomatic (91 men, 1 woman).....	92	2.94	2.86	2.19- 3.49	30	3.19	3.19	2.60- 3.80	22	3.22	3.28	2.86- 3.86
<u>Bottom and making</u>												
Bottom fillers (10 men, 18 women).....	28	2.52	2.31	2.00- 2.62	11	2.31	-	-	9	3.07	-	-
Edge trimmers (89 men, 1 woman).....	90	3.21	2.99	2.20- 4.17	26	4.29	4.22	3.60- 5.08	13	4.38	-	-
Goodyear stitchers (122 men, 5 women).....	127	3.03	3.00	2.35- 3.60	43	3.23	3.30	2.74- 3.64	26	3.63	3.41	3.04- 4.46
Heel attachers, machine (52 men, 3 women).....	55	2.78	2.78	2.06- 3.39	14	3.32	-	-	12	3.32	-	-
Inseamers (64 men, 3 women).....	67	3.27	3.25	2.23- 4.18	23	3.73	3.75	3.17- 4.40	15	3.67	3.89	2.38- 4.72
Rough rounders (62 men, 7 women).....	69	3.00	3.01	2.44- 3.53	19	3.24	3.28	3.10- 3.52	13	3.66	-	-
Shankers (21 men, 14 women).....	35	2.20	2.00	1.84- 2.26	12	2.05	-	-	7	2.67	-	-
Sole attachers, cement process (24 men, 25 women).....	49	2.37	2.20	1.80- 2.86	-	-	-	-	11	2.80	-	-
<u>Finishing</u>												
Edge setters (13 men, 2 women).....	15	2.94	3.08	2.79- 3.48	-	-	-	-	9	3.09	-	-
Repairers (15 men, 65 women).....	80	2.42	2.30	2.09- 2.60	26	2.34	2.24	2.07- 2.37	30	2.50	2.28	2.09- 3.01
Treers (6 men, 36 women).....	42	2.96	2.78	2.47- 3.41	-	-	-	-	22	3.23	3.22	2.79- 3.58

See footnotes at end of table.

Table 18. Occupational earnings: Men's Goodyear-welt work shoes—all establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations—Continued</u>												
<u>Miscellaneous</u>												
Floor boys (or girls).....	106	\$2.16	\$2.06	\$2.00-\$2.25	43	\$2.21	\$2.05	\$2.00-\$2.32	30	\$2.32	\$2.21	\$2.06-\$2.49
Women.....	68	2.14	2.06	2.00- 2.25	29	2.13	2.05	2.00- 2.17	25	2.28	2.18	2.05- 2.41
Inspectors (crowners).....	144	2.19	2.06	1.95- 2.25	60	2.13	2.05	2.00- 2.28	32	2.65	2.30	1.99- 3.27
Men.....	45	2.37	2.06	2.06- 2.43	13	2.23	-	-	-	-	-	-
Women.....	99	2.11	2.00	1.90- 2.19	47	2.11	2.05	1.95- 2.20	23	2.33	2.06	1.95- 2.45
Janitors (40 men, 16 women).....	56	2.06	2.00	1.75- 2.25	6	2.13	-	-	18	2.32	2.36	2.00- 2.71
Mechanics, maintenance (all men).....	68	3.10	3.10	2.71- 3.41	9	3.13	-	-	21	3.44	3.35	3.23- 3.75
<u>Selected office occupations</u>												
Clerks, general (all women).....	66	2.24	2.18	2.00- 2.35	21	2.28	2.20	2.10- 2.50	31	2.26	2.30	2.00- 2.47
Clerks, payroll (all women).....	37	2.28	2.15	2.05- 2.50	22	2.28	2.15	2.10- 2.30	-	-	-	-

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

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

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

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 in selected occupations, United States and selected regions, March 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations												
Cutting												
Cutters, lining, machine (92 men, 48 women) ³	140	\$2.68	\$2.44	\$1.99-3.17	35	\$2.90	\$2.61	\$2.23-3.49	-	-	-	-
Synthetics (29 men, 10 women).....	39	2.57	2.40	1.97- 3.15	17	2.48	2.32	2.04- 2.79	-	-	-	-
Cutters, vamp and whole shoe, machine, leather.....	530	3.32	3.01	2.44- 4.23	152	4.15	4.21	3.13- 5.05	106	\$3.87	\$3.72	\$2.97-\$4.50
Men.....	376	3.66	3.41	2.69- 4.56	145	4.23	4.32	3.18- 5.13	-	-	-	-
Women.....	154	2.47	2.56	1.85- 2.97	7	2.69	-	-	38	2.94	2.86	2.61- 3.23
Fitting												
Fancy stitchers (1 man, 591 women).....	592	2.10	2.02	1.72- 2.28	96	2.45	2.26	2.05- 2.79	90	2.29	2.18	1.80- 2.65
Pasters, backers, or fitters, upper, hand (1 man, 282 women).....	283	2.19	2.01	1.80- 2.34	50	2.36	2.14	1.95- 2.30	-	-	-	-
Skivers, machine, uppers or linings (2 men, 256 women).....	258	2.28	2.13	1.83- 2.53	67	2.42	2.32	2.05- 2.61	-	-	-	-
Top stitchers (all women).....	465	2.32	2.20	1.94- 2.64	120	2.58	2.54	2.23- 2.77	-	-	-	-
Vampers (9 men, 430 women).....	439	2.36	2.24	1.80- 2.81	122	2.73	2.77	2.31- 3.14	68	2.77	2.76	2.46- 2.99
Lasting												
Assemblers for pullover, machine.....	123	2.52	2.29	2.08- 2.76	51	2.64	2.61	2.12- 2.93	22	3.22	3.21	2.52- 3.70
Men.....	95	2.58	2.29	2.08- 2.93	38	2.71	2.62	2.13- 2.95	-	-	-	-
Heel seat lasters (51 men, 11 women).....	62	2.44	2.18	2.01- 2.80	22	2.99	2.81	2.67- 3.38	-	-	-	-
Pulling and lasting-machine operators (51 men, 7 women) ³	58	2.76	2.64	2.34- 2.97	11	3.44	-	-	-	-	-	-
Toe to ball (27 men, 7 women).....	34	2.95	2.86	2.44- 3.64	11	3.44	-	-	-	-	-	-
Pullover-machine operators (46 men, 7 women).....	53	3.17	2.72	2.27- 3.66	12	3.46	-	-	-	-	-	-
Side lasters, machine (110 men, 22 women).....	132	2.80	2.45	2.10- 3.26	21	3.80	4.03	3.35- 4.34	25	3.55	3.26	2.82- 4.16
Staple or tack lasting (38 men, 8 women).....	46	3.05	2.57	2.23- 3.97	7	4.09	-	-	-	-	-	-
Cement lasting (72 men, 14 women).....	86	2.67	2.40	2.09- 3.18	14	3.65	-	-	-	-	-	-
Toe lasters, automatic or semiautomatic (all men).....	66	2.92	2.71	2.12- 3.40	10	3.48	-	-	-	-	-	-
Bottom and making												
Edge trimmers (102 men, 22 women).....	124	3.33	3.02	2.26- 4.19	21	4.55	4.88	3.34- 5.72	-	-	-	-
Goodyear stitchers (all men).....	55	2.81	2.48	2.15- 3.23	15	3.42	3.00	2.38- 4.54	-	-	-	-
Heel attachers, machine (64 men, 4 women).....	68	2.77	2.59	2.08- 3.13	16	3.18	2.99	2.82- 3.59	-	-	-	-
Littleway stitchers (all men).....	52	2.67	2.55	2.26- 2.86	18	3.02	2.70	2.70- 2.98	-	-	-	-
Rough rounders (37 men, 2 women).....	39	2.85	2.49	2.14- 3.32	6	3.94	-	-	-	-	-	-
Shakers (12 men, 16 women).....	28	2.39	2.30	1.95- 2.74	-	-	-	-	14	2.64	-	-
Sole attachers, cement process (136 men, 38 women).....	174	2.58	2.44	2.08- 2.93	45	2.98	3.00	2.30- 3.64	23	3.25	3.45	2.54- 3.76
Finishing												
Bottom scourers (36 men, 12 women).....	48	2.33	2.06	1.87- 2.73	6	2.87	-	-	-	-	-	-
Edge setters (55 men, 9 women).....	64	3.19	2.83	2.36- 4.27	9	4.24	-	-	-	-	-	-
Repairers (7 men, 144 women).....	151	2.33	2.08	1.94- 2.63	60	2.32	2.05	1.68- 2.35	-	-	-	-
Treers (12 men, 208 women).....	220	2.34	2.25	2.01- 2.55	18	3.50	3.62	2.84- 4.04	-	-	-	-
Miscellaneous												
Floor boys or girls.....	187	2.14	2.10	1.95- 2.32	47	2.10	2.15	1.93- 2.30	31	2.53	2.50	2.25- 2.80
Women.....	117	2.13	2.12	1.97- 2.25	35	2.11	2.15	1.95- 2.29	20	2.39	2.25	2.25- 2.50
Inspectors (crowners).....	219	2.25	2.15	2.01- 2.38	79	2.08	2.15	1.93- 2.15	-	-	-	-
Women.....	174	2.17	2.15	2.01- 2.29	63	2.01	2.15	1.80- 2.15	-	-	-	-
Janitors (89 men, 3 women).....	92	2.08	2.12	1.91- 2.20	24	2.00	2.10	1.84- 2.15	-	-	-	-
Mechanics, maintenance (93 men, 2 women).....	95	2.72	2.64	2.31- 3.01	9	2.95	-	-	27	3.25	3.09	3.00- 3.48

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for method used to compute means, medians, and middle ranges of rates. Means and middle ranges are not provided for jobs with fewer than 15 workers in a region.

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

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

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

Table 20. Occupational earnings: Women's cement-process (conventional-lasting) shoes—all establishments

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations																
Cutting																
Cutters, lining, machine.....	627	\$2.93	\$2.74	\$2.16-\$3.53	149	\$3.64	\$3.53	\$2.84-\$4.42	144	\$3.07	\$2.95	\$2.31-\$3.74	47	\$2.15	\$2.14	\$1.73-\$2.43
Men.....	339	3.31	3.23	2.55-3.89	129	3.78	3.64	3.02-4.48	92	3.50	3.28	2.78-4.10	12	2.13	-	-
Women.....	288	2.48	2.33	1.86-2.78	20	2.76	2.68	2.00-3.29	52	2.30	2.06	1.75-2.49	35	2.16	2.24	1.68-2.44
Leather.....	405	2.79	2.57	2.11-3.27	36	3.57	3.47	2.75-4.23	86	3.23	3.13	2.35-3.91	39	2.18	2.24	1.79-2.43
Men.....	182	3.20	3.11	2.50-3.68	35	3.61	3.47	2.90-4.26	58	3.63	3.50	2.95-4.68	-	-	-	-
Women.....	223	2.45	2.32	1.90-2.67	-	-	-	-	28	2.41	2.31	1.95-2.49	33	2.17	2.24	1.65-2.43
Synthetics.....	222	3.19	3.01	2.33-3.83	113	3.66	3.62	2.84-4.47	58	2.82	2.77	1.91-3.48	-	-	-	-
Men.....	157	3.45	3.41	2.71-4.10	94	3.84	3.67	3.02-4.63	34	3.29	3.25	2.75-3.88	-	-	-	-
Women.....	65	2.55	2.42	1.75-2.95	19	2.79	2.71	2.00-3.29	24	2.16	1.80	1.75-2.50	-	-	-	-
Cutters, vamp and whole shoe, hand.....	209	3.51	3.54	2.65-4.40	14	3.13	-	-	94	4.28	4.41	3.72-4.97	-	-	-	-
Men.....	148	3.92	3.88	3.15-4.73	14	3.13	-	-	92	4.33	4.42	3.72-4.98	-	-	-	-
Cutters, vamp and whole shoe, machine.....	1,595	3.19	3.10	2.54-3.70	501	3.71	3.55	3.00-4.25	276	3.03	2.88	2.28-3.57	157	2.37	2.25	1.94-2.70
Men.....	1,075	3.41	3.30	2.74-3.89	462	3.77	3.61	3.08-4.33	169	3.20	3.17	2.38-3.75	-	-	-	-
Women.....	520	2.75	2.71	2.20-3.20	39	2.90	2.77	2.49-3.12	107	2.76	2.73	2.14-3.17	86	2.23	2.12	1.92-2.56
Leather.....	1,343	3.13	3.06	2.49-3.65	369	3.58	3.42	2.99-4.01	200	3.08	2.90	2.23-3.68	157	2.37	2.25	1.94-2.70
Men.....	883	3.35	3.28	2.72-3.87	337	3.66	3.52	3.05-4.10	124	3.31	3.25	2.48-3.91	-	-	-	-
Women.....	460	2.71	2.64	2.19-3.15	32	2.70	2.71	2.38-2.81	76	2.70	2.60	2.13-3.16	86	2.23	2.12	1.92-2.56
Synthetics.....	252	3.53	3.42	2.84-4.10	132	4.07	3.86	3.37-4.67	76	2.90	2.88	2.32-3.42	-	-	-	-
Men.....	192	3.69	3.52	2.90-4.33	125	4.09	3.87	3.37-4.68	45	2.90	2.99	2.36-3.42	-	-	-	-
Women.....	60	3.05	2.93	2.54-3.58	7	3.80	-	-	31	2.90	2.87	2.32-3.29	-	-	-	-
Fitting																
Fancy stitchers.....	3,149	2.41	2.28	1.93-2.75	1,047	2.59	2.53	2.09-2.97	534	2.46	2.30	1.94-2.76	241	2.05	1.92	1.60-2.31
Men.....	134	2.93	2.79	2.30-3.55	10	3.04	-	-	36	3.46	3.67	2.30-4.63	-	-	-	-
Women.....	3,015	2.39	2.25	1.91-2.73	1,037	2.59	2.52	2.09-2.97	498	2.39	2.28	1.91-2.71	234	2.06	1.93	1.60-2.34
Pasters, backers, or fitters, upper, hand.....	2,121	2.16	2.00	1.75-2.43	537	2.08	1.93	1.70-2.31	437	2.30	2.10	1.77-2.65	182	1.99	1.94	1.68-2.20
Men.....	79	2.48	2.15	1.75-3.12	-	-	-	-	30	3.44	3.16	3.07-3.90	-	-	-	-
Women.....	2,042	2.15	2.00	1.75-2.41	495	2.11	1.98	1.70-2.34	407	2.21	2.05	1.75-2.52	182	1.99	1.94	1.68-2.20
Skivers, machine, uppers or linings.....	646	2.47	2.29	1.94-2.77	152	2.49	2.35	2.09-2.82	131	2.91	2.55	2.06-3.93	64	2.13	2.07	1.80-2.37
Men.....	60	3.61	3.93	2.52-4.67	-	-	-	-	46	3.92	4.22	2.73-4.77	-	-	-	-
Women.....	586	2.35	2.25	1.91-2.66	150	2.49	2.35	2.09-2.82	85	2.37	2.26	1.85-2.65	62	2.14	2.07	1.80-2.37
Top stitchers.....	1,709	2.51	2.38	2.00-2.89	590	2.67	2.55	2.22-3.03	276	2.65	2.51	2.01-3.05	164	2.09	2.02	1.60-2.43
Men.....	82	3.69	3.47	3.08-4.19	15	3.37	3.12	2.63-3.65	49	3.86	3.47	3.35-4.44	-	-	-	-
Women.....	1,627	2.45	2.35	2.00-2.81	575	2.65	2.54	2.21-3.01	227	2.39	2.40	1.91-2.75	164	2.09	2.02	1.60-2.43
Vampers.....	728	2.39	2.24	1.95-2.72	253	2.58	2.39	2.00-3.12	153	2.45	2.28	2.02-2.79	90	2.00	1.92	1.66-2.27
Women.....	704	2.36	2.22	1.93-2.65	249	2.57	2.35	2.00-3.12	141	2.39	2.25	2.00-2.73	90	2.00	1.92	1.66-2.27
Lasting																
Assemblers for pullover, machine.....	508	2.86	2.76	2.22-3.41	173	3.21	3.18	2.62-3.66	93	2.82	2.89	2.45-3.21	42	2.13	1.91	1.70-2.35
Men.....	315	3.12	3.10	2.50-3.65	139	3.33	3.28	2.76-3.81	71	2.85	2.96	2.33-3.23	-	-	-	-
Women.....	193	2.43	2.46	1.87-2.77	34	2.70	2.58	2.02-3.42	22	2.72	2.65	2.46-3.18	34	2.16	1.89	1.70-2.44
Bed-machine operators (266 men, 15 women).....	281	3.12	3.18	2.39-3.68	110	3.46	3.32	2.94-3.87	21	3.70	3.62	3.28-4.21	41	2.57	2.35	2.03-3.18
Heel-seat lasters (241 men, 33 women).....	274	2.82	2.72	2.28-3.24	103	2.90	2.80	2.40-3.23	48	2.61	2.51	2.24-3.05	15	2.42	2.35	1.96-2.82
Pulling and lasting-machine operators (430 men, 24 women) ²	454	3.16	3.00	2.37-3.85	148	3.70	3.76	3.06-4.23	-	-	-	-	31	2.25	2.22	1.85-2.44
Toe to ball (362 men, 21 women).....	383	3.26	3.07	2.57-3.95	147	3.70	3.74	3.06-4.24	45	2.71	2.73	2.05-3.14	15	2.31	2.44	1.60-2.91
Pullover-machine operators (161 men, 9 women).....	170	3.23	3.17	2.48-3.77	59	3.40	3.38	2.74-3.89	80	3.10	2.89	2.25-3.73	-	-	-	-
Side lasters, machine (863 men, 48 women).....	911	3.12	3.05	2.49-3.71	277	3.65	3.69	3.08-4.10	146	2.83	2.80	2.11-3.38	83	2.49	2.39	2.00-2.98
Staple or tack lasting (658 men, 27 women).....	685	3.08	3.04	2.48-3.66	167	3.54	3.61	3.09-3.98	58	2.93	3.00	2.41-3.28	69	2.58	2.44	2.07-3.05
Cement lasting (205 men, 21 women).....	226	3.24	3.30	2.55-3.94	110	3.81	3.79	3.08-4.31	88	2.76	2.67	2.07-3.41	14	2.06	-	-
Toe lasters, automatic or semiautomatic.....	225	3.14	3.00	2.55-3.63	52	3.35	3.10	2.79-3.79	100	3.29	3.04	2.82-3.63	-	-	-	-
Men.....	200	3.14	3.02	2.49-3.63	51	3.36	3.12	2.79-3.80	80	3.25	3.06	2.71-3.63	-	-	-	-

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 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations—Continued</u>																
<u>Bottom and making</u>																
Bottom fillers.....	94	\$2.35	\$2.03	\$1.82-2.73	11	\$2.37	-	-	30	\$2.35	\$1.99	\$1.64-2.58	12	\$2.33	-	-
Men.....	16	2.76	2.41	2.00-3.27	-	-	-	10	3.11	-	-	-	-	-	-	-
Women.....	78	2.26	2.01	1.77-2.65	9	2.39	-	-	20	1.97	1.81	1.62-2.13	12	2.33	-	-
Edge trimmers.....	227	2.98	2.75	2.23-3.66	44	2.99	\$2.90	\$2.38-3.41	59	3.29	2.85	2.41-3.87	20	2.48	\$2.31	\$1.92-3.01
Men.....	187	3.04	2.84	2.25-3.67	43	2.97	2.86	2.35-3.39	50	3.34	2.85	2.59-3.96	20	2.48	2.31	1.92-3.01
Women.....	40	2.67	2.45	2.19-3.12	-	-	-	-	9	3.00	-	-	-	-	-	-
Goodyear stitchers.....	28	2.88	3.00	2.67-3.26	9	2.91	-	-	-	-	-	-	-	-	-	-
Men.....	25	2.96	3.00	2.84-3.40	9	2.91	-	-	-	-	-	-	-	-	-	-
Heel attachers, machine.....	325	2.82	2.67	2.16-3.35	98	3.02	2.98	2.34-3.55	96	2.89	2.84	2.19-3.45	15	2.12	2.01	1.60-2.60
Men.....	257	2.92	2.80	2.25-3.45	83	3.06	3.05	2.50-3.53	74	3.05	2.98	2.52-3.58	9	2.37	-	-
Women.....	68	2.43	2.21	1.89-2.88	15	2.83	2.85	2.17-3.53	22	2.36	2.24	1.86-2.89	6	1.74	-	-
Littleway stitchers (35 men, 2 women).....	37	2.98	2.82	2.41-3.29	14	3.13	-	-	-	-	-	-	-	-	-	-
Rough rounders.....	201	2.89	2.76	2.31-3.43	17	3.28	3.55	2.89-3.66	59	3.06	2.76	2.05-3.95	14	2.57	-	-
Men.....	151	2.98	2.89	2.34-3.60	14	3.30	-	-	48	3.27	3.09	2.18-4.08	8	2.50	-	-
Women.....	50	2.63	2.69	2.29-2.95	-	-	-	-	11	2.17	-	-	-	-	-	-
Shankers.....	361	2.35	2.21	1.93-2.63	125	2.27	2.21	1.90-2.52	100	2.51	2.18	1.97-2.83	19	2.12	2.01	1.67-2.30
Men.....	229	2.47	2.30	1.98-2.76	82	2.31	2.20	1.95-2.57	60	2.79	2.61	2.00-3.19	-	-	-	-
Women.....	132	2.16	2.04	1.87-2.40	43	2.20	2.25	1.88-2.46	40	2.10	1.99	1.90-2.18	9	2.03	-	-
Sole attachers, cement process.....	825	2.88	2.76	2.25-3.42	309	3.31	3.26	2.68-3.88	174	2.78	2.63	2.17-3.26	50	2.14	2.13	1.71-2.36
Men.....	614	3.05	2.93	2.45-3.56	275	3.36	3.29	2.72-3.91	114	2.86	2.77	2.32-3.28	29	2.28	2.25	1.96-2.59
Women.....	211	2.41	2.19	1.91-2.77	34	2.89	2.68	2.50-3.30	60	2.62	2.61	1.99-3.24	21	1.94	1.72	1.60-2.19
<u>Finishing</u>																
Bottom scourers.....	93	2.87	2.85	2.14-3.48	7	2.73	-	-	32	3.18	3.27	2.29-3.78	-	-	-	-
Men.....	62	2.91	2.88	2.17-3.49	7	2.73	-	-	22	3.42	3.59	2.90-3.91	-	-	-	-
Women.....	31	2.79	2.62	1.99-3.36	-	-	-	-	10	2.65	-	-	-	-	-	-
Edge setters.....	64	3.25	3.03	2.56-3.71	11	3.09	-	-	15	4.28	4.81	3.68-4.92	-	-	-	-
Men.....	55	3.39	3.32	2.72-4.16	11	3.09	-	-	13	4.54	-	-	-	-	-	-
Repairers.....	1,101	2.40	2.10	1.90-2.61	422	2.05	1.95	1.82-2.13	239	2.52	2.14	1.86-2.51	60	2.55	2.08	1.79-3.46
Men.....	83	3.37	2.65	2.28-4.07	-	-	-	-	67	3.63	2.82	2.32-4.49	-	-	-	-
Women.....	1,018	2.32	2.06	1.88-2.50	416	2.05	1.95	1.82-2.12	172	2.09	1.97	1.85-2.20	60	2.55	2.08	1.79-3.46
Treers.....	908	2.50	2.35	1.96-2.88	129	3.01	2.82	2.53-3.39	155	2.22	2.08	1.78-2.50	86	2.26	2.18	1.85-2.66
Men.....	182	2.94	2.71	2.42-3.34	111	3.05	2.89	2.56-3.38	-	-	-	-	-	-	-	-
Women.....	726	2.39	2.23	1.93-2.75	18	2.78	2.67	1.91-3.81	149	2.16	2.06	1.75-2.46	64	2.18	2.13	1.74-2.63
<u>Miscellaneous</u>																
Floor boys (or girls).....	1,094	2.10	2.05	1.90-2.25	397	2.01	2.00	1.84-2.15	355	2.18	2.07	1.90-2.30	65	2.02	2.04	1.90-2.14
Men.....	300	2.04	1.98	1.80-2.19	132	1.99	2.00	1.80-2.11	109	2.07	1.95	1.85-2.15	-	-	-	-
Women.....	794	2.12	2.10	1.93-2.25	265	2.02	2.00	1.85-2.15	246	2.23	2.10	1.95-2.33	60	2.01	2.03	1.90-2.14
Inspectors (crowners).....	857	2.18	2.10	1.87-2.36	187	1.97	1.90	1.75-2.08	173	2.13	2.00	1.80-2.26	90	2.14	2.07	1.89-2.40
Men.....	138	2.38	2.30	2.00-2.65	46	2.28	2.30	2.00-2.52	36	2.60	2.58	1.95-3.16	-	-	-	-
Women.....	719	2.14	2.07	1.85-2.33	141	1.87	1.80	1.70-2.00	137	2.01	1.94	1.80-2.15	84	2.11	2.04	1.88-2.22
Janitors.....	297	2.00	1.92	1.80-2.15	82	1.85	1.80	1.75-1.95	83	2.11	2.00	1.85-2.10	24	1.90	1.88	1.88-1.93
Men.....	285	2.00	1.92	1.80-2.11	81	1.85	1.80	1.75-1.95	82	2.11	2.00	1.85-2.10	24	1.90	1.88	1.88-1.93
Mechanics, maintenance (all men).....	250	3.03	2.94	2.58-3.28	36	3.20	3.09	2.59-3.75	68	3.21	2.93	2.58-3.52	23	2.43	2.38	2.22-2.57
<u>Office jobs</u>																
Clerks, general.....	501	2.23	2.18	2.00-2.44	139	2.08	2.00	1.84-2.25	188	2.25	2.15	2.00-2.40	30	2.12	2.12	2.01-2.25
Men.....	494	2.22	2.17	2.00-2.42	139	2.08	2.00	1.84-2.25	181	2.23	2.15	2.00-2.38	30	2.12	2.12	2.05-2.25
Women.....	407	2.17	2.10	1.90-2.38	232	2.06	2.03	1.85-2.20	81	2.33	2.17	1.90-2.50	-	-	-	-
Stenographers, general (all women).....	43	2.45	2.40	2.13-2.63	12	2.59	-	-	8	2.48	-	-	-	-	-	-

See footnotes at end of table.

Table 20. Occupational earnings: Women's cement-process (conventional-lasting) shoes—all establishments—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations</u>																
<u>Cutting</u>																
Cutters, lining, machine.....	27	\$2.45	\$2.32	\$2.06-\$2.85	92	\$2.43	\$2.25	\$1.86-\$2.82	108	\$2.71	\$2.62	\$2.12-\$3.08	12	\$3.03	-	-
Men.....	-	-	-	-	-	-	-	-	41	2.60	2.66	2.12- 3.07	11	3.16	-	-
Women.....	18	2.19	2.08	1.83- 2.29	83	2.46	2.25	1.89- 2.92	67	2.77	2.62	2.14- 3.12	-	-	-	-
Leather.....	22	2.47	2.35	2.08- 2.85	85	2.36	2.23	1.85- 2.61	88	2.77	2.67	2.23- 3.13	-	-	-	-
Men.....	-	-	-	-	-	-	-	-	30	2.80	2.77	2.51- 3.14	-	-	-	-
Women.....	14	2.20	-	-	77	2.38	2.24	1.86- 2.58	58	2.76	2.59	2.17- 2.98	-	-	-	-
Synthetics.....	-	-	-	-	-	-	-	-	20	2.44	2.14	1.87- 2.87	-	-	-	-
Women.....	-	-	-	-	-	-	-	-	9	2.87	-	-	-	-	-	-
Cutters, vamp and whole shoe, hand.....	-	-	-	-	-	-	-	-	43	3.33	3.54	2.76- 3.77	13	3.44	-	-
Men.....	-	-	-	-	-	-	-	-	22	3.40	3.42	2.75- 4.01	13	3.44	-	-
Cutters, vamp and whole shoe, machine.....	65	3.10	3.26	2.42- 3.72	267	3.06	3.02	2.56- 3.36	165	3.16	3.15	2.61- 3.65	51	3.42	\$3.28	\$2.93-\$4.02
Men.....	40	3.48	3.53	3.17- 3.88	-	-	-	-	70	3.35	3.30	2.77- 3.88	48	3.44	3.40	2.95- 4.02
Women.....	25	2.48	2.28	1.60- 3.15	126	2.87	2.82	2.51- 3.28	95	3.03	3.04	2.49- 3.57	-	-	-	-
Leather.....	63	3.09	3.28	2.37- 3.72	247	3.06	3.02	2.55- 3.36	151	3.18	3.15	2.61- 3.67	49	3.39	3.28	2.88- 4.02
Men.....	40	3.48	3.53	3.17- 3.88	-	-	-	-	64	3.37	3.30	2.77- 3.90	47	3.42	3.28	2.93- 4.02
Women.....	23	2.42	2.27	1.60- 3.14	115	2.87	2.81	2.51- 3.28	87	3.03	3.07	2.49- 3.57	-	-	-	-
Synthetics.....	-	-	-	-	20	3.07	3.06	2.74- 3.50	14	3.02	-	-	-	-	-	-
Women.....	-	-	-	-	-	-	-	-	8	2.94	-	-	-	-	-	-
<u>Fitting</u>																
Fancy stitchers.....	180	2.08	1.95	1.73- 2.26	397	2.38	2.26	1.84- 2.69	293	2.36	2.27	1.90- 2.74	89	2.77	2.69	2.30- 3.07
Men.....	-	-	-	-	-	-	-	-	-	-	-	-	69	2.82	2.82	2.30- 3.16
Women.....	180	2.08	1.95	1.73- 2.26	397	2.38	2.26	1.84- 2.69	293	2.36	2.27	1.90- 2.74	20	2.61	2.33	2.25- 2.73
Pasters, backers, or fitters, upper, hand.....	107	2.17	2.07	1.80- 2.43	395	2.19	2.00	1.75- 2.55	228	2.32	2.15	1.90- 2.63	70	2.12	1.95	1.85- 2.15
Women.....	107	2.17	2.07	1.80- 2.43	395	2.19	2.00	1.75- 2.55	221	2.31	2.16	1.90- 2.63	70	2.12	1.95	1.85- 2.15
Skivers, machine, uppers or linings.....	44	2.38	2.35	1.84- 2.80	89	2.31	2.23	1.90- 2.68	94	2.29	2.14	1.88- 2.59	22	2.72	2.71	2.41- 2.96
Men.....	-	-	-	-	-	-	-	-	-	-	-	-	10	2.85	-	-
Women.....	44	2.38	2.35	1.84- 2.80	89	2.31	2.23	1.90- 2.68	94	2.29	2.14	1.88- 2.59	12	2.61	-	-
Top stitchers.....	88	2.27	2.19	1.86- 2.47	227	2.42	2.32	2.05- 2.72	240	2.41	2.19	1.83- 2.83	23	3.11	2.96	2.77- 3.35
Men.....	-	-	-	-	-	-	-	-	-	-	-	-	12	3.26	-	-
Women.....	88	2.27	2.19	1.86- 2.47	227	2.42	2.32	2.05- 2.72	240	2.41	2.19	1.83- 2.83	11	2.95	-	-
Vampers.....	32	2.23	2.20	1.82- 2.65	77	2.26	2.10	1.85- 2.53	64	2.23	2.16	1.85- 2.46	12	2.75	-	-
Men.....	-	-	-	-	-	-	-	-	-	-	-	-	7	2.96	-	-
Women.....	32	2.23	2.20	1.82- 2.65	77	2.26	2.10	1.85- 2.53	63	2.22	2.15	1.85- 2.40	-	-	-	-
<u>Lasting</u>																
Assemblers for pullover, machine.....	31	2.66	2.55	2.41- 2.98	53	3.05	2.92	2.62- 3.59	72	2.88	2.76	2.30- 3.34	-	-	-	-
Men.....	21	2.86	2.73	2.48- 3.51	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	10	2.26	-	-	22	2.69	2.66	2.53- 2.85	45	2.54	2.63	2.14- 2.77	-	-	-	-
Heel-seat lasters.....	16	2.55	2.62	2.22- 2.99	33	2.78	2.69	2.01- 3.32	34	2.85	2.74	2.34- 3.38	14	3.10	-	-
Pulling and lasting-machine operators.....	9	3.74	-	-	53	3.47	3.13	2.81- 4.21	74	3.45	3.15	2.50- 4.43	-	-	-	-
Toe to ball.....	9	3.74	-	-	35	3.33	3.07	2.82- 3.77	74	3.45	3.15	2.50- 4.43	-	-	-	-
Pullover-machine operators.....	14	3.18	-	-	-	-	-	-	9	3.52	-	-	-	-	-	-
Side lasters, machine.....	47	3.02	2.94	2.70- 3.42	116	3.47	3.40	2.94- 4.05	127	3.08	3.07	2.51- 3.64	10	3.07	-	-
Staple or tack lasting.....	43	3.04	2.94	2.83- 3.42	115	3.48	3.40	2.94- 4.05	126	3.09	3.07	2.55- 3.65	-	-	-	-
Toe lasters, automatic or semiautomatic.....	21	1.95	1.88	1.65- 2.23	-	-	-	-	-	-	-	-	12	3.48	-	-
Men.....	19	1.95	1.88	1.65- 2.25	-	-	-	-	-	-	-	-	12	3.48	-	-

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 1971)

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	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations—Continued																
Bottom and making																
Bottom fillers.....	-	-	-	-	20	\$2.45	\$2.37	\$1.90-2.83	9	\$2.01	-	-	-	-	-	-
Women.....	-	-	-	-	20	2.45	2.37	1.90-2.83	7	1.91	-	-	-	-	-	-
Edge trimmers.....	9	\$3.27	-	-	47	2.93	2.75	2.11-3.66	22	3.14	\$3.13	\$2.38-3.96	9	\$2.38	-	-
Men.....	9	3.27	-	-	36	3.15	3.01	2.44-3.81	16	2.92	2.91	2.25-3.50	7	2.31	-	-
Women.....	-	-	-	-	11	2.23	-	-	6	3.72	-	-	-	-	-	-
Heel attachers, machine.....	17	3.00	\$3.28	\$2.12-3.71	31	3.16	3.10	2.70-3.61	34	2.31	2.21	1.93-2.59	10	3.10	-	-
Men.....	14	3.25	-	-	22	3.34	3.12	2.91-3.89	23	2.29	2.23	1.84-2.58	10	3.10	-	-
Women.....	-	-	-	-	-	-	-	-	11	2.35	-	-	-	-	-	-
Rough rounders.....	-	-	-	-	28	3.18	3.28	2.78-3.68	-	-	-	-	-	-	-	-
Shankers.....	19	2.29	2.03	1.91-2.54	31	2.56	2.56	2.31-2.74	28	2.41	2.41	2.15-2.66	8	2.43	-	-
Men.....	14	2.44	-	-	27	2.63	2.61	2.35-2.76	14	2.46	-	-	6	2.21	-	-
Women.....	5	1.87	-	-	-	-	-	-	14	2.35	-	-	-	-	-	-
Sole attachers, cement process.....	45	2.35	2.17	1.82-2.92	75	2.99	2.94	2.41-3.46	73	2.82	2.81	2.40-3.23	16	3.02	\$2.97	\$2.54-3.50
Men.....	34	2.53	2.38	2.15-3.10	42	3.26	3.37	2.85-3.59	63	2.83	2.83	2.61-3.25	15	3.04	3.03	2.53-3.50
Women.....	11	1.81	-	-	33	2.64	2.41	2.15-3.29	10	2.76	-	-	-	-	-	-
Finishing																
Bottom scourers.....	-	-	-	-	9	2.82	-	-	-	-	-	-	-	-	-	-
Men.....	-	-	-	-	8	2.89	-	-	-	-	-	-	-	-	-	-
Edge setters.....	-	-	-	-	11	3.22	-	-	-	-	-	-	-	-	-	-
Men.....	-	-	-	-	11	3.22	-	-	-	-	-	-	-	-	-	-
Repairers.....	78	2.11	2.00	1.93-2.04	92	3.06	3.03	2.47-3.63	103	2.94	2.93	2.34-3.37	42	2.22	2.11	2.01-2.37
Women.....	78	2.11	2.00	1.93-2.04	92	3.06	3.03	2.47-3.63	102	2.94	2.95	2.34-3.38	39	2.25	2.15	2.04-2.40
Treers.....	84	2.45	2.35	2.13-2.68	161	2.75	2.64	2.14-3.16	138	2.73	2.77	2.26-3.11	-	-	-	-
Women.....	82	2.46	2.36	2.16-2.73	130	2.16	2.62	2.13-3.17	131	2.70	2.77	2.26-3.07	-	-	-	-
Miscellaneous																
Floor boys (or girls).....	61	1.97	1.92	1.75-2.22	-	-	-	-	69	2.18	2.15	2.11-2.29	12	2.03	-	-
Men.....	24	2.03	1.92	1.75-2.29	-	-	-	-	-	-	-	-	-	-	-	-
Women.....	37	1.93	1.92	1.65-2.12	-	-	-	-	60	2.16	2.12	2.09-2.29	7	2.13	-	-
Inspectors (crowners).....	59	2.06	2.00	1.81-2.17	160	2.44	2.35	2.24-2.69	105	2.29	2.18	2.13-2.40	-	-	-	-
Men.....	7	1.97	-	-	11	2.42	-	-	14	2.51	-	-	-	-	-	-
Women.....	52	2.07	2.00	1.81-2.17	149	2.44	2.34	2.24-2.69	91	2.26	2.15	2.11-2.31	-	-	-	-
Janitors.....	18	1.84	1.86	1.80-1.92	31	2.17	2.20	2.02-2.34	41	2.05	2.15	1.93-2.19	9	2.08	-	-
Men.....	17	1.86	1.92	1.80-1.92	24	2.21	2.22	2.08-2.34	39	2.06	2.15	1.95-2.19	9	2.08	-	-
Women.....	1	1.60	-	-	7	2.02	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all men).....	35	2.65	2.61	2.47-3.02	31	3.16	3.08	3.08-3.41	35	2.94	2.92	2.82-3.10	-	-	-	-
Office jobs																
Clerks, general.....	19	2.22	2.49	1.73-2.51	-	-	-	-	32	2.23	2.25	2.07-2.36	-	-	-	-
Women.....	19	2.22	2.49	1.73-2.51	-	-	-	-	32	2.23	2.25	2.07-2.36	-	-	-	-
Clerks, payroll (all women).....	19	1.95	2.00	1.72-2.07	16	2.39	2.41	2.26-2.51	19	2.29	2.25	2.20-2.44	11	2.71	-	-
Stenographers, general (all women).....	6	1.90	-	-	-	-	-	-	7	2.39	-	-	-	-	-	-

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

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

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

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 1971)

Sex, department, and occupation	United States ²				New England				Middle Atlantic			
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan 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
Men												
Cutting												
Cutters, lining, machine.....	188	\$3.53	151	\$3.04	77	\$3.71	52	\$3.88	80	\$3.61	12	\$2.79
Cutters, vamp and whole shoe, hand.....	123	4.07	25	3.19	10	3.19	-	-	92	4.33	-	-
Cutters, vamp and whole shoe, machine.....	463	3.54	612	3.31	207	3.76	255	3.78	152	3.30	17	2.32
Leather.....	328	3.51	555	3.26	120	3.59	217	3.70	108	3.45	16	2.33
Synthetics.....	135	3.61	57	3.88	81	4.00	38	4.28	44	2.92	-	-
Lasting												
Assemblers for pullover, machine.....	142	3.22	173	3.04	63	3.53	76	3.17	60	2.87	11	2.72
Bed-machine operators.....	116	3.62	150	2.79	82	3.66	28	2.86	20	3.70	-	-
Heel-seat lasters.....	99	2.95	142	2.80	46	3.11	48	2.78	34	2.68	-	-
Pulling and lasting-machine operators:												
Toe to ball.....	103	3.31	259	3.31	52	3.80	95	3.64	38	2.59	-	-
Pullover-machine operators.....	77	3.51	84	2.99	24	3.66	35	3.22	48	3.45	23	2.34
Side lasters, machine.....	289	3.44	574	2.99	147	3.91	129	3.36	101	2.88	16	2.60
Staple or tack lasting.....	131	3.38	527	3.01	65	3.74	102	3.42	34	2.98	10	2.63
Cement lasting.....	158	3.49	47	2.78	82	4.05	27	3.13	67	2.82	-	-
Toe lasters, automatic or semiautomatic.....	111	3.44	89	2.77	24	3.87	27	2.91	63	3.29	17	3.10
Bottom and making												
Edge trimmers.....	108	3.24	79	2.77	25	3.01	18	2.93	50	3.34	-	-
Heel attachers, machine.....	132	3.11	125	2.72	54	3.21	29	2.77	59	3.04	15	3.08
Rough rounders.....	74	3.22	77	2.76	7	3.25	7	3.35	45	3.35	-	-
Shankers.....	123	2.59	106	2.33	51	2.38	31	2.20	57	2.79	-	-
Sole attachers, cement process.....	279	3.24	335	2.88	150	3.48	125	3.21	93	2.92	21	2.62
Other												
Floor boys.....	164	2.07	136	2.00	63	2.08	69	1.92	87	2.09	22	1.98
Inspectors (crowners).....	75	2.50	63	2.24	23	2.43	23	2.14	35	2.62	-	-
Janitors.....	125	2.04	160	1.97	49	1.88	32	1.80	62	2.15	20	1.97
Women												
Cutting												
Cutters, lining, machine.....	68	2.38	220	2.51	-	-	15	2.46	34	2.27	18	2.35
Cutters, vamp and whole shoe, machine.....	116	2.83	404	2.72	17	2.90	22	2.90	67	2.71	40	2.85
Leather.....	80	2.71	380	2.71	12	2.54	20	2.80	40	2.52	36	2.91
Synthetics.....	36	3.10	24	2.96	-	-	-	-	27	2.99	-	-
Fitting												
Fancy stitchers.....	1,126	2.47	1,889	2.33	515	2.62	522	2.56	354	2.40	144	2.37
Pasters, backers, or fitters, upper, hand.....	759	2.19	1,283	2.13	238	2.17	257	2.05	325	2.22	82	2.17
Skivers, machine, uppers or linings.....	176	2.48	410	2.30	62	2.69	88	2.36	63	2.45	22	2.13
Top stitchers.....	584	2.54	1,043	2.40	285	2.68	290	2.61	210	2.37	17	2.71
Vampers.....	234	2.47	470	2.31	85	2.62	164	2.55	119	2.43	22	2.19
Lasting												
Assemblers for pullover, machine.....	34	2.93	159	2.32	13	3.26	21	2.35	18	2.74	-	-
Bottom and making												
Shankers.....	39	2.22	93	2.14	10	2.32	33	2.16	25	2.11	15	2.08
Sole attachers, cement process.....	57	2.54	154	2.36	-	-	27	3.01	42	2.64	18	2.56
Finishing												
Repairers.....	413	2.18	605	2.42	189	2.22	227	1.90	145	2.09	27	2.09
Treers.....	189	2.19	537	2.46	7	2.32	11	3.08	99	2.21	50	2.08
Miscellaneous												
Floor girls.....	360	2.21	434	2.04	90	2.13	175	1.96	238	2.24	8	1.96
Inspectors (crowners).....	188	2.06	531	2.16	35	2.01	106	1.83	100	2.00	37	2.01

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 1971)

Sex, department, and occupation	Border States		Southwest		Great Lakes		Middle West		Pacific	
	Nonmetropolitan areas		Nonmetropolitan areas		Nonmetropolitan 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
Men										
Cutting										
Cutters, lining, machine.....	12	\$2.13	-	-	-	-	37	\$2.58	11	\$3.16
Cutters, vamp and whole shoe, hand.....	-	-	-	-	-	-	19	3.35	13	3.44
Cutters, vamp and whole shoe, machine.....	-	-	40	\$3.48	-	-	67	3.26	48	3.44
Leather.....	-	-	40	3.48	-	-	61	3.28	47	3.42
Lasting										
Assemblers for pullover, machine.....	-	-	21	2.86	-	-	-	-	-	-
Bed-machine operators.....	41	2.57	-	-	-	-	-	-	-	-
Heel-seat lasters.....	14	2.48	16	2.55	21	\$2.81	27	2.84	14	3.10
Pulling and lasting-machine operators:										
Toe to ball.....	-	-	9	3.74	27	3.37	63	3.52	-	-
Pullover-machine operators.....	-	-	14	3.18	-	-	9	3.52	-	-
Side lasters, machine.....	80	2.52	44	3.05	91	3.50	122	3.07	9	3.01
Staple or tack lasting.....	67	2.61	43	3.04	91	3.50	122	3.07	-	-
Cement lasting.....	13	2.09	-	-	-	-	-	-	-	-
Toe lasters, automatic or semiautomatic.....	-	-	-	-	-	-	-	-	12	3.48
Bottom and making										
Edge trimmers.....	20	2.48	9	3.27	16	2.80	13	2.69	7	2.31
Heel attachers, machine.....	9	2.37	14	3.25	-	-	23	2.29	10	3.10
Rough rounders.....	8	2.50	11	2.50	-	-	-	-	-	-
Shankers.....	-	-	14	2.44	21	2.70	-	-	6	2.21
Sole attachers, cement process.....	29	2.28	34	2.53	29	3.18	61	2.84	15	3.04
Other										
Floor boys.....	-	-	24	2.03	-	-	-	-	-	-
Inspectors (crowners).....	-	-	7	1.97	-	-	14	2.51	-	-
Janitors.....	24	1.90	17	1.86	23	2.22	35	2.06	9	2.08
Women										
Cutting										
Cutters, lining, machine.....	35	2.16	18	2.19	57	2.61	65	2.72	-	-
Cutters, vamp and whole shoe, machine.....	86	2.23	25	2.48	-	-	95	3.03	-	-
Leather.....	86	2.23	23	2.42	-	-	87	3.03	-	-
Synthetics.....	-	-	-	-	-	-	8	2.94	-	-
Fitting										
Fancy stitchers.....	234	2.06	180	2.08	310	2.37	287	2.35	20	2.61
Pasters, backers, or fitters, upper, hand.....	182	1.99	107	2.17	283	2.20	219	2.31	70	2.12
Skivers, machine, uppers or linings.....	62	2.14	44	2.38	66	2.38	90	2.28	12	2.61
Top stitchers.....	164	2.09	88	2.27	166	2.42	232	2.40	11	2.95
Vampers.....	90	2.00	32	2.23	52	2.30	63	2.22	-	-
Lasting										
Assemblers for pullover, machine.....	34	2.16	10	2.26	-	-	45	2.54	-	-
Bottom and making										
Shankers.....	9	2.03	-	-	-	-	14	2.35	-	-
Sole attachers, cement process.....	21	1.94	11	1.81	29	2.72	10	2.76	-	-
Finishing										
Repairers.....	60	2.55	78	2.11	73	3.16	99	2.96	39	2.25
Treers.....	64	2.18	82	2.46	102	2.90	-	-	-	-
Miscellaneous										
Floor girls.....	60	2.01	37	1.93	72	2.21	57	2.15	7	2.13
Inspectors (crowners).....	84	2.11	52	2.07	120	2.48	87	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.

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

Table 22. Occupational earnings: Women's cement-process (conventional-lasting) shoes—by size of establishment

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1971)

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									
	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																				
Cutting																				
Cutters, lining, machine.....	106	\$3.48	233	\$3.24	41	\$3.43	88	\$3.94	46	\$4.06	46	\$2.95	-	-	-	-	-	38	\$2.67	
Cutters, vamp and whole shoe, hand.....	105	4.22	43	3.18	-	-	10	3.14	87	4.43	-	-	-	-	-	-	-	22	3.40	
Cutters, vamp and whole shoe, machine.....	229	3.55	846	3.37	122	3.58	340	3.84	35	4.05	134	2.98	-	-	-	-	-	54	3.51	
Leather.....	198	3.56	685	3.29	99	3.60	238	3.68	31	4.12	93	3.04	-	-	-	-	-	51	3.52	
Synthetics.....	31	3.48	161	3.73	23	3.52	102	4.21	-	-	41	2.84	-	-	-	-	-	-	-	
Lasting																				
Assemblers for pullover, machine.....	96	3.00	219	3.17	45	3.33	94	3.34	38	2.75	33	2.96	-	-	-	-	-	-	-	
Bed-machine operators.....	63	3.28	203	3.11	35	3.27	75	3.55	12	4.19	8	2.97	-	-	-	-	-	-	-	
Heel-seat lasters.....	59	2.69	182	2.91	30	2.77	64	3.03	10	2.84	29	2.58	-	-	8	\$2.86	25	\$2.84	27	2.83
Pulling and lasting-machine operators:																				
Toe to ball.....	53	3.19	309	3.33	40	3.31	107	3.85	-	-	41	2.64	-	-	-	-	29	3.41	61	3.62
Pullover-machine operators.....	68	3.38	93	3.13	14	3.24	45	3.45	39	3.56	32	2.53	-	-	-	-	-	-	-	
Side lasters, machine.....	152	3.20	711	3.13	86	3.48	190	3.73	19	3.48	98	2.72	18	\$2.25	62	2.60	103	3.48	115	3.15
Staple or tack lasting.....	88	3.12	570	3.08	49	3.42	118	3.59	-	-	40	2.85	-	-	57	2.62	102	3.48	115	3.15
Cement lasting.....	64	3.31	141	3.33	37	3.56	72	3.96	15	3.50	58	2.62	-	-	-	-	-	-	-	
Toe lasters, automatic or semiautomatic.....	77	2.96	123	3.25	20	3.28	31	3.42	26	3.49	54	3.14	-	-	-	-	-	-	-	
Bottom and making																				
Edge trimmers.....	64	3.41	123	2.85	12	3.22	31	2.88	21	4.23	29	2.69	-	-	11	2.40	26	3.23	12	3.01
Heel attachers, machine.....	64	3.09	193	2.86	25	2.83	58	3.16	24	3.61	50	2.78	-	-	-	-	-	3.23	19	2.37
Rough rounders.....	41	3.15	110	2.92	-	-	10	3.56	23	3.71	25	2.86	-	-	-	-	-	-	-	
Shankers.....	60	2.77	169	2.36	18	2.08	64	2.38	33	3.34	27	2.12	-	-	-	-	25	2.71	-	
Sole attachers, cement process.....	122	3.11	492	3.03	64	3.11	211	3.43	32	3.29	82	2.70	-	-	25	2.28	35	3.20	58	2.88
Finishing																				
Treers.....	41	3.05	141	2.91	27	3.08	84	3.04	-	-	-	-	-	-	-	-	-	-	-	
Other																				
Floor boys.....	84	2.05	216	2.03	24	2.02	108	1.99	52	2.09	57	2.05	-	-	-	-	-	-	-	
Inspectors (crowners).....	38	2.74	100	2.24	7	2.10	39	2.31	20	3.10	16	1.97	-	-	-	-	-	-	12	2.55
Janitors.....	95	2.00	190	2.00	22	1.91	59	1.83	33	2.12	49	2.10	-	-	8	1.95	24	2.21	30	2.10
Women																				
Cutting																				
Cutters, lining, machine.....	70	2.13	218	2.59	7	2.66	13	2.81	-	-	28	2.51	-	-	30	2.12	69	2.55	60	2.85
Cutters, vamp and whole shoe, machine.....	121	2.64	399	2.78	26	2.86	13	2.99	26	3.29	81	2.59	-	-	49	2.49	107	2.87	89	3.05
Leather.....	99	2.45	361	2.78	20	2.63	12	2.82	-	-	62	2.63	-	-	49	2.49	99	2.86	81	3.06
Synthetics.....	22	3.50	38	2.78	6	3.62	-	-	-	-	19	2.46	-	-	-	-	-	-	8	2.94
Fitting																				
Fancy stitchers.....	653	2.45	2,362	2.37	337	2.69	700	2.54	107	2.50	391	2.36	80	1.90	154	2.14	362	2.38	273	2.38
Pasters, backers, or fitters, upper, hand.....	498	2.01	1,544	2.20	216	2.03	279	2.16	100	2.10	307	2.25	-	-	-	-	338	2.24	199	2.34
Skivers, machine, uppers or linings.....	143	2.34	443	2.36	56	2.44	94	2.53	30	2.27	55	2.42	-	-	47	2.21	77	2.34	85	2.31
Top stitchers.....	349	2.49	1,278	2.43	164	2.58	411	2.67	62	2.61	165	2.31	47	1.72	117	2.24	196	2.39	222	2.37
Vampers.....	147	2.18	557	2.41	43	2.43	206	2.61	31	2.25	110	2.43	-	-	61	2.08	56	2.31	47	2.28

See footnotes at end of table.

Table 22. Occupational earnings: Women's cement-process (conventional-lasted) shoes—by size of establishment—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and selected regions, March 1971)

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		250 workers or more		250 workers or more			
	50-249 workers		250 workers or more		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	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
<u>Women—Continued</u>																				
<u> Lasting</u>																				
Assemblers for pullover, machine.....	39	\$2.30	154	\$2.46	-	-	19	\$2.77	-	-	21	\$2.70	-	-	22	\$2.32	20	\$2.72	41	\$2.56
<u> Bottom and making</u>																				
Shankers.....	31	2.06	101	2.19	11	\$2.08	32	2.24	10	\$2.02	30	2.12	-	-	6	2.25	-	-	14	2.35
Sole attachers, cement process.....	70	2.31	141	2.46	19	2.54	15	3.34	25	2.63	35	2.61	-	-	6	2.38	29	2.72	10	2.76
<u> Finishing</u>																				
Repairers.....	273	2.03	745	2.43	129	1.97	287	2.08	54	1.98	118	2.15	-	-	41	2.88	82	3.09	97	2.95
Treers.....	126	2.07	600	2.46	9	2.07	-	-	38	2.27	111	2.13	23	\$1.72	41	2.45	116	2.86	123	2.70
<u> Other</u>																				
Floor girls.....	279	2.20	515	2.07	58	2.05	207	2.01	176	2.30	70	2.06	16	1.86	44	2.06	86	2.22	55	2.19
Inspectors (crowners).....	108	1.94	611	2.17	30	1.91	111	1.87	12	1.81	125	2.03	-	-	63	2.21	133	2.47	86	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.

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

Table 23. Occupational earnings: Women's cement-process (conventional-lasting) 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 1971)

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		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																		
Cutting																		
Cutters, lining, machine:																		
Metropolitan areas	87	\$3.68	101	\$3.40	37	\$3.37	40	\$4.02	40	\$4.26	40	\$2.95	-	-	-	-	-	-
Nonmetropolitan areas	19	2.57	132	3.11	-	-	48	3.87	-	-	6	2.90	-	-	-	-	34	\$2.66
Cutters, vamp and whole shoe, machine: ³																		
Metropolitan areas	161	3.68	302	3.46	76	3.58	131	3.87	35	4.05	117	3.07	-	-	-	-	-	-
Nonmetropolitan areas	68	3.26	544	3.32	46	3.59	209	3.83	-	-	17	2.32	-	-	-	-	51	3.40
Leather:																		
Metropolitan areas	137	3.71	191	3.36	57	3.62	63	3.57	31	4.12	77	3.19	-	-	-	-	-	-
Nonmetropolitan areas	61	3.23	494	3.26	42	3.58	175	3.72	-	-	16	2.33	-	-	-	-	48	3.41
Lasting																		
Assemblers for pullover, machine:																		
Metropolitan areas	65	3.02	77	3.38	28	3.22	35	3.77	34	2.81	26	2.95	-	-	-	-	-	-
Nonmetropolitan areas	31	2.97	142	3.05	17	3.51	59	3.08	-	-	-	-	-	-	-	-	-	-
Heel-seat lasters:																		
Metropolitan areas	39	2.98	60	2.93	21	2.91	25	3.28	10	2.84	24	2.61	-	-	-	-	-	-
Nonmetropolitan areas	20	2.13	122	2.90	9	2.44	39	2.86	-	-	-	-	8	\$2.86	21	\$2.81	26	\$2.85
Pulling and lasting-machine operators:																		
Toe to ball:																		
Metropolitan areas	34	3.07	69	3.42	26	3.07	26	4.52	-	-	36	2.52	-	-	-	-	-	-
Nonmetropolitan areas	19	3.41	240	3.30	14	3.74	81	3.63	-	-	-	-	-	-	27	3.37	59	3.59
Side lasters, machine: ³																		
Metropolitan areas	86	3.56	203	3.39	56	3.65	91	4.07	19	3.48	82	2.74	-	-	-	-	-	-
Nonmanufacturing areas	66	2.72	508	3.02	30	3.16	99	3.41	-	-	16	2.60	62	2.60	91	3.50	113	3.12
Staple or tack lasting:																		
Metropolitan areas	36	3.54	95	3.32	25	3.62	40	3.82	-	-	30	2.93	-	-	-	-	-	-
Nonmetropolitan areas	52	2.82	475	3.03	24	3.22	78	3.48	-	-	10	2.63	57	2.62	91	3.50	113	3.12
Toe lasters, automatic or semiautomatic:																		
Metropolitan areas	39	3.57	72	3.37	10	3.86	14	3.88	21	3.63	42	3.12	-	-	-	-	-	-
Nonmetropolitan areas	38	2.34	51	3.09	-	-	17	3.04	-	-	12	3.20	-	-	-	-	-	-
Bottom and making																		
Edge trimmers:																		
Metropolitan areas	41	3.64	67	3.00	6	3.37	19	2.89	21	4.23	29	2.69	-	-	-	-	-	-
Nonmetropolitan areas	23	3.01	56	2.67	-	-	12	2.86	-	-	-	-	11	2.40	16	2.80	9	2.70
Heel attachers, machine:																		
Metropolitan areas	51	3.25	81	3.02	22	2.81	32	3.49	21	3.76	38	2.65	-	-	-	-	-	-
Nonmetropolitan areas	13	2.45	112	2.75	-	-	26	2.74	-	-	12	3.21	-	-	-	-	19	2.37
Shankers:																		
Metropolitan areas	49	2.93	74	2.36	14	2.19	37	2.45	31	3.35	26	2.13	-	-	-	-	-	-
Nonmetropolitan areas	11	2.06	95	2.36	-	-	27	2.27	-	-	-	-	-	-	21	2.70	-	-
Sole attachers, cement process:																		
Metropolitan areas	79	3.44	200	3.16	40	3.43	110	3.50	23	3.54	70	2.71	-	-	-	-	-	-
Nonmetropolitan areas	43	2.50	292	2.94	24	2.58	101	3.36	-	-	12	2.60	25	2.28	29	3.18	56	2.90
Miscellaneous																		
Janitors:																		
Metropolitan areas	52	2.07	73	2.01	19	1.94	30	1.85	26	2.15	36	2.15	-	-	-	-	-	-
Nonmetropolitan areas	43	1.91	117	2.00	-	-	29	1.80	-	-	13	1.95	8	1.95	23	2.22	26	2.11

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 1971)

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		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
Women																		
Cutting																		
Cutters, lining, machine:																		
Metropolitan areas	33	\$1.98	35	\$2.76	-	-	-	-	-	-	16	\$2.72	-	-	-	-	-	-
Nonmetropolitan areas	37	2.26	183	2.56	-	-	9	\$2.42	-	-	12	2.23	30	\$2.12	57	\$2.61	58	\$2.79
Fitting																		
Fancy stitchers:																		
Metropolitan areas	282	2.64	844	2.42	195	\$2.74	320	2.54	47	\$2.39	307	2.40	-	-	-	-	-	-
Nonmetropolitan areas	371	2.30	1,518	2.34	142	2.61	380	2.54	-	-	84	2.22	154	2.15	310	2.37	267	2.36
Pasters, backers, or fitters, upper, hand:																		
Metropolitan areas	312	2.05	447	2.28	110	2.08	128	2.25	89	2.08	236	2.28	-	-	-	-	-	-
Nonmetropolitan areas	186	1.95	1,097	2.16	106	1.99	151	2.09	-	-	71	2.15	-	-	283	2.20	197	2.34
Skivers, machine, uppers or linings:																		
Metropolitan areas	78	2.45	98	2.51	34	2.56	28	2.83	24	2.34	39	2.52	-	-	-	-	-	-
Nonmetropolitan areas	65	2.21	345	2.31	22	2.24	66	2.40	-	-	16	2.18	47	2.21	66	2.38	81	2.30
Top stitchers:																		
Metropolitan areas	180	2.66	404	2.48	87	2.72	198	2.67	60	2.62	150	2.27	-	-	-	-	-	-
Nonmetropolitan areas	169	2.32	874	2.41	77	2.43	213	2.68	-	-	-	-	117	2.24	166	2.42	214	2.36
Vampers:																		
Metropolitan areas	76	2.33	158	2.54	31	2.47	-	-	21	2.29	98	2.46	-	-	-	-	-	-
Nonmetropolitan areas	71	2.03	399	2.36	-	-	152	2.57	-	-	12	2.22	61	2.08	52	2.30	47	2.28
Bottom and making																		
Sole attachers, cement-process:																		
Metropolitan areas	34	2.49	23	2.61	-	-	-	-	23	2.57	19	2.72	-	-	-	-	-	-
Nonmetropolitan areas	36	2.14	118	2.43	12	2.59	15	3.34	-	-	16	2.48	6	2.38	29	2.72	10	2.76
Finishing																		
Repairers:																		
Metropolitan areas	163	2.13	250	2.22	77	2.08	112	2.32	50	2.00	95	2.14	-	-	-	-	-	-
Nonmetropolitan areas	110	1.89	495	2.54	52	1.81	175	1.93	-	-	23	2.16	41	2.88	73	3.16	94	2.98
Miscellaneous																		
Floor girls:																		
Metropolitan areas	211	2.29	149	2.10	27	2.16	63	2.11	171	2.31	67	2.06	-	-	-	-	-	-
Nonmetropolitan areas	68	1.95	366	2.06	31	1.96	144	1.96	-	-	-	-	44	2.06	72	2.21	52	2.18
Inspectors (crowners):																		
Metropolitan areas	36	2.06	152	2.06	9	1.92	26	2.04	8	1.87	92	2.02	-	-	-	-	-	-
Nonmetropolitan areas	72	1.88	459	2.21	-	-	85	1.81	-	-	33	2.05	63	2.21	120	2.48	82	2.27

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

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

³ Includes workers in classifications 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 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$1.95	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$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	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	and over
All production workers	4,892	\$2.29	508	119	198	343	230	191	206	143	524	300	271	176	172	252	200	154	95	90	135	97	143	99	90	44	42	70
Men	1,725	2.56	109	14	47	82	82	29	59	37	140	76	115	66	48	129	72	47	47	50	52	56	100	76	80	32	38	42
Women	3,167	2.14	399	105	151	261	148	162	147	106	384	224	156	110	124	123	128	107	48	40	83	41	43	23	10	12	4	28
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine ²	11	2.80	-	-	-	-	1	-	-	-	1	3	-	-	-	-	-	2	1	-	-	-	2	-	-	-	-	1
Incentive	10	2.81	-	-	-	-	1	-	-	-	1	3	-	-	-	-	-	1	1	-	-	-	2	-	-	-	-	1
Synthetics	10	2.75	-	-	-	-	1	-	-	-	1	3	-	-	-	-	-	2	1	-	-	-	1	-	-	-	-	1
Incentive	9	2.75	-	-	-	-	1	-	-	-	1	3	-	-	-	-	-	1	1	-	-	-	1	-	-	-	-	1
Cutters, vamp and whole shoe, machine, leather (all incentive workers)	109	3.32	-	-	-	-	-	-	-	-	-	1	-	1	3	3	1	10	7	5	8	6	13	20	14	9	3	5
<u>Lasting</u>																												
Assemblers for pullover, machine (all incentive workers)	24	3.04	-	-	-	-	-	1	-	1	-	-	4	-	1	-	-	1	-	1	2	2	4	4	-	1	-	2
Bed-machine operators (all incentive workers)	16	3.13	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	3	2	1	1	-	4	-	-	1	2	-
Heel-seat lasters (all incentive workers)	21	2.68	-	-	-	-	-	-	2	-	1	4	1	1	1	-	-	3	1	1	2	1	-	1	-	1	1	-
Pulling and lasting-machine operators, toe to ball (all incentive workers)	22	3.33	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	2	1	-	1	2	2	4	2	3	-	2
Pullover-machine operators (all incentive workers)	28	3.17	-	-	-	-	-	-	-	-	-	-	1	3	3	-	2	3	-	-	1	3	2	1	4	3	-	2
Side lasters, machine ²	51	3.38	-	-	-	-	-	-	-	-	2	-	1	1	3	1	-	-	4	2	3	6	9	9	9	4	4	2
Incentive	50	3.37	-	-	-	-	-	-	-	-	2	-	1	1	3	1	-	-	4	2	3	6	9	9	9	4	4	2
Staple or tack lasting	47	3.42	-	-	-	-	-	-	-	-	1	-	1	-	1	3	1	-	-	3	2	3	5	8	8	9	4	2
Incentive	46	3.40	-	-	-	-	-	-	-	-	1	-	1	-	1	3	1	-	-	3	2	3	5	8	9	4	4	2
Toe lasters, automatic or semiautomatic (all incentive workers)	17	2.95	-	-	-	-	-	-	-	-	-	1	1	1	-	2	-	1	3	2	1	-	2	1	-	2	-	-
<u>Bottoming and making</u>																												
Edge trimmers	17	2.60	-	-	-	-	-	-	-	-	4	-	1	1	1	1	4	1	1	-	-	-	1	2	-	-	-	-
Incentive	13	2.76	-	-	-	-	-	-	-	-	-	-	1	1	1	1	4	1	1	-	-	-	1	2	-	-	-	-
Heel attachers, machine (all incentive workers)	16	2.41	-	-	1	-	-	-	1	-	2	3	3	2	-	3	-	-	-	-	-	-	-	-	-	-	-	1
Shankers	7	2.11	1	-	-	-	-	2	1	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	6	2.16	1	-	-	-	-	1	1	-	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process	45	2.77	1	-	-	-	-	-	-	1	3	1	5	1	4	1	7	5	3	1	-	1	5	3	-	1	1	1
Incentive	44	2.78	1	-	-	-	-	-	-	1	3	1	5	1	3	1	7	5	3	1	-	1	5	3	-	1	1	1
<u>Finishing</u>																												
Treers (all incentive workers)	21	2.87	-	-	-	-	-	-	1	-	2	2	-	-	-	2	2	2	-	-	1	3	1	4	-	-	1	-
<u>Miscellaneous</u>																												
Floor boys (all timeworkers)	13	1.97	-	-	-	-	2	-	2	1	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers)	21	1.86	-	-	1	2	7	3	2	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all timeworkers)	7	2.98	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2	2	2	-	-	-	-	-

See footnotes 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 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings and under	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	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over	
Selected production occupations—women																													
 Cutting																													
Cutters, lining, machine (all incentive workers) ²	7	\$2.61	-	-	-	-	-	-	-	-	-	-	1	-	1	1	1	2	1	-	-	-	-	-	-	-	-	-	-
Synthetics	6	2.68	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, machine, leather (all incentive workers)	14	2.83	-	-	-	-	-	-	-	-	-	1	-	4	-	1	2	1	-	2	-	2	-	2	-	-	-	1	
 Fitting																													
Fancy stitchers	155	2.71	6	4	-	1	6	1	1	5	13	10	9	8	12	10	6	5	4	5	5	4	11	5	9	5	3	7	
Incentive	153	2.72	6	4	-	1	6	1	1	5	11	10	9	8	12	10	6	5	4	5	5	4	11	5	9	5	3	7	
Pasters, backers, or fitters, upper, hand	82	1.96	18	10	-	13	7	7	1	-	6	1	5	-	3	3	2	-	-	1	1	3	1	-	-	-	-	-	
Incentive	77	1.96	18	10	-	11	7	5	1	-	5	1	5	-	3	3	2	-	-	1	1	3	1	-	-	-	-	-	
Skivers, machine, uppers or linings	41	2.43	3	-	1	1	1	3	2	1	2	6	3	1	1	2	2	2	2	-	1	2	1	3	-	-	-	1	
Incentive	39	2.46	3	-	1	1	1	2	1	1	2	6	3	1	2	2	2	2	-	1	2	1	3	-	-	-	1	1	
Top stitchers	128	2.56	2	-	-	7	2	3	8	4	13	7	10	8	5	6	4	5	4	7	7	5	12	3	-	1	1	4	
Incentive	127	2.56	2	-	-	7	2	3	8	4	12	7	10	8	5	6	4	5	4	7	7	5	12	3	-	1	1	4	
Vampers	49	2.25	7	1	-	-	1	3	3	1	4	4	4	6	4	3	2	-	-	-	-	2	1	1	1	1	-	-	
Incentive	48	2.24	7	1	-	-	1	3	3	1	4	4	4	6	4	3	1	-	-	-	-	2	1	1	1	1	-	-	
 Lasting																													
Assemblers for pullover, machine (all incentive workers)	9	2.20	1	-	-	2	1	-	-	-	1	1	-	-	-	1	-	1	-	-	-	1	-	-	-	-	-	-	
 Bottoming and making																													
Shankers	17	2.00	-	-	2	1	2	5	-	-	2	-	1	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	14	2.04	-	-	2	-	2	3	-	-	2	-	1	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Sole attachers, cement process (all incentive workers)	9	3.42	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-	3 ³	
 Finishing																													
Repairers	101	1.94	5	5	9	18	16	10	2	2	2	22	-	2	2	1	-	-	4	-	1	-	-	-	-	-	-	-	
Time	70	1.88	2	4	8	10	12	9	2	1	1	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
 Miscellaneous																													
Floor girls (all timeworkers)	48	1.90	4	2	1	2	7	3	5	7	12	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	55	1.80	4	9	5	17	4	6	3	1	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time	48	1.79	4	9	5	16	3	1	3	1	5	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Selected office occupations—women																													
Clerks, general	15	2.10	-	-	-	1	1	1	2	-	3	2	2	1	1	-	-	1	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	88	1.94	-	11	12	9	2	3	5	2	14	20	4	4	-	1	1	-	-	-	-	-	-	-	-	-	-	-	

¹ 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 incentive basis.

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

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

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 1971)

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	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	\$4.40	\$4.60	\$4.80	\$5.00 and over			
All production workers	1,785	\$2.61	24	7	45	59	47	31	50	16	319	178	161	196	98	105	93	47	57	44	60	39	35	12	9	17	14	22		
Men	662	3.22	-	-	7	9	10	16	7	1	40	18	44	57	39	47	63	29	46	32	59	38	28	11	9	17	13	22		
Women	1,123	2.26	24	7	38	50	37	15	43	15	279	160	117	139	59	58	30	18	11	12	1	1	7	1	-	-	1	-		
Selected production occupations—men																														
Cutting																														
Cutters, lining, machine ³	13	4.32	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	1	1	2	1	1	1	-	4	2	
Incentive	12	4.36	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	-	1	2	1	1	1	-	-	2	
Synthetics (all incentive workers)	7	4.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	1	-	-	1	
Cutters, vamp and whole shoe, machine	35	3.89	-	-	-	-	-	-	-	-	-	-	1	1	3	2	3	2	5	4	4	4	2	-	2	3	2	1	1	
Incentive	34	3.91	-	-	-	-	-	-	-	-	-	-	1	1	3	2	3	2	5	4	4	2	-	2	3	2	2	1	1	
Leather ^{5 b}	17	3.85	-	-	-	-	-	-	-	-	-	-	1	-	2	2	1	-	3	1	2	-	-	-	1	2	2	-	1	
Synthetics (all incentive workers)	18	3.92	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	2	2	3	2	2	2	-	1	1	-	-	1	
Fitting																														
Top stitchers ^{5 b/}	9	3.41	-	-	-	-	-	-	-	-	-	-	2	1	1	1	1	-	-	-	1	-	-	-	-	-	-	-	6	2
Lasting																														
Assemblers for pullover, machine (all incentive workers)	14	4.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3	2	2	-	-	1	1	-	1	
Heel-seat lasters (all incentive workers)	10	3.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	2	1	1	1	-	-	-	-	-	-	-	-	1
Pullover-machine operators	8	3.26	-	-	-	-	-	-	-	-	1	-	1	-	-	1	1	-	1	1	-	-	-	-	-	-	-	-	-	1
Incentive	7	3.13	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-
Side lasters, machine ³	27	4.36	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	3	5	5	5	5	5	5	5	5	5	5	5
Incentive	25	4.43	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	5	5	5	5	5	5	5	5	5	5	5
Cement lasting	19	4.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	5	5	5	5	5	5	5	5	5	5
Incentive	17	4.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	5	5	5	5	5	5	5	5	5	5
Toe lasters, automatic or semi-automatic (all incentive workers)	13	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	-	4	1	-	1	-	-	1	-	4
Bottoming and making																														
Edge trimmers ^{5 b/}	7	3.32	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	2	-	-	1	-	-	-	1	-	-	-	-	-
Heel attachers, machine (all incentive workers)	8	3.63	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	2	1	1	-	-	-	-	-	-	-	-	-
Shankers (all incentive workers)	8	2.70	-	-	-	-	-	-	-	-	2	1	-	1	-	1	-	1	1	2	1	-	-	-	-	-	-	-	-	-
Sole attachers, cement process (all incentive workers)	25	3.80	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	1	1	3	3	4	2	5	-	-	-	-	-	-

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 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60 and under \$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-\$2.40	\$2.40-\$2.60	\$2.60-\$2.80	\$2.80-\$3.00	\$3.00-\$3.20	\$3.20-\$3.40	\$3.40-\$3.60	\$3.60-\$3.80	\$3.80-\$4.00	\$4.00-\$4.20	\$4.20-\$4.40	\$4.40-\$4.60	\$4.60-\$4.80	\$4.80-\$5.00	\$5.00-\$5.20	and over
Selected production occupations—men—Continued																												
Finishing																												
Treers (all incentive workers) —	15	\$ 3.46	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	7	-	-	-	1	-	-	1	-	-	1
Miscellaneous																												
Floor boys (all timeworkers) —	11	1.97	-	-	3	-	-	-	1	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) (all timeworkers) —	8	2.30	-	-	-	-	-	-	1	-	1	1	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	
Selected production occupations—women																												
Fitting																												
Fancy stitchers —	108	2.47	-	1	5	-	4	3	2	-	16	3	16	15	20	14	3	2	1	1	-	-	-	1	1	-	-	
Incentive —	101	2.49	-	1	5	-	2	3	2	-	15	3	14	14	19	14	3	2	1	1	-	-	-	1	1	-	-	
Pasters, backers, or fitters, upper, hand —	46	2.11	-	1	-	-	1	1	5	-	19	7	5	4	2	-	1	-	-	-	-	-	-	-	-	-	-	
Incentive —	26	2.18	-	1	-	-	1	1	1	-	8	5	2	4	2	-	1	-	-	-	-	-	-	-	-	-	-	
Skivers, machine, uppers or linings —	15	2.87	-	-	-	-	-	-	-	-	2	2	3	-	1	-	2	2	1	1	-	-	-	-	-	1	-	
Incentive —	14	2.92	-	-	-	-	-	-	-	-	2	2	2	-	1	-	2	2	1	1	-	-	-	-	-	1	-	
Top stitchers (all incentive workers) —	29	2.67	-	-	-	1	-	-	-	1	2	3	5	3	4	2	3	1	1	2	-	-	1	-	-	-	-	
Finishing																												
Repairers —	26	1.97	3	-	1	1	-	-	8	-	3	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time —	22	2.03	-	-	-	1	-	-	8	-	3	9	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Miscellaneous																												
Floor girls —	24	2.11	1	-	1	-	2	1	-	-	9	-	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Time —	23	2.12	1	-	-	-	2	1	-	-	9	-	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) ⁵ a/ —	7	2.20	-	-	1	-	-	-	2	-	-	-	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-	
Selected office occupations—women																												
Clerks, general —	29	2.29	-	-	-	-	-	1	-	3	3	7	6	1	7	1	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll —	18	2.21	-	-	-	-	-	-	-	-	7	2	4	3	2	-	-	-	-	-	-	-	-	-	-	-	-	

¹ The Boston-Lynn area consists of Boston, Cambridge, Everett, Lynn, Salem, and Wakefield, Massachusetts.

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

⁴ Workers were distributed as follows: 1 at \$5.40 to \$5.60 and 1 at \$6.40 to \$6.60.

⁵ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.

⁶ Workers were distributed as follows: 1 at \$5.20 to \$5.40 and 1 at \$5.60 to \$5.80.

⁷ Workers were distributed as follows: 1 at \$5.20 to \$5.40; 1 at \$5.40 to \$5.60; 1 at \$6.20 to \$6.40; and 1 at \$6.60 to \$6.80.

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 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																									
			\$1.75 and under	\$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	\$4.40	\$4.60	\$4.80	\$5.00 and over
			\$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	\$4.40	\$4.60	\$4.80	\$5.00	over
All production workers	698	\$2.75	3	3	2	6	1	116	93	77	28	33	44	40	21	15	21	25	26	36	24	23	9	11	9	7	5	20
Men	258	3.39	-	-	-	-	1	18	7	27	2	7	5	9	8	7	13	16	14	27	13	23	9	11	9	7	5	20
Women	440	2.38	3	3	2	6	-	98	86	50	26	26	39	31	13	8	8	9	12	9	11	-	-	-	-	-	-	
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine	9	3.23	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	2	1	2	-	2	-	-	-	-	-	
Incentive	7	3.32	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	1	1	-	2	-	-	-	-	-	
Cutters, vamp and whole shoe, machine (all incentive workers) ⁴	14	3.58	-	-	-	-	-	-	-	-	-	2	-	-	1	-	1	3	2	1	-	-	2	1	-	-	1	
Synthetics (all incentive workers)	9	3.76	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	2	1	-	-	2	-	-	-	1	
<u>Lasting</u>																												
Bed-machine operators (all incentive workers)	13	3.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	1	1	2	-	1	2	2	-	
Side lasters, machine, cement lasting (all incentive workers)	13	3.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	-	1	2	1	4	-	-	1	
<u>Bottoming and making</u>																												
Sole attachers, cement process (all incentive workers)	9	3.93	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	1	2	1	-	-	-	1	4 ²	
<u>Finishing</u>																												
Trees (all incentive workers)	8	4.14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	2	1	1	
<u>Selected production occupations—women</u>																												
<u>Fitting</u>																												
Fancy stitchers	53	2.52	-	-	-	-	6	4	3	3	5	9	12	5	1	2	2	1	-	-	-	-	-	-	-	-	-	
Incentive	49	2.56	-	-	-	-	2	4	3	3	5	9	12	5	1	2	2	1	-	-	-	-	-	-	-	-	-	
Pasters, backers, or fitters, upper, hand	22	2.19	-	-	2	-	10	4	1	-	2	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	14	2.31	-	-	2	-	2	4	1	-	2	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Top stitchers	32	2.53	-	-	-	-	1	1	4	6	7	4	2	1	3	1	-	1	-	1	-	-	-	-	-	-	-	
Incentive	31	2.54	-	-	-	-	1	1	4	5	7	4	2	1	3	1	-	1	-	1	-	-	-	-	-	-	-	
<u>Finishing</u>																												
Repairers (all timeworkers)	20	2.17	-	-	-	-	1	17	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																												
Floor girls (all timeworkers)	9	2.26	-	-	-	-	1	3	1	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																												
Clerks, general	15	2.14	⁵ 2	-	-	-	3	3	4	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	10	2.39	-	-	-	-	1	1	1	1	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

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

² 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.

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

⁴ Workers were distributed as follows: 1 at \$5 to \$5.20 and 1 at \$5.40 to \$5.60

⁵ Includes 1 worker at \$1.60 to \$1.65.

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 1971)

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	\$4.80 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	\$4.80		
All production workers	3,341	\$2.67	53	3	243	50	124	37	100	44	411	203	149	163	103	179	229	240	241	138	128	135	72	88	41	71	39	57	
Men	1,194	2.94	8	-	80	4	56	15	28	5	91	60	77	42	23	79	56	73	71	36	72	70	29	53	20	64	27	55	
Women	2,147	2.52	45	3	163	46	68	22	72	39	320	143	72	121	80	100	173	167	170	102	56	65	43	35	21	7	12	2	
Selected production occupations—men																													
 Cutting																													
Cutters, lining, machine (all incentive workers)	17	3.71	-	-	-	-	-	-	-	-	1	1	-	-	-	1	2	-	1	1	1	-	2	1	2	-	3		
Leather	10	3.57	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	1	1	-	-	2	-	1	-	1	
Synthetics	7	3.93	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	2	
Cutters, vamp and whole shoe, machine ⁴	66	3.99	-	-	-	-	-	-	-	-	1	-	-	-	2	2	1	4	7	4	3	7	3	6	4	7	4	5	
Incentive	65	4.01	-	-	-	-	-	-	-	-	1	-	-	-	2	2	1	4	6	4	3	7	3	6	4	7	4	11	
Leather	21	3.88	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	3	3	1	2	1	2	1	1	1	3	
Incentive	20	3.92	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	2	3	1	2	1	2	1	1	1	3	
 Lasting																													
Assemblers for pullover, machine (all incentive workers)	8	3.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	1	-	2	-	1	-	-	-	
Heel-seat lasters	10	3.17	-	-	-	-	-	-	-	-	1	1	-	2	-	2	-	-	-	-	1	-	-	-	1	1	-	1	
Incentive	8	3.42	-	-	-	-	-	-	-	-	1	-	-	1	-	2	-	-	-	-	1	-	-	-	1	1	-	1	
Pulling and lasting-machine operators, toe to ball (all incentive workers)	13	3.43	-	-	-	-	-	-	-	-	-	-	1	2	-	-	2	-	-	2	-	2	-	2	2	-	1	-	1
Side lasters, machine (all incentive workers) ⁴	46	4.09	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	3	5	-	1	6	4	3	3	4	1	6	
Cement lasting	43	4.02	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	3	5	-	1	6	3	3	3	4	1	11	
 Bottoming and making																													
Shankers	28	2.20	1	-	2	1	3	-	1	1	6	4	2	1	-	1	3	1	-	-	-	-	-	-	1	-	-	-	
Time	8	1.85	1	-	2	1	1	-	-	-	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sole attachers, cement process ⁷	71	3.44	-	-	-	-	-	-	-	-	-	1	-	2	1	4	9	11	4	6	8	4	4	6	1	2	2	6	
Selected production occupations—women																													
 Fitting																													
Fancy stitchers	157	2.71	-	-	4	4	4	2	2	-	16	9	12	8	7	13	19	8	13	9	8	9	1	1	5	3	-	-	
Incentive	136	2.83	-	-	2	2	2	-	-	-	3	9	12	8	7	13	19	8	13	9	8	9	1	1	5	3	-	-	
Pasters, backers, or fitters, upper, hand	66	2.28	8	2	6	4	-	-	6	3	2	4	4	2	4	1	9	4	2	-	1	1	2	-	1	-	-	-	
Time	16	1.83	7	-	4	4	-	-	3	3	2	4	4	2	4	1	1	1	-	-	-	-	-	-	-	-	-	-	
Incentive	50	2.43	1	2	2	4	-	-	3	3	2	4	4	2	4	1	8	3	2	-	1	1	2	-	1	-	-		
Skivers, machine, uppers or linings (all incentive workers)	12	2.86	-	-	-	-	-	-	-	-	-	-	1	1	1	3	-	1	2	1	-	2	-	-	-	-	-	-	
Top stitchers	83	3.02	-	-	-	-	-	-	1	1	8	2	4	2	3	5	5	10	10	10	6	7	2	2	2	2	2	1	
Incentive	79	3.07	-	-	-	-	-	-	1	1	5	2	4	2	3	4	5	10	10	10	6	7	2	2	2	2	2	1	

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 1971)

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	\$4.80 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	\$4.80	
<u>Selected production occupations—women—Continued</u>																												
<u>Finishing</u>																												
Repairers _____	87	\$2.21	-	-	8	2	7	3	5	5	16	11	3	5	4	5	5	3	1	-	1	1	2	-	-	-	-	
Time _____	38	1.91	-	-	8	2	6	1	2	4	11	3	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																												
Floor girls (all timeworkers) _____	33	2.08	-	-	-	-	4	1	2	-	11	5	5	1	3	-	1	-	-	-	-	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																												
Clerks, general _____	34	1.97	-	-	1	10	6	-	-	4	5	1	1	1	-	5	-	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll _____	23	2.22	-	-	-	-	2	2	1	-	4	3	3	1	1	2	3	-	1	-	-	-	-	-	-	-	-	

¹ The area for this study is limited to Lawrence and Lowell, Massachusetts.

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 64 percent of the production workers covered by the study were paid on an incentive basis.

³ Workers were distributed as follows: 1 at \$5 to \$5.20; 1 at \$5.20 to \$5.40; and 1 at \$5.40 to \$5.60.

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

⁵ Workers were distributed as follows: 3 at \$4.80 to \$5; 2 at \$5 to \$5.20; 2 at \$5.60 to \$5.80; 1 at \$6.20 to \$6.40; 2 at \$6.40 to \$6.60; and 1 at \$6.60 to \$6.80.

⁶ Workers were distributed as follows: 5 at \$4.80 to \$5; 3 at \$5 to \$5.20; 3 at \$5.20 to \$5.40; and 2 at \$5.60 to \$5.80.

⁷ Insufficient data to warrant publication of separate averages by method of wage payment, predominantly incentive workers.

Table 28. 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 1971)

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	\$4.80	\$4.80 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	\$4.80	\$4.80	\$4.80	\$4.80
All production workers -----	5,815	\$2.45	422	121	224	233	368	122	154	245	549	354	275	218	238	291	453	282	347	262	176	140	152	80	24	20	10	55		
Men -----	1,886	2.78	74	43	58	32	56	17	29	35	148	88	75	58	51	102	185	112	176	113	111	101	78	65	19	10	5	45		
Women -----	3,929	2.29	348	78	166	201	312	105	125	210	401	266	200	160	187	189	268	170	171	149	65	39	74	15	5	10	5	10		
Selected production occupations—men																														
 Cutting																														
Cutters, lining, machine -----	53	3.89	-	-	-	-	-	-	-	-	-	1	1	2	-	-	3	1	5	2	8	8	3	4	-	3	1	4	11	
Incentive -----	50	3.95	-	-	-	-	-	-	-	-	-	1	-	2	-	-	3	1	3	2	8	8	3	4	-	3	1	11		
Synthetics -----	50	3.93	-	-	-	-	-	-	-	-	-	1	1	2	-	-	2	1	4	2	7	8	3	4	-	3	1	11		
Incentive -----	47	4.01	-	-	-	-	-	-	-	-	-	1	-	2	-	-	2	1	2	2	7	8	3	4	-	3	1	11		
Cutters, vamp and whole shoe, machine -----	133	3.86	-	-	-	-	-	-	-	-	2	3	-	-	1	4	7	13	14	13	7	14	5	7	7	6	2	5	28	
Incentive -----	131	3.87	-	-	-	-	-	-	-	-	2	3	-	-	1	4	7	13	12	13	7	14	5	7	7	6	2	28		
Leather -----	93	3.67	-	-	-	-	-	-	-	-	2	1	-	-	1	3	3	12	11	13	3	10	5	7	3	4	1	14		
Incentive -----	91	3.69	-	-	-	-	-	-	-	-	2	1	-	-	1	3	3	12	9	13	3	10	5	7	3	4	1	14		
Synthetics (all incentive workers) -----	40	4.28	-	-	-	-	-	-	-	-	-	2	-	-	-	1	4	1	3	-	4	4	-	-	4	2	1	14		
 Lasting																														
Assemblers for pullover machine-----	48	3.41	-	-	-	-	1	-	-	-	2	2	1	-	-	-	6	4	5	4	7	5	-	1	2	3	2	3		
Incentive -----	46	3.44	-	-	-	-	1	-	-	-	2	2	1	-	-	-	4	4	5	4	7	5	-	1	2	3	2	3		
Heel-seat lasters -----	31	2.91	-	-	-	-	-	-	1	-	-	-	2	2	2	2	3	4	4	5	3	4	-	-	-	-	-	1		
Incentive -----	27	2.96	-	-	-	-	-	-	1	-	-	-	-	2	2	3	4	4	3	3	4	-	-	-	-	-	-	1		
Pulling and lasting-machine operators (all incentive workers) ¹ -----	72	3.84	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	3	5	4	1	7	11	11	6	7	2	6		
Toe to ball -----	71	3.84	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	3	5	4	1	7	11	10	6	7	2	6		
Pullover-machine operators -----	9	3.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	2	1	-	1	-	-	-	-		
Incentive -----	8	3.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	2	1	-	1	-	-	-	-		
Side lasters, machine (all incentive workers) -----	93	3.44	-	-	-	1	-	-	2	-	2	-	1	4	-	2	3	8	10	5	6	13	19	9	4	3	1	-		
Staple or tack lasting -----	82	3.45	-	-	-	1	-	-	2	-	1	-	-	3	-	2	3	8	9	4	6	12	17	7	3	3	1	-		
Cement lasting -----	11	3.36	-	-	-	-	-	-	-	-	1	-	1	1	-	-	-	-	1	1	-	1	2	2	1	-	-	-		
Toe lasters, automatic or semi-automatic (all incentive workers) -----	6	3.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	1	-	-	2	-	-		
 Bottoming and making																														
Edge trimmers -----	10	3.27	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	3	-	2	-	-	-	-	2	-	-		
Incentive -----	7	3.41	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	-	2	-	-	-	-	2	-	-		
Heel attachers, machine -----	20	3.02	-	-	-	-	-	-	-	-	-	-	-	1	3	-	4	6	2	2	-	-	-	-	-	-	-	-		
Incentive -----	18	3.07	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	4	6	2	2	-	-	-	-	-	-	-		
Rough rounders (all incentive workers) -----	7	3.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	3	2	-	-	-	-	-		
Shankers -----	25	2.34	-	2	-	1	-	2	-	-	3	-	1	3	4	4	3	1	-	-	-	-	1	-	-	-	-	-		
Incentive -----	23	2.33	-	2	-	1	-	2	-	-	3	-	1	3	4	2	3	1	-	-	-	-	1	-	-	-	-	-		
Sole attachers, cement process (all incentive workers) -----	88	3.37	-	-	-	-	-	-	-	-	-	-	1	4	5	4	8	4	10	6	10	9	16	4	4	-	2	1		
 Finishing																														
Treers (all incentive workers) -----	26	2.97	-	-	-	-	-	-	-	-	-	1	-	1	3	3	6	2	1	2	1	3	3	-	-	-	-	-		
 Miscellaneous																														
Floor boys -----	34	2.05	2	-	-	2	3	3	-	1	12	2	3	1	-	4	1	-	-	-	-	-	-	-	-	-	-	-		
Time -----	30	2.01	-	-	-	2	3	3	-	1	12	1	2	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-		
Inspectors (crowners) -----	22	2.43	-	-	-	-	1	-	-	-	3	1	-	9	-	-	3	4	1	-	-	-	-	-	-	-	-	-		
Time -----	14	2.30	-	-	-	-	1	-	-	-	3	1	-	6	-	-	2	1	-	-	-	-	-	-	-	-	-	-		
Janitors (all timeworkers) -----	19	1.84	1	-	4	6	2	2	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 28. 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 1971)

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	\$4.80 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	\$4.80	over
Selected production occupations—women																												
 Cutting																												
Cutters, lining, machine, synthetics	10	\$2.99	-	-	-	1	-	-	-	1	2	-	-	-	-	-	-	-	1	3	-	-	-	-	-	1	-	1
Incentive	7	3.46	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	3	-	-	-	-	-	1	-	1
 Fitting																												
Fancy stitchers	269	2.57	9	1	1	2	12	11	5	4	28	15	17	18	11	9	33	28	22	16	12	8	4	1	-	-	-	2
Incentive	268	2.57	9	1	1	2	12	11	5	4	28	15	17	17	11	9	33	28	22	16	12	8	4	1	-	-	-	2
Pasters, backers, or fitters, upper, hand	147	2.06	29	3	11	15	10	4	3	4	10	8	15	7	4	6	3	6	2	5	2	-	-	-	-	-	-	-
Time	25	1.77	1	-	4	14	4	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	122	2.12	28	3	7	1	6	4	3	3	10	8	14	7	4	6	3	6	2	5	2	-	-	-	-	-	-	-
Skivers, machine, uppers or linings	43	2.48	2	-	-	-	1	3	-	4	1	1	5	1	5	4	4	8	-	2	-	1	-	-	-	1	-	-
Incentive	40	2.53	2	-	-	-	-	3	-	2	1	1	5	1	5	4	4	8	-	2	-	1	-	-	-	1	-	-
Top stitchers (all incentive workers)	219	2.59	3	-	4	3	9	5	4	5	10	10	13	20	16	19	25	26	20	4	8	11	2	2	-	-	-	-
Vampers	96	2.70	2	1	-	-	2	-	1	7	14	3	10	3	6	3	6	4	8	10	4	4	-	4	3	-	1	-
Incentive	92	2.73	2	1	-	-	2	-	1	7	10	3	10	3	6	3	6	4	8	10	4	4	-	4	3	-	1	-
 Lasting																												
Assemblers for pullover, machine (all incentive workers)	15	3.32	-	-	-	-	-	-	-	1	-	-	-	-	1	1	-	1	-	7	1	2	1	-	-	-	-	-
 Bottoming and making																												
Heel attachers, machine (all incentive workers)	7	2.99	-	-	-	-	-	-	-	1	-	-	-	-	-	-	4	-	-	-	2	-	-	-	-	-	-	-
Shankers (all incentive workers)	13	2.40	1	-	1	-	-	-	1	-	-	-	1	1	3	3	2	-	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process (all incentive workers)	7	3.05	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	2	3	-	-	-	-	-	-	-	-
 Finishing																												
Repairers	103	2.11	2	-	4	3	5	4	24	3	15	27	6	4	-	-	-	-	-	-	-	-	2	3	1	-	-	-
Time	85	1.99	-	-	3	3	5	3	23	3	14	24	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	18	2.69	2	-	1	-	-	1	-	1	3	3	-	-	-	-	-	-	-	-	-	2	3	1	-	-	-	-
 Miscellaneous																												
Floor girls	96	2.02	9	-	4	-	1	8	5	5	27	15	10	7	1	2	2	-	-	-	-	-	-	-	-	-	-	-
Time	91	2.02	9	-	4	-	1	8	5	3	27	12	10	7	1	2	2	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)	49	1.97	3	1	4	2	3	4	-	1	22	3	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Time	35	2.06	1	1	-	-	1	-	-	1	22	3	2	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations—women																												
Clerks, general	20	1.99	1	-	1	3	-	2	-	2	3	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll	59	2.05	2	-	-	5	6	2	1	1	15	10	11	3	2	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 75 percent of the production workers covered by the study were paid on an incentive basis.

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

⁴ Workers were distributed as follows: 2 at \$4.80 to \$5; 2 at \$5 to \$5.20; 1 at \$5.20 to \$5.40; 1 at \$5.40 to \$5.60; 2 at \$5.60 to \$5.80; 1 at \$5.80 to \$6 and 2 at \$6.20 and over.

⁵ Workers were distributed as follows: 4 at \$4.80 to \$5; 4 at \$5 to 5.20; 4 at \$5.20 to \$5.40; 2 at \$5.40 to \$5.60; 5 at \$5.60 to \$5.80; 4 at \$5.80 to \$6; 2 at \$6 to \$6.20 and 3 at \$6.20 and over.

Table 29. Occupational earnings: Women's cement-process (conventional-lasted) shoes—New York, N.Y.¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ²	Number of workers receiving straight-time hourly earnings of—																									
			Under \$1.90	\$1.90 and under \$1.95	\$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	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80 and over
All production workers	2,073	\$3.42	30	44	33	108	76	107	59	54	94	87	69	53	69	151	84	93	126	94	112	120	66	83	78	93	41	49
Men	1,589	3.66	13	25	6	52	49	37	36	26	59	64	46	43	50	119	76	82	115	82	101	108	63	81	78	88	41	49
Women	484	2.61	17	19	27	56	27	70	23	28	35	23	23	10	19	32	8	11	11	12	11	12	3	2	-	5	-	
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine (all incentive workers) ³	37	4.31	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	2	5	-	2	2	6	8	4	-	-
Leather	29	4.38	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	3	-	-	-	6	8	4	-	-
Cutters, vamp and whole shoe, hand	77	4.57	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	7	4	10	2	8	9	9	14	6	2
Incentive	71	4.57	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	7	4	8	2	6	9	7	14	6	2
<u>Fitting</u>																												
Pasters, backers, or fitters, upper, hand	30	3.44	-	-	-	-	-	-	-	-	-	4	-	2	-	12	2	-	2	2	2	2	-	-	-	2	-	-
Incentive	26	3.48	-	-	-	-	-	-	-	-	-	2	-	2	-	12	2	-	-	2	2	2	-	-	-	2	-	-
Skivers, machine, uppers or linings	37	4.19	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	2	4	4	2	4	6	2	5	2	-
Incentive	31	4.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	4	2	4	6	2	5	2	-
Top stitchers	46	3.93	-	-	2	-	-	-	-	-	2	-	-	-	2	3	3	14	2	-	-	4	2	-	2	3	7	-
Incentive	28	4.28	-	-	-	2	-	-	-	-	2	-	-	-	2	-	-	2	2	-	-	4	2	-	2	3	7	-
<u>Lasting</u>																												
Bed-machine operators	12	4.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	2	2	-	2	2	-	-	-
Incentive	10	4.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	-	2	2	-	-	-
Pullover-machine operators	23	4.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	2	6	-	-	2	2	2	-	-
Incentive	17	4.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	2	4	-	-	-	2	2	2	-
Toe lasters, automatic or semiautomatic	9	4.75	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	4	-	4 ²
Incentive	6	5.63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	2
<u>Bottoming and making</u>																												
Edge trimmers (all incentive workers)	13	4.94	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	4	2	-	-	2	5 ³
Heel attachers, machine (all incentive workers)	17	3.94	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	5	-	-	8	-	-	-	-	2	-	-
Rough rounders	18	3.99	-	-	1	-	-	-	-	-	-	2	2	-	-	-	-	-	2	2	2	-	3	-	-	2	2	-
Incentive	13	4.35	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	2	2	2	-	3	-	-	2	2	-
Shankers (all incentive workers)	21	3.84	-	-	-	-	-	-	-	-	2	-	-	2	3	-	-	-	4	6	-	-	-	-	-	2	-	2
Sole attachers, cement process (all incentive workers)	14	4.02	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	4	-	-	4	2	-	-	-	-
<u>Finishing</u>																												
Bottom scourers (all incentive workers)	9	3.34	-	-	-	-	-	-	-	-	-	-	-	3	-	2	-	4	-	-	-	-	-	-	-	-	-	-
Edge setters (all incentive workers)	11	4.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	7	2	-	-
Repairers	49	4.06	-	-	-	3	-	8	-	-	-	4	2	3	-	2	4	-	-	-	-	4	-	2	-	2	2	6 ¹³
Incentive	29	5.07	-	-	-	-	-	-	-	-	-	2	2	-	-	2	-	-	-	2	-	4	-	2	-	-	-	13

See footnotes at end of table.

Table 29. Occupational earnings: Women's cement-process (conventional-lasted) shoes—New York, N.Y.¹—Continued

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ³	Number of workers receiving straight-time hourly earnings of—																										
			Under \$1.90	\$1.90 and under \$1.95	\$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	\$4.40	\$4.60	\$4.80	\$5.00	\$5.40	\$5.80 and over	
Selected production occupations—men																													
Continued																													
Miscellaneous																													
Inspectors (crowners).....	20	\$3.10	-	-	-	-	-	-	-	-	4	2	-	-	2	4	2	-	6	-	-	-	-	-	-	-	-	-	-
Time	12	2.91	-	-	-	-	-	-	-	-	4	2	-	-	2	-	2	-	2	-	-	-	-	-	-	-	-	-	-
Incentive	8	3.38	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	4	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers)	14	2.34	-	-	-	3	-	-	6	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected production occupations—women																													
Fitting																													
Pasters, backers, or fitters, upper, hand	19	2.98	-	-	-	-	-	-	-	3	2	-	4	-	-	6	-	-	4	-	-	-	-	-	-	-	-	-	-
Time	9	2.65	-	-	-	-	-	-	-	3	2	-	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	10	3.28	-	-	-	-	-	-	-	-	-	-	2	-	-	4	-	-	4	-	-	-	-	-	-	-	-	-	-
Miscellaneous																													
Floor girls	154	2.32	12	18	7	23	13	26	14	8	5	-	7	3	3	7	2	-	-	-	3	-	3	-	-	-	-	-	-
Time	120	2.17	10	18	7	23	11	22	10	6	5	-	2	-	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-
Incentive	34	2.85	2	-	-	-	2	4	4	2	-	-	5	3	3	3	-	-	-	-	3	-	3	-	-	-	-	-	-
Selected office occupations—women																													
Clerks, payroll	10	3.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	4	-	-	-	-	-	-	-	-	-	-

¹ The 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 63 percent of the production workers covered by the study were paid on an incentive basis.

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

⁴ All workers were at \$6.20 to \$6.60.

⁵ All workers were at \$5.80 to \$6.20.

⁶ Workers were distributed as follows: 2 at \$5.80 to \$6.20; 8 at \$6.20 to \$6.60; and 3 at \$6.60 and over.

Table 30. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Arkansas

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

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	\$4.20	\$4.40 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	\$4.40	over
All production workers	2,962	\$2.27	300	87	168	154	120	184	124	86	264	177	130	147	118	136	118	44	139	103	94	54	114	52	32	6	7	4
Men	860	2.58	48	14	28	38	11	46	40	6	34	52	35	40	15	48	48	14	48	64	55	32	73	37	22	6	2	4
Women	2,102	2.15	252	73	140	116	109	138	84	80	230	125	95	107	103	88	70	30	91	39	39	22	41	15	10	-	5	-
<u>Selected production occupations—men</u>																												
<u>Cutting²</u>																												
Cutters, vamp and whole shoe, machine, leather	40	3.48	-	-	1	-	-	-	-	-	-	-	-	1	2	-	2	-	-	3	3	5	5	7	5	1	2	3
<u>Lasting</u>																												
Assemblers for pullover, machine	21	2.86	-	-	-	-	1	-	-	1	1	-	-	1	2	1	3	4	-	-	-	1	4	-	-	2	-	-
Incentive	18	2.89	-	-	-	-	1	-	-	1	1	-	-	1	2	1	-	4	-	-	-	1	4	-	-	2	-	-
Heel-seat lasters ²	16	2.55	4	-	-	-	-	-	-	-	-	-	-	-	1	3	2	-	-	2	2	-	2	-	-	-	-	-
Pulling and lasting-machine operators, toe to ball ²	9	3.74	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	-	-	1	-	-	-	-	-	3,4
Pullover-machine operators ²	14	3.18	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	4	2	1	-	-	-	3	-	-	2	-
Side lasters, machine ^{2,4}	44	3.05	-	-	-	-	-	-	-	-	1	-	3	-	1	3	1	1	4	9	1	5	15	-	-	-	-	-
Staple or tack lasting	43	3.04	-	-	-	-	-	-	-	-	1	-	3	-	1	3	1	1	4	9	1	4	15	-	-	-	-	-
<u>Bottoming and making²</u>																												
Edge trimmers	9	3.27	1	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	1	-	1	-	-	-	5,3
Heel attachers, machine	14	3.25	-	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	-	4	1	1	2	1	-	1
Roughrounders	11	2.50	-	-	-	-	-	-	2	-	-	-	1	-	1	-	5	2	-	-	-	-	-	-	-	-	-	-
Shankers	14	2.44	1	-	-	-	-	1	1	1	3	1	1	-	-	-	-	1	-	2	-	2	-	2	-	-	-	-
Sole attachers, cement process	34	2.53	1	-	1	1	3	1	-	-	1	6	2	2	2	1	-	-	-	4	3	2	4	-	-	-	-	-
<u>Finishing²</u>																												
Bottom scourers	6	2.65	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	-	-
<u>Miscellaneous</u>																												
Floor boys ⁶	24	2.03	-	-	-	10	-	1	3	-	-	2	2	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners) ⁷	7	1.97	2	-	-	-	-	-	1	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors ⁶	17	1.86	1	1	-	-	6	-	7	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance ⁶	35	2.65	-	-	-	-	-	-	1	1	3	3	-	-	1	4	7	2	2	2	6	3	-	-	-	-	-	-
<u>Selected production occupations—women</u>																												
<u>Cutting²</u>																												
Cutters, lining, machine ⁴	18	2.19	-	2	-	3	-	-	-	-	5	-	3	1	-	2	1	-	-	-	-	-	-	-	1	-	-	-
Leather	14	2.20	-	1	-	3	-	-	-	-	4	-	3	-	-	2	-	-	-	-	-	-	-	-	1	-	-	-
Cutters, vamp and whole shoe, machine ⁴	25	2.48	7	1	-	-	-	-	-	1	-	2	2	1	-	-	-	-	-	3	2	2	2	2	2	-	-	-
Leather	23	2.42	7	1	-	-	-	-	-	1	-	2	2	1	-	-	-	-	-	3	-	2	2	2	2	-	-	-

See footnotes at end of table.

Table 30. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Arkansas—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

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	\$4.40
			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	\$4.40	and over
<u>Selected production occupations—women</u>																												
<u>Continued</u>																												
<u>Fitting²</u>																												
Fancy stitchers	180	\$2.08	27	11	15	12	13	7	8	7	11	16	12	7	5	5	-	3	2	5	6	6	2	-	-	-	-	-
Pasters, backers, or fitters, upper, hand	107	2.17	11	1	10	3	8	5	7	3	11	7	3	9	9	1	4	3	1	1	4	4	2	-	-	-	-	-
Skivers, machine, uppers or linings	44	2.38	-	2	7	1	1	2	1	2	1	2	2	2	4	-	5	-	1	3	6	-	-	-	-	-	-	
Top stitchers	88	2.27	2	5	5	3	5	4	4	2	10	4	12	6	4	2	3	6	3	-	-	8	-	-	-	-	-	
Vampers	32	2.23	4	2	2	-	-	2	1	1	-	1	7	2	1	-	2	1	4	-	2	-	-	-	-	-	-	
<u>Lasting²</u>																												
Assemblers for pullover, machine	10	2.26	3	-	-	-	-	-	-	-	1	-	-	-	4	1	-	-	-	-	1	-	-	-	-	-	-	
<u>Bottoming and making²</u>																												
Sole attachers, cement process	11	1.81	5	-	-	1	1	-	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Finishing</u>																												
Repairers	78	2.11	3	-	1	2	3	4	7	9	32	-	-	5	-	-	2	-	4	2	4	-	-	-	-	-	-	
Incentive	39	2.24	3	-	-	1	3	3	6	3	3	-	-	5	-	-	2	-	4	2	4	-	-	-	-	-	-	
Triers ²	82	2.46	1	1	-	3	3	1	1	1	6	7	7	12	6	5	7	3	7	3	2	2	-	-	1	1	-	
<u>Miscellaneous</u>																												
Floor girls ⁶	37	1.93	1	12	1	3	-	-	3	-	3	6	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners)	52	2.07	5	1	-	4	4	3	-	3	16	7	3	-	-	-	2	-	2	-	2	-	-	-	-	-	-	
Time	36	1.94	3	1	-	3	4	3	-	2	12	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected office occupations—women</u>																												
Clerks, general	19	2.22	1	1	3	1	1	-	-	-	-	-	-	-	4	6	2	-	-	-	-	-	-	-	-	-	-	
Clerks, payroll	19	1.95	-	3	3	-	-	-	1	2	6	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Stenographers, general	6	1.90	1	-	-	3	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	

1 Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 83 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 \$4.60 to \$4.80; and 2 at \$5 to \$5.20.
 4 Includes data for workers in classification in addition to those shown separately.
 5 All workers were at \$4.40 to \$4.60.
 6 All workers were paid on a time basis.
 7 Insufficient data to warrant publication of separate averages by method of wage payment, predominantly timeworkers.

Table 31. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Missouri

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ¹ and under	Number of workers receiving straight-time hourly earnings of—																									
			\$1.60	\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$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	\$4.60	\$4.80
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$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	\$4.60	\$4.80	and over
All production workers -----	5,893	\$2.51	297	67	89	197	237	200	344	417	535	337	362	324	282	313	281	451	297	166	242	152	87	55	35	35	15	76
Men -----	1,589	2.77	42	11	21	14	31	25	83	70	156	79	48	74	92	114	82	135	129	60	95	60	47	20	20	25	-	56
Women -----	4,304	2.41	255	56	68	183	206	175	261	347	379	258	314	250	190	199	199	316	168	106	147	92	40	35	15	10	15	20
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, lining, machine ² -----	41	2.60	4	-	-	-	-	2	3	1	3	-	-	3	1	5	4	4	4	2	4	1	-	-	-	-	-	-
Incentive -----	35	2.62	4	-	-	-	-	2	2	1	1	-	-	3	-	5	4	4	2	2	4	1	-	-	-	-	-	-
Leather -----	30	2.80	1	-	-	-	-	1	1	2	-	-	3	1	4	4	2	4	2	4	1	-	-	-	-	-	-	-
Incentive -----	25	2.84	1	-	-	-	-	-	1	1	-	-	3	-	4	4	2	2	2	4	1	-	-	-	-	-	-	-
Cutters, vamp and whole shoe, hand -----	22	3.40	-	-	-	-	-	-	-	2	2	1	-	-	-	-	2	1	1	2	2	-	2	3	1	-	2	1
Incentive -----	19	3.50	-	-	-	-	-	-	-	2	2	-	-	-	-	-	1	1	1	2	-	2	3	1	-	2	1	
Cutters, vamp and whole shoe, machine (all incentive workers) ² -----	70	3.35	-	-	-	-	2	-	-	-	-	-	-	2	4	7	4	9	3	8	8	2	10	3	1	4	1	2
Leather -----	64	3.37	-	-	-	-	2	-	-	-	-	-	-	2	4	6	4	7	3	7	6	2	10	3	1	4	1	2
<u>Lasting</u>																												
Heel-seat lasters -----	28	2.82	2	-	-	-	-	-	1	2	-	3	1	1	-	2	7	-	-	3	1	1	1	3	-	-	-	-
Incentive -----	27	2.84	2	-	-	-	-	-	1	2	-	2	1	1	-	2	7	-	-	3	1	1	1	3	-	-	-	-
Pulling and lasting-machine operators, toe to ball (all incentive workers) -----	65	3.55	-	-	1	-	5	1	2	-	-	5	1	1	5	2	1	-	6	3	1	1	2	3	4	8	2	11
Pullover-machine operators (all incentive workers) -----	9	3.52	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	-	1	2	1	-	-	-	-	1
Side lasters, machine, staple or tack lasting (all incentive workers) -----	124	3.10	4	2	1	2	2	2	-	3	2	-	5	8	5	4	6	13	9	6	16	15	5	2	2	6	1	3
<u>Bottoming and making</u>																												
Edge trimmers (all incentive workers) -----	16	2.92	-	-	-	1	-	2	-	1	-	-	1	-	1	1	1	-	2	-	2	1	-	3	-	-	-	-
Heel attachers, machine -----	23	2.29	1	-	2	1	2	1	1	-	3	1	2	2	3	2	-	-	1	-	-	-	-	-	1	-	-	-
Incentive -----	22	2.30	1	-	2	1	2	1	1	-	2	1	2	2	3	2	-	-	1	-	-	-	-	-	-	1	-	-
Shankers (all incentive workers) -----	14	2.46	-	-	-	-	-	-	2	-	2	1	-	3	-	-	-	3	-	-	-	-	-	-	-	-	-	-
Sole attachers, cement process -----	63	2.83	1	1	-	-	-	1	3	3	2	1	2	1	1	12	1	11	6	8	4	4	-	-	-	-	1	-
Incentive -----	62	2.83	1	1	-	-	-	1	3	3	2	1	2	1	1	12	-	11	6	8	4	4	-	-	-	-	1	-
<u>Finishing</u>																												
Edge setters (all incentive workers) -----	9	3.17	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	2	2	-	1	-	1	-	-	-
<u>Miscellaneous</u>																												
Inspectors (crowners) -----	14	2.51	-	-	-	-	-	1	-	1	2	4	1	1	1	-	1	-	2	-	-	-	-	-	-	-	-	-
Time -----	10	2.30	-	-	-	-	-	1	-	1	2	4	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Janitors (all timeworkers) -----	39	2.06	4	-	1	-	-	2	4	4	19	2	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mechanics, maintenance (all timeworkers) -----	35	2.94	-	-	-	-	-	-	1	-	1	-	-	-	1	3	16	7	2	2	-	1	-	-	-	-	-	-

See footnotes at end of table.

Table 31. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Missouri—Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

Sex, department, and occupations	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	\$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	\$4.60	\$4.80 and over
Selected production occupations—women																												
 Cutting																												
Cutters, lining, machine	67	\$2.77	2	-	3	6	-	2	1	1	5	5	1	5	2	4	4	9	-	2	2	2	1	2	2	2	3	1
Incentive	61	2.80	2	-	2	4	-	2	1	1	4	5	1	5	2	4	4	9	-	2	2	1	-	2	2	2	3	1
Leather	58	2.76	1	-	3	6	-	2	1	1	2	5	1	5	2	3	4	9	-	1	1	1	1	2	2	2	1	
Incentive	53	2.78	1	-	2	4	-	2	1	1	2	5	1	5	2	3	4	9	-	1	1	-	-	2	2	2	1	
Synthetics	9	2.87	1	-	-	-	-	-	-	-	3	-	-	-	-	1	-	-	-	1	1	1	-	-	-	1	-	
Incentive	8	2.97	1	-	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	1	1	1	-	-	-	1	-	
Cutters, vamp and whole shoe, machine (all incentive workers)	95	3.03	-	-	-	1	2	1	-	2	2	4	5	9	4	4	5	5	13	10	6	11	3	3	5	-	-	
Leather	87	3.03	-	-	-	-	2	1	-	2	2	4	5	9	3	4	4	4	12	9	6	9	3	3	5	-	-	
Synthetics	8	2.94	-	-	-	1	-	-	-	-	-	-	-	1	-	1	1	1	1	1	2	-	-	-	-	-	-	
 Fitting																												
Fancy stitchers	293	2.36	21	2	5	13	13	20	18	14	28	15	20	15	18	15	19	18	15	9	5	3	1	6	-	-	-	-
Incentive	288	2.37	21	2	5	13	13	20	18	14	25	14	20	15	18	15	18	18	15	9	5	3	1	6	-	-	-	-
Pasters, backers, or fitters, upper, hand	221	2.31	6	5	1	10	14	12	27	23	21	12	12	9	8	16	14	6	10	4	1	7	1	1	-	1	-	
Incentive	205	2.35	6	4	1	9	12	12	17	23	19	12	12	9	8	16	14	6	10	4	1	7	1	1	-	1	-	
Skivers, machine, uppers or linings	94	2.29	5	3	2	3	7	8	10	7	3	4	6	9	4	4	6	4	6	-	1	-	1	-	-	-	1	
Incentive	92	2.30	4	3	2	3	7	8	9	7	3	4	6	9	4	4	6	4	6	-	1	-	1	-	-	-	1	
Top stitchers	240	2.41	23	2	5	17	14	8	12	19	22	11	10	11	6	9	10	19	10	12	8	2	4	1	-	1	3	
Incentive	234	2.42	23	2	5	17	14	8	12	18	17	11	10	11	6	9	10	19	10	12	8	2	4	1	-	1	3	
Vampers (all incentive workers)	63	2.22	5	2	2	3	5	4	1	7	5	8	5	1	4	2	1	3	2	1	-	2	-	-	-	-	-	
 Lasting																												
Assemblers for pullover, machine (all incentive workers)	45	2.54	1	-	-	1	2	2	1	2	3	2	3	4	1	3	10	1	5	3	-	1	-	-	-	-	-	
Pulling and lasting-machine operators, toe to ball	9	2.69	-	-	-	-	-	-	-	2	1	-	-	-	-	1	3	1	1	-	-	-	-	-	-	-	-	
Incentive	8	2.63	-	-	-	-	-	-	-	2	1	-	-	-	-	1	3	1	-	-	-	-	-	-	-	-	-	
 Bottoming and making																												
Bottom fillers	7	1.91	1	1	-	-	1	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	6	1.96	-	1	-	-	1	3	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Edge trimmers (all incentive workers)	6	3.72	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	-	-	1	1	-	1	
Heel attachers, machine	11	2.35	-	-	-	-	1	1	1	3	-	-	1	-	2	-	2	-	-	-	-	-	-	-	-	-	-	
Incentive	8	2.44	-	-	-	-	1	1	-	1	-	-	1	-	2	-	2	-	-	-	-	-	-	-	-	-	-	
Shankers	14	2.35	2	-	-	-	-	1	1	1	-	-	1	4	2	1	-	-	-	-	-	1	-	-	-	-	-	
Incentive	13	2.37	2	-	-	-	-	1	1	-	-	-	1	4	2	1	-	-	-	-	1	-	-	-	-	-	-	
Sole attachers, cement process (all incentive workers)	10	2.76	-	-	-	-	-	-	1	-	1	1	2	-	-	2	-	1	1	-	-	-	1	-	-	-	-	
 Finishing																												
Repairers	102	2.94	1	-	-	1	3	3	2	6	9	5	8	3	3	2	7	9	16	11	4	1	1	1	1	2	1	3
Time	20	2.09	1	-	-	-	3	2	-	6	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	82	3.15	-	-	-	1	-	1	2	-	2	4	8	3	3	2	7	9	16	11	4	1	1	1	1	2	1	
Treers (all incentive workers)	131	2.70	3	-	2	1	-	8	6	7	1	12	7	4	5	7	6	27	10	12	5	2	-	6	-	-	-	

See footnotes at end of table.

Table 31. Occupational earnings: Women's cement-process (conventional-lasted) shoes— Missouri— Continued

(Number and average straight-time hourly earnings¹ of workers in selected occupations, March 1971)

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	\$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	\$4.60	\$4.80 and over
			\$1.65	\$1.70	\$1.75	\$1.80	\$1.85	\$1.90	\$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	\$4.60	\$4.80	
Selected production occupations—women																												
Continued																												
Miscellaneous																												
Floor girls	60	\$2.16	-	-	2	-	-	4	6	3	21	15	3	4	1	-	-	-	1	-	-	-	-	-	-	-	-	-
Time	59	2.15	-	-	2	-	-	4	6	3	21	15	3	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspectors (crowners)	91	2.26	2	-	2	1	-	-	8	8	33	13	4	2	5	3	1	4	4	1	-	-	-	-	-	-	-	-
Time	52	2.09	-	-	2	1	-	-	8	8	26	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selected office occupations—women																												
Clerks, general	32	2.23	-	-	-	-	2	-	-	7	3	7	7	4	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Clerks, payroll	19	2.29	-	-	-	-	-	1	-	2	1	6	3	4	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Stenographers, general	7	2.39	-	-	-	-	-	-	1	-	-	1	1	2	1	-	-	1	-	-	-	-	-	-	-	-	-	-
Typists, class B	11	2.19	-	-	-	-	-	-	2	3	2	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-

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

³ Workers were distributed as follows: 1 at \$4.80 to \$5; 3 at \$5 to \$5.20; 2 at \$5.20 to \$5.40; 3 at \$5.40 to \$5.60; and 2 at \$5.60 and over

Table 32. Occupational earnings: Women's cement-process (conventional-lasted) shoes—Los Angeles—Long Beach, Calif. ¹

(Number and average straight-time hourly earnings ² of workers in selected occupations, March 1971)

Sex, department, and occupation	Number of workers	Average hourly earnings ³	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	\$4.40 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	\$4.40	over
All production workers -----	1,542	\$2.40	4	156	9	203	25	65	48	51	141	63	114	69	32	63	52	57	54	44	68	56	48	44	14	22	24	16
Men -----	755	2.68	4	21	5	70	14	27	19	9	45	23	53	39	19	45	35	24	30	35	50	45	38	34	11	20	24	16
Women -----	787	2.12	-	135	4	133	11	38	29	42	96	40	61	30	13	18	17	33	24	9	18	11	10	3	2	-	-	
<u>Selected production occupations—men</u>																												
<u>Cutting</u>																												
Cutters, linings, machine -----	11	3.16	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3	3	1	2	-	-	-	-
Incentive -----	9	3.28	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	3	1	2	-	-	-	-
Cutters, vamp and whole shoe, hand ^{3b} -----	13	3.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	2	2	3	-	1	1	-
Cutters, vamp and whole shoe, machine (all incentive workers) -----	48	3.44	-	-	-	-	-	-	-	-	1	-	-	1	4	-	1	1	4	3	4	5	3	5	2	9	1	4
Leather -----	47	3.42	-	-	-	-	-	-	-	-	1	-	-	1	4	-	1	1	4	3	4	5	3	5	2	8	1	4
<u>Fitting</u>																												
Fancy stitchers -----	69	2.82	-	-	-	-	-	3	-	6	1	3	7	1	3	7	2	13	1	7	2	2	7	-	4	-	-	-
Incentive -----	50	3.07	-	-	-	-	-	-	-	-	1	1	-	1	2	7	2	13	1	7	2	2	7	-	4	-	-	-
Skivers, machine, uppers or linings ^{3b} -----	10	2.85	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	1	1	-	2	1	-	-	-	-	-	-
Top stitchers (all incentive workers) -----	12	3.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	1	1	2	-	-	-	-	1
Vampers (all incentive workers) -----	7	2.96	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	5	-	-	1	1	-	-	-	-	-
<u>Lasting</u>																												
Heel-seat lasters -----	14	3.10	-	-	-	-	-	-	-	-	-	1	2	-	-	-	1	1	1	2	3	-	1	1	1	-	-	-
Incentive -----	13	3.16	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	1	2	3	-	1	1	1	-	-	-
Side lasters, machine (all incentive workers) -----	9	3.01	-	-	-	-	-	-	-	1	-	-	-	2	-	-	3	-	-	-	1	-	-	-	1	-	-	1
Toe lasters, automatic or semiautomatic -----	12	3.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	-	1	-	2	2	1	-
Incentive -----	11	3.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	-	1	-	2	2	1	-
<u>Bottoming and making</u>																												
Edge trimmers -----	7	2.31	-	-	-	2	1	-	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-
Time -----	6	2.01	-	-	-	2	1	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Heel attachers, machine -----	10	3.10	-	-	-	-	-	-	-	-	1	-	-	-	-	3	1	1	-	-	-	2	-	1	-	-	-	1
Incentive -----	8	3.30	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	-	-	-	2	-	1	-	-	-	-
Shankers ^{3b} -----	6	2.21	-	1	-	1	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Sole attachers, cement process -----	15	3.04	-	-	-	-	-	-	-	1	-	-	-	2	2	1	-	-	-	1	1	2	3	1	-	-	1	-
Incentive -----	13	3.15	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	1	1	2	3	1	-	-	1	-
<u>Miscellaneous</u>																												
Janitors (all timeworkers) -----	9	2.08	-	-	-	2	-	-	2	-	-	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 32. 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 1971)

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	\$4.40 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	\$4.40	over
<u>Selected production occupation—women</u>																												
<u>Fitting</u>																												
Fancy stitchers ⁴	20	\$2.61	-	-	-	-	-	-	-	1	1	7	3	-	-	2	1	1	-	-	-	3	-	1	-	-	-	
Pasters, backers, or fitters, upper, hand	70	2.12	-	5	-	9	1	11	5	7	12	3	3	-	-	3	-	3	1	2	2	-	-	3	-	-	-	
Time	54	1.90	-	5	-	9	1	10	5	7	12	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive	16	2.87	-	-	-	-	-	1	-	-	-	1	-	-	-	3	-	3	1	2	2	-	-	3	-	-	-	
Skivers, machine, uppers or linings	12	2.61	-	-	1	-	-	-	-	-	-	2	2	-	1	-	-	4	-	1	-	1	-	-	-	-	-	
Incentive	11	2.64	-	-	1	-	-	-	-	-	-	1	2	-	1	-	-	4	-	1	-	1	-	-	-	-	-	
Top stitchers (all incentive workers)	11	2.95	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	2	1	-	3	1	-	1	-	-	-	
<u>Finishing</u>																												
Repairers	39	2.25	-	1	-	3	-	-	2	-	9	7	6	-	3	1	1	4	-	-	-	1	1	-	-	-	-	
Time	32	2.10	-	1	-	3	-	-	2	-	9	7	6	-	3	1	-	-	-	-	-	-	-	-	-	-	-	
<u>Miscellaneous</u>																												
Floor girls (all timeworkers)	7	2.13	-	1	-	-	-	1	-	-	-	2	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) ³ a	14	2.06	-	3	-	2	-	3	-	1	1	-	2	-	1	-	-	-	-	-	-	-	-	-	1	-	-	
<u>Selected office occupations—women</u>																												
Clerks, payroll	11	2.71	-	-	-	-	-	-	-	-	-	1	-	1	1	2	2	1	-	-	2	-	-	-	1	-	-	

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

² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Approximately 60 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 paid under time and incentive systems were divided equally.

Table 33. 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 Middle West region, March 1971)

Department, occupation, and sex	United States ²				Middle West			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations</u>								
<u>Cutting</u>								
Cutters, lining, machine	122	\$ 2.64	\$ 2.36	\$ 1.91-\$ 3.07	34	\$ 2.94	\$ 2.98	\$ 2.14-\$ 3.48
Men	65	2.63	2.35	1.98- 3.08	14	3.26	-	-
Women	57	2.64	2.52	1.86- 2.91	20	2.71	2.73	2.04- 3.15
Leather	74	2.86	2.52	2.03- 3.61	26	2.92	2.98	2.08- 3.48
Men	43	2.68	2.30	1.93- 3.46	9	3.25	-	-
Women	31	3.11	2.67	2.18- 3.71	17	2.75	2.67	2.07- 3.34
Synthetics (22 men, 26 women).....	48	2.29	2.16	1.81- 2.69	8	2.98	-	-
Cutters, vamp and whole shoe, machine ³	286	3.05	2.93	2.13- 3.82	82	3.63	3.64	2.85- 4.21
Men	168	3.42	3.45	2.66- 4.09	59	3.79	3.80	3.24- 4.54
Women	118	2.51	2.33	1.75- 2.90	23	3.20	3.10	2.64- 3.75
Leather	260	3.04	2.96	2.07- 3.86	80	3.66	3.66	2.95- 4.24
Men	152	3.42	3.50	2.72- 4.10	57	3.84	3.81	3.29- 4.55
Women	108	2.49	2.25	1.73- 2.92	23	3.20	3.10	2.64- 3.75
<u>Fitting</u>								
Fancy stitchers (3 men, 557 women).....	560	2.29	2.25	1.80- 2.63	129	2.34	2.28	1.89- 2.64
Pasters, backers, or fitters, upper, hand (all women).....	326	2.13	1.94	1.75- 2.42	97	2.25	2.08	1.75- 2.57
Skivers, machine, uppers or linings (all women).....	148	2.31	2.25	1.91- 2.66	56	2.28	2.31	1.91- 2.59
Top stitchers (all women).....	356	2.38	2.24	1.85- 2.73	79	2.38	2.25	1.93- 2.72
Vampers (all women).....	250	2.26	2.18	1.85- 2.52	85	2.33	2.23	1.94- 2.55
<u>Lasting</u>								
Assemblers for pullover, machine	118	2.45	2.13	1.80- 3.10	43	2.65	2.67	1.85- 3.32
Men	59	2.67	2.67	1.82- 3.23	26	2.77	2.74	2.00- 3.26
Women	59	2.24	2.07	1.78- 2.36	17	2.48	2.33	1.80- 3.36
Heel-seat lasters (44 men, 9 women).....	53	2.68	2.60	2.09- 3.12	13	2.54	-	-
Pulling and lasting-machine operators (73 men, 4 women).....	77	2.79	2.58	2.35- 3.37	28	2.75	2.85	1.89- 3.49
Toe to ball (71 men, 4 women).....	75	2.79	2.58	2.34- 3.37	26	2.73	2.74	1.87- 3.55
Pullover-machine operators (all men).....	25	2.83	2.58	1.85- 3.42	14	3.00	-	-
Side lasters, machine (113 men, 21 women).....	134	3.01	3.02	2.33- 3.68	41	3.28	3.20	2.86- 3.60
Staple or tack lasting (46 men, 2 women).....	48	3.37	3.31	2.82- 4.04	24	3.54	3.31	3.11- 4.09
Cement lasting (67 men, 19 women).....	86	2.81	2.66	2.27- 3.22	17	2.92	2.95	2.49- 3.22
Toe lasters, automatic or semiautomatic (68 men, 6 women).....	74	2.80	2.72	2.32- 3.28	12	3.53	-	-
<u>Bottom and making</u>								
Edge trimmers (65 men, 15 women).....	80	3.35	3.05	2.30- 4.07	25	3.13	3.16	2.65- 3.53
Heel attachers, machine (27 men, 17 women).....	44	2.26	2.12	1.77- 2.39	8	2.61	-	-
Rough rounders (36 men, 10 women).....	46	2.34	2.23	1.70- 2.74	14	2.30	-	-
Shankers (14 men, 24 women).....	38	2.30	2.12	1.80- 2.57	8	2.50	-	-
Sole attachers, cement process.....	131	2.80	2.70	2.15- 3.20	34	2.86	2.77	2.45- 3.23
Men	88	3.06	3.01	2.47- 3.47	17	3.10	3.27	2.70- 3.54
Women	43	2.25	2.19	1.75- 2.67	17	2.61	2.56	2.40- 2.78
<u>Finishing</u>								
Repairers (all women).....	154	2.16	2.06	1.80- 2.45	35	2.53	2.45	2.19- 2.81
Trees	190	2.30	2.11	1.80- 2.60	51	2.65	2.44	2.11- 3.13
Women	171	2.23	2.09	1.80- 2.52	43	2.54	2.36	2.07- 2.98

See footnotes at end of table.

Table 33. Occupational earnings: Misses' and children's cement-process (conventional-lasted) shoes—all establishments—Continued

(Number and average straight-time hourly earnings ¹ of workers in selected occupations, United States and Middle West region, March 1971)

Department, occupation, and sex	United States ²				Middle West			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations—Continued</u>								
<u>Miscellaneous</u>								
Floor boys (or girls).....	142	\$2.06	\$2.12	\$1.90-\$2.25	31	\$2.13	\$2.12	\$2.09-\$2.31
Women.....	107	2.08	2.12	1.91- 2.25	26	2.17	2.12	2.12- 2.31
Inspectors (crowners).....	170	2.19	2.16	1.90- 2.29	56	2.31	2.16	2.00- 2.53
Men.....	49	2.22	2.17	2.10- 2.24	10	2.40	-	-
Women.....	121	2.18	2.16	1.85- 2.33	46	2.29	2.16	2.00- 2.67
Janitors (all men).....	79	1.90	1.95	1.70- 2.12	20	2.00	1.98	1.89- 2.12
Mechanics, maintenance (all men).....	69	2.73	2.68	2.35- 3.10	18	2.95	2.75	2.58- 3.32
<u>Selected office occupations</u>								
Clerks, general (all women).....	73	2.03	2.00	1.78- 2.21	19	2.08	2.06	1.79- 2.36
Clerks, payroll (all women).....	50	2.24	2.26	2.00- 2.44	13	2.25	-	-
Stenographers, general (all women).....	17	2.30	2.23	1.90- 2.36	7	2.63	-	-

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

² Includes data for regions in addition to Middle West.

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

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

Table 34. Occupational earnings: Misses' and children's Goodyear-welt shoes—all establishments

(Number and average straight-time hourly earnings ¹ of workers in selected occupations, United States and Middle Atlantic region, March 1971)

Department, occupation, and sex	United States ²				Middle Atlantic			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
<u>Selected production occupations</u>								
<u>Cutting</u>								
Cutters, lining, machine, (47 men, 27 women) ³	74	\$2.85	\$2.66	\$1.94-\$3.11	25	\$2.46	\$2.60	\$1.85-\$2.82
Leather (42 men, 26 women).....	68	2.87	2.64	1.93- 3.13	22	2.38	2.52	1.85- 2.78
Cutters, vamp and whole shoe machine.....	179	3.60	3.39	2.79- 4.27	54	2.92	2.96	2.51- 3.41
Men.....	140	3.75	3.41	2.82- 4.45	44	2.87	2.88	2.39- 3.25
Leather.....	177	3.62	3.39	2.82- 4.28	54	2.92	2.96	2.51- 3.41
Men.....	140	3.75	3.41	2.82- 4.45	44	2.87	2.88	2.39- 3.25

See footnotes at end of table.

**Table 34. Occupational earnings: Misses' and children's Goodyear-welt shoes—
all establishments—Continued**

(Number and average straight-time hourly earnings¹ of workers in selected occupations, United States and Middle Atlantic region, March 1971)

Department, occupation, and sex	United States ²				Middle Atlantic			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations—Continued								
Fitting								
Fancy stitchers (7 men, 188 women).....	195	\$ 2.36	\$ 2.27	\$ 1.96—\$ 2.62	80	\$ 2.31	\$ 2.24	\$ 2.00—\$ 2.50
Pasters, backers, or fitters, upper hand (all women).....	100	2.25	2.04	1.82— 2.49	45	2.00	1.91	1.85— 2.15
Skivers, machine, uppers or linings (1 man, 119 women).....	120	2.43	2.28	1.95— 2.78	51	2.12	2.00	1.86— 2.25
Top stitchers (12 men, 133 women).....	145	2.58	2.40	2.11— 3.08	61	2.25	2.17	2.00— 2.40
Vampers (13 men, 150 women).....	163	2.53	2.39	2.16— 2.92	53	2.36	2.31	2.05— 2.63
Lasting								
Assemblers for pullover, machine.....	79	2.86	2.83	2.37— 3.37	24	2.79	2.94	2.44— 3.21
Men.....	55	2.97	2.87	2.49— 3.41	16	2.81	2.94	2.44— 3.21
Women.....	24	2.63	2.57	2.05— 3.26	8	2.74	-	-
Heel-seat lasters (17 men, 4 women).....	21	3.18	3.36	3.03— 3.62	6	2.92	-	-
Pullover-machine operators (58 men, 2 women).....	60	3.55	3.46	2.89— 3.97	19	3.21	3.20	2.87— 3.93
Side lasters, machine (all men).....	80	3.57	3.39	2.61— 4.02	23	2.52	2.35	1.96— 2.72
Staple or tack lasting (all men).....	64	3.52	3.45	2.72— 3.96	17	2.60	2.46	1.93— 3.20
Cement lasting (all men).....	16	3.75	2.87	2.34— 5.25	6	2.31	-	-
Toe lasters, automatic or semiautomatic (all men).....	48	3.42	3.26	2.73— 4.10	14	2.98	-	-
Bottoming and making								
Bottom fillers (15 men, 11 women).....	26	2.74	2.59	2.29— 3.03	9	2.50	-	-
Edge trimmers (76 men, 1 woman).....	77	3.57	3.20	2.65— 4.12	30	3.25	3.20	2.67— 3.87
Goodyear stitchers (all men).....	96	3.20	3.08	2.84— 3.41	34	2.95	2.94	2.77— 3.34
Heel attachers, machine (25 men, 3 women).....	28	3.01	2.75	2.35— 3.45	15	2.64	2.40	2.35— 2.95
Inseamers (all men).....	44	3.45	3.25	2.88— 3.78	16	3.13	3.22	2.79— 3.73
Rough rounders (all men).....	36	2.86	2.86	2.09— 3.21	17	2.45	2.50	1.99— 2.87
Sole attachers, cement process (20 men, 8 women).....	28	3.28	2.39	2.07— 3.62	6	2.08	-	-
Sole-levelers, machine (7 men, 11 women).....	18	2.44	2.10	1.92— 3.03	11	2.04	-	-
Finishing								
Edge setters (all men).....	34	3.73	3.82	2.84— 4.48	15	3.12	2.78	2.61— 3.82
Repairers (1 man, 97 women).....	98	2.41	2.02	1.84— 2.94	61	2.02	1.92	1.75— 2.01
Treers.....	72	3.93	3.77	2.01— 5.71	18	1.99	2.01	1.70— 2.18
Women.....	35	2.32	2.01	1.78— 2.34	18	1.99	2.01	1.70— 2.18
Miscellaneous								
Floor boys (or girls).....	100	2.38	2.33	2.15— 2.51	44	2.15	2.18	2.00— 2.21
Men.....	26	2.28	2.20	2.11— 2.36	11	2.18	-	-
Women.....	74	2.42	2.46	2.18— 2.59	33	2.15	2.20	2.00— 2.25
Inspectors (crowners).....	77	2.51	2.48	2.17— 2.91	20	2.47	2.24	1.96— 3.08
Women.....	56	2.50	2.48	2.17— 2.85	14	2.48	-	-
Janitors (all men).....	26	2.19	2.12	1.83— 2.45	11	1.92	-	-
Mechanics, maintenance (all men).....	39	3.33	3.22	2.93— 3.55	10	3.14	-	-
Selected office occupations								
Clerks, general (85 women, 4 men).....	89	2.39	2.40	2.15— 2.57	49	2.31	2.35	2.05— 2.57
Clerks, payroll (all women).....	41	2.51	2.53	2.27— 2.65	14	2.41	-	-

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

² Includes data for regions in addition to Middle Atlantic.

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

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

Table 35. Occupational earnings: Misses' and children's Goodyear-welt shoes—Southeastern Pennsylvania¹

(Number and average straight-time hourly earnings² of workers in selected occupations, March 1971)

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	\$3.40	\$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	\$3.10	\$3.20	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20	over	
All production workers.....	1,237	\$2.30	28	27	83	42	76	53	97	63	98	84	100	69	67	32	49	28	26	47	30	21	39	33	13	20	4	8	
Men.....	430	2.60	5	12	16	9	31	4	3	2	36	16	38	31	19	15	17	6	8	34	20	17	30	22	9	19	3	8	
Women.....	807	2.14	23	15	67	33	45	49	94	61	62	68	62	38	48	17	32	22	18	13	10	4	9	11	4	1	1	-	
<u>Selected production occupations—men</u>																													
<u>Cutting</u>																													
Cutters, lining, machine ^{3b}	9	2.67	-	-	1	-	-	-	-	-	-	-	-	-	1	2	3	-	-	1	-	-	-	-	-	1	-	-	-
Leather ^{3b}	7	2.66	-	-	1	-	-	-	-	-	-	-	-	-	1	2	1	-	-	1	-	-	-	-	-	1	-	-	-
Cutters, vamp and whole shoe, machine, leather ^{3b}	26	2.87	-	-	-	-	2	-	2	-	1	1	-	1	2	-	-	-	2	2	3	-	4	2	2	2	-	-	
<u>Lasting</u>																													
Assemblers for pullover, machine ^{3b}	9	2.76	-	-	1	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	1	2	1	-	-	-	-	-	
Heel-seat lasters ^{3b}	6	2.92	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2	-	2	-	-	-	-	-	
Fullover-machine operators.....	11	3.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	-	2	2	+2	
Incentive.....	7	4.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	2	2	
Side lasters, machine ^{3b}	18	2.45	-	-	-	2	-	2	-	2	-	2	-	4	2	2	-	2	-	-	-	-	-	-	-	2	-	-	
Staple or tack lasting ⁵	12	2.52	-	-	-	2	-	2	-	1	-	-	-	2	1	-	2	-	-	-	-	-	-	-	-	2	-	-	
Cement lasting ^{3b}	6	2.31	-	-	-	-	-	-	-	1	-	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Toe lasters, automatic or semiautomatic ^{3b}	12	3.07	-	-	-	-	-	-	-	-	2	-	-	-	-	1	1	-	-	1	-	4	1	2	-	-	-	-	
<u>Bottom and making</u>																													
Edge trimmers.....	20	3.20	-	-	-	-	-	-	-	-	1	-	-	-	-	3	2	2	-	-	-	7	-	2	1	-	-	+2	
Incentive.....	13	3.30	-	-	-	-	-	-	-	-	1	-	-	-	-	1	2	2	-	-	2	-	2	-	2	1	-	2	
Goodyear stitchers.....	20	3.19	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	-	4	1	1	5	4	-	1	1	-	
Incentive.....	15	3.19	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	-	4	-	2	4	-	1	1	1	-	-	
Heel attachers, machine ^{3a}	7	2.70	-	-	-	-	-	-	-	-	-	-	3	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	
Inseamers ^{3b}	10	3.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	-	2	-	4	1	-	-	-	
Rough rounders.....	12	2.40	-	-	-	-	2	-	1	2	-	-	-	-	2	3	-	-	1	1	-	-	-	-	-	-	-	-	
Incentive.....	8	2.43	-	-	-	-	-	-	1	2	-	-	-	-	2	2	-	-	1	-	-	-	-	-	-	-	-	-	
<u>Finishing</u>																													
Edge setters ⁵	8	3.65	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	-	+4	
<u>Miscellaneous</u>																													
Janitors ⁶	8	1.91	-	-	-	-	5	-	1	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
<u>Selected production occupations—women</u>																													
<u>Fitting</u>																													
Fancy stitchers.....	53	2.31	1	-	1	-	1	1	6	5	5	7	4	6	-	2	5	-	4	3	-	-	-	-	-	1	1	-	
Incentive.....	20	2.67	1	-	-	-	1	-	2	-	-	1	-	-	-	2	4	-	4	3	-	-	-	-	-	1	1	-	
Pasters, backers, or fitters, upper, hand.....	31	1.97	-	-	3	1	1	2	8	4	5	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Incentive.....	9	1.94	-	-	3	-	-	-	2	-	2	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 35. 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 1971)

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	\$3.40	\$3.60	\$3.80	\$4.00	\$4.20 and over	
Selected production occupations—women—Continued																													
Skivers, machine, uppers or linings.....	35	\$2.16	-	1	3	-	-	2	2	3	6	7	2	1	3	1	-	-	1	1	2	-	-	-	-	-	-	-	
Incentive.....	18	2.21	-	1	3	-	-	2	2	1	-	2	-	1	1	1	-	-	1	1	2	-	-	-	-	-	-	-	
Top stitchers ³ a.....	44	2.31	-	-	-	-	-	5	2	6	11	6	2	4	-	1	4	-	-	-	1	-	-	-	-	-	-	-	
Vampers.....	35	2.40	-	-	-	-	2	2	1	2	1	8	6	3	1	-	1	-	-	6	2	-	-	-	-	-	-	-	
Incentive.....	21	2.46	-	-	-	-	1	2	1	-	-	-	1	6	2	1	-	1	-	6	-	-	-	-	-	-	-	-	
Finishing																													
Repairers.....	34	2.06	4	1	7	1	2	2	-	1	6	2	-	2	-	1	-	-	-	3	-	-	2	-	-	-	-	-	
Time.....	8	1.89	-	1	1	1	-	-	-	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Treers ³ b.....	12	2.08	1	1	-	-	1	-	-	-	3	2	1	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	
Miscellaneous																													
Floor girls ⁶	16	2.24	-	-	2	-	-	1	-	-	-	2	4	2	2	2	-	1	-	-	-	-	-	-	-	-	-	-	
Inspectors (crowners) ³ b.....	10	2.70	-	-	-	1	-	1	-	-	1	1	-	1	-	-	-	1	-	2	-	-	2	-	-	1	1	-	-
Selected office occupations—women																													
Clerks, general.....	25	2.40	-	1	-	-	-	-	1	1	3	3	3	-	2	4	3	1	1	-	-	-	2	-	-	1	-	-	
Clerks, payroll.....	7	2.68	-	-	-	-	-	-	-	-	1	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	

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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. Workers paid under time and incentive systems were divided equally.
³ Insufficient data to warrant publication of separate averages by method of wage payment; (a) predominantly timeworkers, or (b) predominantly incentive workers.
⁴ All workers were at \$4.40 to \$4.60.
⁵ All workers were paid on an incentive basis.
⁶ All workers were paid on a time basis.

Table 36. 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 1971)

Department, occupation, and sex	United States ²				New England			
	Number of workers	Hourly earnings ¹			Number of workers	Hourly earnings ¹		
		Mean	Median	Middle range		Mean	Median	Middle range
Selected production occupations								
 Cutting								
Cutters, lining, machine (8 men, 3 women) ³	11	\$2.87	-	- -	11	\$2.87	-	- -
Synthetic (7 men, 1 woman).....	8	2.78	-	- -	8	2.78	-	- -
Cutters, vamp and whole shoe, machine, leather.....	205	2.72	\$2.63	\$1.89-\$3.37	115	3.22	\$3.21	\$2.69-\$3.70
Men.....	136	2.90	2.97	1.93- 3.56	92	3.41	3.39	2.95- 3.85
 Fitting								
Pasters, backers, or fitters, upper, hand (all women).....	53	2.02	1.85	1.70- 2.20	37	1.89	1.70	1.70- 1.93
Sewers, hand (moccasin-constructed shoes).....	587	3.05	3.01	2.41- 3.68	483	3.34	3.23	2.78- 3.81
Men.....	389	3.47	3.37	2.93- 3.94	389	3.47	3.37	2.93- 3.94
Women.....	198	2.22	1.92	1.60- 2.71	94	2.80	2.76	2.43- 3.03
Skivers, machine, uppers or linings (all women).....	41	2.40	2.37	2.23- 2.62	37	2.35	2.35	2.17- 2.49
Top stitchers (all women).....	54	2.20	2.07	1.67- 2.68	24	2.32	2.13	1.92- 2.72
Vampers (1 man, 28 women).....	29	2.51	2.49	2.13- 2.95	29	2.51	2.49	2.13- 2.95
 Bottom and making								
Edge trimmers (all men).....	30	3.38	3.47	2.83- 3.77	26	3.47	3.54	2.81- 3.88
Goodyear stitchers (all men).....	20	3.37	3.33	3.00- 3.51	20	3.37	3.33	3.00- 3.51
Heel attachers, machine (all men).....	15	2.89	3.06	2.21- 3.31	15	2.89	3.06	2.21- 3.31
Littleway stitchers (14 men, 3 women).....	17	2.81	3.00	2.53- 3.20	17	2.81	3.00	2.53- 3.20
 Finishing								
Repairers (all women).....	57	1.99	1.99	1.70- 2.25	57	1.99	1.99	1.70- 2.25
Treers (5 men, 4 women).....	9	3.09	-	- -	9	3.09	-	- -
 Miscellaneous								
Floor boys or girls.....	42	1.94	1.80	1.70- 2.11	42	1.94	1.80	1.70- 2.11
Men.....	17	1.96	1.80	1.70- 2.11	17	1.96	1.80	1.70- 2.11
Women.....	25	1.93	1.80	1.70- 2.10	25	1.93	1.80	1.70- 2.10
Inspectors (crowners) (2 men, 42 women).....	44	2.04	2.03	1.80- 2.20	24	1.96	1.88	1.72- 2.02
Janitors (all men).....	34	1.95	1.92	1.71- 2.22	26	2.01	2.00	1.75- 2.26

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

² Includes data for regions in addition to New England.

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

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

Table 37. Method of wage payment

(Percent of production workers in footwear manufacturing establishments by method of wage payment, United States and selected regions, March 1971)

Method of wage payment ¹	United States ²	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
All workers.....	100	100	100	100	100	100	100	100	100
Time-rated workers.....	27	31	31	16	28	24	25	19	59
Formal plan.....	15	17	15	4	10	10	23	16	1
Single rate.....	7	14	5	2	7	(³)	4	1	(³)
Range of rates.....	8	3	10	3	3	9	19	15	(³)
Individual rates.....	13	14	16	12	18	14	2	3	59
Incentive workers.....	73	69	69	84	72	76	75	81	41
Individual piecework.....	71	68	69	83	70	76	71	81	41
Group piecework.....	(³)	(³)	(³)	-	(³)	(³)	(³)	-	-
Individual bonus.....	1	1	-	-	2	-	3	-	(³)
Group bonus.....	(³)	(³)	-	1	-	-	2	-	-

¹ For definition of wage payment, see appendix A.

² Includes data for the Mountain 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.

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Table 38. Scheduled weekly hours

(Percent of production and office workers in footwear manufacturing establishments by scheduled weekly hours,¹ United States and selected regions, March 1971)

Weekly hours	United States ²	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
Production workers									
All workers.....	100	100	100	100	100	100	100	100	100
Under 40 hours.....	7	3	-	7	6	23	10	20	-
40 hours.....	89	91	97	93	91	71	90	72	100
Over 40 hours.....	4	6	3	-	3	6	1	8	-
Office workers									
All workers.....	100	100	100	100	100	100	100	100	100
Under 37½ hours.....	4	1	4	9	-	22	2	9	-
37½ hours.....	3	7	7	-	-	-	-	-	-
Over 37½ and under 40 hours.....	5	2	(³)	-	-	-	20	-	-
40 hours.....	86	89	88	91	88	75	78	91	100
Over 40 hours.....	2	1	-	-	12	3	-	-	-

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

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

³ Less than 0.5 percent.

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

Table 39. Paid holidays

(Percent of production and office workers in footwear manufacturing establishments with formal provisions for paid holidays, United States and selected regions, March 1971)

Number of paid holidays	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
	Production workers									Office workers									
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays.....	99	96	100	98	100	96	100	100	100	99	98	100	100	100	100	100	100	100	100
2 days.....	1	(²)	-	-	8	-	-	-	-	2	(²)	-	-	18	2	-	-	-	-
3 days.....	2	-	-	-	10	4	-	-	-	1	-	-	-	8	4	-	-	-	-
4 days.....	1	-	-	-	3	3	-	-	-	1	-	-	-	4	6	-	-	-	-
5 days.....	3	2	1	5	7	4	-	-	9	2	2	1	12	7	3	-	-	-	-
6 days.....	14	9	17	48	11	20	18	1	10	15	5	14	23	15	35	29	1	13	
6 days plus 1 half day.....	1	1	2	-	-	-	1	-	-	2	(²)	2	-	-	-	7	-	-	
6 days plus 2 half days.....	4	(²)	17	-	-	-	1	-	14	9	(²)	41	-	-	-	(²)	-	5	
7 days.....	10	20	6	5	14	9	-	-	-	11	20	5	9	18	5	8	-	-	
7 days plus 1 half day.....	2	4	6	2	-	-	-	-	-	2	3	4	1	-	-	(²)	-	10	
7 days plus 2 half days.....	1	2	3	-	-	-	(²)	-	-	2	1	1	22	16	15	24	8	49	
8 days.....	24	23	37	18	26	20	24	6	28	22	25	21	22	16	15	24	8	49	
8 days plus 1 half day.....	1	2	1	-	-	-	1	-	-	1	1	(²)	-	-	-	1	-	-	
8 days plus 2 half days.....	(²)	2	-	-	-	-	-	-	1	4	(²)	-	-	-	-	-	-	-	
9 days.....	32	26	9	20	21	36	53	93	39	26	27	10	31	13	31	22	90	23	
9 days plus 1 half day.....	(²)	-	(²)	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	
10 days or more.....	2	5	-	-	-	-	1	-	-	3	9	-	-	-	-	-	2	-	
Receiving no paid holidays.....	1	4	-	2	-	4	-	-	-	1	2	-	-	-	-	-	-	-	

¹ Includes data for the Mountain 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 40. 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 1971)

Vacation policy	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ¹	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific
	Production workers									Office workers								
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>																		
Workers in establishments providing paid vacations	99	97	100	100	99	96	100	100	100	99	98	98	100	100	98	100	100	100
Length-of-time payment	62	42	69	83	53	60	66	100	91	89	88	92	87	72	98	91	100	100
Percentage payment	36	55	28	17	46	36	34	-	9	9	10	5	13	28	1	9	-	-
Other	1	(²)	3	-	-	-	-	-	-	(²)	-	1	-	-	-	-	-	-
Workers in establishments providing no paid vacations	1	3	-	-	1	4	-	-	-	1	2	2	-	-	2	-	-	-
<u>Amount of vacation pay³</u>																		
After 1 year of service:																		
Under 1 week	1	1	-	3	5	-	-	-	-	1	(²)	-	10	7	-	-	-	-
1 week	94	89	99	95	93	87	98	100	91	68	54	85	87	84	67	55	85	88
Over 1 and under 2 weeks	1	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-
2 weeks	3	6	(²)	2	-	10	(²)	-	9	30	44	13	2	9	31	45	15	12
After 5 years of service:																		
Under 1 week	(²)	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1 week	5	4	10	9	8	4	-	-	10	4	3	4	10	13	3	-	-	13
Over 1 and under 2 weeks	1	1	3	-	4	-	-	-	1	(²)	(²)	1	-	5	-	-	-	-
2 weeks	90	86	87	91	87	92	99	100	81	93	89	92	90	82	95	99	100	87
Over 2 and under 3 weeks	1	2	-	-	-	-	(²)	-	-	(²)	-	-	-	-	-	(²)	-	-
3 weeks	2	5	-	-	-	-	-	-	-	2	6	(²)	-	-	-	-	-	-
4 weeks	(²)	-	-	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-
After 10 years of service:																		
Under 2 weeks	5	4	6	9	12	4	-	-	10	4	3	2	10	18	3	-	-	13
2 weeks	49	52	68	69	36	46	45	13	-	58	54	76	62	49	72	56	27	87
Over 2 and under 3 weeks	3	3	2	-	6	14	-	-	81	2	1	2	-	-	1	6	-	-
3 weeks	41	38	24	22	51	40	41	87	-	35	41	18	28	34	23	38	73	-
Over 3 weeks	(²)	-	-	-	-	-	(²)	-	9	(²)	-	-	-	-	-	(²)	-	-
After 15 years of service:																		
Under 2 weeks	5	4	6	9	12	4	-	-	10	4	3	2	10	18	3	-	-	13
2 weeks	25	34	32	40	26	29	3	3	14	23	35	22	36	30	59	4	1	29
Over 2 and under 3 weeks	1	1	2	-	6	-	-	-	-	1	-	2	-	-	1	-	-	-
3 weeks	61	56	57	47	35	57	89	97	67	69	60	71	48	36	35	94	99	58
Over 3 and under 4 weeks	6	2	1	4	26	-	8	-	-	2	-	1	5	16	-	1	-	-
4 weeks	(²)	-	2	-	-	-	-	-	9	(²)	-	(²)	-	-	-	-	-	-
After 20 years of service:																		
Under 2 weeks	5	4	6	9	12	4	-	-	10	4	3	2	10	18	3	-	-	13
2 weeks	25	34	32	40	26	29	3	3	14	23	35	22	36	30	59	4	1	29
Over 2 and under 3 weeks	1	1	-	-	6	-	-	-	-	(²)	-	-	-	-	1	-	-	-
3 weeks	59	56	57	47	35	57	72	94	67	60	60	71	48	36	35	59	89	58
Over 3 and under 4 weeks	6	2	2	4	26	-	10	-	-	2	-	2	5	16	-	1	-	-
4 weeks	3	-	3	-	-	-	15	2	9	9	-	1	-	-	-	36	10	-
After 25 years of service: ⁴																		
Under 2 weeks	5	4	6	9	12	4	-	-	10	4	3	2	10	18	3	-	-	13
2 weeks	24	34	32	14	26	29	3	3	14	23	35	22	33	30	59	4	1	29
Over 2 and under 3 weeks	1	1	-	-	6	-	-	-	-	(²)	-	-	-	-	1	-	-	-
3 weeks	59	56	57	73	35	57	63	94	67	59	60	71	52	36	35	52	89	58
Over 3 and under 4 weeks	1	2	-	-	-	-	2	-	-	(²)	-	-	-	-	-	(²)	-	-
4 weeks	9	-	5	4	26	-	31	2	9	13	-	3	5	16	-	43	10	-
5 weeks	(²)	-	-	-	-	-	1	-	-	(²)	-	-	-	-	-	1	-	-

¹ Includes data for the Mountain 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, changes in proportions at 15 years may include changes between 10 and 15 years.

⁴ Vacation provisions were the same after longer periods of service.

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

Table 41. Health, insurance, and retirement plans

(Percent of production and office workers in footwear manufacturing establishments with specified health, insurance, and retirement plans, United States and selected regions, March 1971)

Type of plan ¹	United States ²	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	United States ²	New England	Middle Atlantic	Border States	South-east	South-west	Great Lakes	Middle West	Pacific	
	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
	Production workers									Office workers									
All workers.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Workers in establishments providing:																			
Life insurance.....	92	90	88	97	94	86	96	99	100	93	88	93	98	92	90	96	99	100	
Noncontributory plans.....	53	65	62	60	19	49	53	46	90	52	68	44	84	15	65	49	43	73	
Accidental death and dismemberment insurance.....	47	62	45	47	44	29	49	19	14	51	62	34	63	50	46	58	33	29	
Noncontributory plans.....	29	38	37	47	19	22	22	-	14	31	41	26	63	15	40	32	-	15	
Sickness and accident insurance or sick leave or both ³	67	71	41	80	50	58	95	95	-	68	76	41	72	47	47	88	95	41	
Sickness and accident insurance.....	66	71	41	77	46	58	93	95	-	59	66	27	59	40	47	79	95	-	
Noncontributory plans.....	48	47	33	49	33	54	61	83	-	40	44	21	55	22	45	49	70	-	
Sick leave (full pay, no waiting period).....	(⁴)	(⁴)	-	3	-	-	-	-	-	24	29	14	14	4	-	43	1	41	
Sick leave (partial pay or waiting period).....	1	-	-	-	4	-	2	-	-	1	-	1	-	3	-	1	-	-	
Hospitalization insurance.....	94	94	99	83	100	96	82	96	100	95	94	99	83	100	98	92	93	100	
Noncontributory plans.....	56	44	73	34	47	84	37	86	90	60	52	79	52	47	85	48	75	87	
Surgical insurance.....	94	94	99	77	100	96	86	96	100	96	94	99	74	100	98	97	93	100	
Noncontributory plans.....	56	44	73	34	47	84	42	86	90	61	51	79	52	47	85	53	75	87	
Medical insurance.....	82	89	65	77	87	78	78	96	100	86	89	78	74	83	84	91	93	100	
Noncontributory plans.....	48	40	44	34	47	71	38	86	90	56	48	63	52	47	79	51	75	87	
Major medical insurance.....	44	51	33	60	53	34	60	7	23	58	56	57	43	56	43	83	14	41	
Noncontributory plans.....	19	22	23	7	23	31	11	6	23	38	34	53	17	34	41	41	11	41	
Retirement plans ⁵	61	33	59	87	54	70	94	95	67	64	33	71	78	37	77	95	96	60	
Pensions.....	58	33	59	52	54	70	90	95	67	62	31	71	66	37	77	91	96	60	
Noncontributory plans.....	53	29	42	52	54	70	86	95	67	50	21	32	66	37	77	87	96	46	
Severance pay.....	3	1	-	35	-	-	4	-	-	2	2	-	12	-	-	5	-	-	
No plans.....	1	1	(⁴)	-	-	4	-	1	-	1	1	(⁴)	-	-	2	1	1	-	

¹ "Noncontributory plans" include only those plans financed entirely by the employer. Legally required plans such as workmen's compensation and social security are excluded; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or if the employees receive benefits over legal requirements.

² Includes data for the Mountain 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.

⁵ Unduplicated total of workers covered by pensions or retirement severance pay shown separately.

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

Table 42. Other selected benefits

(Percent of production and office workers in footwear manufacturing establishments providing paid funeral leave and technological severance pay, United States and selected regions, March 1971)

Item ¹	United States ²	New England	Middle Atlantic	Border States	Southeast	Southwest	Great Lakes	Middle West	Pacific
	Production workers								
Workers in establishments with provisions for:									
Funeral leave pay _____	61	63	48	38	57	57	71	95	9
Technological severance pay _____	22	(³)	2	17	47	33	40	73	-
	Office workers								
Workers in establishments with provisions for:									
Funeral leave pay _____	60	63	33	66	35	48	84	91	12
Technological severance pay _____	14	2	(³)	20	29	29	22	47	-

¹ For definition of benefits, see appendix A.

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

³ Less than 0.5 percent.

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. Office of Management and 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 studied by the Bureau, as well as the number estimated to be within scope of the survey during the payroll period studied, is shown in table A-1.

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 Goodyear-welt shoes and 40 percent women's cement-process (conventional-lasted) shoes, all workers in that establishment were included in the women's Goodyear-welt shoe branch.

Method of study

Data were obtained by personal visits of the Bureau's field staff. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large rather than small establishments were studied. When data were combined, 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

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

Production and officeworkers

The term "production workers," as used in this bulletin, includes 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.

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

Occupations selected for study

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same jobs. (See appendix B for these descriptions.) Occupations were chosen for their

Table A-1. Estimated number of establishments and workers within scope of the survey and number studied, footwear manufacturing establishments, March 1971

Industry branch, region, ¹ and area ²	Number of establishments ³		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ⁴	Production workers	Office workers	Total
All establishments:⁵						
United States⁶	577	403	164,109	145,518	7,701	127,833
New England	183	141	49,492	43,976	2,309	41,143
Middle Atlantic	134	75	32,066	27,953	1,654	23,333
Border States	35	24	9,792	8,924	229	6,809
Southeast	61	37	22,414	20,598	709	14,648
Southwest	28	19	9,558	8,670	309	7,027
Great Lakes	76	57	22,874	19,110	1,812	19,223
Middle West	45	40	15,479	14,179	558	13,681
Pacific	13	9	2,200	1,908	113	1,852
Men's Goodyear—welt work shoes: (010)						
United States⁶	85	65	32,340	27,577	2,097	26,891
New England ⁷	25	21	6,774	5,841	432	5,890
Maine	8	8	2,745	2,446	132	2,745
Brockton, Mass	7	7	1,873	1,574	162	1,873
Southeast	12	8	3,748	3,401	128	2,782
Tennessee	12	8	3,748	3,401	128	2,782
Great Lakes ⁷	20	16	5,615	4,556	576	4,873
Wisconsin	18	15	4,939	3,982	550	4,535
Middle West	5	5	2,276	2,144	48	2,276
Men's Goodyear—welt work shoes: (020)						
United States⁶	25	22	8,272	7,350	385	7,490
New England	9	9	2,542	2,304	100	2,542
Great Lakes	9	7	2,241	1,923	96	1,934
Men's cement—process shoes: (030)						
United States	46	35	14,112	12,506	694	11,210
New England	20	15	4,749	4,223	201	3,526
Great Lakes	6	5	2,847	2,278	294	2,566
Women's cement-process (conventional-lasted) shoes: (040)						
United States⁶	223	158	63,382	56,551	2,667	49,125
New England ⁷	77	61	22,367	20,042	951	18,767
Maine	18	16	5,605	4,892	286	5,076
Boston—Lynn, Mass	7	7	1,999	1,785	91	1,999
Haverhill, Mass	5	5	783	698	36	783
Lawrence—Lowell, Mass	8	8	3,616	3,341	139	3,616
Worcester, Mass						
Southeastern, New Hampshire	23	17	6,495	5,815	251	5,369
Middle Atlantic ⁷	60	36	13,559	12,317	538	9,734
New York, N.Y	19	9	2,434	2,073	136	1,162
Border States	15	11	4,038	3,584	86	2,962
Southwest	9	6	3,227	2,962	91	2,426
Arkansas	9	6	3,227	2,962	91	2,426
Great Lakes	21	16	7,905	6,605	592	6,522
Middle West	19	15	6,420	5,893	223	5,061
Missouri	19	15	6,420	5,893	223	5,061
Pacific	9	7	1,763	1,542	82	1,561
Los Angeles—Long Beach, Calif	9	7	1,763	1,542	82	1,561

See footnotes at end of table.

Table A-1. Estimated number of establishments and workers within scope of the survey and number studied, footwear manufacturing establishments, March 1971—Continued

Industry branch, region, ¹ and area ²	Number of establishments ³		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Actually studied
			Total ⁴	Production workers	Office-workers	Total
Misses' and children's cement-process (conventional-lasted) shoes: (080)						
United States ⁶	37	24	9,800	8,825	410	6,771
Middle West	8	8	2,693	2,351	167	2,693
Misses' and children's Goodyear-welt shoes: (090)						
United States ⁶	20	14	5,452	4,644	352	4,080
Middle Atlantic ⁷	12	8	2,199	1,927	110	1,491
Southeastern Pennsylvania	7	5	1,401	1,237	67	1,032
Moccasin-constructed shoes with hand-sewn plug: (130)						
United States ⁶	18	11	4,540	4,042	220	3,813
New England	10	8	3,668	3,270	182	3,451

¹ The regions 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; Southeast—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; Southwest—Arkansas, Louisiana, Oklahoma, and Texas; Great Lakes—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; Middle West—Iowa, Kansas, Missouri, Nebraska, North Dakota and South Dakota; and Pacific—California, Nevada, Oregon, and Washington.

² 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.

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

Information on wages relates to 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 worker's 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 produc-

tion workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours.

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. The term "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas (SMSA's) as defined by the U.S. Office of Management and Budget through January 1968.

Except in New England, a SMSA is defined as a county or group of contiguous counties which contain at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in the SMSA, if according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, the city and town are administratively more important than the county and they are the units used in defining SMSA's for that region.

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 occasionally may 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 over 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 officeworkers) employed on the day shifts,

Supplementary wage provisions

Supplementary benefits were treated statistically on the basis that if formal provisions were applicable to half or more of the production (or office) workers in an establishment, the benefits were considered applicable to all such workers. Similarly, if fewer than 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 benefits may be smaller than estimated.

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

Paid vacations. The summary of vacation plans is 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 provisions for progression. For example, changes in proportions indicated at 10 years of service include changes in provisions which may have occurred between 5 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance pay plans for which all or part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among 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 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.

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

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

Major medical insurance, sometimes referred to as catastrophe or extended medical insurance, includes plans designed to cover employees for sickness or injury

involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

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

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

Technological severance pay. Data refer to formal plans providing for payments to employees permanently separated from the company because of technological change or closing of a plant.

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

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and 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 staff 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 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; 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; 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 shoes 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; 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.

For wage survey purposes, Cutters, lining, machine are classified by type of material cut as follows:

Leather
Synthetics

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; 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; 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.

For wage survey purposes, Cutters, ramp and whole shoe, machine are classified by type of material cut as follows:

Leather
Synthetics

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; 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; guiding material by hand (usually along previously marked lines on material) as stitching is performed. Exclude stitchers on basic construction (closers) and French cord stitchers.

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 to 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; manipulating foot lever to drive nails through heel and heel seat and clinch them to insole on inside of shoe.

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; 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; 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; 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.

McKay stitcher

Operates a McKay sewing machine to attach the outsole, midsole, or platform by chainstitching 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 underneath 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 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; 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 cementer; 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; 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.

Platform-cover laster (slip-lasted shoes)

(Wrapper laster)

Operates a machine to smooth platform cover or wrapper around the platform or platform and heel. Work involves: Setting upper (into which last had been inserted and platform or platform and heel had been previously positioned) into machine; starting machine which wipes previously cemented cover or wrapper tightly around platform or platform and heel; removing work from machine and examining for maintenance of quality standards.

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; 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. Excludes workers operating machines that combine pulling and lasting (see PULLING AND LASTING-MACHINE OPERATOR).

Pulling and lasting-machine operator

Operates machine that draws upper over last and joins upper to insole bottom by cement. Work involves: Making adjustments on machine to govern action of wipers; placing shoe in steamer to soften leather; positioning shoe in machine; and starting machine. Operators of machines that pull and last only one part of a shoe (toe, side, heel seat, etc.) are *excluded*.

For wage study purposes, workers are classified by the parts of the shoe that are pulled and lasted as follows:

Toe to ball
Toe to ball and heel seat

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; 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 rounder

(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; 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 whippers and lacers, who lace plugs to uppers through prepunched holes, 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 handpincers, holding shoe so that pincers of machine

grasp edges of upper and draw them evenly and closely about the last, and secures upper at sides and shanks to bottom by using staples and tacks *or* cement.

For wage study purposes, Side lasters, machine are classified by the type of lasting as follows:

Staple or tack lasting

Cement lasting

Skiver, machine, uppers or linings

(Skiver, outside)

Operates a machine that skives (pars) 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; 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, being certain that edges of sole project evenly over edges of shoe.

Shoe leveler, machine

(Beater out, leveling machine; inseam 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; 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 semi-automatic 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; 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; 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; may also rub 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; 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; 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 Occupations

Clerk, 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; 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.

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. Copies are available from the Superintendent of Documents, U.S. Government

Printing Office, Washington, D.C. 20402, or from any of its regional sales offices, and from the Bureau of Labor Statistics, Washington, D.C. 20212, or from any of its regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

	<i>Price</i>
Basic Iron and Steel, 1967. BLS Bulletin 1602	\$0.55
Candy and Other Confectionery Products, 1970, BLS Bulletin 1732 . . . . .	.45
Cigar Manufacturing, 1967. BLS Bulletin 1581 . . . . .	.25
Cigarette Manufacturing, 1971. BLS Bulletin 1748 . . . . .	.30
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637	1.00
Fabricated Structural Steel, 1969. BLS Bulletin 1695 . . . . .	.50
Fertilizer Manufacturing, 1971. BLS Bulletin 1763 . . . . .	.75
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 . . . . .	.25
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	.30
Footwear, 1968. BLS Bulletin 1634 . . . . .	.75
Hosiery, 1970. BLS Bulletin 1743 . . . . .	.75
Industrial Chemicals, 1971. BLS Bulletin . . . . .	. . . . .
Iron and Steel Foundries, 1967. BLS Bulletin 1626	1.00
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.55
Machinery Manufacturing, 1970-71. BLS Bulletin 1754	1.00
Meat Products, 1969. BLS Bulletin 1677	1.00
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752 . . . . .	.60
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 . . . . .	.65
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716	1.00
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 . . . . .	.60
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 . . . . .	.75
Nonferrous Foundries, 1970. BLS Bulletin 1726 . . . . .	.50
Paints and Varnishes, 1970. BLS Bulletin 1739 . . . . .	.60
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719	1.25
Petroleum Refining, 1971. BLS Bulletin 1741 . . . . .	.50
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713 . . . . .	.50
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	.60
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 . . . . .	.50
Structural Clay Products, 1969. BLS Bulletin 1697 . . . . .	.65
Synthetic Fibers, 1970. BLS Bulletin 1740 . . . . .	.40
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757 . . . . .	.70

I. Occupational Wage Studies—Continued

Manufacturing—Continued

West Coast Sawmilling, 1969. BLS Bulletin 1704 . . . . .	. \$0.45
Women's and Misses' Coats and Suits, 1970. BLS Bulletin 1728 . . . . .	.35
Women's and Misses' Dresses, 1968. BLS Bulletin 1649 . . . . .	.45
Wood Household Furniture, Except Upholstered, 1968. BLS Bulletin 1651 . . . . .	.60
Wool Textiles, 1966. BLS Bulletin 1551 . . . . .	.45
Work Clothing 1968. BLS Bulletin 1624 . . . . .	.50

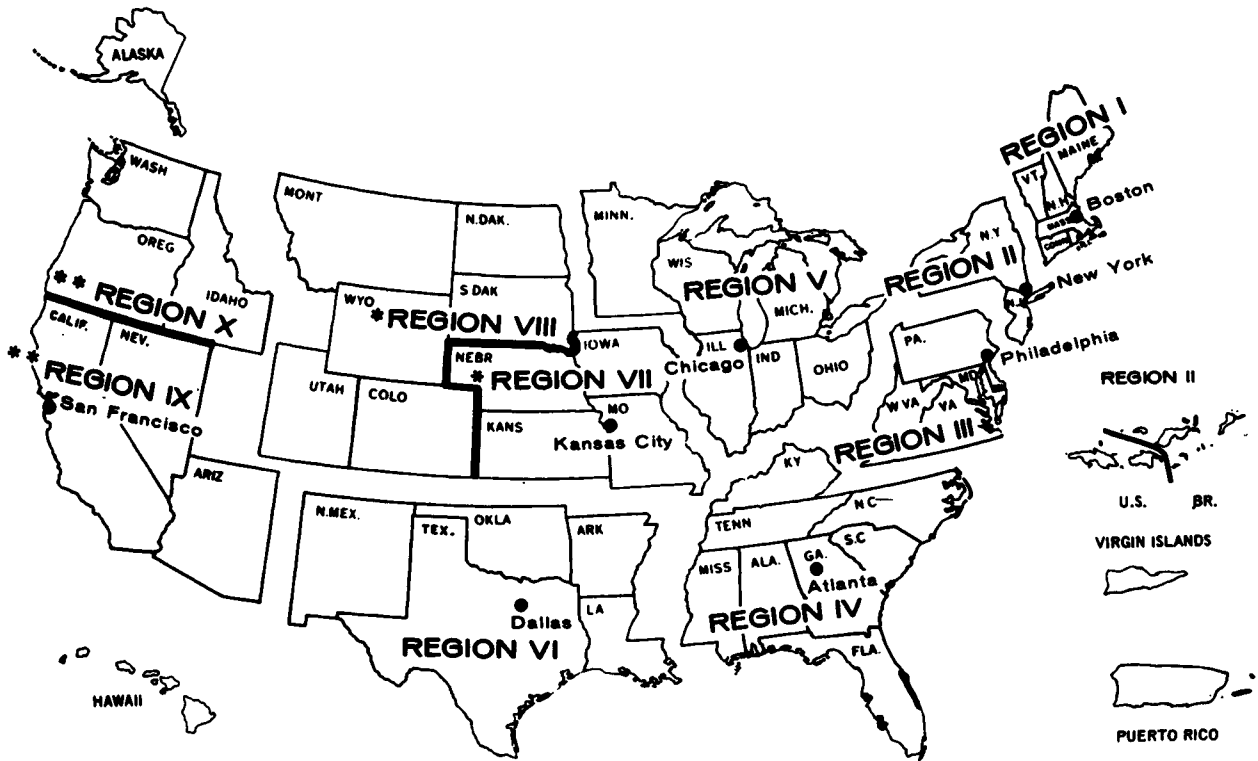
Nonmanufacturing

Auto Dealer Repair Shops, 1969. BLS Bulletin 1689 . . . . .	.50
Banking, 1969. BLS Bulletin 1703 . . . . .	.65
Bituminous Coal Mining, 1967. BLS Bulletin 1583 . . . . .	.50
Communications, 1970. BLS Bulletin 1751 . . . . .	.30
Contract Cleaning Services, 1968. BLS Bulletin 1644 . . . . .	.55
Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 . . . . .	.30
Educational Institutions: Nonteaching Employees, 1968–69. BLS Bulletin 1671 . . . . .	.50
Electric and Gas Utilities, 1967. BLS Bulletin 1614 . . . . .	.70
Hospitals, 1969. BLS Bulletin 1688	1.00
Laundry and Cleaning Services, 1968. BLS Bulletin 1645 . . . . .	.75
Life Insurance, 1966. BLS Bulletin 1569 . . . . .	.30
Motion Picture Theaters, 1966. BLS Bulletin 1542 . . . . .	.35
Nursing Homes and Related Facilities, 1967–68. BLS Bulletin 1638 . . . . .	.75
Scheduled Airlines, 1970. BLS Bulletin 1734 . . . . .	.45
Wages and Tips in Restaurants and Hotels, 1970. BLS Bulletin 1712 . . . . .	.60

II. Other Industry Wage Studies

Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 . . . . .	.50
Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965. BLS Bulletin 1533 . . . . .	.40
Employee Earnings and Hours in Retail Trade, June 1966—	
Retail Trade (Overall Summary). BLS Bulletin 1584	1.00
Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 . . . . .	.30
General Merchandise Stores. BLS Bulletin 1584-2 . . . . .	.55
Food Stores. BLS Bulletin 1584-3 . . . . .	.50
Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 . . . . .	.50
Apparel and Accessory Stores. BLS Bulletin 1584-5 . . . . .	.55
Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-650
Miscellaneous Retail Stores. BLS Bulletin 1584-765

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