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# Wages and Demographic Characteristics in the Work Clothing Manufacturing Industry, March 1972



U.S. Department of Labor  
Bureau of Labor Statistics  
1975

Bulletin 1858



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U.S. Department of Labor  
John T. Dunlop, Secretary  
Bureau of Labor Statistics  
Julius Shiskin, Commissioner  
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## Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and demographic characteristics in the work clothing manufacturing industry.

The survey, made in March 1972 at the request of the U.S. Department of Labor's Employment Standards Administration, was primarily designed as a pilot study. Its purpose was to test the feasibility of collecting employee job and demographic characteristics data, particularly in industries paying significant numbers of employees hourly rates at or near the Federal minimum wage. Data were collected partly from the employer and partly, with the employer's assistance, from the employees. A summary of the survey findings is contained in the Employment Standards Administration's report, required under Section 4 (d) of the Fair Labor Standards Act, and submitted to Congress by the Secretary of Labor on January 31, 1974.

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

Bulletins 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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# Wages and Demographic Characteristics in the Work Clothing Manufacturing Industry, March 1972

## Summary

White women who operated sewing machines dominated the labor force profile of the Nation's work clothing manufacturing industry, according to the Bureau's March 1972 study of the industry.<sup>1</sup> The typical worker, age 20 to 44 years, with at least 9 years of schooling, was employed in the South.<sup>2</sup> As wife of the household head, she most commonly provided 20 to 40 percent of her family spending unit's total income.

When the wages earned were tabulated against such demographic characteristics, average pay advantages in this work force clearly fell to white men who were heads of households. Also related to higher than average earnings levels were location of plant, occupation, and unionization.

Overall, the 66,708 nonsupervisory workers covered by the study averaged \$2.14 an hour in March 1972.<sup>3</sup> Whites, comprising about nine-tenths of the work force, averaged \$2.15 compared with \$2.02 for Negroes and other races. Women, accounting for nearly nine-tenths of the workers, were employed mainly as sewing machine operators and averaged \$2.10 an hour; men averaged \$2.48.

About one-sixth of the workers had earnings at or slightly above the \$1.60 an hour Federal minimum wage in effect for manufacturing establishments at the time of the survey. This proportion applied consistently to each of the "typical worker" characteristics described earlier.

Earnings and demographic data (e.g., age, sex, race, educational status, and family position) are presented in this report both for the entire United States and

<sup>1</sup> See appendix B for scope and method of survey and definition of terms.

<sup>2</sup> For purposes of this survey, the South consists of the following: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

<sup>3</sup> Hourly earnings data in this bulletin exclude extra payments for work on late shifts and premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

separately for the South, where three-fourths of the work force was employed.

## Labor force characteristics

*Sex, occupation, and race.* Women comprised nearly 90 percent of the industry's nonsupervisory work force in March 1972. Occupationally, they accounted for 95 percent or more of the operatives (e.g., sewing machine operators, assemblers, pressers), trainees (apprentices and learners), and office clerical workers; and between 35 and 40 percent of the skilled crafts and laborers.<sup>4</sup> Negro and other races<sup>5</sup> constituted 10 percent of the workers, typically women employed as operatives, both nationwide and in the South.

*Age.* About 60 percent of the nationwide work force were between the ages of 20 and 44; an additional 30 percent were between 45 and 64. Virtually all the remaining workers were under 20 years of age. In the South, the proportions were about the same.

The distribution of workers by age groups showed a somewhat different pattern by race. Slightly more than 80 percent of the 6,393 Negroes covered by the survey were between the ages of 20 and 44 and 13 percent were between 45 and 64. For whites, the proportions were practically the same as those cited for the industry as a whole.

*Education.* Nearly 70 percent of the industry's nonsupervisory work force reported the completion of 9 to 12 years of education, slightly more than one-half of these 44,762 workers had finished high school. An additional 17 percent of the workers had 8 years of education, most of the remainder, between 5 and 7 years.

The proportion of workers completing 12 years of school did not vary significantly by sex; however, a

<sup>4</sup> See appendix B for occupational classification definitions.

<sup>5</sup> Hereinafter referred to as Negroes, for purposes of brevity. Slightly more than 90 percent of the "Negro and other races" are Negroes.

higher proportion of Negroes than of whites completed high school (48 to 35 percent, respectively). Formal vocational training programs were completed by somewhat less than 10 percent of the work force.

*Family status.* Employees in family units at the time of the March 1972 survey made up 90 percent of the work force. Single individuals (those unrelated to family units) comprised the remainder.

Slightly more than 60 percent of the 59,739 employees in family units were wives of family heads.<sup>6</sup> Of the others in family units, female heads of households comprised an additional 18 percent, and male heads of households 10 percent. The remainder considered in family units were such persons as dependent or nondependent sons and daughters or grandparents.

*Length of service.* About two-fifths of the industry's work force had at least 5 years of service with their current (March 1972) employer. As illustrated in the following tabulation, a significantly smaller proportion of Negroes than of whites had 5 years or more of service:

Years of service:	Percent of workers having length of service				
	All	Female	Male	White	Negro
Less than 1 . . . . .	23	23	21	22	32
1 to 2 . . . . .	15	15	11	14	16
2 to 3 . . . . .	10	9	17	9	14
3 to 4 . . . . .	6	7	5	6	10
4 to 5 . . . . .	5	4	6	4	8
5 to 10 . . . . .	19	19	20	20	16
10 to 15 . . . . .	9	9	5	10	1
15 to 20 . . . . .	6	6	6	7	2
20 or more . . . . .	7	7	9	8	1

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

*Commuting time to work and mode of transportation.* Nearly 90 percent of the nonsupervisory workers reported that one-way commuting time to work required 30 minutes or less. Trips of over 30 minutes but less than 60 accounted for virtually all remaining workers. This commuting time also typified a somewhat higher proportion of workers in metropolitan areas<sup>7</sup> than in smaller communities (15 and 10 percent, respectively). Similar comparisons were not possible for the South.

Driving alone to work or else sharing driving in a carpool arrangement constituted the dominant modes of transportation, applying to 65 percent of the work force. Those paying a driver as carpool passengers accounted for most of the remaining workers.

<sup>6</sup>That person recognized as head by other family members. See appendix B for further definition.

<sup>7</sup>Standard Metropolitan Statistical Areas, as defined by the U.S. Office of Management and Budget through January 1968.

## Industry characteristics

Work clothing manufacturing establishments covered by the survey employed 66,708 nonsupervisory workers in March 1972—about the same total as recorded in the Bureau's February 1968 occupational wage study of the industry.<sup>8</sup> The 365 plants within scope of the current study were primarily engaged in the manufacture of such apparel items as dungarees, overalls, and industrial garments, washable service apparel, work pants, work shirts, and other work clothing.

*Location.* The South—the only region for which data are presented separately—employed three-fourths of the industry's nonsupervisory work force. Nationwide, plants located in metropolitan areas employed about one-fifth of the work force; the proportion was one-eighth in the South.

*Size of establishment.* Survey establishments ranged in size from about 20 workers up to nearly 1,000. Plants employing 500 workers or more accounted for nearly one-fourth of the industry's work force. The remaining three-fourths was about equally divided between plants with less than 250 workers and those with 250-499. In the South, similar proportions were employed by each plant-size group.

*Unionization.* Nationwide, slightly more than one-half of the work force was in plants where collective bargaining agreements covered a majority of nonsupervisory workers. Union and nonunion establishments each employed one-half of the work force in the South.

As illustrated in text table 1, the proportions of workers in establishments with agreements varied somewhat by race, and considerably by size of community and size of establishment. The major unions at the time of the survey were the United Garment Workers of America (UGWA) and the Amalgamated Clothing Workers of America (ACWA), both of the AFL-CIO.

*Weekly hours worked and overtime provisions.* The employees covered by the study averaged 40 hours of work during a specified 1-week period in March 1972. (See table 7.) Nationwide, weekly hours worked averaged higher in metropolitan than in nonmetropolitan areas (41 and 39, respectively); in the South the average for all workers, regardless of community size, was 39 hours.

A distribution of employees by hours actually worked, however, reveals a wide variation. For example,

<sup>8</sup>See *Industry Wage Survey: Work Clothing, February 1968* (Bulletin 1624, 1969).

**Text table 1. Percent of employees in work clothing manufacturing establishments operating under labor-management agreements**

Item	Total	Size of community		Size of establishment		
		Metro-politan areas	Nonmetro-politan areas	Under 250 workers	250-499 workers	500 workers or more
United States . . . . .	54	40	58	34	60	77
White . . . . .	55	41	59	35	61	78
Negro and other . . . .	44	36	46	29	59	—
South . . . . .	50	—	55	21	58	73
White . . . . .	51	—	56	23	57	74
Negro and other . . . .	38	—	44	—	64	—

NOTE: Dashes indicate data that do not meet publication criteria.

one-fourth of the employees worked less than 35 hours during the week, a similar proportion worked more than 40 hours. Only about one-third of the employees actually worked a 40-hour week.

Overall, about two-thirds of the workers were in establishments with formal provisions for payment of daily overtime, typically after 8 hours a day. As illustrated in text table 2, the proportions of employees in establishments with such provisions are much higher in union than in nonunion plants. The Fair Labor Standards Act applying to this industry requires 1½ times an employee's regular rate for hours worked in excess of 40 in a work week.

*Method of wage payment.* Approximately four-fifths of the industry's production workers<sup>9</sup> were paid under incentive wage payment systems. (See table 8.) Slightly over nine-tenths of the operatives were paid on an incentive basis (most commonly individual piece rates), as were three-fourths of those employed as trainees.

The two remaining production-oriented occupational groups—craft workers and laborers—were generally paid on a time-rated basis, as were virtually all office clerical workers. Similar relationships for all categories were found in the South.

## Earnings

*Earnings trends.* Straight-time earnings of the 66,708 nonsupervisory workers covered by the study averaged \$2.14 an hour in March 1972. (See table 1.) Production and related workers (96 percent of the work force) averaged \$2.13<sup>10</sup>—16 percent higher than the \$1.84 recorded in the Bureau's February 1968 survey of the industry.<sup>11</sup>

During the period between the Bureau's May-June 1964<sup>12</sup> and February 1968 study, average earnings in

the work clothing industry rose by 29 percent, about the same as the Federal minimum wage for manufacturing establishments (28 percent—from \$1.25 to \$1.60 an hour).<sup>13</sup> Also, during that period, percent increases in average earnings were greater for workers in the lower paid segments of the industry than in the higher paid segments. Thus, relative wage advantages held by men over women, union workers over nonunion workers, and similar relationships, narrowed. These changes were

<sup>9</sup>The terms "production workers" and "production and related workers" are synonymous and relate to all nonsupervisory employees except office clerical workers.

<sup>10</sup>The straight-time average hourly earnings in this bulletin differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series (\$2.14 in March 1972). Unlike the latter, 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 the scope of the study are intended only as a general guide to the size and composition of the labor force included in the survey. They differ from those in the monthly series (74,400 in March 1972). 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 work clothing industry but found to be in other industries at the time of the survey. Also omitted are establishments manufacturing work clothing but classified incorrectly in other industries at the time the lists were compiled.

<sup>11</sup>Op. cit., BLS Bulletin 1624.

<sup>12</sup>See *Industry Wage Survey: Work Clothing, May-June 1964*, Bulletin 1440 (Bureau of Labor Statistics, 1965).

<sup>13</sup>The Federal minimum wage for manufacturing establishments engaged in interstate commerce was \$1.25 an hour at the time of the 1964 survey; was raised to \$1.40 on Feb. 1, 1967, and to \$1.60 on Feb. 1, 1968.

**Text table 2. Percent of workers in establishments by daily overtime provisions and labor-management contract status**

Provisions	United States			South		
	Total	Union	Non union	Total	Union	Non-union
Workers in establishments with no daily overtime provisions . . . . .	33	8	64	38	9	67
Workers in establishments with daily overtime provisions . . . . .	67	92	36	62	91	33
After 8 hours . . . . .	61	90	26	57	89	24
Other than 8 hours . . . . .	6	2	10	5	2	9

partly the result of the upward adjustments in the Federal minimum wage between the two surveys.

Between the 1968 and March 1972 studies, however, the Federal minimum wage remained at \$1.60 an hour, and as illustrated in text table 3, the 1964-68 pattern was reversed. The industry's higher paid workers in 1968 recorded greater percent increases in earnings over the next 4 years than their lower paid counterparts, and in most cases, by March 1972, surpassed the relative wage advantages held in 1964.

*Earnings by industry characteristics.* Plants located in the South employed three-fourths of the industry's work force; workers there averaged \$2.09 an hour, compared with \$2.30 for those elsewhere.

Nationwide, workers employed in metropolitan areas averaged a higher wage than those in the smaller communities, \$2.17 an hour compared with \$2.13. In the South, however, this relationship was reversed, workers in nonmetropolitan areas held a 9-percent wage advantage over those in the larger communities. Larger plants paid more than smaller ones. Plants employing 500 workers or more paid an average of \$2.22 an hour—4 percent more than those employing 250-499 workers (\$2.13), and 6 percent more than those employing fewer than 250 workers (\$2.10).

Labor-management contracts were identified with higher wages. Establishments with a majority of their nonsupervisory workers covered paid an average of \$2.26 an hour—13 percent above the \$2 average for

**Text table 3. Earnings relationships of production workers<sup>1</sup> in work clothing manufacturing, by selected characteristics, 1964-72**

Characteristic	Average hourly earnings		Percent increase, 1964 to 1968	Average hourly earnings in March 1972	Percent increase, 1968 to 1972
	May-June 1964	February 1968			
Men . . . . .	\$1.61	\$2.03	26	\$2.48	22
Women . . . . .	1.40	1.81	29	2.10	16
Union . . . . .	1.48	1.87	26	2.26	21
Nonunion . . . . .	1.38	1.82	32	2.00	10
Metropolitan areas . . . . .	1.48	1.86	26	2.17	17
Nonmetropolitan areas . . . . .	1.41	1.84	30	2.13	16
Plants with 250 workers or more . . . . .	1.43	1.85	29	2.16	17
Plants with less than 250 workers . . . . .	1.43	1.83	28	2.10	15
United States, except South . . . . .	1.53	1.88	23	2.30	22
South . . . . .	1.40	1.83	31	2.09	14

<sup>1</sup> Data for 1964 and 1968 relate to earnings of production workers only; 1972 data relate to earnings of all nonsupervisory (production and clerical) workers in the industry. It is estimated, however, that the inclusion of clerical workers in the 1972 data had an upward influence on earnings levels of not more than 2 cents for any single characteristic in the tabulation.

workers in nonunion plants.

At the time of the March 1972 study, about one-sixth of the 66,708 nonsupervisory workers in the work clothing industry earned within 5 cents of the \$1.60 Federal minimum wage. (See table 2.) As illustrated in text table 4, however, the proportion of workers earning at or slightly above the minimum wage varied considerably within selected categories.

Overall, earnings for most of the remaining workers ranged from \$1.65 to \$3 an hour; the middle half of the employees in the total array of earnings fell between \$1.75 and \$2.39 an hour.

*Earnings by labor force characteristics.* Whites in the survey averaged \$2.15 an hour—6 percent above the \$2.02 recorded for Negroes. The wage advantage held by whites varied considerably by sex, with white women averaging 6 percent above Negro women (\$2.11 and \$1.99) and white men 15 percent above Negro men (\$2.52 and \$2.19). Overall the average differential between men and women amounted to 18 percent in favor of men (\$2.48 compared with \$2.10), who made up slightly more than one-third of the work force.

For five broad occupational groups, separate earnings data are also presented covering the study's nonsupervisory work force. Operatives and kindred workers—typically women sewing machine operators, comprising 83 percent of the survey's work force—averaged \$2.11 an hour. These operatives earned slightly less than the \$2.15 for laborers, custodial, service, and other unskilled workers. Craft and technical employees (mostly men) had highest average earnings at \$2.60 an hour, followed by office clerical workers (virtually all women) at \$2.30. Trainees and apprentices were the lowest paid employees studied, averaging \$1.71 an hour. In the South, average earnings levels for each occupational group providing comparisons were slightly lower than industry levels.

Nationwide, earnings of individual workers varied widely within the same occupational group. (See table

3.) Except for trainees, hourly earnings of the highest paid employees exceeded those of the lowest paid in the same category by \$2 or more. This resulted in a substantial overlap in earnings between workers in occupations with dissimilar skill requirements and pay levels, as illustrated in the following tabulation:

Item	Craft and technical employees	Laborers, custodial, service, and other unskilled employees
Total workers . . . . .	3,255	4,071
Average hourly earnings . . . . .	\$2.60	\$2.15
Under \$2.00 . . . . .	269	1,581
\$2.00 and under \$2.20 . . . . .	714	1,130
\$2.20 and under \$2.40 . . . . .	366	534
\$2.40 and under \$2.60 . . . . .	530	209
\$2.60 and under \$2.80 . . . . .	248	156
\$2.80 and under \$3.00 . . . . .	228	109
\$3.00 and over . . . . .	900	352

Distribution of workers among occupational groups with disparate pay levels is one of several factors accounting for the differences in pay between men and women and Negroes and whites. For example, craft workers averaged \$2.60 an hour, and men comprised nearly three-fifths of such workers. On the other hand, trainees averaged \$1.71 and were virtually all women. The distribution of workers by race among the various occupational categories further illustrates the point. Of the nearly 1,000 Negro men covered by the study, slightly less than 10 percent were employed as craft workers, compared with about 30 percent of the 6,700 white men.

As noted earlier, earnings in some jobs are largely determined by production at piece rates. Variations in incentive earnings for individuals or employee groupings may be traceable to differences in work experience, effort, work flow, or other factors which the worker may or may not control.

**Text table 4. Percent of employees with straight-time hourly earnings of \$1.60 and under \$1.65**

Characteristic	Percent	Characteristic	Percent
All nonsupervisory workers . . . . .	16.3	Age: Under 20 years . . . . .	32.5
Male . . . . .	3.8	20-44 years . . . . .	16.8
Female . . . . .	17.9	45-64 years . . . . .	11.9
White . . . . .	15.4	65 and over . . . . .	—
Negro . . . . .	24.7	Education:	
Family status:		Less than 5 years . . . . .	—
Male head . . . . .	—	5-7 years . . . . .	24.6
Female head . . . . .	17.5	8 years . . . . .	16.5
Wife of head . . . . .	17.2	9-11 years . . . . .	16.0
		12 years . . . . .	14.9
		13 years or more . . . . .	—

NOTE: Dashes indicate data that do not meet publication criteria.

In addition, each of the five broad occupational categories used in this study span a number of more specific jobs with varying pay levels. In the 1968 study, for example, average earnings of hand and machine finish pressers exceeded those of garment repairers by 16 percent—yet both occupations are classified as “operatives.”

Slightly more than three-fifths of the work force were between 20 and 44 years of age in March 1972 and averaged \$2.17 an hour. This compared with \$1.84 for the under-20 age group and \$2.14 for those in the 45-to-64 age group. (See tables 1 and 4.)

Educational attainment, between 8th grade and a high school diploma, did not produce any substantial differences in average hourly earnings of the work force. (See tables 1 and 4.) Employees having completed 8 years of schooling averaged \$2.13 an hour, compared with \$2.14 for those with 9 to 11 years of education and \$2.17 for high school graduates.

Nationwide, wives of family heads, accounting for slightly more than 60 percent of the workers in family units, averaged \$2.11 an hour—about the same as for female family heads (\$2.10) but 19 percent less than the \$2.61 recorded for male family heads. (See tables 1 and 4.) As illustrated in the following tabulation, the majority of male heads of family were the primary, but not the sole, wage earners in the family spending unit,<sup>14</sup> while female family heads were usually the only wage earner, and wives of family heads typically were secondary wage earners in the family spending unit:

Family status	Number of workers <sup>1</sup>	Percent of workers classified as—		
		Only family wage earner	Primary family wage earner	Secondary family wage earner
Male head . . . .	5,738	37	60	3
Female head . .	10,787	75	22	3
Wife of head . .	37,343	6	6	88

<sup>1</sup> Excluded are 5,871 employees belonging to the “other family member” group.

<sup>14</sup> A group of related persons living together in one household and pooling their incomes for major items of expense. See appendix B for further definition.

In terms of commuting time, average hourly earnings were higher for workers with a one-way time of over 30 but less than 60 minutes (\$2.20) than for those reporting 30 minutes or less (\$2.13). (See table 5.) This relationship held in both metropolitan and nonmetropolitan areas.

For the 45,295 workers who were actively employed in 1971, data were obtained on their total annual wage and salary income<sup>15</sup> in 1971, as well as the total annual income (including sources other than wages and salaries) of their family spending unit in 1971. Nearly one-half of these workers reported wages and salaries of \$2,000 and under \$4,000 in 1971. (See table 6.) An additional two-fifths of the workers reported \$4,000 and under \$7,000 and nearly all of the remainder reported under \$2,000.

Male heads of family had the largest average annual income at \$5,585 in 1971; female heads of family averaged \$3,754; and wives of heads of families averaged \$3,439. The wage and salary income for wives of heads of family most commonly accounted for between 20 and 40 percent of the total income of their respective family spending units in 1971.

The survey design did not attempt to isolate and measure any of the preceding characteristics as individual determinants of wage levels. Appendix A of this bulletin, however, presents a brief technical note on the results of a multiple-regression analysis in which the singular effects of a number of survey characteristics were isolated to a measurable degree. In several cases there were marked differences between the earnings differentials produced by cross-tabulation (simple regression) as discussed in this section of the report, and those derived from multiple-regression. For example, the average craftworker earned 49 cents an hour more than the average operative, but apparently less than one-half (20 cents) of this differential can be attributed solely to classification by occupational group.

<sup>15</sup> Includes all wages and salaries, commissions, tips, cash bonuses, etc., before deductions for income taxes, social security, health or life insurance, retirement, bonds, union dues, or any other deductions.

**Table 1. Average hourly earnings: By selected characteristics**

(Number and average straight-time hourly earnings<sup>1</sup> of nonsupervisory employees in the work clothing manufacturing industry, by selected characteristics, United States and South, March 1972)

Item	United States <sup>2</sup>		South <sup>3</sup>		Item	United States <sup>2</sup>		South <sup>3</sup>	
	Workers	Earnings	Workers	Earnings		Workers	Earnings	Workers	Earnings
All nonsupervisory employees	66,708	\$2.14	50,446	\$2.09	Occupation:				
Female	58,986	2.10	44,634	2.05	Production workers	63,891	\$2.13	48,856	\$2.09
Male	7,722	2.48	5,812	2.40	Craftsmen, technical, and kindred occupations	3,255	2.60	2,372	2.56
Race and sex:					Operatives and kindred occupations	55,467	2.11	43,075	2.07
White	60,315	2.15	45,088	2.11	Laborers, custodial, service workers, and other unskilled occupations	4,071	2.15	2,653	2.00
Female	53,579	2.11	40,052	2.07	Training occupations	1,098	1.71	—	—
Male	6,736	2.52	5,036	2.45	Clerical occupations	2,817	2.30	1,590	2.17
Negro and other races	6,393	2.02	5,358	1.92	Size of community:				
Female	5,407	1.99	4,582	1.90	Metropolitan areas <sup>5</sup>	12,638	2.17	6,931	1.94
Male	986	2.19	776	2.03	Nonmetropolitan areas	54,070	2.13	43,515	2.12
Age:					Size of establishment:				
Under 20 years	4,116	1.84	2,936	1.84	Under 250 workers	25,160	2.10	16,965	2.04
20-44 years	41,634	2.17	32,647	2.13	250-499 workers	25,834	2.13	20,116	2.08
45-64 years	20,317	2.14	14,612	2.06	500 workers or more	15,714	2.22	13,365	2.18
65 and over	641	2.12	—	—	Labor-management contracts:				
Family status:					Establishments with—				
In families—					Majority of workers covered	36,247	2.26	25,024	2.22
Male head	5,738	2.61	4,387	2.50	Either none or minority of workers covered	30,461	2.00	25,422	1.96
Female head	10,787	2.10	8,558	2.03					
Wife of head	37,343	2.11	28,781	2.07					
Other family member <sup>4</sup>									
Contributing to family income	2,335	1.97	1,710	1.90					
Not contributing to family income	3,536	1.96	2,144	1.95					
Unrelated individuals	6,969	2.15	4,866	2.09					
Education:									
Years of school completed—									
Less than 5 years	—	—	—	—					
5-7 years	6,679	2.05	6,018	2.04					
8 years	11,191	2.13	8,435	2.08					
9-11 years	20,376	2.14	16,418	2.09					
12 years	24,386	2.17	16,801	2.12					
13 years or more	2,557	2.23	1,438	2.15					

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board or other perquisites provided in addition to cash wages.

<sup>2</sup> Includes data for regions other than the South.

<sup>3</sup> The South consists of the following: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

<sup>4</sup> Other family members are divided into two groups: those who make substantial contributions to family income and those who make little or no contribution, e.g., a nondependent son or daughter who contributes only enough to cover the reasonable cost of room and board.

<sup>5</sup> Standard Metropolitan Statistical areas as defined by the U.S. Office of Management and Budget through January 1968.

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

**Table 2. Hourly earnings distribution: All nonsupervisory workers**

(Percent distribution of nonsupervisory employees in work clothing manufacturing by straight-time hourly earnings,<sup>1</sup> United States and South, March 1972)

Hourly earnings <sup>1</sup>	United States <sup>2</sup>									South <sup>3</sup>								
	All workers			White			Negro and other races			All workers			White			Negro and other races		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
\$1.60 or less	14.3	2.8	15.8	13.4	2.3	14.8	22.9	6.4	25.9	16.0	2.9	17.7	14.6	2.1	16.2	27.3	8.1	30.5
Over \$1.60 and under \$1.65	2.5	1.4	2.4	2.2	1.2	2.4	2.5	.2	3.0	2.1	1.4	2.4	2.0	1.9	2.4	3.2	—	3.7
\$1.65 and under \$1.70	4.2	2.3	4.5	4.2	2.0	4.5	4.1	4.6	4.0	4.9	3.1	5.2	5.0	2.7	5.2	4.9	5.8	4.7
\$1.70 and under \$1.75	4.1	3.0	4.2	3.9	2.2	4.1	6.0	8.2	5.6	4.5	3.5	4.6	4.1	2.4	4.4	7.2	10.4	6.7
\$1.75 and under \$1.80	4.0	1.0	4.4	3.8	1.1	4.1	5.5	—	6.5	4.8	1.3	5.2	4.7	1.5	5.1	5.6	—	6.5
\$1.80 and under \$1.85	4.3	1.2	4.7	4.2	1.0	4.6	5.2	2.9	5.6	4.7	1.6	5.1	4.6	1.3	5.0	6.2	3.7	6.6
\$1.85 and under \$1.90	4.0	2.1	4.3	4.1	1.9	4.3	3.6	3.2	3.7	3.9	1.8	4.2	3.9	1.4	4.2	4.3	4.1	4.4
\$1.90 and under \$1.95	3.9	5.9	3.7	3.7	3.5	3.7	5.9	21.7	3.0	4.5	7.3	4.1	4.2	4.2	4.2	7.0	27.6	3.5
\$1.95 and under \$2.00	3.2	1.4	3.4	3.3	1.6	3.6	1.5	—	1.8	3.1	1.9	3.3	3.4	2.1	3.5	1.0	—	1.2
\$2.00 and under \$2.10	8.6	7.3	8.8	8.7	7.2	8.9	7.5	8.0	7.4	8.6	7.9	8.7	8.8	7.8	8.9	7.2	8.9	6.9
\$2.10 and under \$2.20	8.5	11.2	8.1	8.8	12.4	8.3	5.6	3.2	6.0	8.4	12.7	7.8	8.7	14.0	8.0	5.5	4.1	5.8
\$2.20 and under \$2.30	8.2	7.7	8.3	8.4	7.6	8.5	7.0	8.3	6.8	7.6	7.9	7.6	7.8	7.5	7.9	5.8	10.6	5.0
\$2.30 and under \$2.40	5.8	5.1	5.9	6.1	5.9	6.1	2.9	—	3.5	5.5	6.4	5.3	5.8	7.4	5.6	2.6	—	3.0
\$2.40 and under \$2.50	5.7	5.0	5.7	5.8	5.8	5.8	4.7	—	5.5	5.7	5.4	5.7	5.9	6.2	5.9	3.5	—	4.1
\$2.50 and under \$2.60	3.2	5.9	2.9	3.4	5.6	3.1	1.7	7.9	.5	3.0	4.8	2.7	3.3	5.2	3.0	.3	2.3	—
\$2.60 and under \$2.70	3.3	6.4	2.9	3.4	5.6	3.1	2.8	12.2	1.1	3.3	6.8	2.8	3.4	6.7	3.0	1.9	7.7	.9
\$2.70 and under \$2.80	2.7	2.7	2.7	2.7	2.7	2.7	2.3	3.0	2.2	2.3	2.0	2.3	2.2	1.7	2.3	2.6	3.9	2.4
\$2.80 and under \$2.90	1.4	2.1	1.3	1.4	2.1	1.3	2.1	2.1	2.1	1.0	2.2	.9	1.0	2.1	.9	1.2	2.7	.9
\$2.90 and under \$3.00	2.0	2.8	1.9	1.9	3.2	1.8	2.7	—	3.2	1.4	2.0	1.3	1.3	2.3	1.2	1.8	—	2.1
\$3.00 and under \$3.10	1.1	3.7	.7	1.1	3.4	.8	1.2	6.1	.3	.7	2.3	.5	.8	2.6	.5	—	—	—
\$3.10 and under \$3.20	1.0	5.6	.4	1.1	6.4	.4	—	—	—	.7	3.4	.3	.8	3.9	.4	—	—	—
\$3.20 and under \$3.30	.7	2.5	.4	.7	2.9	.4	.5	—	.6	.4	1.9	.2	.5	2.2	.2	—	—	—
\$3.30 and under \$3.40	.8	2.7	.5	.8	3.1	.5	.5	—	.6	.7	2.1	.5	.8	2.5	.5	—	—	—
\$3.40 and under \$3.50	.7	2.1	.5	.6	2.5	.4	.9	—	1.1	.6	2.4	.4	.6	2.7	.3	.9	—	1.1
\$3.50 and over	1.8	6.1	1.6	2.3	6.8	1.8	.4	2.0	—	1.6	5.0	1.2	1.8	5.6	1.2	—	—	—
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	66,708	7,722	58,986	60,315	6,736	53,579	6,393	986	5,407	50,446	5,812	44,634	45,088	5,036	40,052	5,358	776	4,582
Average hourly earnings <sup>1</sup>	\$2.14	\$2.48	\$2.10	\$2.15	\$2.52	\$2.11	\$2.02	\$2.19	\$1.99	\$2.09	\$2.40	\$2.05	\$2.11	\$2.45	\$2.07	\$1.92	\$2.03	\$1.90

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as the value of room, board or other perquisites provided in addition to cash wages.

<sup>2</sup> Includes data for regions other than the South.

<sup>3</sup> For definition of South, see footnote 3, table 1.

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

**Table 3. Hourly earnings distribution: By occupational category**

(Percent distribution of nonsupervisory employees by occupational category in work clothing manufacturing, by straight-time hourly earnings,<sup>1</sup> United States and South, March 1972)

Hourly earnings <sup>1</sup>	United States <sup>2</sup>									South <sup>3</sup>									
	Production workers									Production workers							Clerical		
	Total	Craft and technical employees	Operatives				Laborers, custodial, service, and other unskilled employees	Trainees	Clerical employees	Total	Craft and technical employees	Operatives				Laborers, custodial, service, and other unskilled employees			
			White		Negro and other races							Total	Female	White				Negro and other races	
			Total	Female	Total	Female								Total	Female			Total	Female
\$1.60 or less . . . . .	14.9	—	14.5	15.1	22.7	24.8	8.9	61.9	0.9	16.5	—	16.0	16.7	26.9	28.8	6.4	1.5		
Over \$1.60 and under \$1.65 . . . . .	2.4	—	2.7	2.6	2.9	3.2	1.9	—	—	2.1	—	2.2	2.6	3.5	3.7	2.8	—		
\$1.65 and under \$1.70 . . . . .	4.4	—	4.7	4.7	4.3	4.2	1.0	16.1	—	5.1	—	5.3	5.3	5.0	4.9	1.6	—		
\$1.70 and under \$1.75 . . . . .	4.2	—	4.2	4.3	4.6	5.1	8.4	—	1.8	4.5	—	4.2	4.4	5.4	5.9	12.9	2.6		
\$1.75 and under \$1.80 . . . . .	4.1	1.2	4.2	4.3	6.3	6.9	2.9	4.4	—	4.9	1.7	5.0	5.2	6.2	6.7	4.5	—		
\$1.80 and under \$1.85 . . . . .	4.4	—	4.8	5.0	5.5	5.7	1.4	—	2.1	4.8	—	5.2	5.3	6.5	6.6	2.2	2.5		
\$1.85 and under \$1.90 . . . . .	4.1	4.5	4.4	4.5	2.7	3.0	2.6	2.2	2.4	4.0	6.2	4.0	4.1	3.2	3.4	2.6	3.2		
\$1.90 and under \$1.95 . . . . .	4.0	2.1	3.8	3.7	5.2	2.9	7.4	—	2.5	4.7	2.9	4.3	4.3	6.1	3.4	10.4	—		
\$1.95 and under \$2.00 . . . . .	3.3	.4	3.5	3.6	1.8	2.0	4.4	3.3	.9	3.2	.5	3.5	3.6	1.2	1.3	5.4	1.5		
\$2.00 and under \$2.10 . . . . .	7.8	8.2	7.4	7.7	7.9	8.2	14.6	—	27.7	7.8	5.6	7.6	8.0	7.5	7.6	14.7	34.0		
\$2.10 and under \$2.20 . . . . .	8.5	13.8	8.2	8.0	6.4	6.7	13.2	—	7.6	8.3	14.2	7.9	7.6	6.2	6.3	15.5	9.9		
\$2.20 and under \$2.30 . . . . .	8.2	9.7	8.4	8.4	6.5	6.4	6.9	7.4	9.2	7.6	10.0	7.8	7.9	6.0	5.5	6.9	9.5		
\$2.30 and under \$2.40 . . . . .	5.5	1.6	6.0	6.0	3.5	3.9	6.2	—	13.3	5.2	2.2	5.5	5.4	3.0	3.3	8.3	15.0		
\$2.40 and under \$2.50 . . . . .	5.4	12.7	5.2	5.1	5.6	6.1	3.6	—	10.5	5.4	15.1	5.4	5.2	4.2	4.5	.8	13.8		
\$2.50 and under \$2.60 . . . . .	3.3	3.6	3.5	3.3	2.0	.6	1.5	2.2	2.4	3.0	1.9	3.5	3.1	.4	—	1.9	2.8		
\$2.60 and under \$2.70 . . . . .	3.3	5.3	3.5	3.3	1.9	.9	2.4	—	3.6	3.3	5.8	3.5	3.2	2.2	1.0	.5	2.6		
\$2.70 and under \$2.80 . . . . .	2.6	2.3	2.8	2.8	2.2	2.4	1.4	2.6	3.5	2.3	2.3	2.4	2.4	2.4	2.6	1.1	—		
\$2.80 and under \$2.90 . . . . .	1.3	4.8	1.3	1.3	1.0	1.1	.3	—	4.0	1.1	5.4	.9	.9	.9	1.0	—	—		
\$2.90 and under \$3.00 . . . . .	1.9	2.2	1.8	1.8	2.9	3.2	2.4	—	4.2	1.4	3.0	1.3	1.3	2.1	2.3	—	1.1		
\$3.00 and under \$3.10 . . . . .	1.1	5.2	.8	.8	1.5	.4	1.9	—	.4	.7	5.1	.6	.6	—	—	—	—		
\$3.10 and under \$3.20 . . . . .	1.0	6.3	.6	.4	—	—	2.7	—	.3	.7	4.2	.6	.3	—	—	—	—		
\$3.20 and under \$3.30 . . . . .	.7	2.8	.5	.4	.6	.6	2.0	—	—	.4	3.0	.3	.3	—	—	1.6	—		
\$3.30 and under \$3.40 . . . . .	.8	6.0	.6	.6	.6	.6	—	—	—	.7	4.6	.6	.6	—	—	—	—		
\$3.40 and under \$3.50 . . . . .	.7	1.8	.6	.5	1.1	1.2	—	—	—	.6	1.3	.6	.3	1.1	1.2	—	—		
\$3.50 and over . . . . .	2.1	5.7	2.1	1.8	.2	—	2.0	—	2.6	1.7	5.1	1.8	1.4	—	—	—	—		
Total . . . . .	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
Number of workers . . . . .	63,891	3,255	50,122	47,711	5,345	4,849	4,071	1,098	2,817	48,856	2,372	38,529	36,519	4,546	4,180	2,653	1,590		
Average hourly earnings <sup>1</sup> . . . . .	\$2.13	\$2.60	\$2.12	\$2.10	\$2.02	\$1.99	\$2.15	\$1.71	\$2.30	\$2.09	\$2.56	\$2.09	\$2.07	\$1.94	\$1.92	\$2.00	\$2.17		

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts as well as the value of room, board or other perquisites provided in addition to cash wages.

<sup>3</sup> For definition of South, see footnote 3, table 1.

<sup>2</sup> Includes data for regions other than the South.

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

**Table 4. Hourly earnings distribution: By selected characteristics**

(Percent distribution of nonsupervisory employees in work clothing manufacturing by straight-time hourly earnings,<sup>1</sup> and by age, educational status, family status, and race, United States, March 1972)

Hourly earnings <sup>1</sup>	Number of workers	Percent	Age					Educational status							Family status					Unrelated individual
			Under 20	20-44	45-64	65 and over	Less than 5 years	5-7 years	8 years	9-11 years	12 years	13 years or more	Vocational training		Male head	Female head	Wife of head	Other family member <sup>2</sup>		
													Yes	No				Contributing to family income	Not contributing to family income	
All nonsupervisory workers																				
\$1.60 or less	9,579	100.0	13.7	64.7	20.7	-	-	15.0	15.6	30.5	35.7	-	4.4	95.6	-	16.7	59.9	-	-	9.5
Over \$1.60 and under \$1.80	9,771	100.0	9.8	51.8	37.0	-	-	13.6	19.9	31.5	28.5	-	5.9	94.1	-	21.1	54.0	-	-	10.1
\$1.80 and under \$2.00	10,237	100.0	5.5	60.4	33.5	-	-	10.1	19.4	25.6	38.1	-	3.0	97.0	-	15.5	59.5	-	-	13.4
\$2.00 and under \$2.20	11,395	100.0	6.7	63.1	29.4	-	-	5.6	14.7	31.0	40.5	-	7.7	92.3	9.7	11.6	61.1	-	-	7.5
\$2.20 and under \$2.40	9,357	100.0	2.7	63.9	32.8	-	-	7.7	14.2	33.7	35.1	-	8.4	91.6	-	16.6	59.0	-	-	9.3
\$2.40 and over	16,369	100.0	1.7	67.3	29.8	-	-	9.2	16.9	31.0	38.3	-	9.9	90.1	19.5	16.3	47.4	-	-	12.0
Total	66,708	100.0	6.2	62.4	30.5	1.0	-	10.0	16.8	30.5	36.6	3.8	6.9	93.1	8.6	16.2	56.0	3.5	5.3	10.4
Number of workers	66,708	100.0	4,116	41,634	20,317	641	-	6,679	11,191	20,376	24,386	2,557	4,590	62,118	5,738	10,787	37,343	2,335	3,536	6,969
Average hourly earnings <sup>1</sup>	\$2.14	-	\$1.84	\$2.17	\$2.14	\$2.12	-	\$2.05	\$2.13	\$2.14	\$2.17	\$2.23	\$2.25	\$2.13	\$2.61	\$2.10	\$2.11	\$1.97	\$1.96	\$2.15
White																				
\$1.60 or less	8,105	100.0	13.9	60.9	24.1	-	-	15.9	17.5	29.6	33.6	-	3.5	96.5	-	17.5	59.1	-	-	10.2
Over \$1.60 and under \$1.80	8,614	100.0	9.5	50.5	38.4	-	-	15.3	22.0	29.4	27.8	-	4.8	95.2	-	19.7	55.3	-	-	11.1
\$1.80 and under \$2.00	9,202	100.0	6.1	56.4	36.8	-	-	10.9	21.6	26.9	34.5	-	2.9	97.1	-	14.8	62.8	-	-	13.1
\$2.00 and under \$2.20	10,560	100.0	7.1	61.3	30.7	-	-	5.5	15.8	31.3	38.4	-	8.1	91.9	-	9.7	63.6	-	-	-
\$2.20 and under \$2.40	8,720	100.0	2.9	62.0	34.5	-	-	7.8	14.7	32.8	35.5	-	6.4	93.6	-	17.1	59.1	-	-	-
\$2.40 and over	15,114	100.0	1.5	66.6	30.5	-	-	9.4	18.0	31.2	38.1	-	9.4	90.6	19.6	16.1	47.9	-	-	11.8
Total	60,315	100.0	6.2	60.4	32.4	1.1	-	10.4	18.2	30.3	35.3	3.4	6.3	93.7	8.6	15.6	57.1	3.1	5.2	10.3
Number of workers	60,315	100.0	3,744	36,416	19,514	641	-	6,284	10,982	18,301	21,305	2,032	3,803	56,512	5,186	9,439	34,441	1,848	3,165	6,236
Average hourly earnings <sup>1</sup>	\$2.15	-	\$1.84	\$2.19	\$2.14	\$2.12	-	\$2.05	\$2.13	\$2.16	\$2.20	\$2.25	\$2.27	\$2.15	\$2.64	\$2.11	\$2.12	\$1.97	\$1.98	\$2.14
Negro and other races																				
\$1.60 or less	1,474	100.0	-	85.5	-	-	-	-	-	34.9	47.1	-	-	90.7	-	-	64.3	-	-	-
Over \$1.60 and under \$1.80	1,157	100.0	-	62.1	-	-	-	-	-	47.4	34.1	-	-	85.8	-	-	-	-	-	-
\$1.80 and under \$2.00	1,035	100.0	-	96.2	-	-	-	-	-	13.7	80.6	-	-	96.1	-	-	-	-	-	-
\$2.00 and under \$2.20	835	100.0	-	-	-	-	-	-	-	26.9	54.0	-	-	97.6	-	-	-	-	-	-
\$2.20 and under \$2.40	637	100.0	-	-	-	-	-	-	-	46.2	29.8	-	-	64.1	-	-	-	-	-	-
\$2.40 and over	1,255	100.0	-	75.9	-	-	-	-	-	28.0	41.3	-	-	84.3	-	-	-	-	-	-
Total	6,393	100.0	-	81.6	12.6	-	-	-	-	32.5	48.2	-	-	87.7	-	21.1	45.4	-	-	-
Number of workers	6,393	100.0	-	5,218	803	-	-	-	-	2,075	3,081	-	-	5,606	-	1,348	2,902	-	-	-
Average hourly earnings <sup>1</sup>	\$2.02	-	-	\$2.01	\$2.15	-	-	-	-	\$1.99	\$1.99	-	-	\$2.00	-	\$2.02	\$1.96	-	-	-

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash wages.

<sup>2</sup> Other family members are divided into two groups: Those who make substantial contributions to family income and those who make little or no contribution.

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

**Table 5. Hourly earnings distribution: By travel time to work**

(Number and percent of nonsupervisory employees in work clothing manufacturing by mode of transportation and travel time to work, and percent distribution of workers by straight-time hourly earnings<sup>1</sup> and travel time to work, United States, metropolitan and nonmetropolitan areas, March 1972)

Item	United States					Metropolitan areas				Nonmetropolitan areas			
	Number of workers	Percent			Number of workers	Percent			Number of workers	Percent			
		Total <sup>2</sup>	30 minutes or less	Over 30 but less than 60 minutes		Total <sup>2</sup>	30 minutes or less	Over 30 but less than 60 minutes		Total <sup>2</sup>	30 minutes or less	Over 30 but less than 60 minutes	
Total	66,708	100.0	88.4	11.0	12,638	100.0	84.0	14.9	54,070	100.0	89.4	10.1	
Mode of transportation:													
Walks or bicycles	2,589	100.0	97.7	-	691	100.0	91.5	1.3	1,898	100.0	100.0	-	
Uses public transportation	2,430	100.0	63.7	32.6	1,892	100.0	54.4	40.9	-	-	-	-	
Rides, doesn't pay	5,222	100.0	92.6	7.4	759	100.0	93.7	6.3	4,463	100.0	92.4	7.6	
Is carpool passenger (pays driver)	12,232	100.0	82.6	15.8	1,840	100.0	87.3	12.7	10,392	100.0	81.8	16.3	
Drives alone or in carpool	43,459	100.0	90.1	9.8	7,355	100.0	88.9	11.1	36,104	100.0	90.4	9.5	
\$1.60 or less	9,579	100.0	89.8	9.3	2,075	100.0	88.0	8.8	7,504	100.0	90.2	9.5	
Over \$1.60 and under \$1.80	9,771	100.0	89.6	10.1	1,617	100.0	85.2	14.8	8,154	100.0	90.5	9.1	
\$1.80 and under \$2.00	10,237	100.0	88.1	11.7	1,677	100.0	86.4	12.2	8,560	100.0	88.4	11.6	
\$2.00 and under \$2.20	11,395	100.0	89.1	10.9	1,902	100.0	81.4	18.6	9,493	100.0	90.7	9.3	
\$2.20 and under \$2.40	9,357	100.0	88.6	9.6	1,826	100.0	84.0	14.4	7,531	100.0	89.7	8.5	
\$2.40 and over	16,369	100.0	86.4	13.1	3,541	100.0	81.5	18.0	12,828	100.0	87.8	11.7	
Average hourly earnings <sup>1</sup>	\$2.14	-	\$2.13	\$2.20	\$2.17	-	\$2.16	\$2.25	\$2.13	-	\$2.13	\$2.18	
Number of workers <sup>2</sup>	66,708	100.0	58,963	7,361	12,638	100.0	10,619	1,879	54,070	100.0	48,344	5,482	

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash wages.

<sup>2</sup> Includes data for workers in addition to those shown separately.

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

**Table 6. Annual income distribution for 1971: Employee and family spending unit comparison**

(Number and percent of nonsupervisory employees in work clothing manufacturing by ratio of worker's total annual wage and salary income in 1971 to the total annual income of the family spending unit<sup>1</sup> in 1971, United States)

Worker's total annual wage and salary income in 1971 <sup>2</sup> and family status	Total		Ratio of worker's annual wage and salary income to the total annual income of the family spending unit <sup>1</sup>						Income from sources other than wages and salaries	
	Number of workers	Percent	Less than 20 percent	20-39 percent	40-59 percent	60-79 percent	80-99 percent	100 percent	Yes	No
<b>All nonsupervisory workers:</b>										
Less than \$1,000	1,773	100.0	75.5	12.0	5.4	0.5	3.9	2.7	9.9	90.1
\$1,000 and under \$2,000	3,037	100.0	34.2	41.8	6.9	3.0	1.2	12.9	12.8	87.2
\$2,000 and under \$4,000	21,676	100.0	1.2	41.2	23.3	5.3	4.6	24.4	5.9	94.1
\$4,000 and under \$7,000	17,811	100.0	-	20.3	37.7	10.4	6.0	25.7	8.0	92.0
\$7,000 and over	998	100.0	-	2.4	11.2	65.1	2.8	18.4	22.8	77.2
<b>Total</b>	<b>45,295</b>	<b>100.0</b>	<b>5.8</b>	<b>31.0</b>	<b>26.9</b>	<b>8.3</b>	<b>4.9</b>	<b>23.2</b>	<b>7.7</b>	<b>92.3</b>
Average annual wage and salary income <sup>2</sup>	\$3,728		\$1,059	\$3,344	\$4,047	\$4,992	\$4,173	\$3,998	\$3,890	\$3,715
<b>Male head of family:</b>										
\$4,000 and under \$7,000	3,348	100.0	-	1.9	26.1	26.2	12.4	33.5	17.3	82.7
<b>Total</b>	<b>4,958</b>	<b>100.0</b>	<b>-</b>	<b>3.9</b>	<b>23.1</b>	<b>30.7</b>	<b>10.2</b>	<b>32.2</b>	<b>18.5</b>	<b>81.5</b>
Average annual wage and salary income <sup>2</sup>	\$5,585		-	\$3,779	\$4,892	\$6,693	\$5,735	\$5,196	\$5,078	\$5,701
<b>Female head of family:</b>										
\$2,000 and under \$4,000	4,812	100.0	-	1.9	7.5	5.0	12.9	72.7	16.3	83.7
\$4,000 and under \$7,000	3,467	100.0	-	-	10.0	9.3	5.2	75.5	13.0	87.0
<b>Total</b>	<b>8,765</b>	<b>100.0</b>	<b>.3</b>	<b>1.4</b>	<b>8.5</b>	<b>7.4</b>	<b>9.3</b>	<b>73.1</b>	<b>16.5</b>	<b>83.5</b>
Average annual wage and salary income <sup>2</sup>	\$3,754		\$1,114	\$2,504	\$3,746	\$3,875	\$3,569	\$3,802	\$3,711	\$3,763
<b>Wife of head of family:</b>										
Less than \$1,000	1,649	100.0	75.9	12.2	5.8	-	4.2	1.8	10.1	89.9
\$1,000 and under \$2,000	2,509	100.0	39.1	48.6	6.7	.7	.8	4.1	7.2	92.8
\$2,000 and under \$4,000	15,285	100.0	.9	53.3	29.1	5.0	2.0	9.7	2.3	97.7
\$4,000 and under \$7,000	10,721	100.0	-	32.0	50.6	5.9	4.0	7.6	3.4	96.6
<b>Total</b>	<b>30,222</b>	<b>100.0</b>	<b>7.8</b>	<b>43.0</b>	<b>33.6</b>	<b>4.8</b>	<b>2.7</b>	<b>8.0</b>	<b>3.6</b>	<b>96.4</b>
Average annual wage and salary income <sup>2</sup>	\$3,439		\$985	\$3,339	\$3,972	\$3,941	\$3,774	\$3,734	\$3,054	\$3,454

<sup>1</sup> A group of related persons living together in one household and pooling their incomes for major items of expense. Total income of the family spending unit includes such income (other than wages and salary) as income from self-employment, Social Security, and Welfare payments, pensions, and interest. Family spending units and family status as of March 1972.

<sup>2</sup> Income from all employers in 1971 before any deductions for income taxes, Social Security tax, insurance, or any other purposes.

NOTE: Dashes indicate either no data reported or data that do not meet publication criteria. Because of rounding, sums of individual items may not equal 100.

**Table 7. Weekly hours worked**

(Percent of nonsupervisory employees in work clothing manufacturing by hours worked during a specified one-week period, metropolitan and nonmetropolitan areas, United States and South, March 1972)

Weekly hours worked	United States <sup>1</sup>			South <sup>2</sup>		
	Total	Metropolitan areas	Nonmetropolitan areas	Total	Metropolitan areas	Nonmetropolitan areas
<b>All workers</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Under 15 hours	1	2	1	2	2	2
15 and under 35 hours	24	24	24	24	22	24
35 and under 40 hours	19	18	20	19	17	19
40 hours	32	33	31	32	39	31
Over 40 including 44 hours	13	14	13	13	16	13
Over 44 hours	11	9	11	10	5	11
Number of workers	66,708	12,638	54,070	50,446	6,931	43,515
Average weekly hours	40	41	39	39	39	39

<sup>1</sup> Includes data for regions other than the South.

<sup>2</sup> For definition of South, see table 1, footnote 3.

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

**Table 8. Method of wage payment**

(Percent of nonsupervisory employees in work clothing manufacturing by method of wage payment, by race and occupation, United States and South, March 1972)

Method of wage payment <sup>1</sup>	Total	Production workers				Clerical occupations	
		Total	Craft, technical, and kindred occupations	Operatives and kindred occupations	Laborers, custodial, service workers, and other unskilled occupations		Training occupations
United States <sup>2</sup>							
All workers .....	100	100	100	100	100	100	
Time .....	20	17	70	9	83	26	96
White .....	20	16	70	8	82	24	96
Negro and other races .....	25	24	65	15	88	38	—
Incentive .....	80	83	30	91	17	74	4
White .....	80	84	30	92	18	76	4
Negro and other workers .....	75	76	35	85	12	62	—
South <sup>3</sup>							
All workers .....	100	100	100	100	100	100	
Time .....	18	16	69	8	86	23	93
White .....	18	15	69	8	84	19	93
Negro and other races .....	22	22	65	12	91	38	—
Incentive .....	82	84	31	92	14	77	7
White .....	82	85	31	92	16	81	7
Negro and other races .....	78	78	35	88	9	62	—

<sup>1</sup> See Appendix B for definition of method of wage payment plans.

<sup>2</sup> Includes data for regions other than the South.

<sup>3</sup> For definition of South see table 1, footnote 3.

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

## Appendix A. Regression Analysis

Conventional methods of analyzing wage variations using cross tabulations (simple regression) of data typically stop short of measuring the independent influence on wage levels of such factors as sex of the worker, size of establishment, location, and union contract status. The independent effect of unionization on earnings, for example, may be obscured somewhat by earnings differentials associated with larger establishments and location in metropolitan areas—two characteristics generally found more often with union establishments.

One method for isolating the independent effect on wages of various establishment and worker characteristics is multiple regression. By this method, the estimated wage differential for a given variable is determined independent of the influence of other survey variables. The variables included in table A-1 are defined in appendix B—Scope and Method of Survey.

In the regression analysis, one category of each of the variables in the equation is not shown explicitly, but its influence is embodied in the constant term. In table A-1, therefore, the constant term (\$2.00) is an estimate of straight-time average hourly earnings of what could be considered a typical worker in the work clothing manufacturing industry: A white female operative, paid on an incentive-wage system; age 20 to 44 with 1 to 5 years of service with the firm and 8 to 11 years of education. She would be the wife of the head of the family, working in a nonunion, establishment employing 250-499 workers in a nonmetropolitan area of the South. The coefficients of the explicit variables, shown in table A-1 as dollars and cents, represent the differentials associated with categories of the characteristics which differ from the basic set embodied in the constant.

To determine the effects of the coefficients on average wage levels, substitute the values of the new variables for those suppressed in the constant term. For example, if the employee is a man, the estimated average hourly earnings are higher by 22 cents, or \$2.22 if other things are held constant. Further, if this male employee is in a union establishment located in a metropolitan area, an additional 46 cents is added to the constant term—22 cents because the worker is a man, 19 cents because he is in a union firm, and 5 cents because the firm is located in a metropolitan area. Thus included, the average hourly earnings would be raised to \$2.46.

Wage differences found by simple cross-tabulation can be labeled *gross* differentials, and those isolated by regression techniques, *net* differentials. As illustrated in table A-2, net differentials are generally smaller than gross differentials. The smaller size of net wage differentials is to be expected, because of the aforementioned tendency for characteristics associated with higher wages, such as unionization and metropolitan location to be found in combination. Regression techniques, thus, permit a more precise measurement of the impact of individual factors on the relative wage structure of an industry.

It should be emphasized that the regression analysis is not sufficiently complete to say with certainty that we have measured the truly independent impact on wage levels of particular employee and establishment characteristics. As table A-1 shows, the regression analysis left unexplained about 75 percent of the variation in average earnings levels. (See coefficient of determination,  $R^2$ .) This means that other factors, beyond the scope of the survey, undoubtedly influenced the estimates. However, by holding constant those characteristics within the survey scope, a definite improvement in the estimates for specified characteristics was obtained.

**Table A-1. Regression analysis of average hourly earnings for all nonsupervisory workers, work clothing manufacturing, United States, March 1972**

Variable	All nonsupervisory workers	Variable	All nonsupervisory workers
Constant	\$2.00 (.05)	Age group:	
Union establishment	.19 (.02)	Under 20 years	-.18 (-.05)
Establishment size:		Over 44 years	-.10 (-.03)
Under 250 employees	.01 (.02)	Years of school completed:	
500 employees or more	.01 (.03)	Less than 8 years	-.11 (-.03)
Metropolitan area	.05 (.03)	12 years or more	.04 (.02)
Occupational group:		Single employee	.01 (.03)
Craft workers	.20 (.05)	Position in family spending unit:	
Laborers, etc.	-.15 (-.05)	Head	-.02 (-.03)
Trainees	-.21 (-.08)	Other than head or wife of head	-.10 (-.04)
Clerical	.21 (.06)	Male-head (interaction)	.29 (.08)
Time-rated wage system	-.08 (-.04)	Non-South	.16 (.03)
Length of service with establishment:		Statistical information:	
Less than 1 year	-.14 (-.03)	Coefficient of determination (R <sup>2</sup> )	.25
5-10 years	.14 (.03)	Standard error of estimate	\$ .44
Over 10 years	.12 (.03)	Mean earnings (Y)	\$2.14
Male	.22 (.07)	Number of workers (N)	1971
Negro or other race	-.08 (-.04)		

NOTE: Numbers in parentheses are standard errors. Since the regression coefficients are based on a sample, they may differ from the figures that would have been obtained from a complete census of the industry. Chances are about 2 out of 3 that an estimate from the sample would differ from those in a total census-derived value by less than the standard error, and about

19 out of 20 that the difference would be less than twice the standard error. Y is the mean of the earnings (dependent) variable weighted by nonsupervisory workers. N is the number of workers in the sample, which, when appropriately weighted, represents the 66,708 nonsupervisory workers estimated to be in the industry at the time of the survey.

**Table A-2. Earnings differentials by selected establishment and employee characteristics, work clothing manufacturing, United States, March 1972**

Characteristics	All nonsupervisory workers	Characteristics	All nonsupervisory workers
Union to nonunion:		Whites to Negro and other:	
Gross differential	\$0.26	Gross differential	\$0.13
Net differential	.19	Net differential	.08
Metropolitan to nonmetropolitan:		Craft workers to operatives:	
Gross differential	.04	Gross differential	.49
Net differential	.05	Net differential	.20
Males to females:			
Gross differential	.38		
Net differential	.22		

NOTE: Gross differentials were derived from simple cross-tabulations; net differentials from multiple regression analysis.

## Appendix B. Scope and Method of Survey and Definition of Terms

### Scope of survey

This survey of employee earnings and socioeconomic characteristics in work clothing manufacturing was conducted by the Bureau of Labor Statistics at the request of the Labor Department's Employment Standards Administration. The study was primarily designed to test and refine data collection techniques for use in possible future studies of employee job and demographic characteristics, and was, in this sense, a pilot survey.

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

### Sample design and method of estimation

The survey was conducted on a sample basis. The establishments studied were selected from those classified in industry 2328 at the time of reference of the data used in compiling the universe lists. To obtain appropri-

ate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, however, all establishments were given their appropriate weight. All estimates, therefore, relate to all establishments in the industry.

The number of establishments studied by the Bureau of Labor Statistics as well as the number of establishments and employees estimated to have been within scope of the survey during the payroll period studied are shown in table B-1.

### Method of collection

Data were obtained by personal visits of BLS field staff under the direction of the Bureau's Regional Offices. Data relating to such survey items as an employee's job category, straight-time hourly rate of pay, and annual wage and salary income from the establishment were available, for the most part, from establishment records. Information concerning such items as race, age, educational attainment, position and wage earner status in the family were obtained by interviewing individual workers, almost always at the plant site, but in some instances, by visits or telephone

**Table B-1. Estimated number of establishments and employees within scope of survey and number of establishments studied, work clothing manufacturing, March 1972**

Location	Number of establishments <sup>1</sup>		Workers within scope of survey								
	Within scope of survey	Studied	Total <sup>2</sup>	Nonsupervisory workers							Clerical occupations
				Total	Production workers					Training occupations	
					Total	Craftsmen, technical, and kindred occupations	Operatives and kindred occupations	Laborers, custodial, service workers, and other unskilled occupations			
United States ..	365	102	71,485	66,708	63,891	3,255	55,467	4,071	1,098	2,817	
South <sup>3</sup> .....	233	73	53,839	50,446	48,856	2,372	43,075	2,653	756	1,590	

<sup>1</sup> Includes all establishments in the industry, regardless of employment size.

<sup>2</sup> Includes executive, administrative, professional, and other workers excluded from the nonsupervisory worker categories shown separately.

<sup>3</sup> Consists of Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

calls to employee residences.

To conserve time and money in obtaining the detailed demographic information through employee interviews, data were obtained for a sample of the nonsupervisory employees in each assigned establishment. The sampling ratios, listed below, were based on the establishment's total employment. Executive, administrative, professional, supervisory personnel and outside sales workers, however, were eliminated from the listing prior to sampling.

<i>Establishment's total employment</i>	<i>Sampling ratio</i>
Under 50	1 of 2 workers
50-74	1 of 3 workers
75-99	1 of 4 workers
100-174	1 of 6 workers
175-249	1 of 10 workers
250-374	1 of 14 workers
375-499	1 of 20 workers
500-749	1 of 27 workers
750-999	1 of 37 workers
1,000 and over	1 of 50 workers

### Employment

The estimates of the number of workers within scope of the study are intended as a general guide to the size and composition of the labor force included in the survey, rather than a precise measure of employment. 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. Thus, establishments new to the industry are omitted, as are establishments originally classified in the work clothing industry, but found to be in other industries at the time of the survey. Largely due to these reasons, the employment estimates in this survey differ from those published in the Bureau of Labor Statistics monthly series.

### Definition of terms

*South.* Consists of Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

*Non-South.* Consists of all other States except Alaska and Hawaii, which were not included in the survey.

*Metropolitan Areas.* Refers to Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through January 1968.

*Establishment.* 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 a company, which may consist of one establishment or more.

*Nonsupervisory employees.* The term "nonsupervisory employees," as used in this report, includes working supervisors and all nonsupervisory production and office employees. (Working supervisors are those spending 20 percent or more of their time performing functions similar to those under their supervision.) Excluded from the nonsupervisory category were executive, administrative, professional, supervisory personnel, and outside salesworkers.

All nonsupervisory employees were further classified into one of five occupational categories:

1. *Craft, technical, and kindred occupations.* Includes craft, technical, and manual occupations that require a thorough and comprehensive knowledge of processes involved in the work, considerable independent judgment, frequently a high degree of manual dexterity, and in some instances, extensive responsibility for valuable product and equipment. Occupations in this category usually require an apprenticeship or equivalent training and experience, with training periods usually of 6 months' duration or more. Typical occupations include skilled maintenance trades, cutters, and markers. Excludes learners, trainees, and apprentices.
2. *Operatives and kindred occupations.* Includes manual occupations characterized by a combination of the following: Exercise of manual ability limited to a fairly well defined work routine; major reliance on vigilance and alertness, rather than on worker's judgment or dexterity; judgment limited by either narrow task situations or by having others make important decisions. Proficiency in these occupations normally requires periods of on-the-job training usually more than a few weeks in duration, but rarely exceeding 3 months. The duration of training periods may vary by occupation and for individuals within the same occupation. Typical occupations include sewing machine operators, pressers, and underpressers, assemblers, garment folders, and garment repairers. Learners and trainees were excluded.
3. *Laborers, custodial, service workers, and other unskilled occupations.* Includes occupations that may be learned within short periods of time and require little or no independent judgment. Typically these occupations do not require previous experience in the field of work and may be learned within a few weeks. The occupations vary from those involving a minimum of physical exertion to those requiring heavy physical work, with little expectation of further advancement. Typical jobs include material handling and other laborers,

janitors and cleaners, work distributors, bundlers, and food service workers.

4. *Training occupations.* Includes occupations involved in preparing apprentices, learners, and other trainees for higher level occupations.
5. *Clerical occupations.* Includes nonsupervisory occupations involved in clerical and related functions of the establishment, such as payroll, accounting, finance, and personnel. Both office and plant clerical occupations were included.

The classifications above include all regularly employed workers, even though their regular hours of work may have been less than others performing the same type of work.

*Earnings.* The earnings information relates to straight-time hourly earnings, excluding extra payments for work on late shifts, premium pay for overtime and for work on weekends and holidays, as well as the value of room, board or other perquisites provided in addition to cash wages. Incentive payments, such as those resulting from piecework or production bonus systems and cost-of-living bonuses, were included as part of the workers' regular pay; but nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings of employees were calculated by weighting each rate (or hourly earnings) by the number of employees receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried employees were obtained by dividing their straight-time salary by the normal hours corresponding to the salary.

*Annual wage and salary income.* Includes all wages and salaries, commissions, tips, cash bonuses, etc., before deductions for income taxes, Social Security, health or life insurance, retirement, bonds, union dues, or any other deductions.

*Income other than wages and salaries.* Includes income such as earnings from self-employment (net income from farms, businesses, or professional practices), Social Security and welfare payments, railroad retirement, pensions,

veterans' payments, unemployment and worker's compensation, interest, dividends, rents, annuities, royalties, alimony and child support, or cash gifts from friends or relatives.

*Family spending unit.* For purposes of this survey, the term "family spending unit" is defined as a group of related persons living together in one household and pooling their incomes for major items of expense. They may be related by blood, marriage, or adoption.

*Position in the family spending unit.* For purposes of this survey, the head of the family is that person recognized as head by other family members. Such persons are usually the chief earners, but may not always be. Separate identification was provided for family members, other than the head or wife of head who make substantial contributions to family income (considered part of the family spending unit); and for members making little or no contribution, e.g., a nondependent son or daughter who contributes only enough to cover the reasonable cost of room and board (not considered part of the family spending unit). Unrelated individuals refers to single persons not living with a family, including persons who were never married, as well as those widowed, divorced, or separated. "Separated" does not include couples living apart because the spouse is in the Armed Forces, works in another city, or for similar reasons.

*Wage earner status in family spending unit.* The "primary" wage earner is defined as the one who contributes more to family income than any other member of the family.

*Weekly hours of work.* Data relate to the number of hours actually worked during a week of the payroll period studied, but include hours for sick leave, vacations, holidays, etc., paid for but not worked.

*Collective bargaining agreements.* Establishments were classified as to whether (1) A majority of their nonsupervisory workers were covered by labor-management contracts, and (2) none or a minority of such workers were covered by labor-management contracts.

## 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. Prices of Government publications are subject to change without notice.

### I. Occupational Wage Studies

#### *Manufacturing*

	<i>Price</i>
Basic Iron and Steel, 1967. BLS Bulletin 1602 . . . . .	1
Candy and Other Confectionery Products, 1970. BLS Bulletin 1732 . . . . .	\$0.75
Cigar Manufacturing, 1972. BLS Bulletin 1796 . . . . .	.65
Cigarette Manufacturing, 1971. BLS Bulletin 1748 . . . . .	.60
Fabricated Structural Steel, 1969. BLS Bulletin 1695 . . . . .	.90
Fertilizer Manufacturing, 1971. BLS Bulletin 1763 . . . . .	.75
Flour and Other Grain Mill Products, 1972. BLS Bulletin 1803 . . . . .	.55
Fluid Milk Industry, 1964. BLS Bulletin 1464 . . . . .	1
Footwear, 1971. BLS Bulletin 1792 . . . . .	1.25
Hosiery, 1970. BLS Bulletin 1743 . . . . .	1.25
Industrial Chemicals, 1971. BLS Bulletin 1768 . . . . .	.90
Iron and Steel Foundries, 1967. BLS Bulletin 1626 . . . . .	1
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 . . . . .	.95
Machinery Manufacturing, 1970-71. BLS Bulletin 1754 . . . . .	1
Meat Products, 1969. BLS Bulletin 1677 . . . . .	1.50
Men's and Boys' Separate Trousers, 1971. BLS Bulletin 1752 . . . . .	1.00
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1971. BLS Bulletin 1794 . . . . .	1.15
Men's and Boys' Suits and Coats, 1970. BLS Bulletin 1716 . . . . .	1.30
Miscellaneous Plastics Products, 1969. BLS Bulletin 1690 . . . . .	1.00
Motor Vehicles and Parts, 1969. BLS Bulletin 1679 . . . . .	1.25
Nonferrous Foundries, 1970. BLS Bulletin 1726 . . . . .	.90
Paints and Varnishes, 1970. BLS Bulletin 1739 . . . . .	1.00
Paperboard Containers and Boxes, 1970. BLS Bulletin 1719 . . . . .	1.80
Petroleum Refining, 1971. BLS Bulletin 1741 . . . . .	.85
Pressed or Blown Glass and Glassware, 1970. BLS Bulletin 1713 . . . . .	.85
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 . . . . .	1
Southern Sawmills and Planing Mills, 1969. BLS Bulletin 1694 . . . . .	.90
Structural Clay Products, 1969. BLS Bulletin 1697 . . . . .	1.05
Synthetic Fibers, 1970. BLS Bulletin 1740 . . . . .	.70
Textile Dyeing and Finishing, 1970. BLS Bulletin 1757 . . . . .	1.15
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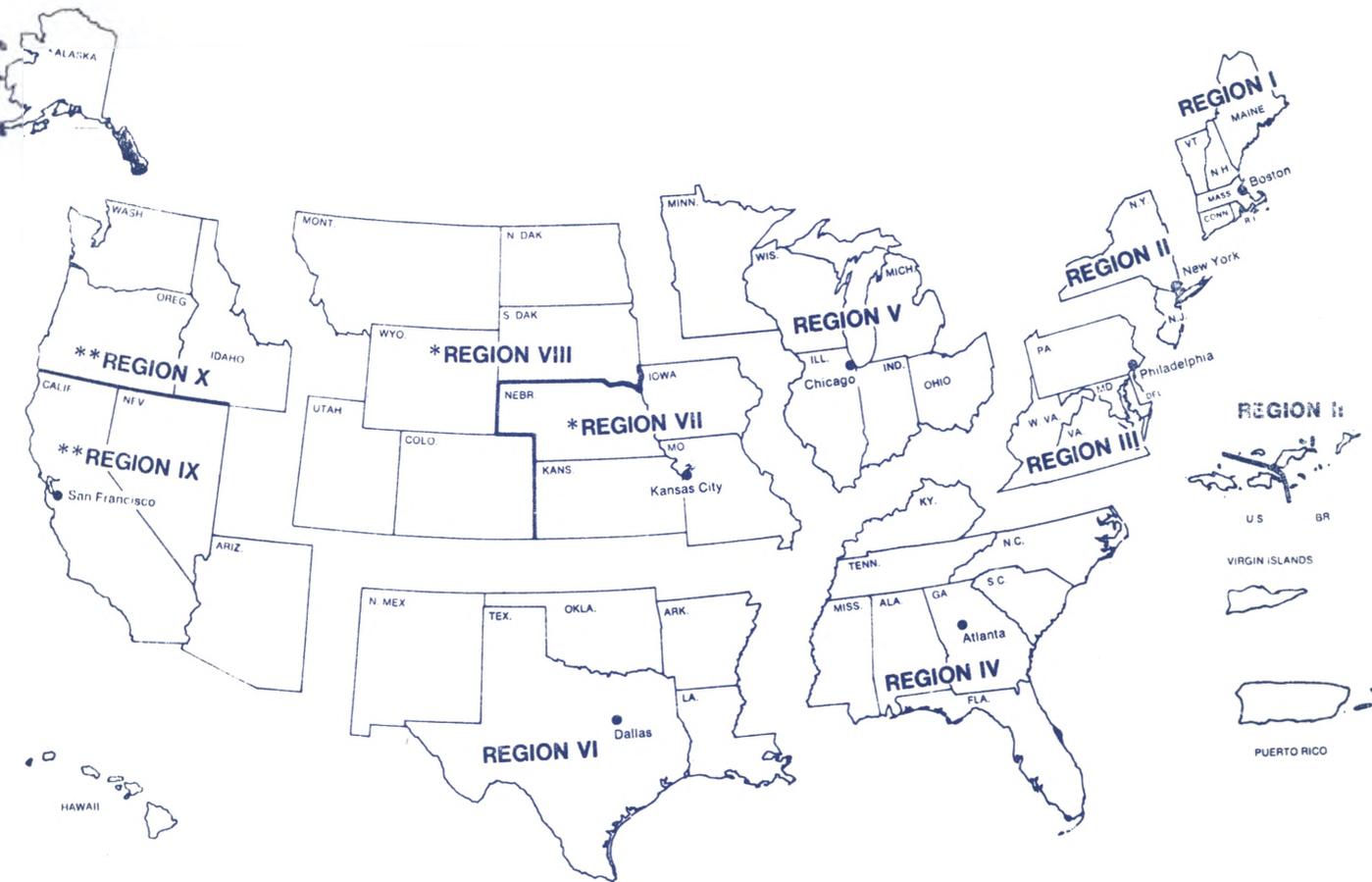
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<sup>1</sup> Bulletin out of stock; copies are generally available for reference purposes at leading public, college, or university libraries, or in the Bureau's regional offices.

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