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Employee Compensation in the Private Nonfarm Economy, 1972



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

Bulletin 1873

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1975

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Preface

This bulletin—the fourth comprehensive biennial report—presents the detailed results of a Bureau of Labor Statistics survey of employer expenditures for employee compensation in the private nonfarm economy during 1972. A summary report on the survey was published in May 1974. An article analyzing changes in employee compensation between 1966 and 1972 appeared in the *Monthly Labor Review* for March 1975.

In addition to employee compensation, this report includes data on the incidence of each individual compensation element, the number of paid holidays and weeks of vacation pay received, and the composition of payroll hours. A new feature is information on the number of days and hours in regularly scheduled workweeks.

The bulletin was prepared in the Bureau's Office of Wages and Industrial Relations, Division of General Compensation Structures, by John Litsas under the direction of Alvin Bauman.

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General Level and Structure

Since the passage of the Social Security Act in 1935, the system by which American workers are compensated has become progressively more complex. In addition to pay for time worked, employers provide paid vacations and holidays; financial protection to employees and their dependents in case of retirement, death, accident, illness, and unemployment, financed through programs both legally required and privately sponsored; and furnish other miscellaneous benefits. The expenditures made by employers for these programs, together with pay for time worked, constitute total employee compensation.

The expenditures for each item of compensation and for seven functional groups are shown as a percent of total compensation and in dollars per hour in table 1. Expenditures are shown for two types of paid hours:

1. All paid hours—these include all payroll hours whether worked, on paid leave, or taken for authorized formal or informal break periods.

2. Work hours—these consist of all paid hours less paid leave hours. Break period hours spent in the plant on coffee breaks, rest periods, and so forth, are considered as work hours, in accordance with provisions of the Fair Labor Standards Act.

The tabulations and text in this bulletin primarily relate to expenditures based on work hours in 1972, because these are the hours directly devoted to production.

Total compensation for all employees averaged \$5.23 a work hour but varied sharply by employee and industry groups. Office employee compensation, which was \$6.71 an hour, exceeded the level for nonoffice employees by \$2.26. Employees in manufacturing industries had a compensation level of \$5.64, compared to \$5 for those in nonmanufacturing.

Compensation differed among the employee/industry groupings not only in amount but in structure as well, reflecting differences in employer or industry policies and practices or in the nature of the work performed. For example, premium pay for overtime, weekend, holiday, and late shift work was a much more important part of compensation for nonoffice than for office workers. The same was true of workers' compensation insurance. On the other hand, paid leave and nonproduction bonuses were of greater importance for office than for nonoffice workers.

The level and structure of compensation shown by the averages in table 1 relate to all establishments whether or not they had expenditures for a particular item. However, because total compensation varied widely among establishments, both in level and structure, the distributions of employees by establishment expenditure levels are shown in the subsequent tables.

Thus, table 2 shows the distribution of employees by the establishment level of compensation for the employee group. Tables 3 to 16 present the distribution of employees by the per hour expenditures made by the establishment in which they worked for each item of compensation and the proportion of total compensation those expenditures constituted.

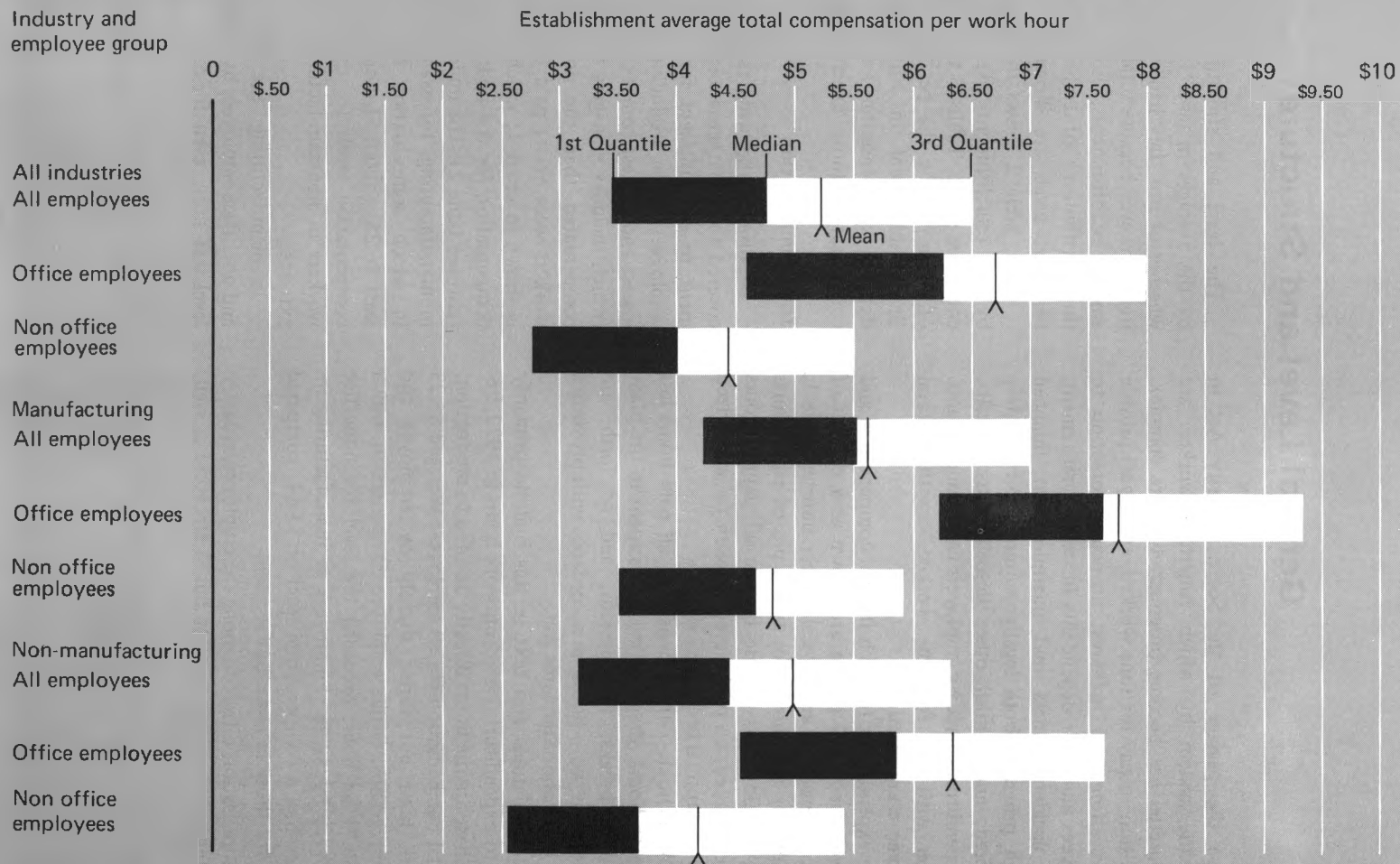
Total compensation

Because of the wide range of industries and skills covered, total compensation varied widely from establishment to establishment for both office and nonoffice employees. Even excluding establishments having the lowest and highest compensation levels, the office group (which includes managers and professionals) was better compensated than the nonoffice, and manufacturing workers were better paid than nonmanufacturing. This is shown in chart 1, which indicates the range of total compensation for the middle 50 percent of employees (also see table 2). The middle half of the office workers in manufacturing, for example, were in establishments in which compensation for this group averaged at least \$6.25—about \$1 more than the top establishment compensation levels for the middle half of nonoffice workers in nonmanufacturing, who were at the lower extreme.

In manufacturing, the distribution of both office and nonoffice employees by establishment compensation level was fairly even for each occupation group, but in nonmanufacturing it was not. The former is shown by the near coincidence of the means and medians of establishment compensation levels for both office and nonoffice employees in manufacturing and by the equidistance of the quartile points from the median. By contrast, the median was well below the mean, for both groups, in nonmanufacturing, reflecting the concentration of employees in establishments having compensation levels lower than the average.

Chart 1

Median, mean and interquartile ranges of total compensation in establishments employing the middle fifty percent of employees, private nonfarm economy, 1972



Pay for time worked

The level of pay for time worked was determined, of course, by wage rates. Its importance in total compensation obviously depends on both its level and that of the other elements of compensation. Both of these are, in turn, influenced by statutory regulations and by private contractual or voluntary decisions. Compensation other than straight-time pay for time worked is shown in table 3 as a percent of compensation, and in table 4 in cents-per-work-hour.

Items of compensation, other than straight-time pay for time worked, amounted to 21.5 percent of total compensation in 1972. This proportion varied widely by industry, type of worker, and among individual establishments. One percent of office workers were in establishments in which these items combined were at least 40 percent of their total compensation. Nineteen percent of nonoffice workers were in nonmanufacturing establishments in which these items combined were under 10 percent of total compensation, consisting of little more than legally required items. This disparity is more striking in money terms. Ten percent of office workers in manufacturing were in establishments in which compensation, in addition to straight-time pay for time worked for such workers, was at least \$3 an hour; this was \$1 more than nonoffice worker total compensation in nonmanufacturing establishments employing 11 percent of nonmanufacturing nonoffice workers. (See table 2).

Items of compensation other than straight-time pay for time worked

Tables 5 through 16 show the levels of expenditures, the incidence, and the distribution of employees by establishment expenditure level for each item of compensation beyond straight-time pay for time worked.

Premium pay (tables 5 and 6): This item has two components; (1) pay for overtime, weekend, and holiday work and (2) pay for shift differentials. Premium pay went mostly to nonoffice employees and accounted for 3.1 percent of their compensation as against only 0.7 percent for office employees. Similarly, in manufacturing premium payments accounted for 3 percent of compensation compared to only 1.5 percent in nonmanufacturing, reflecting the much greater incidence of this item for nonoffice employees in manufacturing than for either employee group in nonmanufacturing.

Paid leave (tables 7 and 8): Paid leave (except sick leave) averaged 5.6 percent of compensation and 29 cents a work hour; the bulk was for vacations and holidays. Establishments which provided paid leave for office workers allocated 6.5 percent of total

compensation and 44 cents a work hour to this expenditure, and employed nearly all office workers. Establishments which provided paid leave for nonoffice workers allocated only 5.3 percent of compensation and 24 cents a work hour to this item. These establishments employed 90 percent of such workers.

Retirement programs (tables 9 and 10): After pay for time worked, retirement programs constituted the largest element of compensation. The two components—social security (including railroad retirement) and private retirement plans—together made up 7 percent of compensation or 36 cents a work hour.

Social security is one of the legally required compensation elements. For 1972, the tax rate paid by employers, like that paid by employees, was 5.2 percent of the first \$9,000 of wages and salaries paid to an employee during the year. As wages and salaries rise beyond the ceiling, the expenditures for social security decline as a percent of compensation. Thus, social security was a smaller proportion of compensation for the higher paid manufacturing and office workers than for nonmanufacturing and nonoffice workers.

Higher paid workers, more frequently than lower paid, have their social security coverage augmented through private retirement plans. Thus in manufacturing 77 percent of nonoffice workers and 84 percent of office workers were in establishments having expenditures for private retirement plans, while in nonmanufacturing 68 percent of office and only 46 percent of nonoffice workers were in such establishments. Unlike expenditures for social security, those for private plans increased as a percent of compensation with higher wages and salaries.

Social security represented 4.1 percent of compensation for nonoffice workers in nonmanufacturing, 3.9 percent for nonoffice workers in manufacturing and 3.2 percent for office workers in general; private retirement plans accounted, respectively, for 2.4, 3.3 and 4.0 percent in compensation. As a result, with only one exception, retirement programs accounted for about 7 percent of compensation in all the employee/industry groupings. For nonoffice workers in nonmanufacturing, however, retirement accounted for only 6.5 percent of compensation. In money terms, differences were greater. For example, outlays for retirement programs averaged 48 cents a work hour for office, but only 30 cents for nonoffice workers.

Life insurance and health benefit programs (tables 11 and 12): Practically all workers were in establishments that had expenditures for one or more of the components of this compensation item. Unlike expenditures for retirement programs those for insurance and health programs were relatively more important for

nonoffice than office workers; they were 5.1 percent for nonoffice worker compensation compared to 4.1 percent for office workers. However, expenditures for these programs for nonoffice workers, at 23 cents an hour, were 5 cents below those for office workers. Only sick leave accounted for a larger proportion of office than of nonoffice compensation.

Unemployment benefit programs, nonproduction bonuses, and savings and thrift plans (tables 13 through

16): Unemployment benefit programs were proportionately greater for nonoffice than for office workers. Nonproduction bonuses and, to a lesser extent, savings and thrift plans were a larger part of office than nonoffice worker compensation. While generally of minor importance, nonproduction bonuses were substantial for office workers in some establishments where they exceeded 5 percent of total compensation.

Employee Compensation by Size and Union Status of Establishment

The distribution of employees by the size and union status of the establishments in which they worked is shown in table 17.

The level of total compensation increased with establishment size as measured by employment (table 18). The variation was smaller for office than for nonoffice workers partly because there is less variation in job requirements among office workers, independent of the size of establishment. The variation was also smaller in nonmanufacturing than in manufacturing. However there was an inconsistency in the pattern of variation in the level of total compensation by size of establishment among the industry/employee groups. This inconsistency reflects the varied industrial composition, geographic location, and union status among the size groups which also influenced the level of compensation. Establishment size also influenced the structure of compensation. Pay for time worked declined as a percent of total compensation as establishment size increased. This pattern was fairly consistent in all industry/employee groupings suggesting that establishment size has a more direct influence on the structure than on the level of compensation.

Compensation for nonoffice workers in both manufacturing and nonmanufacturing was higher in establishments in which the majority were covered by collective bargaining agreements than in those in which none or a minority were covered (table 19).¹ In nonmanufacturing the gap in the level of compensation between workers in union and nonunion establishments was nearly double that in manufacturing, reflecting the influence of unionization, as well as industrial composition,

and perhaps geographic location. In manufacturing unionization is much more uniformly spread among its component industries than in nonmanufacturing, where unionization is concentrated in high-wage industries such as public utilities, construction, and transportation.

The structure of compensation showed less variation between union and nonunion establishments than the level. Pay for time worked as a percent of total compensation was about 6 percentage points lower for union than for nonunion workers in all situations. This reflects the greater relative importance of paid leave; private retirement plans; and life, accident, and health insurance (table 20). Each of these major elements accounted for a larger percent of compensation in union than in nonunion establishments. All other elements were either the same or a smaller percent of compensation in union establishments.

Table 21 shows the incidence of the three components of life, accident and health insurance by size and union status. The most common program provided all three types of insurance: Life; sickness and accident; and hospitalization and medical. Generally, the larger establishments and the union establishments provided all three coverages. Many workers in smaller or nonunion establishments were covered by all three types of insurance, but about half were in establishments providing only one type or a combination of two types of coverage.

¹ Data by agreement coverage for office workers did not meet publication criteria; hence, the following discussion relates to nonoffice workers only.

Compensation Items by Level of Total Compensation

As the level of compensation rose, the total of all compensation items other than pay for straight-time worked generally increased as a percent of total compensation. (See table 22.) The increase is more apparent if premium pay is excluded (as also shown in table 22) because premium pay temporarily distorts the level and structure of compensation. The pattern of change was irregular with fairly large increases from the lower end of the scale to the \$6 to \$8 intervals, and then smaller increases as well as some decreases further up the scale. The pattern of change at the higher levels partially reflects the influence of the limit on expenditures for social security, as well as different preferences for various types of compensation.

Three compensation items other than those legally required, substantially contributed to the change of the compensation structure at different levels. The variations by establishment compensation level in paid leave, private retirement plans, and private life, accident

and health insurance are shown in tables 23, 24 and 25, respectively.

The incidence of all three items, as well as the percent of compensation they represented, tended to increase with the level of total compensation. However, private life, accident and health insurance declined as a percent of compensation at levels of compensation of \$8 and over for nonoffice and \$10 and over for office workers. This suggests that perhaps a practical limit existed in the amount of such insurance employees desired or employers wished to pay for. At the higher levels of compensation there was a movement away from contributory retirement and insurance plans (those for which employees had to pay part of the cost) towards those which were noncontributory (paid for entirely by the employer). The extent to which each type of insurance coverage was contributory or noncontributory is shown in table 26.

Paid Days and Hours

Expenditures for employee compensation are directly related to time worked. Tables 27 and 28 show the distribution of employees among establishments with various regular workweek schedules. Tables 29 to 34 show the relative importance of the several types of paid hours both overall and on an establishment basis.

Table 35 indicates the percent of workers that actually received paid vacations of various duration and table 36 indicates the percent of workers in establishments in which the majority of employees received a specified number of paid holidays.

Historical changes

Table 37 presents data on compensation from the first BLS biennial survey of total private nonfarm economy in 1966 to the fourth survey in 1972. Table 38 provides similar data for nonoffice workers in manufacturing going back to 1959.

Percent increases for tables 37 and 38 are shown in text tables A and B. Historically, as shown in chart 2, in both manufacturing and nonmanufacturing, the

importance of straight-time pay for time worked has declined, while an increasing proportion of compensation has been devoted to retirement programs, to life insurance and health benefit programs, and to a lesser extent, to paid leave. Premium pay; and unemployment benefit programs, nonproduction bonuses, and savings and thrift plans fluctuate over time depending on economic activity rather than maintain a long term trend.

Table A. Employee compensation and percent increases, total private nonfarm economy, 1966-72

(Cents per work hour)

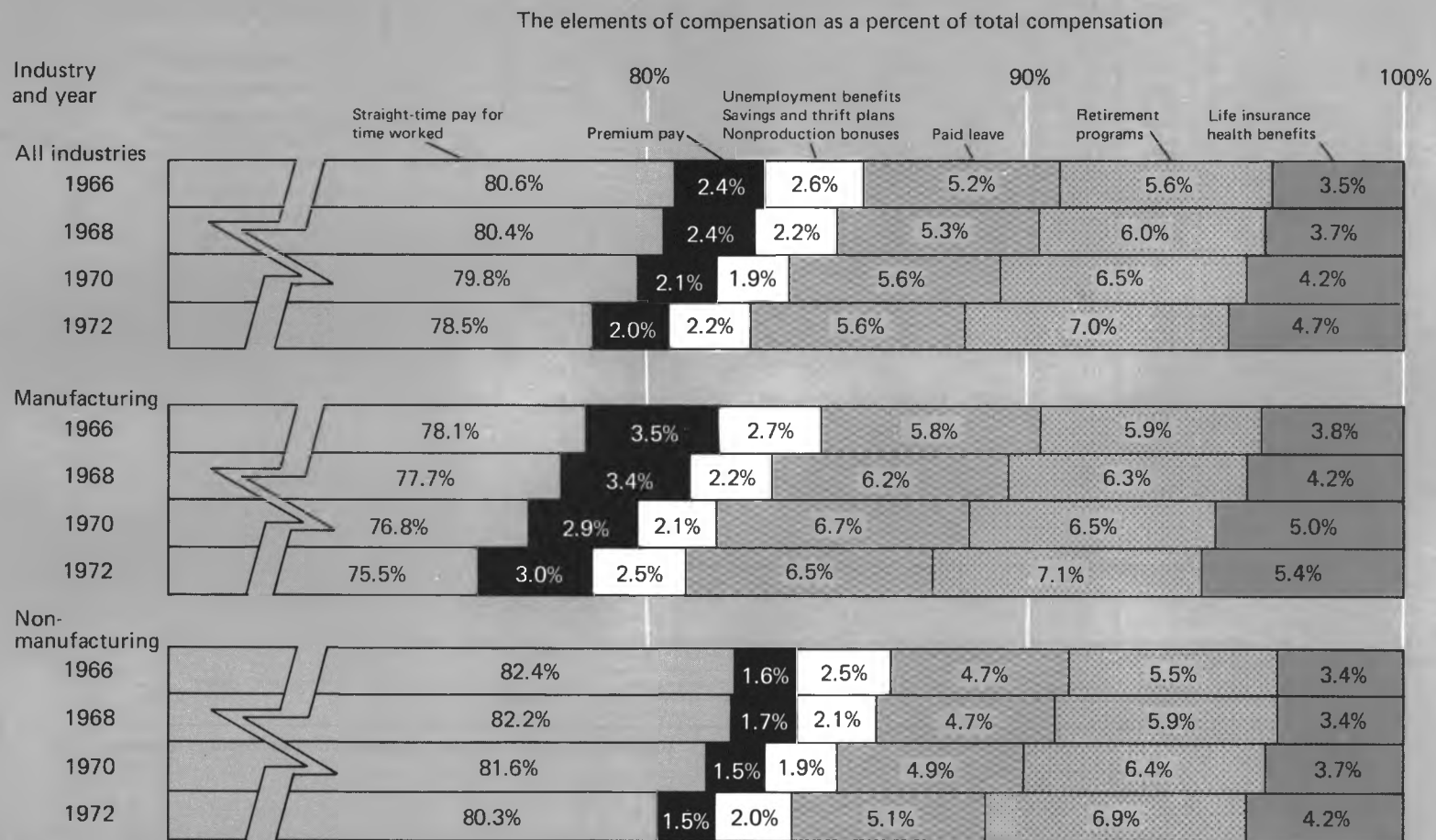
| Compensation item | 1966 | 1968 | | 1970 | | 1972 | |
|--------------------------------|----------------|----------------|----------------------------|----------------|----------------------------|----------------|----------------------------|
| | Cents per hour | Cents per hour | Percent increase over 1966 | Cents per hour | Percent increase over 1968 | Cents per hour | Percent increase over 1970 |
| Pay for time worked | 285 | 322 | 13.0 | 372 | 15.5 | 421 | 13.2 |
| All other items combined | 59 | 67 | 13.6 | 82 | 18.8 | 102 | 24.1 |
| Total compensation | 344 | 389 | 13.1 | 454 | 16.7 | 523 | 15.2 |

Table B. Employee compensation and percent increases, production and related workers in manufacturing, 1959-72

(Cents per work hour)

| Compensation item | 1959 | 1962 | | 1966 | | 1968 | | 1970 | | 1972 | |
|--------------------------------|----------------|----------------|----------------------------|----------------|----------------------------|----------------|----------------------------|----------------|----------------------------|----------------|----------------------------|
| | Cents per hour | Cents per hour | Percent increase over 1959 | Cents per hour | Percent increase over 1962 | Cents per hour | Percent increase over 1966 | Cents per hour | Percent increase over 1968 | Cents per hour | Percent increase over 1970 |
| Pay for time worked | 223 | 239 | 7.2 | 272 | 13.8 | 302 | 11.0 | 339 | 12.3 | 384 | 13.3 |
| All other items combined | 38 | 46 | 21.1 | 58 | 26.1 | 67 | 15.5 | 85 | 26.9 | 102 | 20.0 |
| Total compensation | 261 | 285 | 9.2 | 330 | 15.8 | 369 | 11.8 | 424 | 14.9 | 486 | 14.6 |

Chart 2

Employee compensation, private nonfarm economy, 1966, 1968, 1970, 1972—All employees

Note: Premium pay; and unemployment benefits, savings and thrift plans, and bonuses fluctuate overtime.
 Historical changes may be better assessed by disregarding the solid and white areas of chart 2.

Table 1. Employee compensation, private nonfarm economy, 1972

| Industry and compensation item | All employees | | | Office employees | | | Nonoffice employees | | |
|---|-------------------------|------------------|------------|-------------------------|------------------|------------|-------------------------|------------------|------------|
| | Percent of compensation | Dollars per hour | | Percent of compensation | Dollars per hour | | Percent of compensation | Dollars per hour | |
| | | All hours | Work hours | | All hours | Work hours | | All hours | Work hours |
| <u>All industries</u> | | | | | | | | | |
| Total compensation ----- | 100.0 | \$4.88 | \$5.23 | 100.0 | \$6.14 | \$6.71 | 100.0 | \$4.20 | \$4.45 |
| Pay for time worked ----- | 80.5 | \$3.93 | \$4.21 | 79.5 | \$4.89 | \$5.34 | 81.4 | \$3.42 | \$3.62 |
| Straight-time pay ----- | 78.5 | 3.83 | 4.11 | 78.8 | 4.84 | 5.29 | 78.3 | 3.29 | 3.49 |
| Premium pay ----- | 2.0 | .10 | .11 | .7 | .05 | .05 | 3.1 | .13 | .14 |
| Overtime, weekend, and holiday work ----- | 1.8 | .09 | .09 | .6 | .04 | .04 | 2.7 | .11 | .12 |
| Shift differentials ----- | .3 | .01 | .01 | .1 | .01 | .01 | .4 | .02 | .02 |
| Paid leave (except sick leave) ----- | 5.6 | .28 | .29 | 6.5 | .40 | .43 | 5.0 | .21 | .22 |
| Vacations ----- | 3.3 | .16 | .17 | 3.8 | .23 | .26 | 2.8 | .12 | .13 |
| Holidays ----- | 2.0 | .10 | .11 | 2.4 | .15 | .16 | 1.8 | .07 | .08 |
| Civic and personal leave ----- | .1 | .01 | .01 | .2 | .01 | .01 | .1 | (*) | (*) |
| Employer expenditures for vacation and holiday funds ----- | .2 | .01 | .01 | (*) | (*) | (*) | .3 | .01 | .01 |
| Employer expenditures for retirement programs ----- | 7.0 | .34 | .36 | 7.2 | .44 | .48 | 6.8 | .28 | .30 |
| Social security ----- | 3.7 | .18 | .19 | 3.2 | .20 | .21 | 4.0 | .17 | .18 |
| Private plans ----- | 3.3 | .16 | .17 | 4.0 | .24 | .27 | 2.8 | .12 | .12 |
| Employer expenditures for life insurance and health benefit programs ¹ ----- | 4.7 | .23 | .24 | 4.1 | .25 | .28 | 5.1 | .21 | .23 |
| Life, accident, and health insurance ----- | 3.0 | .15 | .16 | 2.7 | .17 | .18 | 3.2 | .14 | .14 |
| Sick leave ----- | .7 | .03 | .04 | 1.0 | .06 | .07 | .4 | .02 | .02 |
| Worker's compensation ----- | .9 | .05 | .05 | .4 | .02 | .02 | 1.4 | .06 | .06 |
| Employer expenditures for unemployment benefit programs ----- | 1.0 | .05 | .05 | .8 | .05 | .05 | 1.2 | .05 | .05 |
| Unemployment insurance ----- | .9 | .04 | .05 | .7 | .04 | .05 | 1.1 | .05 | .05 |
| Severance pay ----- | .1 | (*) | (*) | .1 | .01 | .01 | (*) | (*) | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | .1 | (*) | (*) | (*) | (*) | (*) | .1 | (*) | (*) |
| Nonproduction bonuses ----- | 1.0 | .05 | .05 | 1.6 | .10 | .11 | .4 | .02 | .02 |
| Savings and thrift plans ----- | .2 | .01 | .01 | .3 | .02 | .02 | .1 | (*) | (*) |
| Wages and salaries (gross payroll) ² ----- | 87.8 | 4.28 | 4.59 | 88.7 | 5.45 | 5.95 | 87.0 | 3.65 | 3.87 |
| Supplements to wages and salaries ³ ----- | 12.2 | .60 | .64 | 11.3 | .69 | .76 | 13.0 | .54 | .58 |

See footnotes at end of table.

Table 1. Employee compensation, private nonfarm economy, 1972—Continued

| Industry and compensation item | All employees | | | Office employees | | | Nonoffice employees | | |
|---|-------------------------|------------------|------------|-------------------------|------------------|------------|-------------------------|------------------|------------|
| | Percent of compensation | Dollars per hour | | Percent of compensation | Dollars per hour | | Percent of compensation | Dollars per hour | |
| | | All hours | Work hours | | All hours | Work hours | | All hours | Work hours |
| <u>Manufacturing</u> | | | | | | | | | |
| Total compensation ----- | 100.0 | \$5.20 | \$5.64 | 100.0 | \$7.03 | \$7.76 | 100.0 | \$4.51 | \$4.86 |
| Pay for time worked ----- | 78.5 | \$4.08 | \$4.43 | 77.8 | \$5.47 | \$6.04 | 78.9 | \$3.56 | \$3.84 |
| Straight-time pay ----- | 75.5 | 3.93 | 4.26 | 76.8 | 5.40 | 5.96 | 74.8 | 3.37 | 3.64 |
| Premium pay ----- | 3.0 | .16 | .17 | 1.0 | .07 | .08 | 4.1 | .19 | .20 |
| Overtime, weekend, and holiday work ----- | 2.5 | .13 | .14 | .9 | .06 | .07 | 3.4 | .15 | .17 |
| Shift differentials ----- | .5 | .03 | .03 | .1 | .01 | .01 | .7 | .03 | .03 |
| Paid leave (except sick leave) ----- | 6.5 | .34 | .36 | 7.0 | .49 | .54 | 6.2 | .28 | .30 |
| Vacations ----- | 3.8 | .20 | .21 | 4.1 | .29 | .32 | 3.6 | .16 | .17 |
| Holidays ----- | 2.4 | .12 | .14 | 2.6 | .18 | .20 | 2.3 | .10 | .11 |
| Civic and personal leave ----- | .2 | .01 | .01 | .3 | .02 | .02 | .1 | .01 | .01 |
| Employer expenditures for vacation and holiday funds ----- | .1 | (*) | .01 | (*) | (*) | (*) | .1 | .01 | .01 |
| Employer expenditures for retirement programs ----- | 7.1 | .37 | .40 | 7.1 | .50 | .55 | 7.2 | .32 | .35 |
| Social security ----- | 3.6 | .18 | .20 | 3.0 | .21 | .23 | 3.9 | .18 | .19 |
| Private plans ----- | 3.6 | .19 | .20 | 4.1 | .29 | .32 | 3.3 | .15 | .16 |
| Employer expenditures for life insurance and health benefit programs ¹ ----- | 5.4 | .28 | .31 | 4.8 | .34 | .37 | 5.8 | .26 | .28 |
| Life, accident, and health insurance ----- | 4.0 | .21 | .22 | 3.5 | .24 | .27 | 4.2 | .19 | .21 |
| Sick leave ----- | .6 | .03 | .03 | .9 | .07 | .07 | .3 | .02 | .02 |
| Worker's compensation ----- | .9 | .05 | .05 | .4 | .03 | .03 | 1.2 | .05 | .06 |
| Employer expenditures for unemployment benefit programs ----- | 1.2 | .06 | .07 | .9 | .07 | .07 | 1.3 | .06 | .06 |
| Unemployment insurance ----- | .9 | .05 | .05 | .7 | .05 | .05 | 1.1 | .05 | .05 |
| Severance pay ----- | .1 | .01 | .01 | .2 | .01 | .01 | .1 | (*) | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | .1 | .01 | .01 | (*) | (*) | (*) | .2 | .01 | .01 |
| Nonproduction bonuses ----- | 1.0 | .05 | .05 | 1.8 | .13 | .14 | .5 | .02 | .02 |
| Savings and thrift plans ----- | .2 | .01 | .01 | .5 | .04 | .04 | .1 | (*) | (*) |
| Wages and salaries (gross payroll) ² ----- | 86.5 | 4.50 | 4.88 | 87.7 | 6.17 | 6.81 | 85.9 | 3.87 | 4.18 |
| Supplements to wage and salaries ³ ----- | 13.5 | .69 | .76 | 12.3 | .86 | .95 | 14.1 | .64 | .68 |

See footnotes at end of table.

Table 1. Employee compensation, private nonfarm economy, 1972—Continued

| Industry and compensation item | All employees | | | Office employees | | | Nonoffice employees | | |
|---|-------------------------|------------------|------------|-------------------------|------------------|------------|-------------------------|------------------|------------|
| | Percent of compensation | Dollars per hour | | Percent of compensation | Dollars per hour | | Percent of compensation | Dollars per hour | |
| | | All hours | Work hours | | All hours | Work hours | | All hours | Work hours |
| <u>Nonmanufacturing</u> | | | | | | | | | |
| Total compensation ----- | 100.0 | \$4.71 | \$5.00 | 100.0 | \$5.83 | \$6.34 | 100.0 | \$4.00 | \$4.19 |
| Pay for time worked ----- | 81.8 | \$3.85 | \$4.09 | 80.2 | \$4.68 | \$5.09 | 83.2 | \$3.33 | \$3.49 |
| Straight-time pay ----- | 80.3 | 3.78 | 4.02 | 79.6 | 4.65 | 5.05 | 80.9 | 3.23 | 3.39 |
| Premium pay ----- | 1.5 | .07 | .07 | .6 | .04 | .04 | 2.3 | .09 | .10 |
| Overtime, weekend, and holiday work ----- | 1.3 | .06 | .07 | .5 | .03 | .03 | 2.1 | .08 | .09 |
| Shift differentials ----- | .2 | .01 | .01 | .1 | .01 | .01 | .2 | .01 | .01 |
| Paid leave (except sick leave) ----- | 5.1 | .24 | .26 | 6.2 | .36 | .39 | 4.1 | .16 | .17 |
| Vacations ----- | 3.0 | .14 | .15 | 3.7 | .22 | .23 | 2.3 | .09 | .09 |
| Holidays ----- | 1.8 | .09 | .09 | 2.3 | .14 | .15 | 1.4 | .06 | .06 |
| Civic and personal leave ----- | .1 | .01 | .01 | .2 | .01 | .01 | .1 | (*) | (*) |
| Employer expenditures for vacation and holiday funds ----- | .2 | .01 | .01 | (*) | (*) | (*) | .4 | .01 | .02 |
| Employer expenditures for retirement programs -- | 6.9 | .32 | .34 | 7.2 | .42 | .46 | 6.5 | .26 | .27 |
| Social security ----- | 3.7 | .17 | .19 | 3.3 | .19 | .21 | 4.1 | .16 | .17 |
| Private plans ----- | 3.2 | .15 | .16 | 3.9 | .23 | .25 | 2.4 | .10 | .10 |
| Employer expenditures for life insurance and health benefit programs ¹ ----- | 4.2 | .20 | .21 | 3.8 | .22 | .24 | 4.6 | .18 | .19 |
| Life, accident, and health insurance ----- | 2.4 | .11 | .12 | 2.4 | .14 | .15 | 2.5 | .10 | .10 |
| Sick leave ----- | .8 | .04 | .04 | 1.0 | .06 | .06 | .5 | .02 | .02 |
| Worker's compensation ----- | .9 | .04 | .05 | .4 | .02 | .02 | 1.5 | .06 | .06 |
| Employer expenditures for unemployment benefit programs ----- | 1.0 | .05 | .05 | .8 | .04 | .05 | 1.1 | .05 | .05 |
| Unemployment insurance ----- | .9 | .04 | .05 | .7 | .04 | .04 | 1.1 | .04 | .05 |
| Severance pay ----- | (*) | (*) | (*) | .1 | (*) | (*) | (*) | (*) | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonproduction bonuses ----- | .9 | .04 | .05 | 1.6 | .09 | .10 | .4 | .02 | .02 |
| Savings and thrift plans ----- | .1 | .01 | .01 | .2 | .01 | .01 | .1 | (*) | (*) |
| Wages and salaries (gross payroll) ² ----- | 88.5 | 4.16 | 4.43 | 89.1 | 5.20 | 5.65 | 87.9 | 3.51 | 3.68 |
| Supplements to wages and salaries ³ ----- | 11.5 | .54 | .57 | 10.9 | .63 | .69 | 12.1 | .48 | .51 |

¹ Includes other health benefit programs, principally state temporary disability insurance, not presented separately.

² Wages and salaries include all direct payments to workers. They consist of pay for time worked; pay for vacations, holidays, sick leave, and civic and personal leave; severance pay; and nonproduction bonuses.

³ Supplements to wages and salaries include all employer expenditures for compensation other than wages and salaries. They consist of expenditures for retirement programs (including direct pay to pensioners under pay-as-you-

go private pension plans); expenditures for life insurance and health benefit programs (except sick leave); expenditures for unemployment benefit programs (except severance pay); payments to vacation and holiday funds; and payments to savings and thrift plans.

NOTE: Asterisk (*) indicates less than 0.05 percent or less than \$0.005. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 2. Percent distribution of employees by establishment total compensation level, private nonfarm economy, 1972

| Establishment average total compensation level per work hour for each employee group | All industries | | | Manufacturing | | | Nonmanufacturing | | |
|--|----------------------------|------------------|---------------------|----------------------------|------------------|---------------------|----------------------------|------------------|---------------------|
| | All employees ¹ | Office employees | Nonoffice employees | All employees ¹ | Office employees | Nonoffice employees | All employees ¹ | Office employees | Nonoffice employees |
| All establishments ----- | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Under \$2.00 ----- | 4 | 1 | 7 | (*) | (*) | 1 | 5 | 1 | 11 |
| \$2.00 and under \$2.25 ----- | 3 | 1 | 5 | 1 | (*) | 2 | 4 | 1 | 6 |
| \$2.25 and under \$2.50 ----- | 3 | 1 | 6 | 1 | (*) | 3 | 4 | 1 | 7 |
| \$2.50 and under \$2.75 ----- | 3 | 1 | 5 | 1 | (*) | 3 | 4 | 1 | 6 |
| \$2.75 and under \$3.00 ----- | 4 | 2 | 6 | 2 | (*) | 4 | 5 | 2 | 6 |
| \$3.00 and under \$3.25 ----- | 5 | 2 | 6 | 4 | (*) | 6 | 5 | 2 | 5 |
| \$3.25 and under \$3.50 ----- | 4 | 3 | 5 | 4 | (*) | 6 | 4 | 4 | 5 |
| \$3.50 and under \$3.75 ----- | 5 | 2 | 6 | 4 | 1 | 6 | 5 | 2 | 6 |
| \$3.75 and under \$4.00 ----- | 4 | 3 | 4 | 3 | 1 | 5 | 4 | 3 | 3 |
| \$4.00 and under \$4.25 ----- | 5 | 4 | 5 | 4 | 1 | 5 | 5 | 4 | 4 |
| \$4.25 and under \$4.50 ----- | 6 | 3 | 6 | 5 | 2 | 6 | 7 | 3 | 6 |
| \$4.50 and under \$4.75 ----- | 4 | 5 | 3 | 5 | 1 | 4 | 4 | 7 | 3 |
| \$4.75 and under \$5.00 ----- | 4 | 4 | 4 | 5 | 2 | 6 | 3 | 4 | 3 |
| \$5.00 and under \$5.25 ----- | 4 | 4 | 3 | 4 | 1 | 6 | 3 | 4 | 2 |
| \$5.25 and under \$5.50 ----- | 4 | 3 | 4 | 5 | 3 | 6 | 3 | 4 | 3 |
| \$5.50 and under \$5.75 ----- | 4 | 4 | 3 | 5 | 3 | 4 | 4 | 5 | 3 |
| \$5.75 and under \$6.00 ----- | 3 | 4 | 2 | 5 | 4 | 3 | 2 | 4 | 2 |
| \$6.00 and under \$6.25 ----- | 3 | 3 | 2 | 5 | 4 | 3 | 3 | 3 | 2 |
| \$6.25 and under \$6.50 ----- | 3 | 4 | 2 | 4 | 4 | 2 | 3 | 4 | 2 |
| \$6.50 and under \$6.75 ----- | 3 | 4 | 2 | 3 | 4 | 3 | 3 | 4 | 1 |
| \$6.75 and under \$7.00 ----- | 2 | 4 | 2 | 4 | 5 | 3 | 2 | 3 | 2 |
| \$7.00 and under \$7.25 ----- | 2 | 4 | 1 | 3 | 5 | 1 | 2 | 4 | 1 |
| \$7.25 and under \$7.50 ----- | 2 | 3 | 2 | 3 | 4 | 2 | 2 | 3 | 1 |
| \$7.50 and under \$7.75 ----- | 2 | 4 | 1 | 2 | 4 | 2 | 2 | 4 | 1 |
| \$7.75 and under \$8.00 ----- | 2 | 3 | 2 | 3 | 4 | 3 | 1 | 2 | 1 |
| \$8.00 and under \$8.25 ----- | 1 | 3 | 1 | 2 | 5 | 1 | 1 | 2 | 1 |
| \$8.25 and under \$8.50 ----- | 1 | 3 | 1 | 2 | 3 | 1 | 1 | 3 | 1 |
| \$8.50 and under \$8.75 ----- | 1 | 2 | 1 | 1 | 4 | 1 | 1 | 1 | (*) |
| \$8.75 and under \$9.00 ----- | 2 | 2 | (*) | 3 | 3 | (*) | 1 | 2 | 1 |
| \$9.00 and under \$9.25 ----- | 1 | 2 | 1 | (*) | 3 | 1 | 1 | 2 | (*) |
| \$9.25 and under \$9.50 ----- | 1 | 2 | (*) | 2 | 3 | (*) | 1 | 1 | (*) |
| \$9.50 and under \$9.75 ----- | (*) | 1 | (*) | (*) | 3 | (*) | (*) | 1 | (*) |
| \$9.75 and under \$10.00 ----- | (*) | 1 | (*) | (*) | 4 | (*) | (*) | 1 | (*) |
| \$10.00 and over ----- | 3 | 10 | 1 | 2 | 16 | (*) | 4 | 8 | 2 |

¹ Percent shown is not the average of office and nonoffice employee groups because the establishments at a particular level of compensation are not the same for all 3 employee groups.

NOTE: Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 3. Compensation items other than straight-time pay for time worked: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures, all establishments | Percent of employees in establishments— | | | | | | | | | | | | | | |
|---|--|---|---|-----------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| | | Total | That had expenditures for the items of— | | | | | | | | | | | | | |
| | | | Under 10 percent | 10 and under 12 | 12 - 14 | 14 - 16 | 16 - 18 | 18 - 20 | 20 - 22 | 22 - 24 | 24 - 26 | 26 - 28 | 28 - 30 | 30 - 35 | 35 - 40 | 40 and over |
| <u>All employees</u> | | | | | | | | | | | | | | | | |
| All items ----- | 21.5 | 100 | 10 | 7 | 7 | 9 | 12 | 10 | 10 | 10 | 8 | 6 | 4 | 6 | 2 | (*) |
| Manufacturing ----- | 24.5 | 100 | 2 | 2 | 4 | 6 | 9 | 10 | 11 | 15 | 13 | 9 | 6 | 12 | 3 | (*) |
| Nonmanufacturing ----- | 19.7 | 100 | 14 | 9 | 9 | 10 | 14 | 10 | 9 | 8 | 6 | 4 | 4 | 3 | 1 | (*) |
| All items except premiums ----- | 19.5 | 100 | 12 | 9 | 10 | 11 | 13 | 11 | 10 | 9 | 6 | 5 | 2 | 2 | 1 | (*) |
| Manufacturing ----- | 21.5 | 100 | 3 | 4 | 8 | 9 | 13 | 12 | 14 | 12 | 10 | 8 | 3 | 4 | 1 | (*) |
| Nonmanufacturing ----- | 18.2 | 100 | 16 | 11 | 11 | 12 | 13 | 10 | 7 | 7 | 4 | 3 | 2 | 1 | 1 | (*) |
| <u>Office employees</u> | | | | | | | | | | | | | | | | |
| All items ----- | 21.2 | 100 | 6 | 6 | 7 | 9 | 12 | 11 | 12 | 12 | 7 | 6 | 5 | 5 | 2 | 1 |
| Manufacturing ----- | 23.2 | 100 | 2 | 3 | 5 | 6 | 10 | 11 | 12 | 15 | 10 | 9 | 4 | 10 | 3 | 1 |
| Nonmanufacturing ----- | 20.4 | 100 | 8 | 7 | 7 | 10 | 13 | 11 | 12 | 12 | 6 | 5 | 5 | 3 | 1 | 1 |
| All items except premiums ----- | 20.5 | 100 | 7 | 6 | 8 | 10 | 13 | 11 | 13 | 10 | 7 | 6 | 3 | 4 | 1 | 1 |
| Manufacturing ----- | 22.2 | 100 | 2 | 3 | 7 | 6 | 10 | 11 | 18 | 9 | 11 | 8 | 5 | 5 | 2 | 1 |
| Nonmanufacturing ----- | 19.8 | 100 | 9 | 7 | 8 | 11 | 14 | 11 | 11 | 11 | 6 | 5 | 3 | 3 | 1 | 1 |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | |
| All items ----- | 21.7 | 100 | 13 | 7 | 7 | 9 | 12 | 9 | 9 | 8 | 8 | 6 | 4 | 6 | 3 | 1 |
| Manufacturing ----- | 25.2 | 100 | 2 | 2 | 3 | 6 | 7 | 11 | 12 | 11 | 13 | 9 | 6 | 12 | 5 | (*) |
| Nonmanufacturing ----- | 19.1 | 100 | 19 | 10 | 9 | 10 | 14 | 8 | 8 | 7 | 5 | 4 | 2 | 2 | 1 | 1 |
| All items except premiums ----- | 18.6 | 100 | 16 | 10 | 11 | 11 | 13 | 9 | 10 | 6 | 5 | 3 | 2 | 2 | (*) | (*) |
| Manufacturing ----- | 21.1 | 100 | 3 | 6 | 8 | 9 | 13 | 12 | 14 | 10 | 10 | 6 | 3 | 3 | 1 | (*) |
| Nonmanufacturing ----- | 16.8 | 100 | 22 | 13 | 13 | 12 | 13 | 8 | 7 | 4 | 3 | 2 | 2 | 1 | (*) | (*) |

NOTE: Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 4. Compensation items other than straight-time pay for time worked: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures, all establishments | Percent of employees in establishments— | | | | | | | | | | | | | | | |
|---|--|---|---|-----------------|---------|---------|---------|---------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------------|
| | | Total | That had expenditures for the items of— | | | | | | | | | | | | | | |
| | | | Under 20 cents | 20 and under 30 | 30 - 40 | 40 - 50 | 50 - 60 | 60 - 80 | 80 - 100 | 100 - 120 | 120 - 140 | 140 - 160 | 160 - 180 | 180 - 200 | 200 - 250 | 250 - 300 | 300 and over |
| <u>All employees</u> | | | | | | | | | | | | | | | | | |
| All items ----- | \$1.12 | 100 | 5 | 6 | 6 | 6 | 7 | 14 | 11 | 9 | 7 | 7 | 5 | 4 | 7 | 4 | 2 |
| Manufacturing ----- | 1.38 | 100 | (*) | 2 | 2 | 4 | 4 | 12 | 12 | 12 | 11 | 9 | 7 | 5 | 10 | 9 | 1 |
| Nonmanufacturing ----- | .98 | 100 | 7 | 8 | 8 | 7 | 8 | 15 | 10 | 8 | 5 | 5 | 4 | 5 | 2 | 2 | 2 |
| All items except premiums ----- | 1.02 | 100 | 5 | 7 | 8 | 8 | 7 | 15 | 11 | 9 | 7 | 6 | 5 | 4 | 6 | 2 | 1 |
| Manufacturing ----- | 1.21 | 100 | (*) | 2 | 5 | 5 | 6 | 13 | 13 | 13 | 10 | 6 | 7 | 4 | 12 | 3 | 1 |
| Nonmanufacturing ----- | .91 | 100 | 7 | 9 | 9 | 9 | 8 | 15 | 10 | 6 | 5 | 6 | 5 | 3 | 4 | 2 | |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | |
| All items ----- | 1.42 | 100 | 1 | 2 | 3 | 4 | 5 | 10 | 12 | 11 | 9 | 8 | 8 | 6 | 9 | 5 | 6 |
| Manufacturing ----- | 1.80 | 100 | (*) | (*) | 1 | 1 | 2 | 5 | 8 | 9 | 11 | 9 | 10 | 9 | 14 | 11 | 10 |
| Nonmanufacturing ----- | 1.29 | 100 | 2 | 3 | 4 | 5 | 5 | 11 | 13 | 12 | 9 | 8 | 7 | 6 | 8 | 3 | 5 |
| All items except premiums ----- | 1.37 | 100 | 1 | 3 | 3 | 4 | 5 | 10 | 13 | 10 | 9 | 8 | 8 | 6 | 9 | 5 | 5 |
| Manufacturing ----- | 1.72 | 100 | (*) | (*) | 1 | 1 | 3 | 5 | 8 | 11 | 11 | 10 | 10 | 8 | 14 | 11 | 7 |
| Nonmanufacturing ----- | 1.25 | 100 | 2 | 3 | 4 | 5 | 6 | 12 | 14 | 10 | 8 | 8 | 7 | 5 | 7 | 3 | 4 |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | |
| All items ----- | .96 | 100 | 8 | 8 | 8 | 8 | 8 | 15 | 11 | 8 | 5 | 5 | 4 | 3 | 5 | 4 | 1 |
| Manufacturing ----- | 1.22 | 100 | 1 | 2 | 4 | 4 | 7 | 14 | 14 | 13 | 9 | 8 | 5 | 4 | 8 | 7 | 1 |
| Nonmanufacturing ----- | .80 | 100 | 12 | 12 | 10 | 9 | 9 | 15 | 9 | 6 | 4 | 4 | 3 | 2 | 3 | 2 | 1 |
| All items except premiums ----- | .83 | 100 | 9 | 11 | 9 | 9 | 8 | 16 | 10 | 7 | 6 | 4 | 3 | 3 | 4 | 1 | 1 |
| Manufacturing ----- | 1.02 | 100 | 1 | 4 | 8 | 7 | 6 | 18 | 14 | 12 | 7 | 5 | 4 | 4 | 9 | 1 | (*) |
| Nonmanufacturing ----- | .70 | 100 | 13 | 15 | 10 | 10 | 9 | 15 | 7 | 4 | 5 | 3 | 3 | 2 | 2 | 1 | 1 |

NOTE: Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 5. Premium pay: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | |
|--|----------------------------|---|---|-------------------------------------|--|------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|---------------|---------------|-------------------|
| | All establish- ments | Establish- ments that had expend- itures ¹ | Total | That had no expend- itures | That had expenditures for the item of— | | | | | | | | | | | | |
| | | | | | Under 1 percent | 1 and under 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 - 6 | 6 - 7 | 7 - 8 | 8 - 9 | 9 - 10 | 10 - 11 | 11 - 12 | 12 and over |
| | | | | | | | | | | | | | | | | | |
| All employees | | | | | | | | | | | | | | | | | |
| Premium pay ----- | 2.0 | 2.5 | 100 | 24 | 24 | 17 | 13 | 9 | 5 | 3 | 2 | 1 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing ----- | 3.0 | 3.1 | 100 | 5 | 15 | 22 | 18 | 16 | 8 | 7 | 2 | 3 | 1 | 1 | (*) | (*) | (*) |
| Nonmanufacturing ----- | 1.5 | 2.0 | 100 | 33 | 29 | 14 | 11 | 5 | 3 | 1 | 2 | 1 | 1 | (*) | (*) | (*) | (*) |
| Overtime, weekend, and holiday work ----- | 1.8 | 2.1 | 100 | 24 | 29 | 17 | 12 | 7 | 4 | 2 | 2 | 1 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing ----- | 2.5 | 2.6 | 100 | 5 | 22 | 23 | 19 | 13 | 8 | 4 | 4 | 1 | 1 | 1 | (*) | (*) | (*) |
| Nonmanufacturing ----- | 1.3 | 1.8 | 100 | 33 | 33 | 14 | 8 | 4 | 2 | 1 | 2 | 1 | 1 | (*) | (*) | (*) | (*) |
| Shift differentials ----- | .3 | .8 | 100 | 70 | 22 | 7 | 1 | (*) | (*) | - | (*) | - | - | - | - | - | - |
| Manufacturing ----- | .5 | .8 | 100 | 42 | 43 | 14 | 1 | (*) | (*) | - | (*) | - | - | - | - | - | - |
| Nonmanufacturing ----- | .2 | .8 | 100 | 83 | 11 | 4 | 1 | (*) | (*) | - | - | - | - | - | - | - | - |
| Office employees | | | | | | | | | | | | | | | | | |
| Premium pay ----- | .7 | 1.1 | 100 | 34 | 43 | 13 | 6 | 2 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | 1.0 | 1.3 | 100 | 20 | 45 | 21 | 6 | 3 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | - | (*) |
| Nonmanufacturing ----- | .6 | 1.0 | 100 | 39 | 42 | 10 | 6 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Overtime, weekend, and holiday work ----- | .6 | .9 | 100 | 34 | 49 | 10 | 4 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .9 | 1.1 | 100 | 20 | 50 | 18 | 7 | 3 | 1 | (*) | (*) | (*) | (*) | - | (*) | - | (*) |
| Nonmanufacturing ----- | .5 | .8 | 100 | 39 | 48 | 8 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Shift differentials ----- | .1 | .5 | 100 | 76 | 19 | 3 | 1 | - | (*) | (*) | (*) | - | - | - | - | - | (*) |
| Manufacturing ----- | .1 | .3 | 100 | 63 | 35 | 2 | (*) | - | (*) | - | - | - | - | - | - | - | (*) |
| Nonmanufacturing ----- | .1 | .6 | 100 | 81 | 14 | 3 | 1 | 1 | - | - | - | - | - | - | - | - | - |
| Nonoffice employees | | | | | | | | | | | | | | | | | |
| Premium pay ----- | 3.1 | 3.7 | 100 | 25 | 15 | 14 | 12 | 9 | 7 | 5 | 4 | 3 | 2 | 2 | 1 | (*) | 1 |
| Manufacturing ----- | 4.1 | 4.3 | 100 | 6 | 10 | 13 | 16 | 15 | 12 | 9 | 7 | 4 | 2 | 3 | 1 | 1 | 1 |
| Nonmanufacturing ----- | 2.3 | 3.1 | 100 | 35 | 19 | 14 | 10 | 7 | 4 | 3 | 2 | 2 | 2 | 1 | 1 | (*) | 1 |
| Overtime, weekend, and holiday work ----- | 2.7 | 3.2 | 100 | 25 | 18 | 16 | 12 | 9 | 6 | 5 | 3 | 2 | 1 | 1 | 1 | (*) | 1 |
| Manufacturing ----- | 3.4 | 3.6 | 100 | 6 | 13 | 19 | 17 | 15 | 11 | 7 | 4 | 4 | 1 | 1 | (*) | 1 | 1 |
| Nonmanufacturing ----- | 2.1 | 2.9 | 100 | 36 | 21 | 15 | 9 | 5 | 3 | 3 | 2 | 1 | 2 | 1 | 1 | (*) | 1 |
| Shift differentials ----- | .4 | 1.1 | 100 | 72 | 16 | 8 | 3 | (*) | (*) | (*) | (*) | (*) | - | - | - | - | (*) |
| Manufacturing ----- | .7 | 1.1 | 100 | 44 | 33 | 16 | 6 | (*) | (*) | (*) | (*) | (*) | - | - | - | - | (*) |
| Nonmanufacturing ----- | .2 | 1.0 | 100 | 87 | 7 | 4 | 1 | (*) | (*) | - | - | - | - | - | - | - | - |

¹ Averages for each item are based only on establishments that reported expenditures for the item. Because these establishments were not necessarily the same, entries are not additive.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding sums of individual items may not equal totals. See appendix B for definition of terms.

Table 6. Premium pay: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | | |
|---|----------------------|---|---|---------------------------------------|--|---------------|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures ¹ | That had expenditures for the item of— | | | | | | | | | | | | | |
| | | | | | Under 2 cents | 2 and under 4 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 25 | 30 | 35 and over |
| <u>All employees</u> | | | | | | | | | | | | | | | | | | |
| Premium pay ----- | \$0.11 | \$0.14 | 100 | 24 | 13 | 9 | 7 | 6 | 6 | 5 | 5 | 4 | 3 | 3 | 5 | 3 | 3 | 5 |
| Manufacturing ----- | .17 | .18 | 100 | 5 | 5 | 6 | 7 | 8 | 8 | 8 | 7 | 6 | 6 | 5 | 10 | 5 | 5 | 9 |
| Nonmanufacturing ----- | .07 | .10 | 100 | 35 | 17 | 10 | 7 | 4 | 5 | 4 | 4 | 3 | 2 | 2 | 3 | 2 | 1 | 3 |
| Overtime, weekend, and holiday work ----- | .09 | .12 | 100 | 24 | 14 | 10 | 8 | 6 | 6 | 5 | 5 | 3 | 3 | 3 | 5 | 3 | 2 | 3 |
| Manufacturing ----- | .14 | .15 | 100 | 5 | 7 | 8 | 8 | 10 | 10 | 9 | 7 | 5 | 5 | 4 | 8 | 5 | 3 | 6 |
| Nonmanufacturing ----- | .07 | .09 | 100 | 33 | 18 | 12 | 8 | 4 | 4 | 4 | 4 | 2 | 1 | 2 | 3 | 2 | 1 | 2 |
| Shift differentials ----- | .01 | .05 | 100 | 70 | 10 | 7 | 5 | 3 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .03 | .05 | 100 | 42 | 17 | 15 | 11 | 5 | 2 | 3 | 1 | 3 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ----- | .01 | .04 | 100 | 83 | 6 | 3 | 2 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | - | (*) |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | | |
| Premium pay ----- | .05 | .07 | 100 | 34 | 20 | 13 | 8 | 5 | 4 | 3 | 3 | 3 | 2 | 1 | 1 | 1 | 1 | 1 |
| Manufacturing ----- | .08 | .10 | 100 | 20 | 15 | 15 | 11 | 7 | 5 | 5 | 4 | 4 | 2 | 3 | 2 | 1 | 2 | 3 |
| Nonmanufacturing ----- | .04 | .06 | 100 | 39 | 22 | 12 | 7 | 4 | 4 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | (*) | 1 |
| Overtime, weekend, and holiday work ----- | .04 | .06 | 100 | 34 | 22 | 16 | 9 | 4 | 3 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | 1 |
| Manufacturing ----- | .07 | .09 | 100 | 20 | 16 | 19 | 11 | 7 | 5 | 6 | 4 | 2 | 2 | 1 | 2 | 2 | (*) | 3 |
| Nonmanufacturing ----- | .03 | .05 | 100 | 39 | 24 | 15 | 8 | 4 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | (*) | 1 |
| Shift differentials ----- | .01 | .04 | 100 | 76 | 12 | 3 | 3 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .01 | .03 | 100 | 63 | 22 | 6 | 2 | 5 | (*) | 2 | (*) | (*) | - | - | - | - | (*) | - |
| Nonmanufacturing ----- | .01 | .04 | 100 | 81 | 9 | 2 | 3 | 2 | 1 | 1 | (*) | - | (*) | (*) | (*) | (*) | - | (*) |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | | |
| Premium pay ----- | .14 | .17 | 100 | 25 | 9 | 7 | 6 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 7 | 4 | 3 | 9 |
| Manufacturing ----- | .20 | .21 | 100 | 6 | 4 | 6 | 6 | 7 | 7 | 6 | 7 | 5 | 5 | 4 | 10 | 7 | 5 | 16 |
| Nonmanufacturing ----- | .10 | .14 | 100 | 35 | 12 | 7 | 7 | 5 | 5 | 3 | 4 | 3 | 2 | 2 | 5 | 3 | 2 | 5 |
| Overtime, weekend, and holiday work ----- | .12 | .15 | 100 | 25 | 10 | 8 | 7 | 6 | 6 | 4 | 5 | 3 | 3 | 3 | 6 | 4 | 3 | 6 |
| Manufacturing ----- | .17 | .18 | 100 | 6 | 5 | 7 | 7 | 7 | 9 | 7 | 8 | 5 | 5 | 4 | 10 | 6 | 5 | 9 |
| Nonmanufacturing ----- | .09 | .13 | 100 | 36 | 13 | 8 | 7 | 5 | 4 | 3 | 4 | 3 | 2 | 2 | 4 | 3 | 2 | 5 |
| Shift differentials ----- | .02 | .06 | 100 | 72 | 7 | 5 | 5 | 5 | 2 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .03 | .06 | 100 | 44 | 13 | 10 | 10 | 9 | 4 | 2 | 2 | 1 | 2 | 1 | (*) | (*) | (*) | (*) |
| Nonmanufacturing ----- | .01 | .05 | 100 | 87 | 4 | 2 | 2 | 2 | 1 | (*) | 1 | 1 | (*) | (*) | (*) | (*) | - | - |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 7. Paid leave: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Total | That had no expenditures | Percent of employees in establishments— | | | | | | | | | | | | |
|--|----------------------|---|-------|--------------------------|---|---------------|-------|-------|-------|-------|-------|-------|-------|--------|---------|---------|-------------|
| | All establishments | Establishments that had expenditures ¹ | | | That had expenditures for the item of— | | | | | | | | | | | | |
| | | | | | Under 1 percent | 1 and under 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 - 6 | 6 - 7 | 7 - 8 | 8 - 9 | 9 - 10 | 10 - 11 | 11 - 12 | 12 and over |
| All employees | | | | | | | | | | | | | | | | | |
| Paid leave (except sick leave)----- | 5.6 | 5.8 | 100 | 5 | 4 | 7 | 7 | 11 | 13 | 15 | 15 | 11 | 7 | 3 | 1 | (*) | 1 |
| Manufacturing----- | 6.5 | 6.5 | 100 | 1 | (*) | 2 | 4 | 10 | 14 | 17 | 18 | 16 | 11 | 4 | 2 | (*) | (*) |
| Nonmanufacturing----- | 5.1 | 5.3 | 100 | 8 | 6 | 9 | 8 | 12 | 13 | 14 | 13 | 9 | 5 | 2 | 1 | (*) | 1 |
| Vacations----- | 3.3 | 3.4 | 100 | 6 | 10 | 15 | 22 | 22 | 15 | 6 | 2 | 1 | (*) | (*) | - | - | (*) |
| Manufacturing----- | 3.8 | 3.8 | 100 | 2 | 3 | 11 | 24 | 25 | 21 | 9 | 4 | 1 | (*) | (*) | - | - | (*) |
| Nonmanufacturing----- | 3.0 | 3.1 | 100 | 8 | 13 | 16 | 22 | 20 | 13 | 5 | 1 | (*) | (*) | (*) | - | - | (*) |
| Holidays----- | 2.0 | 2.2 | 100 | 13 | 11 | 26 | 38 | 11 | 1 | (*) | - | (*) | (*) | - | - | (*) | (*) |
| Manufacturing----- | 2.4 | 2.4 | 100 | 3 | 4 | 25 | 51 | 16 | 1 | (*) | - | (*) | (*) | - | - | (*) | (*) |
| Nonmanufacturing----- | 1.8 | 2.0 | 100 | 18 | 14 | 26 | 31 | 8 | 2 | (*) | - | (*) | (*) | - | - | (*) | (*) |
| Civic and personal leave----- | .1 | .2 | 100 | 50 | 49 | 1 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Manufacturing----- | .2 | .2 | 100 | 33 | 65 | 2 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Nonmanufacturing----- | .1 | .2 | 100 | 58 | 41 | 1 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Employer payments to vacation and holiday funds----- | .2 | 2.3 | 100 | 95 | 2 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | - | - | (*) | (*) |
| Manufacturing----- | .1 | 1.1 | 100 | 93 | 4 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | - | - | - | (*) | (*) |
| Nonmanufacturing----- | .2 | 3.2 | 100 | 96 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | - | - | (*) | (*) |
| Office employees | | | | | | | | | | | | | | | | | |
| Paid leave (except sick leave)----- | 6.5 | 6.5 | 100 | 3 | 1 | 2 | 3 | 8 | 12 | 17 | 19 | 16 | 10 | 6 | 2 | 1 | 1 |
| Manufacturing----- | 7.0 | 7.0 | 100 | (*) | (*) | 1 | 2 | 5 | 9 | 11 | 21 | 21 | 15 | 10 | 2 | 1 | (*) |
| Nonmanufacturing----- | 6.2 | 6.3 | 100 | 3 | 2 | 2 | 3 | 8 | 13 | 19 | 19 | 14 | 9 | 4 | 2 | 1 | 1 |
| Vacations----- | 3.8 | 3.9 | 100 | 3 | 3 | 7 | 19 | 31 | 20 | 11 | 3 | 1 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing----- | 4.1 | 4.1 | 100 | (*) | 2 | 6 | 13 | 28 | 28 | 16 | 4 | 1 | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | 3.7 | 3.8 | 100 | 4 | 4 | 8 | 20 | 32 | 18 | 9 | 3 | 1 | 1 | (*) | (*) | (*) | (*) |
| Holidays----- | 2.4 | 2.5 | 100 | 6 | 5 | 21 | 45 | 20 | 3 | (*) | (*) | (*) | (*) | - | - | - | (*) |
| Manufacturing----- | 2.6 | 2.6 | 100 | 1 | 5 | 14 | 47 | 31 | 2 | (*) | (*) | - | - | - | - | - | - |
| Nonmanufacturing----- | 2.3 | 2.4 | 100 | 7 | 5 | 23 | 45 | 16 | 3 | 1 | (*) | (*) | (*) | - | - | - | (*) |
| Civic and personal leave----- | .2 | .3 | 100 | 40 | 58 | 2 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Manufacturing----- | .3 | .3 | 100 | 25 | 71 | 4 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Nonmanufacturing----- | .2 | .3 | 100 | 45 | 54 | 1 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Employer payments to vacation and holiday funds----- | (**) | 1.3 | 100 | 98 | 1 | (*) | (*) | (*) | - | (*) | (*) | (*) | - | - | (*) | - | - |
| Manufacturing----- | (**) | .7 | 100 | 97 | 3 | (*) | (*) | (*) | - | (*) | (*) | (*) | - | - | - | - | - |
| Nonmanufacturing----- | (**) | 2.4 | 100 | 99 | (*) | (*) | (*) | (*) | - | (*) | - | - | - | - | (*) | - | - |
| Nonoffice employees | | | | | | | | | | | | | | | | | |
| Paid leave (except sick leave)----- | 5.0 | 5.3 | 100 | 10 | 6 | 8 | 9 | 13 | 12 | 14 | 12 | 8 | 4 | 3 | 1 | (*) | (*) |
| Manufacturing----- | 6.2 | 6.2 | 100 | 1 | 1 | 3 | 7 | 12 | 14 | 17 | 18 | 12 | 8 | 6 | 1 | 1 | (*) |
| Nonmanufacturing----- | 4.1 | 4.5 | 100 | 14 | 9 | 11 | 10 | 14 | 11 | 12 | 8 | 6 | 2 | 1 | (*) | (*) | (*) |
| Vacations----- | 2.8 | 3.1 | 100 | 13 | 11 | 19 | 22 | 17 | 11 | 5 | 2 | 1 | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | 3.6 | 3.7 | 100 | 4 | 3 | 16 | 25 | 22 | 15 | 8 | 5 | 2 | (*) | (*) | (*) | - | - |
| Nonmanufacturing----- | 2.3 | 2.7 | 100 | 18 | 15 | 21 | 20 | 14 | 8 | 3 | 1 | (*) | (*) | (*) | (*) | - | (*) |
| Holidays----- | 1.8 | 2.1 | 100 | 22 | 11 | 26 | 32 | 7 | 1 | (*) | (*) | (*) | - | - | - | (*) | (*) |
| Manufacturing----- | 2.3 | 2.4 | 100 | 5 | 4 | 26 | 51 | 13 | 1 | (*) | (*) | - | - | - | - | - | - |
| Nonmanufacturing----- | 1.4 | 1.8 | 100 | 32 | 14 | 26 | 22 | 4 | 1 | (*) | (*) | (*) | - | - | - | (*) | (*) |
| Civic and personal leave----- | .1 | .2 | 100 | 61 | 38 | 1 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Manufacturing----- | .1 | .2 | 100 | 43 | 56 | 1 | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Nonmanufacturing----- | .1 | .2 | 100 | 72 | 28 | (*) | (*) | (*) | - | - | - | - | - | - | - | - | - |
| Employer payments to vacation and holiday funds----- | .3 | 3.5 | 100 | 95 | 1 | 1 | 1 | 1 | (*) | 1 | (*) | (*) | (*) | (*) | - | - | (*) |
| Manufacturing----- | .1 | 2.2 | 100 | 94 | 2 | 1 | 1 | 1 | (*) | 1 | (*) | (*) | - | - | - | - | - |
| Nonmanufacturing----- | .4 | 4.0 | 100 | 96 | 1 | (*) | 1 | 1 | (*) | 1 | (*) | (*) | (*) | (*) | - | - | (*) |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent (**) less than 0.05 percent.

Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 8. Paid leave: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | | | | | | | | | | | | |
| | | | | | Under 2 cents | 2 and under 4 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 25 | 30 | 40 | 50 | 60 | 70 and over |
| All employees | | | | | | | | | | | | | | | | | | | | | |
| Paid leave (except sick leave) ----- | \$0.29 | \$0.31 | 100 | 5 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 10 | 8 | 13 | 9 | 7 | 5 | 6 |
| Manufacturing ----- | .36 | .37 | 100 | 1 | - | 1 | 1 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 8 | 10 | 17 | 13 | 10 | 7 | 8 |
| Nonmanufacturing ----- | .26 | .27 | 100 | 8 | 3 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 11 | 7 | 10 | 8 | 6 | 4 | 4 | 4 |
| Vacations ----- | .17 | .18 | 100 | 6 | 4 | 7 | 7 | 8 | 8 | 7 | 6 | 6 | 5 | 5 | 8 | 7 | 10 | 4 | 1 | 1 | 1 |
| Manufacturing ----- | .21 | .22 | 100 | 2 | 1 | 3 | 5 | 7 | 6 | 7 | 6 | 7 | 6 | 5 | 10 | 10 | 14 | 7 | 2 | 2 | (*) |
| Nonmanufacturing ----- | .15 | .16 | 100 | 8 | 6 | 9 | 8 | 8 | 9 | 7 | 6 | 7 | 5 | 4 | 7 | 5 | 8 | 3 | 1 | (*) | 1 |
| Holidays ----- | .11 | .12 | 100 | 13 | 5 | 7 | 9 | 10 | 10 | 7 | 8 | 7 | 6 | 5 | 7 | 4 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .14 | .14 | 100 | 3 | 2 | 3 | 7 | 9 | 8 | 10 | 12 | 10 | 9 | 6 | 10 | 7 | 1 | (*) | - | - | - |
| Nonmanufacturing ----- | .09 | .11 | 100 | 18 | 7 | 8 | 10 | 10 | 10 | 6 | 6 | 6 | 5 | 4 | 5 | 2 | 2 | 1 | (*) | (*) | (*) |
| Civic and personal leave ----- | .01 | .01 | 100 | 50 | 41 | 6 | 1 | 1 | (*) | (*) | 1 | (*) | - | - | - | (*) | - | - | - | - | - |
| Manufacturing ----- | .01 | .02 | 100 | 33 | 55 | 8 | 1 | (*) | (*) | (*) | 2 | (*) | - | - | - | (*) | - | - | - | - | - |
| Nonmanufacturing ----- | .01 | .01 | 100 | 58 | 34 | 6 | 2 | 1 | (*) | (*) | (*) | - | - | - | - | (*) | - | - | - | - | - |
| Employer payments to vacation and holiday funds ----- | .01 | .18 | 100 | 95 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .01 | .08 | 100 | 93 | 2 | 1 | (*) | 1 | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ----- | .01 | .27 | 100 | 96 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Office employees | | | | | | | | | | | | | | | | | | | | | |
| Paid leave (except sick leave) ----- | .43 | .44 | 100 | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 3 | 3 | 11 | 7 | 16 | 14 | 12 | 8 | 15 |
| Manufacturing ----- | .54 | .55 | 100 | (*) | - | (*) | 1 | (*) | 1 | 1 | 1 | 1 | 1 | 1 | 5 | 6 | 12 | 16 | 15 | 14 | 26 |
| Nonmanufacturing ----- | .39 | .41 | 100 | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 4 | 3 | 3 | 13 | 8 | 17 | 13 | 11 | 7 | 11 |
| Vacations ----- | .26 | .26 | 100 | 3 | 1 | 2 | 2 | 2 | 4 | 5 | 8 | 6 | 5 | 5 | 13 | 10 | 17 | 7 | 5 | 2 | 2 |
| Manufacturing ----- | .32 | .32 | 100 | (*) | (*) | 1 | 1 | 2 | 2 | 2 | 4 | 3 | 4 | 4 | 11 | 12 | 24 | 12 | 11 | 2 | 3 |
| Nonmanufacturing ----- | .23 | .24 | 100 | 4 | 2 | 2 | 2 | 2 | 5 | 6 | 9 | 7 | 6 | 5 | 14 | 10 | 15 | 5 | 3 | 1 | 2 |
| Holidays ----- | .16 | .17 | 100 | 6 | 2 | 2 | 4 | 7 | 10 | 8 | 7 | 8 | 8 | 7 | 14 | 9 | 7 | 1 | (*) | (*) | (*) |
| Manufacturing ----- | .20 | .20 | 100 | 1 | 1 | 3 | 2 | 3 | 5 | 5 | 6 | 7 | 7 | 8 | 21 | 15 | 13 | 3 | (*) | (*) | (*) |
| Nonmanufacturing ----- | .15 | .16 | 100 | 7 | 2 | 2 | 4 | 8 | 12 | 9 | 8 | 9 | 8 | 6 | 12 | 7 | 5 | 1 | 1 | 1 | (*) |
| Civic and personal leave ----- | .01 | .02 | 100 | 40 | 40 | 13 | 4 | 1 | 1 | 1 | (*) | 1 | (*) | - | (*) | - | - | - | - | - | - |
| Manufacturing ----- | .02 | .03 | 100 | 25 | 44 | 18 | 5 | 2 | 2 | 1 | (*) | 2 | (*) | - | (*) | - | - | - | - | - | - |
| Nonmanufacturing ----- | .01 | .02 | 100 | 45 | 38 | 11 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | - | (*) | - | - | - | - | - | - |
| Employer payments to vacation and holiday funds ----- | (*) | .11 | 100 | 98 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | - | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | (*) | .07 | 100 | 97 | 1 | (*) | (*) | 2 | (*) | (*) | (*) | - | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ----- | (*) | .16 | 100 | 99 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | - | - | (*) | (*) | (*) | (*) | - | - | - | (*) |
| Nonoffice employees | | | | | | | | | | | | | | | | | | | | | |
| Paid leave (except sick leave) ----- | .22 | .24 | 100 | 10 | 4 | 6 | 5 | 5 | 5 | 5 | 6 | 4 | 4 | 3 | 10 | 6 | 10 | 6 | 5 | 3 | 3 |
| Manufacturing ----- | .30 | .30 | 100 | 1 | 1 | 1 | 2 | 3 | 5 | 4 | 6 | 5 | 6 | 3 | 12 | 9 | 17 | 10 | 7 | 4 | 5 |
| Nonmanufacturing ----- | .17 | .19 | 100 | 14 | 6 | 8 | 6 | 6 | 6 | 6 | 6 | 4 | 3 | 3 | 10 | 5 | 7 | 4 | 3 | 2 | 1 |
| Vacations ----- | .13 | .14 | 100 | 13 | 6 | 10 | 10 | 9 | 8 | 7 | 5 | 5 | 4 | 3 | 6 | 5 | 6 | 3 | 1 | (*) | (*) |
| Manufacturing ----- | .17 | .18 | 100 | 4 | 2 | 5 | 9 | 7 | 9 | 6 | 6 | 7 | 6 | 5 | 10 | 8 | 9 | 5 | 3 | 1 | (*) |
| Nonmanufacturing ----- | .09 | .11 | 100 | 18 | 9 | 13 | 11 | 9 | 7 | 7 | 5 | 4 | 3 | 2 | 4 | 3 | 4 | 1 | (*) | (*) | (*) |
| Holidays ----- | .08 | .10 | 100 | 22 | 6 | 8 | 12 | 10 | 9 | 8 | 7 | 5 | 4 | 4 | 4 | 1 | (*) | (*) | - | - | (*) |
| Manufacturing ----- | .11 | .12 | 100 | 5 | 2 | 6 | 9 | 12 | 10 | 13 | 11 | 8 | 6 | 6 | 8 | 2 | (*) | (*) | - | - | (*) |
| Nonmanufacturing ----- | .06 | .08 | 100 | 32 | 8 | 10 | 13 | 9 | 8 | 5 | 4 | 4 | 2 | 2 | 2 | 1 | (*) | (*) | - | - | (*) |
| Civic and personal leave ----- | (*) | .01 | 100 | 61 | 34 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | - | - | (*) | - | - | (*) |
| Manufacturing ----- | .01 | .01 | 100 | 43 | 51 | 3 | 2 | (*) | - | (*) | 1 | (*) | (*) | (*) | (*) | - | - | (*) | - | - | - |
| Nonmanufacturing ----- | (*) | .01 | 100 | 72 | 25 | 2 | 1 | (*) | (*) | (*) | - | (*) | - | - | (*) | - | - | (*) | - | - | - |
| Employer payments to vacation and holiday funds ----- | .01 | .25 | 100 | 95 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .01 | .12 | 100 | 94 | (*) | 1 | (*) | 1 | (*) | 1 | (*) | (*) | (*) | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ----- | .02 | .35 | 100 | 96 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | 1 | (*) | (*) | 1 | 1 | (*) | (*) |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than \$0.005 or less than

0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 9. Retirement programs: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|----|----|----|-----|-----|-----|-----|-----|-----|-------------|-----|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | | | | | | | | |
| | | | | | Under 1 percent | 1 and under 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 and over | |
| <u>All employees</u> | | | | | | | | | | | | | | | | | |
| Retirement programs ----- | 7.0 | 7.0 | 100 | (*) | (*) | (*) | 2 | 8 | 31 | 11 | 12 | 12 | 9 | 7 | 3 | 2 | 4 |
| Manufacturing ----- | 7.1 | 7.1 | 100 | (*) | - | (*) | 1 | 6 | 19 | 12 | 17 | 17 | 14 | 8 | 3 | 1 | 2 |
| Nonmanufacturing ----- | 6.9 | 6.9 | 100 | - | (*) | (*) | 2 | 10 | 37 | 10 | 9 | 10 | 7 | 6 | 3 | 2 | 5 |
| Social security ----- | 3.7 | 3.7 | 100 | (*) | (*) | 1 | 10 | 40 | 48 | (*) | 1 | (*) | (*) | - | - | - | - |
| Manufacturing ----- | 3.6 | 3.6 | 100 | (*) | (*) | 1 | 11 | 52 | 36 | (*) | - | - | - | - | - | - | - |
| Nonmanufacturing ----- | 3.7 | 3.7 | 100 | - | (*) | 1 | 9 | 33 | 54 | (*) | 1 | 1 | (*) | - | - | 1 | - |
| Private plans ----- | 3.3 | 4.3 | 100 | 35 | 6 | 11 | 11 | 10 | 9 | 7 | 4 | 2 | 2 | 2 | 1 | 1 | 1 |
| Manufacturing ----- | 3.6 | 4.1 | 100 | 19 | 6 | 12 | 14 | 17 | 10 | 11 | 6 | 2 | 1 | 1 | 1 | (*) | 1 |
| Nonmanufacturing ----- | 3.2 | 4.5 | 100 | 42 | 6 | 11 | 9 | 7 | 9 | 4 | 3 | 2 | 2 | 2 | 1 | 1 | 1 |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | |
| Retirement programs ----- | 7.2 | 7.2 | 100 | (*) | (*) | 1 | 4 | 12 | 17 | 11 | 11 | 12 | 9 | 8 | 4 | 3 | 8 |
| Manufacturing ----- | 7.1 | 7.1 | 100 | (*) | (*) | 1 | 5 | 9 | 12 | 12 | 17 | 16 | 11 | 7 | 4 | 1 | 4 |
| Nonmanufacturing ----- | 7.2 | 7.2 | 100 | - | (*) | 1 | 4 | 13 | 19 | 10 | 9 | 11 | 8 | 9 | 4 | 4 | 9 |
| Social security ----- | 3.2 | 3.2 | 100 | (*) | 1 | 4 | 24 | 43 | 27 | 1 | (*) | (*) | (*) | (*) | - | - | - |
| Manufacturing ----- | 3.0 | 3.0 | 100 | (*) | (*) | 3 | 43 | 42 | 11 | (*) | - | - | - | - | - | - | - |
| Nonmanufacturing ----- | 3.3 | 3.3 | 100 | - | 1 | 4 | 18 | 44 | 32 | 1 | 1 | (*) | (*) | (*) | - | - | - |
| Private plans ----- | 4.0 | 5.1 | 100 | 28 | 4 | 9 | 10 | 11 | 9 | 10 | 5 | 4 | 3 | 2 | 2 | 1 | 2 |
| Manufacturing ----- | 4.1 | 4.8 | 100 | 16 | 4 | 8 | 13 | 18 | 11 | 12 | 6 | 6 | 2 | 1 | (*) | 1 | 2 |
| Nonmanufacturing ----- | 3.9 | 5.3 | 100 | 32 | 4 | 10 | 9 | 9 | 8 | 10 | 5 | 3 | 3 | 3 | 2 | 1 | 2 |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | |
| Retirement programs ----- | 6.8 | 6.8 | 100 | (*) | (*) | (*) | 1 | 5 | 40 | 11 | 11 | 11 | 7 | 7 | 2 | 1 | 3 |
| Manufacturing ----- | 7.2 | 7.2 | 100 | (*) | - | - | 1 | 3 | 22 | 13 | 16 | 15 | 11 | 11 | 2 | 1 | 3 |
| Nonmanufacturing ----- | 6.5 | 6.5 | 100 | - | (*) | (*) | 1 | 6 | 50 | 10 | 9 | 9 | 5 | 5 | 2 | 2 | 3 |
| Social security ----- | 4.0 | 4.0 | 100 | (*) | (*) | (*) | 5 | 26 | 67 | 1 | 1 | (*) | (*) | - | - | - | - |
| Manufacturing ----- | 3.9 | 3.9 | 100 | (*) | (*) | (*) | 5 | 34 | 59 | (*) | - | - | - | - | - | - | - |
| Nonmanufacturing ----- | 4.1 | 4.1 | 100 | - | (*) | (*) | 5 | 21 | 71 | 1 | 1 | 1 | (*) | - | - | - | - |
| Private plans ----- | 2.8 | 4.0 | 100 | 43 | 7 | 11 | 11 | 8 | 7 | 6 | 2 | 1 | 1 | 1 | 1 | (*) | 1 |
| Manufacturing ----- | 3.3 | 3.9 | 100 | 23 | 7 | 14 | 15 | 11 | 9 | 12 | 4 | 1 | 1 | 1 | (*) | 1 | (*) |
| Nonmanufacturing ----- | 2.4 | 4.1 | 100 | 54 | 7 | 9 | 8 | 6 | 7 | 3 | 2 | 1 | 2 | 1 | 1 | (*) | 1 |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 10. Retirement programs: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-----|-----|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------------|--|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | | | | | | | | | | | | | |
| | | | | | Under 2 cents | 2 and under 4 | 4-6 | 6-8 | 8-10 | 10-12 | 12-14 | 14-16 | 16-18 | 18-20 | 20-25 | 25-30 | 30-40 | 40-50 | 50-60 | 60-70 | 70 and over | |
| <u>All employees</u> | | | | | | | | | | | | | | | | | | | | | | |
| Retirement programs | \$0.36 | \$0.36 | 100 | (*) | (*) | (*) | (*) | 1 | 5 | 6 | 5 | 6 | 6 | 6 | 11 | 9 | 12 | 12 | 7 | 5 | 11 | |
| Manufacturing | .40 | .40 | 100 | (*) | - | - | (*) | 1 | 1 | 2 | 3 | 4 | 4 | 4 | 11 | 9 | 18 | 15 | 8 | 8 | 12 | |
| Nonmanufacturing | .34 | .34 | 100 | - | - | (*) | 1 | 1 | 6 | 7 | 6 | 7 | 6 | 6 | 11 | 8 | 9 | 10 | 7 | 3 | 10 | |
| Social security | .19 | .19 | 100 | (*) | (*) | (*) | (*) | 1 | 5 | 7 | 8 | 10 | 12 | 12 | 32 | 9 | 3 | 1 | (*) | (*) | (*) | |
| Manufacturing | .20 | .20 | 100 | (*) | - | (*) | - | (*) | 2 | 3 | 5 | 10 | 13 | 12 | 43 | 10 | 2 | - | - | - | - | |
| Nonmanufacturing | .19 | .19 | 100 | - | (*) | (*) | 1 | 1 | 7 | 9 | 9 | 10 | 11 | 13 | 26 | 8 | 3 | 1 | (*) | (*) | (*) | |
| Private plans | .17 | .26 | 100 | 35 | 2 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 7 | 5 | 7 | 4 | 4 | 2 | 3 | |
| Manufacturing | .20 | .25 | 100 | 19 | 2 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 11 | 5 | 9 | 7 | 6 | 1 | 2 | |
| Nonmanufacturing | .16 | .27 | 100 | 42 | 2 | 3 | 4 | 4 | 5 | 3 | 3 | 2 | 2 | 1 | 6 | 5 | 6 | 3 | 3 | 3 | 4 | |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | | | | | | |
| Retirement programs | .48 | .48 | 100 | (*) | (*) | (*) | (*) | (*) | 1 | 2 | 3 | 3 | 3 | 5 | 13 | 8 | 13 | 14 | 10 | 6 | 19 | |
| Manufacturing | .55 | .55 | 100 | (*) | - | (*) | (*) | (*) | (*) | (*) | 1 | 1 | 2 | 2 | 10 | 5 | 12 | 18 | 13 | 7 | 27 | |
| Nonmanufacturing | .46 | .46 | 100 | - | (*) | (*) | (*) | (*) | 1 | 3 | 3 | 3 | 4 | 6 | 13 | 10 | 13 | 13 | 9 | 6 | 17 | |
| Social security | .21 | .21 | 100 | (*) | (*) | (*) | (*) | (*) | 1 | 3 | 4 | 6 | 9 | 13 | 42 | 17 | 4 | 1 | (*) | (*) | (*) | |
| Manufacturing | .23 | .23 | 100 | (*) | - | (*) | (*) | (*) | (*) | 1 | 2 | 3 | 5 | 7 | 53 | 25 | 4 | 1 | (*) | - | - | |
| Nonmanufacturing | .21 | .21 | 100 | - | (*) | (*) | (*) | (*) | 1 | 3 | 5 | 7 | 10 | 14 | 39 | 14 | 4 | 1 | 1 | (*) | (*) | |
| Private plans | .27 | .37 | 100 | 28 | 1 | 1 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 1 | 8 | 7 | 9 | 6 | 6 | 3 | 8 | |
| Manufacturing | .32 | .38 | 100 | 16 | 2 | 1 | 1 | 1 | 2 | 2 | 4 | 4 | 3 | 2 | 12 | 8 | 10 | 9 | 9 | 4 | 9 | |
| Nonmanufacturing | .25 | .36 | 100 | 32 | 1 | 2 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 1 | 7 | 7 | 9 | 5 | 5 | 3 | 8 | |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | | | | | | |
| Retirement programs | .30 | .30 | 100 | (*) | - | (*) | (*) | 2 | 8 | 8 | 7 | 7 | 6 | 6 | 12 | 7 | 13 | 8 | 5 | 5 | 6 | |
| Manufacturing | .35 | .35 | 100 | (*) | - | (*) | (*) | (*) | 2 | 4 | 5 | 4 | 5 | 6 | 12 | 10 | 19 | 11 | 6 | 9 | 6 | |
| Nonmanufacturing | .27 | .27 | 100 | - | - | (*) | 1 | 2 | 12 | 10 | 8 | 8 | 7 | 5 | 11 | 6 | 10 | 6 | 5 | 2 | 6 | |
| Social security | .18 | .18 | 100 | (*) | (*) | (*) | 1 | 2 | 9 | 10 | 10 | 12 | 11 | 11 | 23 | 7 | 4 | 1 | (*) | (*) | (*) | |
| Manufacturing | .19 | .19 | 100 | (*) | (*) | (*) | (*) | (*) | 2 | 6 | 8 | 13 | 12 | 13 | 35 | 8 | 2 | (*) | - | - | - | |
| Nonmanufacturing | .17 | .17 | 100 | - | (*) | (*) | 1 | 2 | 13 | 13 | 11 | 11 | 11 | 10 | 16 | 6 | 4 | 1 | (*) | (*) | (*) | |
| Private plans | .12 | .21 | 100 | 43 | 3 | 4 | 5 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 1 | 2 | |
| Manufacturing | .16 | .21 | 100 | 23 | 3 | 4 | 5 | 5 | 6 | 5 | 5 | 4 | 5 | 3 | 7 | 5 | 8 | 6 | 3 | 1 | 1 | |
| Nonmanufacturing | .10 | .21 | 100 | 54 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 1 | 1 | 3 | 3 | 3 | 4 | 2 | 2 | 1 | 2 | |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 11. Life insurance and health benefit programs: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | |
|---|----------------------|--------------------------------------|---|---------------------------------------|--|---------------|----|-----|-----|-----|-----|-----|-----|-----|-----|-------------|
| | All establishments | Establishments that had expenditures | Total | That had no expenditures ¹ | That had expenditures for the item of— | | | | | | | | | | | |
| | | | | | Under 1 percent | 1 and under 2 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 and over |
| All employees | | | | | | | | | | | | | | | | |
| Life insurance and health benefit programs ² ----- | 4.7 | 4.7 | 100 | 1 | 7 | 11 | 14 | 17 | 16 | 13 | 9 | 5 | 3 | 2 | (*) | (*) |
| Manufacturing----- | 5.4 | 5.5 | 100 | (*) | 1 | 7 | 10 | 15 | 19 | 17 | 11 | 9 | 6 | 3 | (*) | (*) |
| Nonmanufacturing----- | 4.2 | 4.2 | 100 | 2 | 9 | 13 | 17 | 18 | 14 | 11 | 8 | 4 | 2 | 1 | (*) | (*) |
| Life, accident, and health insurance----- | 3.0 | 3.3 | 100 | 16 | 9 | 19 | 18 | 17 | 11 | 6 | 2 | 2 | 1 | (*) | (*) | (*) |
| Manufacturing----- | 4.0 | 4.1 | 100 | 4 | 5 | 11 | 18 | 24 | 16 | 10 | 5 | 2 | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | 2.4 | 2.8 | 100 | 22 | 11 | 22 | 18 | 13 | 9 | 3 | 1 | 1 | (*) | (*) | (*) | (*) |
| Sick leave----- | .7 | .9 | 100 | 36 | 39 | 20 | 4 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | .6 | .7 | 100 | 28 | 55 | 15 | 2 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | .8 | 1.1 | 100 | 40 | 31 | 22 | 5 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Worker's compensation----- | .9 | 1.0 | 100 | 5 | 61 | 22 | 7 | 3 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | .9 | .9 | 100 | 1 | 69 | 20 | 6 | 2 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | .9 | 1.0 | 100 | 6 | 58 | 23 | 8 | 3 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Office employees | | | | | | | | | | | | | | | | |
| Life insurance and health benefit programs ² ----- | 4.1 | 4.1 | 100 | 1 | 8 | 9 | 18 | 18 | 18 | 13 | 8 | 4 | 2 | 1 | (*) | (*) |
| Manufacturing----- | 4.8 | 4.8 | 100 | (*) | 2 | 5 | 11 | 18 | 22 | 13 | 15 | 7 | 4 | 1 | (*) | (*) |
| Nonmanufacturing----- | 3.8 | 3.8 | 100 | 1 | 9 | 10 | 20 | 18 | 16 | 13 | 5 | 3 | 2 | 1 | (*) | (*) |
| Life, accident, and health insurance----- | 2.7 | 2.9 | 100 | 9 | 9 | 22 | 24 | 17 | 10 | 5 | 2 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing----- | 3.5 | 3.5 | 100 | 2 | 3 | 15 | 22 | 24 | 17 | 11 | 4 | 2 | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | 2.4 | 2.6 | 100 | 12 | 11 | 25 | 25 | 15 | 8 | 3 | 1 | 1 | (*) | (*) | (*) | (*) |
| Sick leave----- | 1.0 | 1.3 | 100 | 23 | 29 | 36 | 9 | 2 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | .9 | 1.1 | 100 | 19 | 35 | 37 | 8 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | 1.0 | 1.3 | 100 | 25 | 27 | 36 | 9 | 2 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Worker's compensation----- | .4 | .4 | 100 | 7 | 86 | 6 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | .4 | .4 | 100 | 6 | 86 | 7 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | .4 | .4 | 100 | 7 | 86 | 5 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonoffice employees | | | | | | | | | | | | | | | | |
| Life insurance and health benefit programs ² ----- | 5.1 | 5.1 | 100 | 2 | 7 | 13 | 12 | 15 | 14 | 12 | 10 | 6 | 3 | 3 | 1 | 1 |
| Manufacturing----- | 5.8 | 5.8 | 100 | (*) | 2 | 9 | 9 | 14 | 15 | 16 | 14 | 8 | 4 | 7 | 2 | (*) |
| Nonmanufacturing----- | 4.6 | 4.6 | 100 | 3 | 10 | 16 | 14 | 16 | 13 | 10 | 7 | 5 | 3 | 1 | 1 | 1 |
| Life, accident, and health insurance----- | 3.2 | 3.7 | 100 | 22 | 8 | 16 | 14 | 15 | 10 | 7 | 3 | 2 | 2 | (*) | (*) | (*) |
| Manufacturing----- | 4.2 | 4.4 | 100 | 6 | 6 | 10 | 15 | 21 | 16 | 11 | 6 | 4 | 4 | 1 | (*) | (*) |
| Nonmanufacturing----- | 2.5 | 3.1 | 100 | 31 | 10 | 19 | 13 | 12 | 7 | 4 | 2 | 1 | (*) | (*) | (*) | (*) |
| Sick leave----- | .4 | 1.1 | 100 | 62 | 23 | 12 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | .3 | .9 | 100 | 67 | 20 | 11 | 2 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | .5 | 1.1 | 100 | 59 | 24 | 12 | 4 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Worker's compensation----- | 1.4 | 1.4 | 100 | 4 | 45 | 32 | 10 | 5 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing----- | 1.2 | 1.2 | 100 | 1 | 55 | 28 | 8 | 4 | 2 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing----- | 1.5 | 1.6 | 100 | 6 | 39 | 33 | 11 | 5 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |

¹ See footnote 1, table 5.² See footnote 1, table 1.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 12. Life insurance and health benefit programs: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-------|-------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | | | | | | | | | | | | |
| | | | | | Under 2 cents | 2 and under 4 | 4 - 6 | 6 - 8 | 8 - 10 | 10 - 12 | 12 - 14 | 14 - 16 | 16 - 18 | 18 - 20 | 20 - 25 | 25 - 30 | 30 - 40 | 40 - 50 | 50 - 60 | 60 - 70 | 70 and over |
| | | | | | | | | | | | | | | | | | | | | | |
| <u>All employees</u> | | | | | | | | | | | | | | | | | | | | | |
| Life insurance and health benefit programs ² | \$0.24 | \$0.25 | 100 | 1 | 4 | 6 | 5 | 5 | 5 | 6 | 5 | 5 | 4 | 4 | 10 | 8 | 13 | 7 | 4 | 3 | 3 |
| Manufacturing | .31 | .31 | 100 | (*) | 1 | 2 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 10 | 10 | 19 | 10 | 5 | 5 | 5 |
| Nonmanufacturing | .21 | .21 | 100 | 2 | 6 | 8 | 6 | 6 | 7 | 5 | 5 | 5 | 4 | 10 | 6 | 10 | 6 | 4 | 2 | 2 | 2 |
| Life, accident, and health insurance | .16 | .18 | 100 | 16 | 4 | 5 | 7 | 9 | 5 | 6 | 5 | 5 | 4 | 9 | 7 | 8 | 3 | 2 | 1 | (*) | (*) |
| Manufacturing | .22 | .23 | 100 | 4 | 2 | 3 | 4 | 6 | 4 | 7 | 6 | 5 | 5 | 14 | 10 | 11 | 5 | 5 | 3 | 1 | 1 |
| Nonmanufacturing | .12 | .15 | 100 | 22 | 5 | 5 | 9 | 10 | 6 | 5 | 5 | 3 | 4 | 6 | 5 | 7 | 2 | 1 | (*) | (*) | (*) |
| Sick leave | .04 | .06 | 100 | 36 | 19 | 15 | 8 | 6 | 5 | 3 | 3 | 2 | 1 | (*) | 1 | 1 | (*) | (*) | - | - | (*) |
| Manufacturing | .03 | .04 | 100 | 28 | 28 | 18 | 8 | 5 | 3 | 3 | 4 | 1 | 1 | (*) | (*) | (*) | (*) | - | - | - | - |
| Nonmanufacturing | .04 | .06 | 100 | 40 | 15 | 14 | 8 | 7 | 6 | 3 | 3 | 2 | 1 | (*) | 2 | 1 | (*) | (*) | - | - | (*) |
| Worker's compensation | .05 | .05 | 100 | 5 | 34 | 24 | 13 | 8 | 4 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) |
| Manufacturing | .05 | .05 | 100 | 1 | 26 | 29 | 17 | 12 | 5 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing | .05 | .05 | 100 | 6 | 38 | 22 | 12 | 6 | 4 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | | | | | |
| Life insurance and health benefit programs ² | .28 | .28 | 100 | 1 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 12 | 10 | 15 | 11 | 5 | 3 | 3 |
| Manufacturing | .37 | .37 | 100 | (*) | 1 | 1 | 1 | 1 | 1 | 3 | 2 | 2 | 4 | 3 | 9 | 10 | 21 | 18 | 7 | 7 | 8 |
| Nonmanufacturing | .24 | .24 | 100 | 1 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 13 | 9 | 13 | 9 | 5 | 2 | 2 | 2 |
| Life, accident, and health insurance | .18 | .20 | 100 | 9 | 2 | 4 | 6 | 8 | 6 | 6 | 7 | 6 | 5 | 4 | 10 | 8 | 11 | 3 | 2 | 1 | 1 |
| Manufacturing | .27 | .28 | 100 | 2 | 1 | 1 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 17 | 11 | 19 | 7 | 5 | 4 | 1 |
| Nonmanufacturing | .15 | .17 | 100 | 12 | 3 | 4 | 7 | 9 | 7 | 6 | 8 | 6 | 5 | 4 | 8 | 8 | 8 | 2 | 1 | (*) | (*) |
| Sick leave | .07 | .09 | 100 | 23 | 8 | 11 | 11 | 11 | 10 | 8 | 6 | 3 | 3 | 1 | 2 | 2 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing | .07 | .09 | 100 | 19 | 9 | 9 | 10 | 10 | 11 | 8 | 8 | 6 | 4 | 1 | 2 | 1 | 2 | - | - | (*) | (*) |
| Nonmanufacturing | .06 | .09 | 100 | 25 | 7 | 12 | 12 | 11 | 9 | 7 | 5 | 3 | 2 | 1 | 3 | 2 | (*) | (*) | (*) | (*) | (*) |
| Worker's compensation | .02 | .03 | 100 | 7 | 57 | 21 | 7 | 3 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing | .03 | .03 | 100 | 6 | 45 | 31 | 9 | 4 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing | .02 | .02 | 100 | 7 | 61 | 18 | 7 | 3 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | | | | | |
| Life insurance and health benefit programs ² | .23 | .23 | 100 | 2 | 6 | 8 | 6 | 6 | 6 | 6 | 5 | 4 | 3 | 9 | 7 | 10 | 6 | 4 | 3 | 3 | 3 |
| Manufacturing | .28 | .28 | 100 | (*) | 1 | 3 | 4 | 6 | 4 | 5 | 5 | 5 | 4 | 5 | 11 | 10 | 16 | 8 | 5 | 5 | 4 |
| Nonmanufacturing | .19 | .19 | 100 | 3 | 9 | 10 | 7 | 7 | 6 | 6 | 7 | 5 | 5 | 3 | 8 | 5 | 7 | 5 | 3 | 2 | 3 |
| Life, accident, and health insurance | .14 | .18 | 100 | 22 | 5 | 6 | 7 | 9 | 5 | 5 | 4 | 4 | 3 | 4 | 6 | 6 | 3 | 2 | 1 | 1 | 1 |
| Manufacturing | .21 | .22 | 100 | 6 | 2 | 4 | 5 | 6 | 6 | 8 | 5 | 6 | 5 | 5 | 11 | 9 | 8 | 4 | 5 | 3 | 1 |
| Nonmanufacturing | .10 | .15 | 100 | 31 | 6 | 6 | 8 | 10 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 2 | 1 | 1 | (*) | (*) |
| Sick leave | .02 | .05 | 100 | 62 | 13 | 9 | 5 | 4 | 3 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing | .02 | .05 | 100 | 67 | 12 | 7 | 3 | 4 | 2 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing | .02 | .05 | 100 | 59 | 13 | 11 | 5 | 4 | 3 | 1 | 1 | 1 | (*) | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Worker's compensation | .06 | .06 | 100 | 4 | 25 | 23 | 15 | 9 | 7 | 3 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing | .06 | .06 | 100 | 1 | 23 | 26 | 18 | 9 | 9 | 3 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) |
| Nonmanufacturing | .06 | .07 | 100 | 6 | 26 | 22 | 14 | 9 | 5 | 3 | 3 | 3 | 2 | 1 | 2 | 2 | 1 | (*) | (*) | (*) | (*) |

¹ See footnote 1, table 5.

² See footnote 1, table 1.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 13. Unemployment benefit programs: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-------|-------|-------|------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | |
| | | | | | Under 1 percent | 1 and under 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 and over |
| <u>All employees</u> | | | | | | | | | | |
| Unemployment benefit programs ----- | 1.0 | 1.1 | 100 | 3 | 52 | 30 | 12 | 2 | 1 | (*) |
| Manufacturing ----- | 1.2 | 1.2 | 100 | - | 50 | 34 | 14 | 2 | (*) | (*) |
| Nonmanufacturing ----- | 1.0 | 1.0 | 100 | 4 | 54 | 28 | 11 | 2 | 1 | (*) |
| Unemployment insurance ----- | .9 | .9 | 100 | 3 | 57 | 28 | 10 | 2 | (*) | (*) |
| Manufacturing ----- | .9 | .9 | 100 | - | 59 | 29 | 10 | 1 | (*) | (*) |
| Nonmanufacturing ----- | .9 | .9 | 100 | 4 | 55 | 28 | 10 | 2 | (*) | (*) |
| Severance pay ----- | .1 | .2 | 100 | 76 | 23 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .1 | .3 | 100 | 71 | 27 | 2 | (*) | (*) | - | (*) |
| Nonmanufacturing ----- | (**) | .2 | 100 | 78 | 21 | (*) | (*) | (*) | (*) | - |
| Severance pay funds and supplemental unemployment benefit funds ----- | .1 | .6 | 100 | 94 | 5 | 1 | (*) | (*) | - | - |
| Manufacturing ----- | .1 | .7 | 100 | 84 | 14 | 2 | (*) | (*) | - | - |
| Nonmanufacturing ----- | (**) | .5 | 100 | 99 | 1 | (*) | - | - | - | - |
| <u>Office employees</u> | | | | | | | | | | |
| Unemployment benefit programs ----- | .8 | .8 | 100 | 4 | 68 | 22 | 4 | 1 | (*) | (*) |
| Manufacturing ----- | .9 | .9 | 100 | - | 67 | 27 | 4 | 1 | (*) | 1 |
| Nonmanufacturing ----- | .8 | .8 | 100 | 5 | 68 | 21 | 4 | 1 | (*) | (*) |
| Unemployment insurance ----- | .7 | .7 | 100 | 4 | 72 | 20 | 3 | 1 | (*) | (*) |
| Manufacturing ----- | .7 | .7 | 100 | - | 76 | 22 | 2 | (*) | (*) | (*) |
| Nonmanufacturing ----- | .7 | .7 | 100 | 6 | 71 | 19 | 3 | 1 | (*) | (*) |
| Severance pay ----- | .1 | .3 | 100 | 67 | 31 | 1 | 1 | (*) | (*) | (*) |
| Manufacturing ----- | .2 | .4 | 100 | 61 | 34 | 3 | 1 | (*) | (*) | (*) |
| Nonmanufacturing ----- | .1 | .2 | 100 | 69 | 30 | 1 | (*) | (*) | (*) | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | (**) | .4 | 100 | 97 | 3 | (*) | (*) | - | - | - |
| Manufacturing ----- | (**) | .4 | 100 | 92 | 8 | (*) | 1 | - | - | - |
| Nonmanufacturing ----- | (**) | .2 | 100 | 99 | 1 | (*) | - | - | - | - |
| <u>Nonoffice employees</u> | | | | | | | | | | |
| Unemployment benefit programs ----- | 1.2 | 1.2 | 100 | 2 | 45 | 32 | 15 | 4 | 1 | (*) |
| Manufacturing ----- | 1.3 | 1.3 | 100 | - | 45 | 33 | 17 | 4 | 1 | (*) |
| Nonmanufacturing ----- | 1.1 | 1.2 | 100 | 3 | 45 | 32 | 14 | 4 | 1 | (*) |
| Unemployment insurance ----- | 1.1 | 1.1 | 100 | 2 | 48 | 31 | 13 | 3 | 1 | (*) |
| Manufacturing ----- | 1.1 | 1.1 | 100 | - | 53 | 32 | 12 | 3 | (*) | (*) |
| Nonmanufacturing ----- | 1.1 | 1.1 | 100 | 4 | 46 | 31 | 14 | 4 | 1 | (*) |
| Severance pay ----- | (**) | .3 | 100 | 89 | 11 | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .1 | .4 | 100 | 89 | 10 | 1 | (*) | (*) | - | (*) |
| Nonmanufacturing ----- | (**) | .2 | 100 | 89 | 11 | (*) | - | (*) | (*) | - |
| Severance pay funds and supplemental unemployment benefit funds ----- | .1 | .9 | 100 | 94 | 3 | 3 | (*) | (*) | - | - |
| Manufacturing ----- | .2 | .9 | 100 | 85 | 8 | 6 | (*) | (*) | - | - |
| Nonmanufacturing ----- | (**) | .8 | 100 | 99 | 1 | 1 | - | - | - | - |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent;

(**) less than 0.05 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 14. Unemployment benefit programs: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-------|-------|--------|---------|---------|---------|---------|---------|-------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | | | | | | |
| | | | | | Under 2 cents | 2 and under 4 | 4 - 6 | 6 - 8 | 8 - 10 | 10 - 12 | 12 - 14 | 14 - 16 | 16 - 18 | 18 - 20 | 20 and over |
| <u>All employees</u> | | | | | | | | | | | | | | | |
| Unemployment benefit programs ————— | \$ 0.05 | \$ 0.06 | 100 | 3 | 17 | 28 | 17 | 13 | 9 | 5 | 2 | 3 | 1 | 1 | 1 |
| Manufacturing ————— | .07 | .07 | 100 | - | 12 | 24 | 19 | 14 | 10 | 8 | 4 | 5 | 1 | 2 | 1 |
| Nonmanufacturing ————— | .05 | .05 | 100 | 4 | 19 | 30 | 17 | 13 | 9 | 4 | 2 | 1 | (*) | (*) | 1 |
| Unemployment insurance ————— | .05 | .05 | 100 | 3 | 18 | 30 | 18 | 13 | 9 | 5 | 2 | 1 | (*) | (*) | (*) |
| Manufacturing ————— | .05 | .05 | 100 | - | 13 | 30 | 21 | 15 | 9 | 8 | 3 | 1 | (*) | (*) | - |
| Nonmanufacturing ————— | .05 | .05 | 100 | 4 | 20 | 31 | 16 | 13 | 9 | 3 | 2 | 1 | (*) | (*) | (*) |
| Severance pay ————— | (*) | .01 | 100 | 76 | 20 | 2 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ————— | .01 | .02 | 100 | 71 | 23 | 3 | 1 | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ————— | (*) | .01 | 100 | 78 | 19 | 2 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | - | (*) |
| Severance pay funds and supplemental unemployment benefit funds ————— | (*) | .05 | 100 | 94 | 2 | 1 | (*) | 2 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ————— | .01 | .05 | 100 | 84 | 5 | 3 | 1 | 5 | 1 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ————— | (*) | .04 | 100 | 99 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | - | - | (*) | (*) |
| <u>Office employees</u> | | | | | | | | | | | | | | | |
| Unemployment benefit programs ————— | .05 | .06 | 100 | 4 | 16 | 29 | 18 | 14 | 8 | 6 | 3 | 1 | 1 | (*) | 1 |
| Manufacturing ————— | .07 | .07 | 100 | - | 11 | 21 | 19 | 15 | 12 | 10 | 4 | 2 | 2 | (*) | 2 |
| Nonmanufacturing ————— | .05 | .05 | 100 | 5 | 17 | 31 | 17 | 13 | 7 | 4 | 2 | 1 | (*) | (*) | 1 |
| Unemployment insurance ————— | .05 | .05 | 100 | 4 | 18 | 31 | 19 | 13 | 8 | 4 | 2 | 1 | (*) | (*) | (*) |
| Manufacturing ————— | .05 | .05 | 100 | - | 12 | 28 | 22 | 17 | 12 | 5 | 2 | 1 | (*) | (*) | (*) |
| Nonmanufacturing ————— | .04 | .05 | 100 | 6 | 19 | 32 | 17 | 12 | 7 | 4 | 1 | 1 | (*) | (*) | (*) |
| Severance pay ————— | .01 | .02 | 100 | 67 | 26 | 4 | 1 | 1 | (*) | 1 | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ————— | .01 | .04 | 100 | 61 | 24 | 5 | 3 | 1 | (*) | 2 | (*) | 1 | (*) | (*) | 1 |
| Nonmanufacturing ————— | (*) | .01 | 100 | 69 | 26 | 3 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | 1 | (*) |
| Severance pay funds and supplemental unemployment benefit funds ————— | (*) | .03 | 100 | 97 | 2 | 1 | (*) | (*) | (*) | - | (*) | (*) | - | - | - |
| Manufacturing ————— | (*) | .04 | 100 | 92 | 6 | 2 | (*) | (*) | (*) | - | (*) | (*) | - | - | 1 |
| Nonmanufacturing ————— | (*) | .01 | 100 | 99 | 1 | (*) | (*) | (*) | - | - | - | - | - | - | - |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | |
| Unemployment benefit programs ————— | .05 | .06 | 100 | 2 | 18 | 28 | 17 | 13 | 9 | 6 | 2 | 2 | 1 | (*) | 2 |
| Manufacturing ————— | .06 | .06 | 100 | - | 14 | 26 | 17 | 12 | 9 | 9 | 4 | 3 | 2 | (*) | 3 |
| Nonmanufacturing ————— | .05 | .05 | 100 | 3 | 21 | 29 | 16 | 13 | 8 | 4 | 1 | 2 | 1 | (*) | 1 |
| Unemployment insurance ————— | .05 | .05 | 100 | 2 | 19 | 29 | 17 | 13 | 9 | 5 | 2 | 2 | 1 | (*) | (*) |
| Manufacturing ————— | .05 | .05 | 100 | - | 15 | 30 | 20 | 14 | 9 | 8 | 3 | 1 | (*) | (*) | - |
| Nonmanufacturing ————— | .05 | .05 | 100 | 4 | 21 | 29 | 16 | 13 | 9 | 4 | 1 | 2 | 1 | (*) | 1 |
| Severance pay ————— | (*) | .01 | 100 | 89 | 10 | 1 | (*) | (*) | (*) | (*) | - | (*) | (*) | - | (*) |
| Manufacturing ————— | (*) | .02 | 100 | 89 | 10 | (*) | (*) | (*) | (*) | (*) | - | (*) | (*) | - | (*) |
| Nonmanufacturing ————— | (*) | .01 | 100 | 89 | 10 | 1 | (*) | (*) | (*) | - | - | (*) | - | - | (*) |
| Severance pay funds and supplemental unemployment benefit funds ————— | (*) | .06 | 100 | 94 | 2 | 1 | (*) | 1 | 2 | (*) | (*) | (*) | (*) | (*) | (*) |
| Manufacturing ————— | .01 | .06 | 100 | 85 | 5 | 2 | 1 | 2 | 4 | 1 | (*) | (*) | (*) | (*) | (*) |
| Nonmanufacturing ————— | (*) | .06 | 100 | 99 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | - | (*) |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than \$ 0.005 or less than 0.5

percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 15. Nonproduction bonuses and savings and thrift plans: Percent of total compensation, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-------|-------|-------|------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | |
| | | | | | Under 1 percent | 1 and under 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 and over |
| <u>All employees</u> | | | | | | | | | | |
| Nonproduction bonuses ----- | 1.0 | 2.5 | 100 | 67 | 17 | 6 | 3 | 2 | 1 | 5 |
| Manufacturing ----- | 1.0 | 2.0 | 100 | 55 | 25 | 7 | 3 | 3 | 2 | 5 |
| Nonmanufacturing ----- | .9 | 3.0 | 100 | 73 | 13 | 5 | 2 | 2 | 1 | 5 |
| Savings and thrift plans ----- | .2 | 1.1 | 100 | 89 | 8 | 2 | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .2 | 1.0 | 100 | 81 | 15 | 3 | (*) | (*) | (*) | 1 |
| Nonmanufacturing ----- | .1 | 1.2 | 100 | 93 | 4 | 1 | (*) | (*) | (*) | (*) |
| <u>Office employees</u> | | | | | | | | | | |
| Nonproduction bonuses ----- | 1.6 | 4.2 | 100 | 65 | 13 | 6 | 3 | 3 | 1 | 9 |
| Manufacturing ----- | 1.8 | 3.6 | 100 | 53 | 19 | 9 | 5 | 3 | 1 | 11 |
| Nonmanufacturing ----- | 1.6 | 4.6 | 100 | 69 | 11 | 5 | 2 | 3 | 1 | 8 |
| Savings and thrift plans ----- | .3 | 1.6 | 100 | 86 | 6 | 4 | 2 | 1 | (*) | 1 |
| Manufacturing ----- | .5 | 1.7 | 100 | 75 | 8 | 8 | 5 | 3 | - | 1 |
| Nonmanufacturing ----- | .2 | 1.5 | 100 | 90 | 5 | 3 | 1 | (*) | (*) | 1 |
| <u>Nonoffice employees</u> | | | | | | | | | | |
| Nonproduction bonuses ----- | .4 | 1.7 | 100 | 76 | 14 | 4 | 2 | 1 | 1 | 2 |
| Manufacturing ----- | .5 | 1.7 | 100 | 71 | 18 | 4 | 2 | 1 | 1 | 3 |
| Nonmanufacturing ----- | .4 | 1.8 | 100 | 79 | 12 | 4 | 2 | 1 | (*) | 2 |
| Savings and thrift plans ----- | .1 | 1.1 | 100 | 95 | 3 | 1 | (*) | (*) | (*) | (*) |
| Manufacturing ----- | .1 | 1.2 | 100 | 93 | 5 | 1 | (*) | (*) | (*) | (*) |
| Nonmanufacturing ----- | .1 | 1.1 | 100 | 96 | 2 | 1 | (*) | (*) | (*) | (*) |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5

percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 16. Nonproduction bonuses and savings and thrift plans: Expenditures per work hour, private nonfarm economy, 1972

| Employee group, compensation item, and industry | Average expenditures | | Percent of employees in establishments— | | | | | | | | | | | | | | | | | | |
|---|----------------------|---|---|--------------------------|--|---------------|-------|-------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-----|-----|-------------|
| | All establishments | Establishments that had expenditures ¹ | Total | That had no expenditures | That had expenditures for the item of— | | | | | | | | | | | | | | | 40 | 50 and over |
| | | | | | Under 2 cents | 2 and under 4 | 4 - 6 | 6 - 8 | 8 - 10 | 10 - 12 | 12 - 14 | 14 - 16 | 16 - 18 | 18 - 20 | 20 - 25 | 25 - 30 | 30 - 35 | 35 - 40 | | | |
| <u>All employees</u> | | | | | | | | | | | | | | | | | | | | | |
| Nonproduction bonuses ----- | \$0.05 | \$0.15 | 100 | 67 | 10 | 5 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | |
| Manufacturing ----- | .05 | .12 | 100 | 55 | 13 | 8 | 5 | 3 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | |
| Nonmanufacturing ----- | .05 | .17 | 100 | 73 | 8 | 3 | 2 | 2 | 2 | 1 | 1 | 1 | 1 | (*) | 1 | 1 | (*) | 1 | 1 | 2 | |
| Savings and thrift plans ----- | .01 | .08 | 100 | 89 | 3 | 2 | 1 | 2 | 1 | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | |
| Manufacturing ----- | .01 | .07 | 100 | 81 | 5 | 3 | 3 | 4 | 1 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | |
| Nonmanufacturing ----- | .01 | .08 | 100 | 93 | 2 | 2 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | | | | | |
| Nonproduction bonuses ----- | .11 | .30 | 100 | 65 | 7 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 6 | | |
| Manufacturing ----- | .14 | .30 | 100 | 53 | 8 | 6 | 3 | 2 | 3 | 3 | 1 | 1 | 1 | 2 | 3 | (*) | 1 | 2 | 9 | | |
| Nonmanufacturing ----- | .10 | .31 | 100 | 69 | 7 | 3 | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 5 | | |
| Savings and thrift plans ----- | .02 | .13 | 100 | 86 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | (*) | 1 | (*) | 1 | (*) | (*) | (*) | (*) | | |
| Manufacturing ----- | .04 | .16 | 100 | 75 | 2 | 3 | 1 | 1 | 2 | 2 | 1 | 3 | 1 | 3 | 4 | (*) | (*) | (*) | 1 | | |
| Nonmanufacturing ----- | .01 | .11 | 100 | 90 | 1 | 2 | 1 | 2 | 1 | (*) | 1 | (*) | 1 | (*) | - | (*) | (*) | (*) | 1 | (*) | |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | | | | | |
| Nonproduction bonuses ----- | .02 | .08 | 100 | 76 | 10 | 4 | 3 | 2 | 1 | 1 | 1 | (*) | (*) | (*) | 1 | (*) | (*) | (*) | (*) | 1 | |
| Manufacturing ----- | .02 | .08 | 100 | 71 | 12 | 5 | 3 | 2 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | 1 | (*) | (*) | 1 | |
| Nonmanufacturing ----- | .02 | .08 | 100 | 79 | 8 | 3 | 2 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | 1 | (*) | (*) | (*) | (*) | 1 | |
| Savings and thrift plans ----- | (*) | .07 | 100 | 95 | 2 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | |
| Manufacturing ----- | (*) | .07 | 100 | 93 | 3 | (*) | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | |
| Nonmanufacturing ----- | (*) | .07 | 100 | 96 | 1 | 1 | 1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | - | - | - | - | |

¹ See footnote 1, table 5.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than \$0.005 or less than 0.5

percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 17. Distribution of employees by industry, employee group, size of establishment, and union-nonunion status, private nonfarm economy, 1972

(In millions)

| Size of establishment and union status | All industries | | | Manufacturing | | | Nonmanufacturing | | |
|---|------------------|---------------------|------------------------|------------------|---------------------|------------------------|------------------|---------------------|------------------------|
| | All employees | Office employees | Nonoffice employees | All employees | Office employees | Nonoffice employees | All employees | Office employees | Nonoffice employees |
| All establishments _____ | 59.5 | 19.1 | 40.4 | 18.9 | 5.0 | 13.9 | 40.6 | 14.1 | 26.5 |
| Union ¹ _____ | (2) | 1.3 | 15.6 | (2) | .2 | 8.2 | (2) | 1.1 | 7.4 |
| Nonunion ³ _____ | (2) | 17.8 | 24.8 | (2) | 4.8 | 5.7 | (2) | 13.0 | 19.1 |
| Establishments that had: | | | | | | | | | |
| Under 100 employees _____ | 28.6 | 7.8 | 20.8 | 4.1 | .8 | 3.3 | 24.5 | 7.0 | 17.5 |
| Union ¹ _____ | (2) | .2 | 4.2 | (2) | (*) | 1.1 | (2) | .2 | 3.1 |
| Nonunion ³ _____ | (2) | 7.6 | 16.6 | (2) | .8 | 2.2 | (2) | 6.8 | 14.4 |
| 100 to 499 employees _____ | 12.1 | 3.7 | 8.4 | 5.6 | 1.3 | 4.3 | 6.5 | 2.4 | 4.1 |
| Union ¹ _____ | (2) | .2 | 4.3 | (2) | (*) | 2.4 | (2) | .1 | 1.9 |
| Nonunion ³ _____ | (2) | 3.5 | 4.1 | (2) | 1.2 | 1.9 | (2) | 2.3 | 2.2 |
| 500 or more employees _____ | 18.8 | 7.6 | 11.2 | 9.2 | 2.9 | 6.3 | 9.6 | 4.7 | 4.9 |
| Union ¹ _____ | (2) | .9 | 7.1 | (2) | .2 | 4.7 | (2) | .8 | 2.4 |
| Nonunion ³ _____ | (2) | 6.7 | 4.1 | (2) | 2.7 | 1.6 | (2) | 3.9 | 2.5 |

¹ Establishments in which the majority of the employee group were covered by collective bargaining agreements.

² Data on unionization were collected by employee group only. Thus, office employee and nonoffice employee unionization data are not additive.

³ Establishments in which the majority of the employee group were

not covered by collective bargaining agreements.

NOTE: Asterisk (*) indicates fewer than 50,000 employees. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 18. Employee compensation by size of establishment, private nonfarm economy, 1972

| Employee group and compensation item | All industries | | | | | | Manufacturing | | | | | | Nonmanufacturing | | | | | |
|---|--------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | Establishments that had— | | | | | | | | | | | | | | | | | |
| | Under 100 employees | | 100 to 499 employees | | 500 or more employees | | Under 100 employees | | 100 to 499 employees | | 500 or more employees | | Under 100 employees | | 100 to 499 employees | | 500 or more employees | |
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| All employees | | | | | | | | | | | | | | | | | | |
| Total compensation ----- | 100.0 | \$4.62 | 100.0 | \$5.21 | 100.0 | \$6.14 | 100.0 | \$4.68 | 100.0 | \$4.89 | 100.0 | \$6.60 | 100.0 | \$4.60 | 100.0 | \$5.52 | 100.0 | \$5.65 |
| Pay for time worked ----- | 83.5 | \$3.86 | 80.5 | \$4.20 | 77.2 | \$4.74 | 82.6 | \$3.86 | 80.0 | \$3.92 | 76.4 | \$5.04 | 83.8 | \$3.86 | 80.8 | \$4.47 | 78.3 | \$4.43 |
| Straight-time pay ----- | 82.1 | 3.79 | 78.3 | 4.08 | 74.6 | 4.58 | 80.3 | 3.76 | 77.1 | 3.78 | 73.0 | 4.82 | 82.5 | 3.80 | 79.3 | 4.38 | 76.5 | 4.33 |
| Premium pay ----- | 1.4 | .07 | 2.2 | .11 | 2.7 | .16 | 2.3 | .11 | 2.9 | .14 | 3.3 | .22 | 1.2 | .06 | 1.6 | .09 | 1.8 | .10 |
| Overtime, weekend, and holiday work ----- | 1.4 | .06 | 2.0 | .10 | 2.1 | .13 | 2.2 | .10 | 2.6 | .13 | 2.6 | .17 | 1.2 | .06 | 1.4 | .08 | 1.4 | .08 |
| Shift differentials ----- | (*) | (*) | .2 | .01 | .6 | .04 | .1 | (*) | .3 | .02 | .7 | .05 | (*) | (*) | .2 | .01 | .4 | .02 |
| Paid leave (except sick leave) ----- | 4.3 | .20 | 5.6 | .29 | 7.1 | .44 | 4.8 | .22 | 5.7 | .28 | 7.4 | .49 | 4.2 | .19 | 5.4 | .30 | 6.8 | .38 |
| Vacations ----- | 2.5 | .11 | 3.1 | .16 | 4.3 | .26 | 2.6 | .12 | 3.3 | .16 | 4.4 | .29 | 2.4 | .11 | 2.9 | .16 | 4.1 | .23 |
| Holidays ----- | 1.6 | .07 | 2.1 | .11 | 2.5 | .15 | 2.0 | .09 | 2.2 | .11 | 2.6 | .17 | 1.5 | .07 | 1.9 | .10 | 2.4 | .14 |
| Civic and personal leave ----- | .1 | (*) | .1 | .01 | .3 | .02 | (*) | (*) | .1 | .01 | .3 | .02 | .1 | (*) | .1 | .01 | .2 | .01 |
| Employer payments to vacation and holiday funds ----- | .2 | .01 | .3 | .01 | .1 | (*) | .2 | .01 | .1 | (*) | .1 | (*) | .2 | .01 | .5 | .03 | .1 | (*) |
| Employer expenditures for retirement programs ----- | 5.9 | .27 | 6.8 | .35 | 8.2 | .50 | 5.5 | .26 | 6.7 | .33 | 7.9 | .52 | 6.0 | .28 | 6.8 | .38 | 8.5 | .48 |
| Social security ----- | 3.7 | .17 | 3.7 | .19 | 3.6 | .22 | 3.8 | .18 | 3.8 | .18 | 3.4 | .22 | 3.7 | .17 | 3.6 | .20 | 3.9 | .22 |
| Private plans ----- | 2.3 | .10 | 3.1 | .16 | 4.6 | .28 | 1.7 | .08 | 3.0 | .15 | 4.5 | .30 | 2.4 | .11 | 3.2 | .18 | 4.7 | .26 |
| Employer expenditures for life insurance and health benefit programs ¹ ----- | 3.8 | .18 | 4.9 | .25 | 5.5 | .34 | 4.4 | .21 | 5.1 | .25 | 6.0 | .40 | 3.7 | .17 | 4.7 | .26 | 4.9 | .28 |
| Life, accident, and health insurance ----- | 2.2 | .10 | 3.2 | .17 | 3.9 | .24 | 2.7 | .13 | 3.6 | .18 | 4.6 | .30 | 2.0 | .09 | 2.8 | .15 | 3.0 | .17 |
| Sick leave ----- | .4 | .02 | .6 | .03 | 1.0 | .06 | .3 | .01 | .4 | .02 | .7 | .05 | .5 | .02 | .8 | .04 | 1.4 | .08 |
| Worker's compensation ----- | 1.2 | .05 | 1.1 | .06 | .6 | .04 | 1.3 | .06 | 1.0 | .05 | .7 | .04 | 1.1 | .05 | 1.1 | .06 | .5 | .03 |
| Employer expenditures for unemployment benefit programs ----- | 1.1 | .05 | 1.1 | .06 | 1.0 | .06 | 1.3 | .06 | 1.1 | .06 | 1.2 | .08 | 1.1 | .05 | 1.0 | .06 | .7 | .04 |
| Unemployment insurance ----- | 1.0 | .05 | 1.0 | .05 | .7 | .05 | 1.2 | .06 | 1.0 | .05 | .8 | .05 | 1.0 | .05 | .9 | .05 | .7 | .04 |
| Severance pay ----- | (*) | (*) | .1 | (*) | .1 | .01 | (*) | (*) | (*) | (*) | .1 | .01 | (*) | (*) | .1 | (*) | .1 | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | (*) | (*) | (*) | (*) | .1 | .01 | (*) | (*) | (*) | (*) | .2 | .01 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonproduction bonuses ----- | 1.2 | .06 | 1.1 | .06 | .6 | .03 | 1.4 | .06 | 1.2 | .06 | .7 | .05 | 1.2 | .05 | 1.1 | .06 | .4 | .02 |
| Savings and thrift plans ----- | .1 | (*) | .1 | (*) | .3 | .02 | .1 | (*) | .1 | (*) | .4 | .02 | .1 | (*) | .1 | (*) | .3 | .02 |
| Wages and salaries (gross payroll) ² ----- | 89.3 | 4.13 | 87.5 | 4.56 | 86.0 | 5.28 | 88.9 | 4.16 | 87.2 | 4.27 | 85.3 | 5.63 | 89.4 | 4.11 | 87.8 | 4.85 | 86.9 | 4.91 |
| Supplements to wages and salaries ³ ----- | 10.6 | .49 | 12.4 | .65 | 14.0 | .86 | 11.1 | .52 | 12.7 | .62 | 14.7 | .97 | 10.5 | .48 | 12.2 | .67 | 13.1 | .74 |

See footnotes at end of table.

Table 18. Employee compensation by size of establishment, private nonfarm economy, 1972—Continued

| Employee group and compensation item | All industries | | | | | | Manufacturing | | | | | | Nonmanufacturing | | | | | |
|---|--------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | Establishments that had— | | | | | | | | | | | | | | | | | |
| | Under 100 employees | | 100 to 499 employees | | 500 or more employees | | Under 100 employees | | 100 to 499 employees | | 500 or more employees | | Under 100 employees | | 100 to 499 employees | | 500 or more employees | |
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| Office employees | | | | | | | | | | | | | | | | | | |
| Total compensation | 100.0 | \$6.38 | 100.0 | \$6.64 | 100.0 | \$7.12 | 100.0 | \$7.09 | 100.0 | \$7.06 | 100.0 | \$8.28 | 100.0 | \$6.30 | 100.0 | \$6.43 | 100.0 | \$6.36 |
| Pay for time worked | 81.9 | \$5.23 | 79.6 | \$5.29 | 77.0 | \$5.48 | 82.6 | \$5.86 | 78.8 | \$5.57 | 76.1 | \$6.31 | 81.8 | \$5.16 | 80.0 | \$5.14 | 77.7 | \$4.94 |
| Straight-time pay | 81.6 | 5.21 | 78.9 | 5.24 | 75.8 | 5.40 | 82.2 | 5.83 | 78.0 | 5.51 | 74.9 | 6.21 | 81.5 | 5.14 | 79.3 | 5.10 | 76.7 | 4.88 |
| Premium pay | .4 | .02 | .7 | .05 | 1.1 | .08 | .4 | .03 | .8 | .06 | 1.3 | .11 | .4 | .02 | .7 | .04 | 1.0 | .06 |
| Overtime, weekend, and holiday work | .4 | .02 | .7 | .04 | .9 | .06 | .4 | .03 | .8 | .06 | 1.1 | .09 | .3 | .02 | .6 | .04 | .7 | .04 |
| Shift differentials | (*) | (*) | .1 | .01 | .3 | .02 | (*) | (*) | (*) | (*) | .2 | .02 | (*) | (*) | .1 | .01 | .3 | .02 |
| Paid leave (except sick leave) | 5.5 | .35 | 6.4 | .42 | 7.4 | .53 | 5.5 | .39 | 6.2 | .43 | 7.7 | .64 | 5.5 | .35 | 6.5 | .42 | 7.2 | .46 |
| Vacations | 3.3 | .21 | 3.7 | .25 | 4.4 | .32 | 3.1 | .22 | 3.6 | .26 | 4.6 | .38 | 3.3 | .21 | 3.8 | .24 | 4.3 | .27 |
| Holidays | 2.1 | .14 | 2.4 | .16 | 2.7 | .19 | 2.3 | .16 | 2.4 | .17 | 2.8 | .23 | 2.1 | .13 | 2.4 | .16 | 2.6 | .16 |
| Civic and personal leave | .1 | .01 | .2 | .01 | .3 | .02 | .1 | .01 | .1 | .01 | .3 | .03 | .1 | .01 | .2 | .01 | .3 | .02 |
| Employer payments to vacation and holiday funds | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Employer expenditures for retirement programs | 6.3 | .40 | 6.7 | .44 | 8.3 | .59 | 4.9 | .34 | 6.7 | .48 | 7.8 | .65 | 6.5 | .41 | 6.7 | .43 | 8.8 | .56 |
| Social security | 3.1 | .20 | 3.2 | .21 | 3.2 | .23 | 3.0 | .21 | 3.1 | .22 | 2.9 | .24 | 3.1 | .20 | 3.3 | .21 | 3.5 | .22 |
| Private plans | 3.1 | .20 | 3.4 | .23 | 5.1 | .36 | 1.8 | .13 | 3.6 | .25 | 4.9 | .41 | 3.3 | .21 | 3.4 | .22 | 5.2 | .33 |
| Employer expenditures for life insurance and health benefit programs ¹ | 3.3 | .21 | 4.1 | .27 | 4.9 | .35 | 3.6 | .26 | 4.4 | .31 | 5.3 | .44 | 3.2 | .20 | 4.0 | .26 | 4.6 | .29 |
| Life, accident and health insurance | 2.2 | .14 | 2.7 | .18 | 3.2 | .23 | 2.6 | .18 | 3.2 | .23 | 3.8 | .32 | 2.1 | .14 | 2.4 | .16 | 2.8 | .18 |
| Sick leave | .6 | .04 | 1.0 | .06 | 1.4 | .10 | .4 | .03 | .7 | .05 | 1.2 | .10 | .6 | .04 | 1.1 | .07 | 1.6 | .10 |
| Worker's compensation | .4 | .03 | .4 | .03 | .3 | .02 | .5 | .04 | .4 | .03 | .3 | .02 | .4 | .03 | .4 | .03 | .2 | .01 |
| Employer expenditures for unemployment benefit programs | .8 | .05 | .9 | .06 | .8 | .06 | .9 | .06 | .8 | .06 | 1.0 | .08 | .8 | .05 | .9 | .06 | .7 | .04 |
| Unemployment insurance | .7 | .05 | .7 | .05 | .6 | .04 | .8 | .06 | .7 | .05 | .7 | .06 | .7 | .05 | .8 | .05 | .6 | .04 |
| Severance pay | .1 | (*) | .1 | .01 | .2 | .01 | .9 | .01 | .1 | .01 | .2 | .02 | .1 | (*) | .1 | .01 | .1 | (*) |
| Severance pay funds and supplemental unemployment benefit funds | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | .1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonproduction bonuses | 2.1 | .13 | 2.1 | .14 | .9 | .06 | 2.5 | .18 | 2.8 | .20 | 1.2 | .10 | 2.0 | .13 | 1.8 | .11 | .6 | .04 |
| Savings and thrift plans | (*) | (*) | .2 | .01 | .6 | .04 | (*) | (*) | .2 | .01 | .8 | .06 | .1 | (*) | .1 | .01 | .4 | .03 |
| Wages and salaries (gross payroll) ² | 90.2 | 5.76 | 89.2 | 5.92 | 86.8 | 6.18 | 91.1 | 6.46 | 88.6 | 6.26 | 86.5 | 7.17 | 90.1 | 5.68 | 89.5 | 5.75 | 87.1 | 5.54 |
| Supplements to wages and salaries ³ | 9.7 | .62 | 10.8 | .71 | 13.1 | .93 | 8.9 | .63 | 11.4 | .80 | 13.5 | 1.12 | 9.8 | .62 | 10.4 | .67 | 12.8 | .82 |

See footnotes at end of table.

Table 18. Employee compensation by size of establishment, private nonfarm economy, 1972-Continued

| Employee group and compensation item | All industries | | | | | | Manufacturing | | | | | | Nonmanufacturing | | | | | |
|---|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|--------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | | | | | | | Establishments that had— | | | | | | | | | | | |
| | Under 100 employees | | 100 to 499 employees | | 500 or more employees | | Under 100 employees | | 100 to 499 employees | | 500 or more employees | | Under 100 employees | | 100 to 499 employees | | 500 or more employees | |
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| Nonoffice employees | | | | | | | | | | | | | | | | | | |
| Total compensation | 100.0 | \$3.87 | 100.0 | \$4.53 | 100.0 | \$5.42 | 100.0 | \$4.08 | 100.0 | \$4.27 | 100.0 | \$5.74 | 100.0 | \$3.81 | 100.0 | \$4.86 | 100.0 | \$4.96 |
| Pay for time worked | 84.6 | \$3.27 | 81.1 | \$3.67 | 77.5 | \$4.20 | 82.6 | \$3.37 | 80.6 | \$3.44 | 76.5 | \$4.39 | 85.1 | \$3.25 | 81.6 | \$3.97 | 79.1 | \$3.92 |
| Straight-time pay | 82.4 | 3.19 | 77.8 | 3.53 | 73.5 | 3.98 | 79.5 | 3.24 | 76.7 | 3.28 | 71.8 | 4.12 | 83.2 | 3.17 | 79.1 | 3.84 | 76.2 | 3.78 |
| Premium pay | 2.2 | .09 | 3.3 | .15 | 4.0 | .22 | 3.1 | .13 | 3.9 | .17 | 4.7 | .27 | 2.0 | .08 | 2.5 | .12 | 2.9 | .14 |
| Overtime, weekend, and holiday work | 2.1 | .08 | 2.9 | .13 | 3.1 | .17 | 3.0 | .12 | 3.4 | .15 | 3.6 | .21 | 1.9 | .07 | 2.3 | .11 | 2.4 | .12 |
| Shift differentials | .1 | (*) | .3 | .02 | .9 | .05 | .1 | (*) | .5 | .02 | 1.1 | .06 | (*) | (*) | .2 | .01 | .5 | .03 |
| Paid leave (except sick leave) | 3.4 | .13 | 5.0 | .23 | 6.8 | .37 | 4.5 | .18 | 5.5 | .23 | 7.2 | .41 | 3.2 | .12 | 4.5 | .22 | 6.2 | .31 |
| Vacations | 1.9 | .07 | 2.6 | .12 | 4.1 | .22 | 2.4 | .10 | 3.1 | .13 | 4.3 | .25 | 1.7 | .07 | 2.1 | .10 | 3.8 | .19 |
| Holidays | 1.3 | .05 | 1.8 | .08 | 2.4 | .13 | 1.9 | .08 | 2.2 | .09 | 2.5 | .14 | 1.1 | .04 | 1.4 | .07 | 2.2 | .11 |
| Civic and personal leave | (*) | (*) | .1 | (*) | .2 | .01 | (*) | (*) | .1 | (*) | .2 | .01 | (*) | (*) | .1 | (*) | .2 | .01 |
| Employer payments to vacation and holiday funds | .3 | .01 | .5 | .02 | .1 | .01 | .2 | .01 | .1 | .01 | .1 | .01 | .3 | .01 | .9 | .04 | .1 | .01 |
| Employer expenditures for retirement programs | 5.7 | .22 | 6.8 | .31 | 8.1 | .44 | 5.8 | .24 | 6.7 | .29 | 8.0 | .46 | 5.7 | .22 | 6.9 | .34 | 8.3 | .41 |
| Social security | 4.1 | .16 | 4.0 | .18 | 3.9 | .21 | 4.1 | .17 | 4.1 | .17 | 3.7 | .21 | 4.1 | .16 | 3.8 | .19 | 4.3 | .21 |
| Private plans | 1.7 | .06 | 2.8 | .13 | 4.1 | .22 | 1.7 | .07 | 2.7 | .11 | 4.3 | .24 | 1.7 | .06 | 3.0 | .15 | 4.0 | .20 |
| Employer expenditures for life insurance and health benefit programs ¹ | 4.2 | .16 | 5.4 | .24 | 6.0 | .33 | 4.7 | .19 | 5.4 | .23 | 6.5 | .37 | 4.0 | .15 | 5.4 | .26 | 5.3 | .26 |
| Life, accident, and health insurance | 2.2 | .08 | 3.5 | .16 | 4.4 | .24 | 2.8 | .11 | 3.8 | .16 | 5.1 | .29 | 2.0 | .08 | 3.2 | .15 | 3.3 | .16 |
| Sick leave | .3 | .01 | .3 | .01 | .7 | .04 | .2 | .01 | .2 | .01 | .5 | .03 | .3 | .01 | .4 | .02 | 1.2 | .06 |
| Worker's compensation | 1.7 | .06 | 1.5 | .07 | .9 | .05 | 1.7 | .07 | 1.3 | .06 | .9 | .05 | 1.7 | .06 | 1.8 | .09 | .8 | .04 |
| Employer expenditures for unemployment benefit programs | 1.3 | .05 | 1.2 | .05 | 1.1 | .06 | 1.4 | .06 | 1.3 | .05 | 1.3 | .08 | 1.3 | .05 | 1.1 | .06 | .8 | .04 |
| Unemployment insurance | 1.3 | .05 | 1.1 | .05 | .9 | .05 | 1.4 | .06 | 1.2 | .05 | .9 | .05 | 1.2 | .05 | 1.1 | .05 | .8 | .04 |
| Severance pay | (*) | (*) | (*) | (*) | .1 | (*) | (*) | (*) | (*) | (*) | .1 | (*) | (*) | (*) | (*) | (*) | .1 | (*) |
| Severance pay funds and supplemental unemployment benefit funds | (*) | (*) | (*) | (*) | .2 | .01 | (*) | (*) | (*) | (*) | .3 | .02 | (*) | (*) | (*) | (*) | (*) | (*) |
| Nonproduction bonuses | .6 | .02 | .4 | .02 | .3 | .02 | .9 | .03 | .4 | .02 | .3 | .02 | .5 | .02 | .4 | .02 | .1 | .01 |
| Savings and thrift plans | .1 | (*) | (*) | (*) | .1 | .01 | .1 | (*) | .1 | (*) | .1 | .01 | (*) | (*) | (*) | (*) | .1 | .01 |
| Wages and salaries (gross payroll) ² | 88.7 | 3.43 | 86.3 | 3.91 | 85.3 | 4.62 | 87.9 | 3.59 | 86.6 | 3.70 | 84.5 | 4.85 | 88.9 | 3.39 | 86.1 | 4.18 | 86.5 | 4.29 |
| Supplements to wages and salaries ³ | 11.3 | .44 | 13.6 | .62 | 14.7 | .80 | 12.0 | .49 | 13.4 | .57 | 15.4 | .88 | 11.1 | .42 | 13.9 | .68 | 13.4 | .67 |

¹ See footnote 1, table 1.² See footnote 2, table 1.³ See footnote 3, table 1.

NOTE: Asterisk (*) indicates less than 0.05 percent or less than \$0.005. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 19. Nonoffice employee compensation in union and nonunion establishments, private nonfarm economy, 1972

| Compensation item | Union establishments ¹ | | | | | | Nonunion establishments ² | | | | | |
|---|-----------------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|--------------------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | All industries | | Manufacturing | | Nonmanufacturing | | All industries | | Manufacturing | | Nonmanufacturing | |
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| Total compensation ----- | 100.0 | \$ 5.83 | 100.0 | \$ 5.50 | 100.0 | \$ 6.24 | 100.0 | \$ 3.53 | 100.0 | \$ 4.00 | 100.0 | \$ 3.36 |
| Pay for time worked ----- | 78.2 | \$ 4.57 | 77.1 | \$ 4.25 | 79.4 | \$ 4.96 | 84.8 | \$ 3.00 | 82.3 | \$ 3.29 | 86.0 | \$ 2.89 |
| Straight-time pay ----- | 74.6 | 4.36 | 72.7 | 4.00 | 76.7 | 4.79 | 82.4 | 2.91 | 78.7 | 3.15 | 84.0 | 2.82 |
| Premium pay ----- | 3.6 | .21 | 4.4 | .24 | 2.7 | .17 | 2.5 | .09 | 3.6 | .14 | 1.9 | .07 |
| Overtime, weekend, and holiday work ----- | 3.0 | .18 | 3.6 | .20 | 2.5 | .15 | 2.2 | .08 | 3.1 | .13 | 1.8 | .06 |
| Shift differentials ----- | .6 | .03 | .8 | .05 | .3 | .02 | .2 | .01 | .5 | .02 | .1 | (*) |
| Paid leave (except sick leave) ----- | 6.1 | .36 | 6.9 | .38 | 5.2 | .33 | 3.7 | .13 | 4.8 | .19 | 3.2 | .11 |
| Vacations ----- | 3.4 | .20 | 4.1 | .22 | 2.7 | .17 | 2.2 | .08 | 2.7 | .11 | 1.9 | .07 |
| Holidays ----- | 2.1 | .12 | 2.5 | .14 | 1.6 | .10 | 1.5 | .05 | 2.0 | .08 | 1.2 | .04 |
| Civic and personal leave ----- | .1 | .01 | .2 | .01 | .1 | .01 | .1 | (*) | .1 | .01 | (*) | (*) |
| Employer payments to vacation and holiday funds ----- | .5 | .03 | .2 | .01 | .8 | .05 | (*) | (*) | (*) | (*) | (*) | (*) |
| Employer expenditures for retirement programs ----- | 7.7 | .45 | 7.6 | .42 | 7.8 | .49 | 5.7 | .20 | 6.3 | .25 | 5.5 | .19 |
| Social security ----- | 3.8 | .22 | 3.8 | .21 | 3.8 | .24 | 4.2 | .15 | 4.1 | .16 | 4.3 | .14 |
| Private plans ----- | 3.9 | .23 | 3.9 | .21 | 4.1 | .25 | 1.5 | .05 | 2.2 | .09 | 1.2 | .04 |
| Employer expenditures for life insurance and health benefit programs ³ ----- | 6.3 | .37 | 6.6 | .36 | 6.1 | .38 | 3.7 | .13 | 4.4 | .17 | 3.4 | .12 |
| Life, accident, and health insurance ----- | 4.4 | .26 | 5.0 | .28 | 3.8 | .24 | 1.9 | .07 | 2.8 | .11 | 1.5 | .05 |
| Sick leave ----- | .5 | .03 | .3 | .02 | .6 | .04 | .4 | .02 | .4 | .01 | .5 | .02 |
| Worker's compensation ----- | 1.4 | .08 | 1.2 | .07 | 1.6 | .10 | 1.3 | .05 | 1.2 | .05 | 1.4 | .05 |
| Employer expenditures for unemployment benefit programs ----- | 1.2 | .07 | 1.4 | .08 | 1.1 | .07 | 1.2 | .04 | 1.2 | .05 | 1.2 | .04 |
| Unemployment insurance ----- | 1.0 | .06 | 1.0 | .06 | 1.0 | .06 | 1.2 | .04 | 1.2 | .05 | 1.2 | .04 |
| Severance pay ----- | (*) | (*) | .1 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | .2 | .01 | .3 | .02 | (*) | (*) | - | - | - | - | .2 | .01 |
| Nonproduction bonuses ----- | .2 | .01 | .2 | .01 | .2 | .01 | .7 | .02 | .9 | .04 | .6 | .02 |
| Savings and thrift plans ----- | .1 | .01 | .1 | .01 | .1 | .01 | .1 | (*) | .1 | (*) | (*) | (*) |
| Wages and salaries (gross payroll) ⁴ ----- | 84.6 | 4.94 | 84.4 | 4.65 | 84.7 | 5.29 | 89.6 | 3.17 | 88.4 | 3.53 | 90.2 | 3.03 |
| Supplements to wages and salaries ⁵ ----- | 15.3 | .89 | 15.5 | .85 | 15.2 | .95 | 10.3 | .36 | 11.5 | .47 | 9.8 | .33 |

¹ See footnote 1, table 17.

² See footnote 3, table 17.

³ See footnote 1, table 1.

⁴ See footnote 2, table 1.

⁵ See footnote 3, table 1.

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent or less than \$.005. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 20. Nonoffice employees in union and nonunion establishments that had expenditures for selected compensation items, private nonfarm economy, 1972

| Industry and compensation item | Union establishments ¹ | | | Nonunion establishments ² | | |
|--|---|-------------------------|-----------------------|---|-------------------------|-----------------------|
| | Percent of non-office employees in these establishments | Expenditures | | Percent of non-office employees in these establishments | Expenditures | |
| | | Percent of compensation | Dollars per work hour | | Percent of compensation | Dollars per work hour |
| <u>All industries</u> | | | | | | |
| Paid leave (except sick leave) ----- | 97 | 6.1 | \$0.36 | 86 | 3.7 | \$0.13 |
| Private retirement plans ----- | 91 | 3.9 | .23 | 37 | 3.3 | .14 |
| Contributory ----- | 10 | 3.2 | .17 | 9 | 3.0 | .12 |
| Noncontributory ----- | 81 | 4.4 | .27 | 28 | 3.4 | .14 |
| Life, accident, and health insurance ----- | 99 | 4.4 | .26 | 65 | 2.5 | .10 |
| Contributory ----- | 30 | 3.7 | .20 | 35 | 2.1 | .08 |
| Noncontributory ----- | 69 | 4.8 | .29 | 31 | 3.0 | .12 |
| <u>Manufacturing</u> | | | | | | |
| Paid leave (except sick leave) ----- | 100 | 6.9 | .38 | 98 | 4.8 | .19 |
| Private retirement plans ----- | 92 | 3.9 | .21 | 57 | 3.4 | .15 |
| Contributory ----- | 10 | 3.1 | .16 | 6 | 3.3 | .14 |
| Noncontributory ----- | 82 | 4.2 | .24 | 50 | 3.4 | .15 |
| Life, accident, and health insurance ----- | 99 | 5.0 | .28 | 88 | 2.8 | .11 |
| Contributory ----- | 32 | 4.0 | .21 | 45 | 2.5 | .09 |
| Noncontributory ----- | 68 | 5.5 | .31 | 43 | 3.5 | .16 |
| <u>Nonmanufacturing</u> | | | | | | |
| Paid leave (except sick leave) ----- | 93 | 5.2 | .33 | 83 | 3.6 | .13 |
| Private retirement plans ----- | 89 | 4.1 | .25 | 30 | 3.2 | .13 |
| Contributory ----- | 10 | 3.3 | .18 | 10 | 2.9 | .11 |
| Noncontributory ----- | 79 | 4.7 | .30 | 20 | 3.4 | .14 |
| Life, accident, and health insurance ----- | 98 | 3.8 | .24 | 58 | 2.2 | .08 |
| Contributory ----- | 28 | 3.2 | .18 | 31 | 2.0 | .08 |
| Noncontributory ----- | 71 | 4.0 | .26 | 26 | 2.6 | .09 |

¹ See footnote 1, table 17.

² See footnote 3, table 17.

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

Table 21. Components of private life, accident, and health insurance, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Percent distribution of employ- ment in all estab- lishments | Establishments that had expenditures for— | | | | | | | | | | | | | |
|--|---|---|--|---|--|---|--|---|--|---|--|---|--|---|--|
| | | Life insurance only— | | Sickness and accident insurance only— | | Hospitalization and medical insurance only— | | Life, sickness and accident insurance only— | | Life, hospitalization and medical insurance only— | | Sickness and accident, hospitalization and medical insurance only— | | Life, sickness and accident, hospitali- zation and medical insurance | |
| | | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation | Employees as a percent of employ- ment in the size range | Expend- itures as a percent of total compen- sation |
| <u>Office employees</u> | | | | | | | | | | | | | | | |
| All industries ----- | 100 | 1.2 | 1.4 | 0.3 | 1.9 | 5.2 | 2.1 | 0.3 | 2.1 | 8.6 | 2.6 | 2.2 | 1.8 | 73.0 | 3.0 |
| Under 100 employees --- | 44 | 1.9 | 1.6 | .4 | 1.2 | 8.5 | 2.3 | .3 | 1.7 | 9.9 | 2.7 | 3.8 | 1.8 | 54.6 | 2.7 |
| 100 to 499 employees --- | 19 | .8 | .7 | (*) | 5.2 | 5.1 | 1.2 | .6 | 2.0 | 8.7 | 2.2 | 1.5 | 2.0 | 81.9 | 2.9 |
| 500 or more employees --- | 37 | .4 | .3 | .3 | 2.7 | 1.3 | 2.2 | .1 | 4.4 | 6.9 | 2.7 | 1.6 | 1.5 | 90.2 | 3.3 |
| <u>Manufacturing</u> | | | | | | | | | | | | | | | |
| Under 100 employees --- | 18 | 1.6 | 1.1 | (*) | .8 | 6.2 | 2.0 | 1.0 | 2.0 | 10.7 | 3.1 | 3.2 | 1.3 | 65.8 | 3.0 |
| 100 to 499 employees --- | 25 | .1 | .5 | (*) | 5.2 | 1.0 | 4.5 | .1 | 4.4 | 8.4 | 2.9 | 1.1 | 2.5 | 88.7 | 3.3 |
| 500 or more employees --- | 57 | - | - | .7 | 2.7 | .5 | 4.5 | .1 | 4.5 | 3.3 | 3.5 | .1 | 1.0 | 95.3 | 3.8 |
| <u>Nonmanufacturing</u> | | | | | | | | | | | | | | | |
| Under 100 employees --- | 52 | 2.0 | 1.6 | .5 | 1.2 | 8.7 | 2.4 | .3 | 1.5 | 9.8 | 2.6 | 5.9 | 1.9 | 53.4 | 2.6 |
| 100 to 499 employees --- | 18 | 1.1 | .7 | - | - | 6.9 | .8 | .8 | 2.1 | 8.9 | 2.0 | 1.7 | 1.8 | 78.8 | 2.7 |
| 500 or more employees --- | 30 | .7 | .3 | (*) | 7.0 | 1.8 | 1.6 | (*) | .3 | 9.1 | 2.4 | .9 | 1.5 | 87.2 | 2.8 |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | |
| All industries ----- | 100 | 1.3 | 1.2 | .3 | 1.7 | 5.6 | 2.5 | .4 | 2.0 | 7.6 | 2.6 | 4.4 | 3.1 | 58.6 | 4.0 |
| Union ----- | 38 | .1 | .6 | .1 | 1.9 | 3.1 | 3.2 | .3 | 2.9 | 5.0 | 3.4 | 6.2 | 3.5 | 84.0 | 4.6 |
| Nonunion ----- | 62 | 2.0 | 1.2 | .4 | 1.6 | 7.1 | 2.2 | .4 | 1.6 | 9.2 | 2.3 | 3.3 | 2.3 | 42.8 | 2.7 |
| Under 100 employees --- | 52 | 1.3 | 1.4 | .4 | 1.3 | 7.8 | 2.5 | .5 | 1.7 | 8.2 | 2.6 | 6.2 | 3.1 | 36.2 | 3.8 |
| 100 to 499 employees --- | 21 | 1.6 | .5 | (*) | 2.9 | 4.8 | 2.1 | .4 | 1.2 | 8.4 | 2.8 | 4.0 | 2.9 | 71.8 | 3.7 |
| 500 or more employees --- | 27 | .9 | .2 | .1 | 4.0 | 2.0 | 3.4 | .1 | 4.3 | 5.6 | 2.7 | 1.3 | 3.5 | 88.8 | 4.5 |
| <u>Manufacturing</u> | | | | | | | | | | | | | | | |
| Under 100 employees --- | 58 | - | - | (*) | 3.8 | 1.9 | 2.8 | .3 | 3.4 | 4.0 | 3.7 | 2.1 | 3.2 | 91.1 | 5.2 |
| Nonunion ----- | 42 | .6 | .8 | .1 | 4.1 | 5.5 | 2.6 | .8 | 2.4 | 8.2 | 2.7 | 1.8 | 2.5 | 70.4 | 3.2 |
| Under 100 employees --- | 26 | 1.0 | .8 | (*) | 3.8 | 7.1 | 2.2 | 1.0 | 2.7 | 8.7 | 2.6 | 3.9 | 3.0 | 60.0 | 3.5 |
| 100 to 499 employees --- | 31 | - | - | (*) | 1.0 | 3.3 | 2.6 | .6 | 1.3 | 7.5 | 3.6 | 2.6 | 3.1 | 83.4 | 4.0 |
| 500 or more employees --- | 43 | - | - | .1 | 4.4 | 1.4 | 4.3 | .1 | 4.8 | 2.9 | 3.4 | .3 | 2.6 | 95.0 | 5.1 |
| <u>Nonmanufacturing</u> | | | | | | | | | | | | | | | |
| Under 100 employees --- | 72 | 2.4 | 1.2 | .4 | 1.1 | 7.6 | 2.1 | .3 | .7 | 9.5 | 2.1 | 3.7 | 2.2 | 33.9 | 2.4 |
| 100 to 499 employees --- | 15 | 3.3 | .5 | (*) | 3.6 | 6.4 | 1.8 | .1 | 1.0 | 9.4 | 2.1 | 5.5 | 2.8 | 64.7 | 3.6 |
| 500 or more employees --- | 19 | 2.1 | .2 | .1 | 2.7 | 2.7 | 2.7 | .1 | 2.7 | 9.1 | 2.4 | 2.6 | 3.7 | 80.9 | 3.4 |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 22. Compensation items other than straight-time pay for time worked by establishments total compensation level, private nonfarm economy, 1972

| Employee group and establishment average total compensation level per work hour | Items other than straight-time pay for time worked as percent of total compensation | | | | | |
|---|---|---------------------------------|---------------|---------------------------------|------------------|---------------------------------|
| | All industries | | Manufacturing | | Nonmanufacturing | |
| | All items | All items except premiums | All items | All items except premiums | All items | All items except premiums |
| <u>All employees</u> | | | | | | |
| All establishments ----- | 21.5 | 19.5 | 24.5 | 21.5 | 19.7 | 18.2 |
| Under \$2.00 ----- | 9.5 | 9.2 | 12.6 | 12.6 | 9.4 | 9.1 |
| \$2.00 to \$2.99 ----- | 13.7 | 12.4 | 16.1 | 13.1 | 13.3 | 12.2 |
| \$3.00 to \$3.99 ----- | 16.9 | 14.7 | 18.7 | 15.8 | 16.0 | 14.2 |
| \$4.00 to \$4.99 ----- | 19.3 | 17.4 | 21.1 | 18.4 | 18.3 | 16.8 |
| \$5.00 to \$5.99 ----- | 20.8 | 18.6 | 23.0 | 19.9 | 19.0 | 17.5 |
| \$6.00 to \$6.99 ----- | 23.4 | 21.3 | 24.7 | 21.9 | 22.4 | 20.8 |
| \$7.00 to \$7.99 ----- | 25.1 | 22.8 | 28.4 | 25.2 | 22.8 | 21.1 |
| \$8.00 to \$8.99 ----- | 26.1 | 23.2 | 29.9 | 26.1 | 22.0 | 20.1 |
| \$9.00 to \$9.99 ----- | 25.2 | 23.4 | 27.4 | 24.4 | 23.8 | 22.8 |
| \$10.00 and over ----- | 24.2 | 23.1 | 28.3 | 26.2 | 22.9 | 22.2 |
| <u>Office employees</u> | | | | | | |
| All establishments ----- | 21.2 | 20.5 | 23.2 | 22.2 | 20.4 | 19.8 |
| Under \$2.00 ----- | 15.4 | 14.2 | 11.1 | 11.1 | 16.0 | 14.6 |
| \$2.00 to \$2.99 ----- | 13.5 | 13.2 | 16.7 | 14.6 | 13.4 | 13.2 |
| \$3.00 to \$3.99 ----- | 16.3 | 15.6 | 17.1 | 16.0 | 16.2 | 15.6 |
| \$4.00 to \$4.99 ----- | 17.7 | 17.0 | 17.6 | 16.3 | 17.8 | 17.1 |
| \$5.00 to \$5.99 ----- | 18.9 | 18.1 | 18.9 | 18.0 | 18.9 | 18.1 |
| \$6.00 to \$6.99 ----- | 21.6 | 20.9 | 21.4 | 20.6 | 21.7 | 21.0 |
| \$7.00 to \$7.99 ----- | 21.3 | 20.7 | 21.8 | 20.9 | 21.1 | 20.6 |
| \$8.00 to \$8.99 ----- | 22.4 | 21.7 | 23.3 | 22.5 | 21.8 | 21.1 |
| \$9.00 to \$9.99 ----- | 24.2 | 23.4 | 25.0 | 23.8 | 23.2 | 22.9 |
| \$10.00 and over ----- | 23.6 | 22.8 | 26.8 | 25.5 | 21.7 | 21.3 |
| <u>Nonoffice employees</u> | | | | | | |
| All establishments ----- | 21.7 | 18.6 | 25.2 | 21.1 | 19.1 | 16.8 |
| Under \$2.00 ----- | 9.9 | 9.6 | 11.4 | 11.1 | 9.9 | 9.6 |
| \$2.00 to \$2.99 ----- | 14.9 | 12.8 | 17.3 | 14.1 | 14.2 | 12.4 |
| \$3.00 to \$3.99 ----- | 18.6 | 15.7 | 20.1 | 16.8 | 17.5 | 15.0 |
| \$4.00 to \$4.99 ----- | 20.5 | 17.6 | 22.9 | 19.1 | 18.4 | 16.2 |
| \$5.00 to \$5.99 ----- | 22.7 | 19.1 | 24.9 | 20.6 | 20.1 | 17.4 |
| \$6.00 to \$6.99 ----- | 25.4 | 22.2 | 28.2 | 24.3 | 22.7 | 20.2 |
| \$7.00 to \$7.99 ----- | 27.8 | 23.3 | 33.1 | 27.0 | 22.4 | 19.6 |
| \$8.00 to \$8.99 ----- | 25.6 | 21.6 | 29.4 | 24.5 | 23.2 | 19.7 |
| \$9.00 to \$9.99 ----- | 24.2 | 21.9 | 27.6 | 25.0 | 22.6 | 20.4 |
| \$10.00 and over ----- | 24.7 | 23.3 | 34.1 | 29.6 | 24.0 | 22.8 |

NOTE: See appendix B for definition of terms.

Table 23. Paid leave by establishment total compensation level, private nonfarm economy, 1972

| Employee group, industry and establishment average total compensation level per work hour | Percent distribution of employment in all establishments | Establishments that had expenditures for— | | | | | |
|---|--|--|---|--|---|--|---|
| | | Leave (except sick leave) | | Vacations | | Holidays | |
| | | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation |
| <u>Office employees</u> | | | | | | | |
| All establishments ----- \$6.71 | 100 | 97 | 6.5 | 97 | 3.9 | 94 | 2.5 |
| Under \$3.00 ----- | 5 | 80 | 4.3 | 77 | 2.5 | 68 | 2.0 |
| \$3.00 to \$3.99 ----- | 9 | 97 | 5.3 | 96 | 3.1 | 86 | 2.3 |
| \$4.00 to \$4.99 ----- | 16 | 95 | 5.2 | 94 | 3.1 | 90 | 2.1 |
| \$5.00 to \$5.99 ----- | 15 | 98 | 5.8 | 96 | 3.3 | 95 | 2.3 |
| \$6.00 to \$6.99 ----- | 15 | 98 | 6.4 | 98 | 3.7 | 97 | 2.5 |
| \$7.00 to \$7.99 ----- | 14 | 99 | 6.7 | 99 | 3.9 | 98 | 2.5 |
| \$8.00 to \$8.99 ----- | 10 | 99 | 7.1 | 99 | 4.3 | 99 | 2.6 |
| \$9.00 to \$9.99 ----- | 6 | 99 | 7.3 | 99 | 4.3 | 97 | 2.7 |
| \$10.00 and over ----- | 10 | 99 | 7.1 | 99 | 4.4 | 98 | 2.4 |
| <u>Manufacturing establishments ----- \$7.76</u> | | | | | | | |
| Under \$3.00 ----- | 1 | 97 | 4.1 | 97 | 2.3 | 95 | 1.8 |
| \$3.00 to \$3.99 ----- | 3 | 99 | 4.6 | 99 | 2.8 | 86 | 1.9 |
| \$4.00 to \$4.99 ----- | 6 | 99 | 5.2 | 99 | 3.0 | 97 | 2.1 |
| \$5.00 to \$5.99 ----- | 11 | 99 | 5.9 | 99 | 3.4 | 98 | 2.3 |
| \$6.00 to \$6.99 ----- | 17 | 98 | 6.5 | 98 | 3.7 | 98 | 2.5 |
| \$7.00 to \$7.99 ----- | 17 | 99 | 7.1 | 99 | 4.1 | 99 | 2.7 |
| \$8.00 to \$8.99 ----- | 16 | 100 | 7.2 | 100 | 4.1 | 99 | 2.7 |
| \$9.00 to \$9.99 ----- | 13 | 99 | 7.5 | 99 | 4.4 | 99 | 2.8 |
| \$10.00 and over ----- | 16 | 99 | 7.6 | 99 | 4.6 | 99 | 2.4 |
| <u>Nonmanufacturing establishments ----- \$6.34</u> | | | | | | | |
| Under \$3.00 ----- | 6 | 79 | 4.3 | 76 | 2.5 | 67 | 2.1 |
| \$3.00 to \$3.99 ----- | 11 | 97 | 5.3 | 96 | 3.1 | 86 | 2.3 |
| \$4.00 to \$4.99 ----- | 18 | 94 | 5.3 | 94 | 3.1 | 89 | 2.1 |
| \$5.00 to \$5.99 ----- | 17 | 97 | 5.8 | 95 | 3.3 | 94 | 2.4 |
| \$6.00 to \$6.99 ----- | 14 | 98 | 6.4 | 97 | 3.7 | 96 | 2.5 |
| \$7.00 to \$7.99 ----- | 13 | 99 | 6.6 | 99 | 3.9 | 98 | 2.5 |
| \$8.00 to \$8.99 ----- | 8 | 99 | 7.1 | 99 | 4.4 | 98 | 2.5 |
| \$9.00 to \$9.99 ----- | 5 | 99 | 7.1 | 99 | 4.2 | 95 | 2.5 |
| \$10.00 and over ----- | 8 | 99 | 6.9 | 99 | 4.3 | 98 | 2.4 |

See note at end of table.

Table 23. Paid leave by establishment total compensation level, private nonfarm economy, 1972—Continued

| Employee group, industry and establishment average total compensation level per work hour | Percent distribution of employment in all establishments | Establishments that had expenditures for— | | | | | |
|---|--|--|---|--|---|--|---|
| | | Leave (except sick leave) | | Vacations | | Holidays | |
| | | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation |
| Nonoffice employees | | | | | | | |
| All establishments ----- \$4.45 | 100 | 90 | 5.3 | 87 | 3.1 | 78 | 2.1 |
| Under \$2.00 ----- | 7 | 58 | 2.2 | 57 | 1.5 | 28 | 1.3 |
| \$2.00 to \$2.99 ----- | 22 | 84 | 3.1 | 83 | 1.9 | 63 | 1.5 |
| \$3.00 to \$3.99 ----- | 21 | 94 | 4.2 | 91 | 2.4 | 84 | 1.8 |
| \$4.00 to \$4.99 ----- | 18 | 96 | 4.9 | 94 | 2.8 | 91 | 2.1 |
| \$5.00 to \$5.99 ----- | 12 | 96 | 5.5 | 95 | 3.2 | 90 | 2.2 |
| \$6.00 to \$6.99 ----- | 8 | 97 | 6.7 | 96 | 4.1 | 94 | 2.3 |
| \$7.00 to \$7.99 ----- | 6 | 92 | 6.7 | 85 | 4.2 | 83 | 2.5 |
| \$8.00 to \$8.99 ----- | 3 | 93 | 6.0 | 84 | 4.0 | 84 | 2.0 |
| \$9.00 and over ----- | 3 | 86 | 6.2 | 55 | 2.7 | 55 | 1.9 |
| Manufacturing establishments ----- \$4.86 | | | | | | | |
| Under \$2.00 ----- | 1 | 88 | 2.3 | 88 | 1.1 | 84 | 1.2 |
| \$2.00 to \$2.99 ----- | 12 | 88 | 3.4 | 87 | 1.8 | 82 | 1.5 |
| \$3.00 to \$3.99 ----- | 23 | 99 | 4.7 | 94 | 2.5 | 92 | 2.0 |
| \$4.00 to \$4.99 ----- | 21 | 99 | 5.5 | 94 | 3.1 | 96 | 2.3 |
| \$5.00 to \$5.99 ----- | 19 | 100 | 6.2 | 99 | 3.6 | 99 | 2.4 |
| \$6.00 to \$6.99 ----- | 11 | 100 | 7.3 | 99 | 4.5 | 99 | 2.5 |
| \$7.00 to \$7.99 ----- | 8 | 100 | 7.6 | 99 | 4.6 | 98 | 2.6 |
| \$8.00 to \$8.99 ----- | 3 | 100 | 7.9 | 100 | 5.2 | 98 | 2.3 |
| \$9.00 and over ----- | 2 | 100 | 8.1 | 100 | 4.3 | 98 | 2.7 |
| Nonmanufacturing establishments ----- \$4.19 | | | | | | | |
| Under \$2.00 ----- | 11 | 57 | 2.2 | 56 | 1.6 | 26 | 1.3 |
| \$2.00 to \$2.99 ----- | 26 | 83 | 3.1 | 83 | 1.9 | 58 | 1.5 |
| \$3.00 to \$3.99 ----- | 19 | 90 | 3.9 | 89 | 2.3 | 79 | 1.6 |
| \$4.00 to \$4.99 ----- | 16 | 94 | 4.4 | 94 | 2.6 | 87 | 1.9 |
| \$5.00 to \$5.99 ----- | 10 | 92 | 4.5 | 90 | 2.8 | 80 | 1.8 |
| \$6.00 to \$6.99 ----- | 7 | 94 | 6.0 | 92 | 3.7 | 89 | 2.1 |
| \$7.00 to \$7.99 ----- | 5 | 85 | 5.7 | 72 | 3.6 | 69 | 2.2 |
| \$8.00 to \$8.99 ----- | 3 | 89 | 4.7 | 75 | 2.9 | 74 | 1.7 |
| \$9.00 and over ----- | 3 | 83 | 5.6 | 45 | 1.9 | 47 | 1.5 |

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

Table 24. Private retirement plans by establishment total compensation level, private nonfarm economy, 1972

| Employee group, industry, and establishment average total compensation level per work hour | Percent distribution of employment in all establishments | Establishments that had expenditures for— | | | | | |
|--|--|--|---|--|---|--|---|
| | | Private retirement plans | | Contributory plans | | Noncontributory plans | |
| | | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation |
| <u>Office employees</u> | | | | | | | |
| All establishments ----- \$ 6.71 | 100 | 72 | 5.1 | 19 | 4.2 | 52 | 5.4 |
| Under \$ 3.00 ----- | 5 | 16 | 4.4 | 2 | 1.8 | 13 | 4.7 |
| \$ 3.00 to \$ 3.99 ----- | 9 | 48 | 3.0 | 19 | 2.7 | 28 | 3.2 |
| \$ 4.00 to \$ 4.99 ----- | 16 | 68 | 3.9 | 25 | 4.0 | 42 | 3.8 |
| \$ 5.00 to \$ 5.99 ----- | 15 | 70 | 4.1 | 15 | 3.4 | 54 | 4.4 |
| \$ 6.00 to \$ 6.99 ----- | 15 | 76 | 5.1 | 23 | 4.3 | 52 | 5.4 |
| \$ 7.00 to \$ 7.99 ----- | 14 | 81 | 4.7 | 25 | 3.7 | 56 | 5.2 |
| \$ 8.00 to \$ 8.99 ----- | 10 | 83 | 4.8 | 17 | 4.0 | 66 | 5.1 |
| \$ 9.00 to \$ 9.99 ----- | 6 | 90 | 5.5 | 14 | 4.2 | 76 | 5.8 |
| \$ 10.00 and over ----- | 10 | 85 | 6.8 | 11 | 6.7 | 74 | 6.8 |
| <u>Manufacturing establishments ----- \$ 7.76</u> | | | | | | | |
| Under \$ 3.00 ----- | 1 | 13 | 2.3 | - | - | 13 | 2.3 |
| \$ 3.00 to \$ 3.99 ----- | 3 | 49 | 3.4 | 12 | 2.2 | 36 | 3.8 |
| \$ 4.00 to \$ 4.99 ----- | 6 | 60 | 2.6 | 14 | 2.5 | 45 | 2.7 |
| \$ 5.00 to \$ 5.99 ----- | 11 | 80 | 2.9 | 14 | 3.1 | 66 | 2.9 |
| \$ 6.00 to \$ 6.99 ----- | 17 | 80 | 4.2 | 15 | 4.2 | 64 | 4.3 |
| \$ 7.00 to \$ 7.99 ----- | 17 | 87 | 4.2 | 24 | 3.0 | 62 | 4.7 |
| \$ 8.00 to \$ 8.99 ----- | 16 | 91 | 4.5 | 19 | 3.6 | 71 | 4.8 |
| \$ 9.00 to \$ 9.99 ----- | 13 | 92 | 4.8 | 15 | 3.8 | 76 | 5.1 |
| \$ 10.00 and over ----- | 16 | 92 | 6.3 | 15 | 8.5 | 77 | 5.8 |
| <u>Nonmanufacturing establishments ----- \$ 6.34</u> | | | | | | | |
| Under \$ 3.00 ----- | 6 | 15 | 4.6 | 2 | 1.8 | 13 | 4.7 |
| \$ 3.00 to \$ 3.99 ----- | 11 | 48 | 3.0 | 20 | 2.7 | 28 | 3.2 |
| \$ 4.00 to \$ 4.99 ----- | 18 | 69 | 4.0 | 26 | 4.1 | 42 | 3.9 |
| \$ 5.00 to \$ 5.99 ----- | 17 | 67 | 4.5 | 15 | 3.4 | 52 | 4.8 |
| \$ 6.00 to \$ 6.99 ----- | 14 | 75 | 5.4 | 27 | 4.3 | 48 | 6.1 |
| \$ 7.00 to \$ 7.99 ----- | 13 | 79 | 5.0 | 25 | 4.1 | 53 | 5.5 |
| \$ 8.00 to \$ 8.99 ----- | 8 | 78 | 5.1 | 16 | 4.3 | 62 | 5.3 |
| \$ 9.00 to \$ 9.99 ----- | 5 | 89 | 6.3 | 13 | 4.8 | 76 | 6.6 |
| \$ 10.00 and over ----- | 8 | 81 | 7.1 | 8 | 4.8 | 72 | 7.4 |

See note at end of table.

Table 24. Private retirement plans by establishment total compensation level, private nonfarm economy, 1972—Continued

| Employee group, industry, and establishment average total compensation level per work hour | Percent distribution of employment in all establishments | Establishments that had expenditures for— | | | | | |
|--|--|--|---|--|---|--|---|
| | | Private retirement plans | | Contributory plans | | Noncontributory plans | |
| | | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation |
| Nonoffice employees | | | | | | | |
| All establishments ----- \$ 4.45 | 100 | 57 | 4.0 | 9 | 3.0 | 48 | 4.1 |
| Under \$ 2.00 ----- | 7 | 3 | 1.8 | (*) | 1.0 | 3 | 1.9 |
| \$ 2.00 to \$ 2.99 ----- | 22 | 23 | 2.5 | 7 | 1.9 | 15 | 2.7 |
| \$ 3.00 to \$ 3.99 ----- | 21 | 54 | 2.6 | 9 | 2.2 | 44 | 2.6 |
| \$ 4.00 to \$ 4.99 ----- | 18 | 70 | 3.1 | 15 | 3.0 | 55 | 3.1 |
| \$ 5.00 to \$ 5.99 ----- | 12 | 80 | 3.7 | 9 | 2.6 | 71 | 3.8 |
| \$ 6.00 to \$ 6.99 ----- | 8 | 80 | 4.6 | 12 | 4.2 | 68 | 4.7 |
| \$ 7.00 to \$ 7.99 ----- | 6 | 92 | 4.7 | 3 | 5.3 | 88 | 4.7 |
| \$ 8.00 to \$ 8.99 ----- | 3 | 96 | 4.4 | 4 | 4.5 | 91 | 4.4 |
| \$ 9.00 and over ----- | 3 | 96 | 6.3 | 9 | 3.8 | 87 | 6.6 |
| Manufacturing establishments ----- \$ 4.86 | | | | | | | |
| Under \$ 2.00 ----- | 1 | - | - | - | - | - | - |
| \$ 2.00 to \$ 2.99 ----- | 12 | 23 | 2.5 | 5 | 1.2 | 17 | 2.9 |
| \$ 3.00 to \$ 3.99 ----- | 23 | 68 | 2.6 | 7 | 2.4 | 61 | 2.6 |
| \$ 4.00 to \$ 4.99 ----- | 21 | 82 | 3.0 | 9 | 2.3 | 72 | 3.1 |
| \$ 5.00 to \$ 5.99 ----- | 19 | 90 | 3.3 | 8 | 2.4 | 81 | 3.4 |
| \$ 6.00 to \$ 6.99 ----- | 11 | 96 | 4.7 | 15 | 4.5 | 81 | 4.8 |
| \$ 7.00 to \$ 7.99 ----- | 8 | 99 | 5.3 | 5 | 5.1 | 94 | 5.3 |
| \$ 8.00 to \$ 8.99 ----- | 3 | 94 | 4.6 | - | - | 94 | 4.6 |
| \$ 9.00 and over ----- | 2 | 92 | 6.2 | (*) | .8 | 92 | 6.3 |
| Nonmanufacturing establishments ----- \$ 4.19 | | | | | | | |
| Under \$ 2.00 ----- | 11 | 4 | 1.8 | (*) | 1.0 | 3 | 1.9 |
| \$ 2.00 to \$ 2.99 ----- | 26 | 23 | 2.5 | 8 | 2.0 | 15 | 2.7 |
| \$ 3.00 to \$ 3.99 ----- | 19 | 45 | 2.6 | 11 | 2.1 | 34 | 2.7 |
| \$ 4.00 to \$ 4.99 ----- | 16 | 60 | 3.2 | 18 | 3.3 | 41 | 3.2 |
| \$ 5.00 to \$ 5.99 ----- | 10 | 69 | 4.3 | 10 | 2.8 | 59 | 4.5 |
| \$ 6.00 to \$ 6.99 ----- | 7 | 65 | 4.5 | 9 | 3.6 | 55 | 4.6 |
| \$ 7.00 to \$ 7.99 ----- | 5 | 86 | 4.1 | 2 | 5.6 | 83 | 4.0 |
| \$ 8.00 to \$ 8.99 ----- | 3 | 97 | 4.3 | 7 | 4.5 | 90 | 4.3 |
| \$ 9.00 and over ----- | 3 | 97 | 6.3 | 11 | 3.8 | 86 | 6.7 |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 25. Private life, accident, and health insurance by establishment total compensation level, private nonfarm economy, 1972

| Employee group, industry, and establishment average total compensation level per work hour | Percent distribution of employment in all establishment | Establishments that had expenditures for— | | | | | |
|--|---|--|---|--|---|--|---|
| | | Private life, accident, and health insurance | | Contributory plans | | Noncontributory plans | |
| | | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation |
| <u>Office employees</u> | | | | | | | |
| All establishments ----- \$ 6.71 | 100 | 91 | 2.9 | 47 | 2.5 | 44 | 3.2 |
| Under \$3.00 ----- | 5 | 51 | 2.5 | 22 | 1.9 | 28 | 3.2 |
| \$3.00 to \$3.99 ----- | 9 | 74 | 2.2 | 33 | 2.0 | 41 | 2.4 |
| \$4.00 to \$4.99 ----- | 16 | 90 | 2.2 | 51 | 1.8 | 38 | 2.7 |
| \$5.00 to \$5.99 ----- | 15 | 92 | 2.7 | 47 | 2.5 | 43 | 2.9 |
| \$6.00 to \$6.99 ----- | 15 | 97 | 2.9 | 53 | 2.6 | 43 | 3.3 |
| \$7.00 to \$7.99 ----- | 14 | 95 | 3.2 | 56 | 2.8 | 39 | 3.6 |
| \$8.00 to \$8.99 ----- | 10 | 97 | 3.0 | 45 | 2.7 | 51 | 3.4 |
| \$9.00 to \$9.99 ----- | 6 | 98 | 3.4 | 55 | 2.8 | 42 | 4.1 |
| \$10.00 and over ----- | 10 | 95 | 2.7 | 35 | 2.2 | 60 | 3.0 |
| <u>Manufacturing establishments ----- \$ 7.76</u> | | | | | | | |
| Under \$3.00 ----- | 1 | 47 | 3.4 | 39 | 3.4 | 8 | 3.4 |
| \$3.00 to \$3.99 ----- | 3 | 85 | 3.4 | 41 | 2.3 | 44 | 4.4 |
| \$4.00 to \$4.99 ----- | 6 | 89 | 2.5 | 50 | 2.2 | 39 | 2.9 |
| \$5.00 to \$5.99 ----- | 11 | 98 | 3.2 | 56 | 3.2 | 42 | 3.2 |
| \$6.00 to \$6.99 ----- | 17 | 98 | 3.3 | 49 | 3.0 | 49 | 3.6 |
| \$7.00 to \$7.99 ----- | 17 | 98 | 3.5 | 47 | 3.0 | 51 | 3.9 |
| \$8.00 to \$8.99 ----- | 16 | 99 | 3.6 | 32 | 3.5 | 67 | 3.7 |
| \$9.00 to \$9.99 ----- | 13 | 99 | 3.7 | 46 | 3.1 | 53 | 4.3 |
| \$10.00 and over ----- | 16 | 99 | 3.6 | 36 | 2.7 | 63 | 4.0 |
| <u>Nonmanufacturing establishments ----- \$ 6.34</u> | | | | | | | |
| Under \$3.00 ----- | 6 | 51 | 2.4 | 21 | 1.5 | 29 | 3.3 |
| \$3.00 to \$3.99 ----- | 11 | 74 | 2.1 | 32 | 1.9 | 41 | 2.2 |
| \$4.00 to \$4.99 ----- | 18 | 90 | 2.1 | 51 | 1.8 | 38 | 2.7 |
| \$5.00 to \$5.99 ----- | 17 | 90 | 2.6 | 46 | 2.3 | 43 | 2.9 |
| \$6.00 to \$6.99 ----- | 14 | 96 | 2.7 | 55 | 2.4 | 40 | 3.1 |
| \$7.00 to \$7.99 ----- | 13 | 93 | 3.0 | 59 | 2.8 | 33 | 3.4 |
| \$8.00 to \$8.99 ----- | 8 | 95 | 2.6 | 53 | 2.3 | 41 | 3.0 |
| \$9.00 to \$9.99 ----- | 5 | 97 | 3.0 | 64 | 2.5 | 32 | 3.8 |
| \$10.00 and over ----- | 8 | 92 | 2.2 | 34 | 2.0 | 58 | 2.4 |

See note at end of table.

Table 25. Private life, accident, and health insurance by establishment and total compensation level, private nonfarm economy, 1972—Continued

| Employee group, industry, and establishment average total compensation level per work hour | Percent distribution of employment in all establishments | Establishments that had expenditures for-- | | | | | |
|--|--|--|---|--|---|--|---|
| | | Private life, accident, and health insurance | | Contributory plans | | Noncontributory plans | |
| | | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation | Employees as a percent of employment at the compensation level | Expenditures as a percent of total compensation |
| <u>Nonoffice employees</u> | | | | | | | |
| All establishments----- \$ 4.45 | 100 | 78 | 3.7 | 33 | 2.8 | 45 | 4.1 |
| Under \$2.00----- | 7 | 27 | 1.9 | 13 | 1.2 | 13 | 2.6 |
| \$2.00 to \$2.99----- | 22 | 51 | 2.3 | 25 | 2.0 | 26 | 2.6 |
| \$3.00 to \$3.99----- | 21 | 83 | 2.5 | 42 | 2.3 | 40 | 2.8 |
| \$4.00 to \$4.99----- | 18 | 91 | 3.1 | 46 | 2.5 | 45 | 3.6 |
| \$5.00 to \$5.99----- | 12 | 92 | 3.6 | 33 | 2.9 | 59 | 4.1 |
| \$6.00 to \$6.99----- | 8 | 96 | 4.3 | 34 | 4.1 | 61 | 4.5 |
| \$7.00 to \$7.99----- | 6 | 95 | 5.3 | 18 | 3.8 | 76 | 5.7 |
| \$8.00 to \$8.99----- | 3 | 99 | 4.4 | 21 | 3.4 | 78 | 4.7 |
| \$9.00 and over----- | 3 | 97 | 4.4 | 11 | 2.7 | 86 | 4.6 |
| <u>Manufacturing establishments----- \$ 4.86</u> | | | | | | | |
| Under \$2.00----- | 1 | 87 | .8 | 87 | .8 | - | - |
| \$2.00 to \$2.99----- | 12 | 72 | 2.6 | 39 | 2.5 | 33 | 2.8 |
| \$3.00 to \$3.99----- | 23 | 94 | 2.9 | 49 | 2.6 | 44 | 3.2 |
| \$4.00 to \$4.99----- | 21 | 96 | 3.7 | 39 | 3.2 | 56 | 4.0 |
| \$5.00 to \$5.99----- | 19 | 99 | 4.1 | 32 | 3.3 | 66 | 4.5 |
| \$6.00 to \$6.99----- | 11 | 99 | 5.0 | 30 | 4.8 | 69 | 5.1 |
| \$7.00 to \$7.99----- | 8 | 100 | 6.8 | 16 | 4.4 | 83 | 7.2 |
| \$8.00 to \$8.99----- | 3 | 100 | 6.7 | 29 | 3.8 | 70 | 6.5 |
| \$9.00 and over----- | 2 | 100 | 4.3 | 12 | 2.0 | 88 | 4.6 |
| <u>Nonmanufacturing establishments----- \$ 4.19</u> | | | | | | | |
| Under \$2.00----- | 11 | 25 | 2.1 | 11 | 1.4 | 14 | 2.6 |
| \$2.00 to \$2.99----- | 26 | 46 | 2.1 | 22 | 1.7 | 24 | 2.5 |
| \$3.00 to \$3.99----- | 19 | 76 | 2.3 | 38 | 1.9 | 37 | 2.6 |
| \$4.00 to \$4.99----- | 16 | 87 | 2.5 | 50 | 2.1 | 36 | 3.1 |
| \$5.00 to \$5.99----- | 10 | 85 | 3.0 | 34 | 2.3 | 51 | 3.5 |
| \$6.00 to \$6.99----- | 7 | 92 | 3.6 | 38 | 3.5 | 54 | 3.7 |
| \$7.00 to \$7.99----- | 5 | 91 | 3.7 | 20 | 3.4 | 70 | 3.8 |
| \$8.00 to \$8.99----- | 3 | 99 | 3.5 | 15 | 3.0 | 84 | 3.7 |
| \$9.00 and over----- | 3 | 96 | 4.4 | 10 | 2.9 | 86 | 4.6 |

NOTE: Dash (-) indicate zero. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 26. Percent of employees by establishment provisions for private life, accident, and health insurance plans, private nonfarm economy, 1972

(Data for establishments that had plans include establishments that may have had no expenditures for the plan during the reference year)

| Insurance provision | All industries | | Manufacturing | | Nonmanufacturing | |
|---------------------------------------|------------------|---------------------|------------------|---------------------|------------------|---------------------|
| | Office employees | Nonoffice employees | Office employees | Nonoffice employees | Office employees | Nonoffice employees |
| Life, accident, and health insurance | | | | | | |
| No plans ----- | 9 | 22 | 2 | 6 | 12 | 31 |
| Contributory plans ----- | 47 | 33 | 45 | 37 | 47 | 31 |
| Noncontributory plans ----- | 44 | 45 | 53 | 57 | 41 | 38 |
| Life insurance | | | | | | |
| No plans ----- | 17 | 32 | 6 | 12 | 21 | 44 |
| Contributory plans ----- | 32 | 22 | 35 | 28 | 31 | 20 |
| Noncontributory plans ----- | 51 | 46 | 60 | 61 | 48 | 37 |
| Sickness and accident insurance | | | | | | |
| No plans ----- | 25 | 37 | 11 | 16 | 29 | 48 |
| Contributory plans ----- | 25 | 17 | 26 | 23 | 26 | 14 |
| Noncontributory plans ----- | 50 | 47 | 63 | 61 | 45 | 38 |
| Hospitalization and medical insurance | | | | | | |
| No plans ----- | 12 | 24 | 4 | 7 | 14 | 34 |
| Contributory plans ----- | 39 | 28 | 33 | 30 | 41 | 27 |
| Noncontributory plans ----- | 50 | 48 | 64 | 63 | 46 | 40 |

NOTE: Because of rounding, sums of individual items may not equal 100 percent. See appendix B for definition of terms.

Table 27. Days by hours of regular workweek schedule, private nonfarm economy, 1972

| Employee group, industry, and days of regular workweek schedule | Percent distribution of employment in all establishments | Employees as a percent of employment in each regular workweek schedule— | | | | | | |
|---|--|---|--|------------------|----------|------|----------------------|------------|
| | | Total | That had a regular workweek hours schedule of: | | | | | |
| | | | Under 35 | 35 and under 37½ | 37½ - 40 | 40 | Over 40 and under 48 | 48 or over |
| <u>Office employees</u> | | | | | | | | |
| All industries | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 2.8 | 14.1 | 13.5 | 65.0 | 3.5 | 1.4 |
| 3½ days or less ----- | .7 | 100 | 92.5 | - | .2 | 7.3 | - | - |
| 4 days ----- | .9 | 100 | 78.3 | 19.2 | .6 | 2.0 | - | - |
| 4½ days ----- | .8 | 100 | 1.0 | 29.5 | 31.6 | 6.2 | 31.7 | - |
| 5 days ----- | 93.5 | 100 | 1.5 | 14.4 | 14.0 | 68.5 | 1.4 | .3 |
| 5½ days ----- | 2.6 | 100 | .8 | 3.3 | 2.3 | 20.3 | 59.9 | 13.4 |
| 6 days and over ----- | 1.6 | 100 | 2.0 | 3.8 | .1 | 25.1 | 15.8 | 53.2 |
| <u>Manufacturing</u> | | | | | | | | |
| All schedules ----- | 100.0 | 100 | .6 | 5.3 | 7.9 | 81.0 | 4.2 | .8 |
| 3½ days or less ----- | .3 | 100 | 22.6 | - | - | 77.4 | - | - |
| 4 days ----- | .1 | 100 | 12.0 | - | 19.7 | 68.3 | - | - |
| 4½ days ----- | .1 | 100 | - | - | 100.0 | - | - | - |
| 5 days ----- | 96.9 | 100 | .5 | 5.5 | 8.1 | 83.0 | 2.4 | .4 |
| 5½ days ----- | 2.0 | 100 | - | - | .1 | 16.3 | 73.6 | 10.0 |
| 6 days and over ----- | .6 | 100 | - | 4.5 | - | - | 63.4 | 32.1 |
| <u>Nonmanufacturing</u> | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 3.7 | 16.7 | 15.2 | 60.0 | 3.0 | 1.5 |
| 3½ days or less ----- | 1.0 | 100 | 99.8 | - | .2 | - | - | - |
| 4 days ----- | 1.1 | 100 | 80.2 | 19.8 | - | - | - | - |
| 4½ days ----- | 1.0 | 100 | 1.0 | 29.8 | 30.7 | 6.4 | 32.1 | - |
| 5 days ----- | 92.4 | 100 | 1.8 | 17.3 | 16.0 | 63.6 | 1.0 | .2 |
| 5½ days ----- | 2.8 | 100 | 1.0 | 4.1 | 2.8 | 21.3 | 56.7 | 14.2 |
| 6 days and over ----- | 1.8 | 100 | 3.1 | 2.8 | .1 | 28.8 | 7.8 | 57.4 |
| <u>Nonoffice employees</u> | | | | | | | | |
| All industries | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 7.3 | 5.3 | 3.7 | 67.2 | 9.6 | 7.1 |
| 3½ days or less ----- | 1.9 | 100 | 100.0 | - | - | - | - | - |
| 4 days ----- | 2.1 | 100 | 77.1 | 7.0 | 7.5 | 8.4 | - | - |
| 4½ days ----- | .6 | 100 | 44.2 | 31.1 | 12.2 | 12.4 | .1 | - |
| 5 days ----- | 80.8 | 100 | 3.2 | 5.3 | 4.1 | 81.3 | 5.2 | .9 |
| 5½ days ----- | 5.7 | 100 | (*) | 3.1 | .1 | 7.8 | 65.9 | 23.1 |
| 6 days and over ----- | 8.9 | 100 | 10.2 | 4.6 | 1.3 | 7.9 | 17.9 | 58.1 |
| <u>Manufacturing</u> | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 1.4 | 5.4 | 4.0 | 72.6 | 10.9 | 5.7 |
| 3½ days or less ----- | (*) | 100 | 100.0 | - | - | - | - | - |
| 4 days ----- | 1.6 | 100 | 29.8 | 20.2 | 27.9 | 22.1 | - | - |
| 4½ days ----- | 1.0 | 100 | 14.9 | 39.8 | 19.0 | 26.3 | - | - |
| 5 days ----- | 86.7 | 100 | .9 | 5.3 | 3.9 | 82.7 | 6.5 | .6 |
| 5½ days ----- | 5.1 | 100 | - | (*) | - | 2.7 | 79.8 | 17.5 |
| 6 days and over ----- | 5.8 | 100 | - | 1.7 | - | 2.1 | 22.3 | 73.9 |
| <u>Nonmanufacturing</u> | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 11.0 | 5.2 | 3.6 | 64.1 | 8.7 | 7.9 |
| 3½ days or less ----- | 3.0 | 100 | 100.0 | - | - | - | - | - |
| 4 days ----- | 2.4 | 100 | 94.5 | 2.2 | - | 3.4 | - | - |
| 4½ days ----- | 1.0 | 100 | 67.2 | 24.3 | 6.8 | 1.5 | .2 | - |
| 5 days ----- | 77.5 | 100 | 4.6 | 5.2 | 4.3 | 80.4 | 4.3 | 1.2 |
| 5½ days ----- | 6.0 | 100 | (*) | 4.5 | .1 | 10.3 | 59.4 | 25.8 |
| 6 days and over ----- | 10.1 | 100 | 12.9 | 5.6 | 1.7 | 10.2 | 16.8 | 52.8 |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 28. Hours by days of regular workweek private nonfarm economy, 1972

| Employee group, industry, and hours of regular workweek schedule | Percent distribution of employment in all estab- lishments | Employees as a percent of employment in each regular workweek schedule- | | | | | | |
|---|---|---|---|------|------|------|------|------------------|
| | | Total | That had a regular workweek days schedule of: | | | | | |
| | | | 3½ or less | 4 | 4½ | 5 | 5½ | 6 and over |
| Office employees | | | | | | | | |
| All industries: | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 0.7 | 0.9 | 0.8 | 93.5 | 2.6 | 1.6 |
| Under 35 hours ----- | 2.8 | 100 | 21.4 | 25.0 | (*) | 50.0 | (*) | 3.6 |
| 35 and under 37½ hours ----- | 14.1 | 100 | - | 1.4 | - | 95.7 | .8 | .7 |
| 37½ and under 40 hours ----- | 13.5 | 100 | (*) | (*) | 2.2 | 97.0 | .8 | (*) |
| 40 hours ----- | 65.0 | 100 | .1 | - | - | 98.5 | .8 | .6 |
| Over 40 and under 48 hours ----- | 3.5 | 100 | - | - | 8.6 | 37.1 | 45.7 | 8.6 |
| 48 hours and over ----- | 1.4 | 100 | - | - | - | 21.4 | 21.4 | 57.2 |
| Manufacturing: | | | | | | | | |
| All schedules ----- | 100.0 | 100 | .3 | .1 | .1 | 96.9 | 2.0 | .6 |
| Under 35 hours ----- | .6 | 100 | 16.7 | (*) | - | 83.3 | - | - |
| 35 and under 37½ hours ----- | 5.3 | 100 | - | - | - | 99.0 | - | (*) |
| 37½ and under 40 hours ----- | 7.9 | 100 | - | (*) | 1.3 | 98.6 | (*) | - |
| 40 hours ----- | 81.0 | 100 | .2 | .1 | - | 99.3 | .4 | - |
| Over 40 and under 48 hours ----- | 4.2 | 100 | - | - | - | 54.8 | 35.7 | 9.5 |
| 48 hours and over ----- | .8 | 100 | - | - | - | 50.0 | 25.0 | 25.0 |
| Nonmanufacturing: | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 1.0 | 1.1 | 1.0 | 92.4 | 2.8 | 1.8 |
| Under 35 hours ----- | 3.7 | 100 | 27.0 | 24.3 | (*) | 46.0 | (*) | 2.7 |
| 35 and under 37½ hours ----- | 16.7 | 100 | - | 1.2 | 1.8 | 95.8 | .6 | .6 |
| 37½ and under 40 hours ----- | 15.2 | 100 | (*) | - | 2.0 | 97.4 | .6 | (*) |
| 40 hours ----- | 60.0 | 100 | - | - | .1 | 98.0 | 1.0 | .9 |
| Over 40 and under 48 hours ----- | 3.0 | 100 | - | - | 10.0 | 30.0 | 53.3 | 6.7 |
| 48 hours and over ----- | 1.5 | 100 | - | - | - | 13.3 | 26.7 | 60.0 |
| Nonoffice employees | | | | | | | | |
| All industries: | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 1.9 | 2.1 | .6 | 80.8 | 5.7 | 8.9 |
| Under 35 hours ----- | 7.3 | 100 | 26.1 | 21.9 | 4.1 | 35.6 | (*) | 12.3 |
| 35 and under 37½ hours ----- | 5.3 | 100 | - | 1.9 | 3.8 | 81.1 | 3.8 | 9.4 |
| 37½ and under 40 hours ----- | 3.7 | 100 | - | 5.4 | 2.7 | 89.2 | (*) | 2.7 |
| 40 hours ----- | 67.2 | 100 | - | .3 | .2 | 97.8 | .6 | 1.2 |
| Over 40 and under 48 hours ----- | 9.6 | 100 | - | - | (*) | 43.8 | 39.6 | 16.6 |
| 48 hours and over ----- | 7.1 | 100 | - | - | - | 9.9 | 18.3 | 71.8 |
| Manufacturing: | | | | | | | | |
| All schedules ----- | 100.0 | 100 | (*) | 1.6 | 1.0 | 86.7 | 5.1 | 5.8 |
| Under 35 hours ----- | 1.4 | 100 | (*) | 35.7 | 7.2 | 57.1 | - | - |
| 35 and under 37½ hours ----- | 5.4 | 100 | - | 5.6 | 7.4 | 85.2 | (*) | 1.8 |
| 37½ and under 40 hours ----- | 4.0 | 100 | - | 10.0 | 5.0 | 85.0 | - | - |
| 40 hours ----- | 72.6 | 100 | - | .6 | .4 | 98.8 | .1 | .1 |
| Over 40 and under 48 hours ----- | 10.9 | 100 | - | - | - | 51.4 | 37.6 | 11.0 |
| 48 hours and over ----- | 5.7 | 100 | - | - | - | 8.8 | 15.8 | 75.4 |
| Nonmanufacturing: | | | | | | | | |
| All schedules ----- | 100.0 | 100 | 3.0 | 2.4 | 1.0 | 77.5 | 6.0 | 10.1 |
| Under 35 hours ----- | 11.0 | 100 | 27.3 | 20.9 | 6.4 | 32.8 | (*) | 12.6 |
| 35 and under 37½ hours ----- | 5.2 | 100 | - | 1.9 | 3.9 | 76.9 | 5.8 | 11.5 |
| 37½ and under 40 hours ----- | 3.6 | 100 | - | - | 2.7 | 91.7 | (*) | 5.6 |
| 40 hours ----- | 64.1 | 100 | - | .1 | (*) | 97.2 | .9 | 1.8 |
| Over 40 and under 48 hours ----- | 8.7 | 100 | - | - | (*) | 37.9 | 41.4 | 20.7 |
| 48 hours and over ----- | 7.9 | 100 | - | - | - | 11.4 | 19.0 | 69.6 |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.05 percent. Because of rounding sums of individual items may not equal totals. See appendix B for definition of terms.

Table 29. Composition of paid hours, private nonfarm economy, 1972

| Employee group, industry and size of establishments | All paid hours | Percent of all paid hours-- | | | | | | | | |
|---|----------------|-----------------------------|---------------|----------|------------------|----------|---------|------------|--------------------------|--------------------------------|
| | | Work hours | | | Paid leave hours | | | | | Overtime and total leave hours |
| | | Total | Straight-time | Overtime | Total | Vacation | Holiday | Sick leave | Civic and personal leave | |
| <u>All employees</u> | | | | | | | | | | |
| All industries----- | 100.0 | 93.4 | 89.0 | 4.4 | 6.6 | 3.4 | 2.3 | 0.7 | 0.2 | 11.0 |
| Under 100 employees----- | 100.0 | 95.3 | 91.6 | 3.7 | 4.7 | 2.5 | 1.7 | .5 | .1 | 8.4 |
| 100 to 499 employees----- | 100.0 | 93.4 | 88.3 | 5.1 | 6.6 | 3.4 | 2.4 | .6 | .1 | 11.7 |
| 500 or more employees----- | 100.0 | 90.7 | 85.7 | 5.0 | 9.3 | 4.7 | 3.1 | 1.2 | .3 | 14.3 |
| <u>Manufacturing</u> | | | | | | | | | | |
| Under 100 employees----- | 100.0 | 92.1 | 85.8 | 6.3 | 7.9 | 4.2 | 2.9 | .6 | .2 | 14.2 |
| 100 to 499 employees----- | 100.0 | 94.7 | 89.1 | 5.6 | 5.3 | 2.7 | 2.2 | .3 | (*) | 10.9 |
| 500 or more employees----- | 100.0 | 93.2 | 86.7 | 6.4 | 6.8 | 3.6 | 2.7 | .4 | .1 | 13.3 |
| Nonmanufacturing----- | 100.0 | 90.3 | 83.7 | 6.6 | 9.7 | 5.2 | 3.3 | .9 | .3 | 16.3 |
| <u>Nonmanufacturing</u> | | | | | | | | | | |
| Under 100 employees----- | 100.0 | 94.0 | 90.6 | 3.4 | 6.0 | 3.0 | 2.0 | .8 | .1 | 9.4 |
| 100 to 499 employees----- | 100.0 | 95.4 | 92.1 | 3.3 | 4.6 | 2.4 | 1.6 | .5 | .1 | 7.9 |
| 500 or more employees----- | 100.0 | 93.6 | 89.8 | 3.7 | 6.4 | 3.3 | 2.2 | .9 | .1 | 10.2 |
| Office employees----- | 100.0 | 91.1 | 87.7 | 3.3 | 8.9 | 4.3 | 2.8 | 1.6 | .3 | 12.3 |
| <u>Office employees</u> | | | | | | | | | | |
| All industries----- | 100.0 | 91.6 | 89.9 | 1.7 | 8.4 | 4.2 | 2.8 | 1.2 | .2 | 10.1 |
| Under 100 employees----- | 100.0 | 93.2 | 92.1 | 1.0 | 6.8 | 3.5 | 2.4 | .8 | .1 | 7.9 |
| 100 to 499 employees----- | 100.0 | 91.6 | 89.8 | 1.8 | 8.4 | 4.2 | 2.8 | 1.2 | .2 | 10.2 |
| 500 or more employees----- | 100.0 | 89.8 | 87.5 | 2.3 | 10.2 | 4.9 | 3.2 | 1.7 | .4 | 12.5 |
| <u>Manufacturing</u> | | | | | | | | | | |
| Under 100 employees----- | 100.0 | 90.6 | 88.1 | 2.5 | 9.4 | 4.7 | 3.2 | 1.2 | .3 | 11.9 |
| 100 to 499 employees----- | 100.0 | 93.4 | 92.2 | 1.1 | 6.6 | 3.4 | 2.6 | .5 | .1 | 7.8 |
| 500 or more employees----- | 100.0 | 91.8 | 89.5 | 2.3 | 8.2 | 4.2 | 3.0 | .9 | .2 | 10.5 |
| Nonmanufacturing----- | 100.0 | 89.2 | 86.2 | 3.0 | 10.8 | 5.4 | 3.5 | 1.5 | .4 | 13.8 |
| <u>Nonmanufacturing</u> | | | | | | | | | | |
| Under 100 employees----- | 100.0 | 91.9 | 90.6 | 1.4 | 8.1 | 4.0 | 2.7 | 1.2 | .2 | 9.4 |
| 100 to 499 employees----- | 100.0 | 93.2 | 92.1 | 1.0 | 6.8 | 3.6 | 2.4 | .8 | .1 | 7.9 |
| 500 or more employees----- | 100.0 | 91.5 | 89.9 | 1.6 | 8.5 | 4.2 | 2.8 | 1.3 | .3 | 10.1 |
| Nonoffice employees----- | 100.0 | 90.2 | 88.4 | 1.8 | 9.8 | 4.5 | 3.0 | 1.9 | .3 | 11.6 |
| <u>Nonoffice employees</u> | | | | | | | | | | |
| All industries----- | 100.0 | 94.4 | 88.5 | 5.9 | 5.6 | 3.0 | 2.0 | .5 | .1 | 11.5 |
| Under 100 employees----- | 100.0 | 96.2 | 91.2 | 5.0 | 3.8 | 2.0 | 1.4 | .3 | (*) | 8.8 |
| 100 to 499 employees----- | 100.0 | 94.3 | 87.5 | 6.8 | 5.7 | 3.1 | 2.2 | .4 | .1 | 12.5 |
| 500 or more employees----- | 100.0 | 91.3 | 84.5 | 6.8 | 8.7 | 4.6 | 2.9 | .9 | .3 | 15.5 |
| <u>Manufacturing</u> | | | | | | | | | | |
| Under 100 employees----- | 100.0 | 92.7 | 85.0 | 7.7 | 7.3 | 3.9 | 2.8 | .4 | .2 | 15.0 |
| 100 to 499 employees----- | 100.0 | 95.0 | 88.3 | 6.8 | 5.0 | 2.6 | 2.1 | .2 | (*) | 11.7 |
| 500 or more employees----- | 100.0 | 93.6 | 85.9 | 7.7 | 6.4 | 3.4 | 2.6 | .2 | .1 | 14.1 |
| Nonmanufacturing----- | 100.0 | 90.9 | 82.7 | 8.2 | 9.1 | 5.1 | 3.2 | .5 | .3 | 17.3 |
| <u>Nonmanufacturing</u> | | | | | | | | | | |
| Under 100 employees----- | 100.0 | 95.4 | 90.6 | 4.8 | 4.6 | 2.4 | 1.5 | .6 | .1 | 9.4 |
| 100 to 499 employees----- | 100.0 | 96.5 | 91.9 | 4.6 | 3.5 | 1.9 | 1.2 | .3 | (*) | 8.1 |
| 500 or more employees----- | 100.0 | 95.1 | 89.6 | 5.5 | 4.9 | 2.6 | 1.7 | .5 | .1 | 10.4 |
| Nonoffice employees----- | 100.0 | 91.9 | 87.1 | 4.9 | 8.1 | 4.0 | 2.5 | 1.3 | .2 | 12.9 |

NOTE: Asterisk (*) indicates less than 0.05 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 30. Straight-time work hours, private nonfarm economy, 1972

| Employee group, industry and size of establishment | Straight-time work hours as a percent of all paid hours | Percent of employees in establishments— | | | | | | | | | | | | | | | | |
|--|---|---|--|-----------------|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|
| | | Total | That had straight-time work hours as a percent of all paid hours of: | | | | | | | | | | | | | | | |
| | | | Under 80 | 80 and under 82 | 82 | 84 | 86 | 88 | 90 | 92 | 93 | 94 | 95 | 96 | 97 | 98 | 99 | 100 |
| | | | 80 | 82 | 84 | 86 | 88 | 90 | 92 | 93 | 94 | 95 | 96 | 97 | 98 | 99 | 100 | |
| All Employees | | | | | | | | | | | | | | | | | | |
| All industries ----- | 89.0 | 100 | 7 | 5 | 6 | 9 | 10 | 13 | 13 | 5 | 6 | 5 | 4 | 3 | 3 | 4 | 2 | 5 |
| Under 100 employees ----- | 91.6 | 100 | 5 | 2 | 3 | 3 | 6 | 9 | 14 | 6 | 7 | 7 | 6 | 7 | 6 | 6 | 4 | 9 |
| 100 to 499 employees ----- | 88.3 | 100 | 5 | 6 | 7 | 11 | 12 | 16 | 16 | 6 | 5 | 4 | 4 | 1 | 2 | 3 | 1 | 1 |
| 500 or more employees ----- | 85.7 | 100 | 11 | 9 | 12 | 15 | 15 | 17 | 9 | 4 | 6 | 1 | (*) | (*) | (*) | (*) | - | - |
| Manufacturing ----- | 85.8 | 100 | 11 | 10 | 13 | 13 | 15 | 15 | 10 | 3 | 3 | 2 | 1 | 1 | 1 | 1 | (*) | 1 |
| Under 100 employees ----- | 89.1 | 100 | 6 | 5 | 6 | 6 | 14 | 11 | 17 | 6 | 9 | 4 | 2 | 5 | 3 | 1 | 1 | 3 |
| 100 to 499 employees ----- | 86.7 | 100 | 7 | 9 | 10 | 12 | 15 | 20 | 14 | 2 | 3 | 2 | 2 | 1 | 1 | 1 | (*) | 1 |
| 500 or more employees ----- | 83.7 | 100 | 19 | 12 | 17 | 17 | 15 | 13 | 4 | 2 | 1 | (*) | (*) | - | - | - | - | - |
| Nonmanufacturing ----- | 90.6 | 100 | 5 | 3 | 3 | 6 | 8 | 12 | 14 | 7 | 7 | 6 | 5 | 4 | 4 | 5 | 3 | 7 |
| Under 100 employees ----- | 92.1 | 100 | 5 | 2 | 2 | 3 | 4 | 8 | 13 | 6 | 6 | 8 | 7 | 7 | 6 | 7 | 5 | 11 |
| 100 to 499 employees ----- | 89.8 | 100 | 5 | 3 | 3 | 9 | 9 | 12 | 18 | 10 | 6 | 6 | 5 | 2 | 3 | 4 | 2 | 2 |
| 500 or more employees ----- | 87.7 | 100 | 3 | 5 | 8 | 14 | 16 | 21 | 13 | 6 | 11 | 2 | 1 | (*) | 1 | (*) | - | - |
| Office Employees | | | | | | | | | | | | | | | | | | |
| All industries ----- | 89.9 | 100 | 3 | 2 | 4 | 6 | 13 | 19 | 19 | 8 | 9 | 4 | 4 | 2 | 1 | 1 | 1 | 2 |
| Under 100 employees ----- | 92.1 | 100 | 2 | 1 | 1 | 1 | 5 | 13 | 21 | 12 | 13 | 8 | 7 | 5 | 3 | 3 | 1 | 5 |
| 100 to 499 employees ----- | 89.8 | 100 | 4 | 2 | 2 | 6 | 12 | 20 | 27 | 9 | 8 | 3 | 3 | 2 | (*) | (*) | 2 | (*) |
| 500 or more employees ----- | 87.5 | 100 | 4 | 4 | 8 | 12 | 22 | 26 | 14 | 3 | 5 | 1 | (*) | (*) | (*) | (*) | - | - |
| Manufacturing ----- | 88.1 | 100 | 4 | 5 | 9 | 9 | 18 | 17 | 18 | 6 | 5 | 3 | 2 | 1 | (*) | (*) | (*) | (*) |
| Under 100 employees ----- | 92.2 | 100 | 1 | 1 | 1 | 1 | 5 | 9 | 20 | 16 | 19 | 9 | 7 | 6 | 1 | 2 | (*) | 1 |
| 100 to 499 employees ----- | 89.5 | 100 | 1 | 2 | 6 | 5 | 10 | 23 | 29 | 10 | 5 | 2 | 3 | 2 | 1 | 1 | - | (*) |
| 500 or more employees ----- | 86.2 | 100 | 7 | 7 | 13 | 13 | 25 | 18 | 13 | 2 | 1 | 1 | (*) | - | - | - | - | - |
| Nonmanufacturing ----- | 90.6 | 100 | 2 | 2 | 2 | 5 | 11 | 20 | 20 | 9 | 11 | 5 | 5 | 3 | 2 | 2 | 1 | 3 |
| Under 100 employees ----- | 92.1 | 100 | 1 | 1 | 1 | 1 | 5 | 14 | 21 | 11 | 13 | 8 | 7 | 5 | 3 | 3 | 1 | 6 |
| 100 to 499 employees ----- | 89.9 | 100 | 4 | 2 | 1 | 6 | 12 | 19 | 26 | 9 | 9 | 3 | 3 | 2 | (*) | (*) | 3 | (*) |
| 500 or more employees ----- | 88.4 | 100 | 1 | 2 | 5 | 11 | 20 | 31 | 15 | 4 | 8 | 1 | (*) | (*) | (*) | (*) | - | - |
| Nonoffice Employees | | | | | | | | | | | | | | | | | | |
| All industries ----- | 88.5 | 100 | 11 | 6 | 7 | 8 | 8 | 9 | 10 | 6 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 8 |
| Under 100 employees ----- | 91.2 | 100 | 9 | 2 | 3 | 4 | 4 | 6 | 9 | 5 | 6 | 6 | 6 | 7 | 7 | 6 | 7 | 14 |
| 100 to 499 employees ----- | 87.5 | 100 | 10 | 8 | 7 | 10 | 10 | 12 | 13 | 4 | 5 | 4 | 5 | 2 | 3 | 3 | 2 | 3 |
| 500 or more employees ----- | 84.5 | 100 | 19 | 12 | 10 | 13 | 12 | 12 | 9 | 9 | 3 | 1 | 2 | (*) | (*) | - | (*) | - |
| Manufacturing ----- | 85.0 | 100 | 18 | 12 | 9 | 13 | 10 | 13 | 9 | 3 | 4 | 2 | 2 | 1 | 1 | 1 | (*) | 2 |
| Under 100 employees ----- | 88.3 | 100 | 10 | 6 | 7 | 9 | 8 | 11 | 13 | 7 | 9 | 3 | 2 | 4 | 3 | 2 | 1 | 5 |
| 100 to 499 employees ----- | 85.9 | 100 | 12 | 11 | 10 | 13 | 12 | 15 | 12 | 2 | 4 | 1 | 3 | (*) | 1 | 1 | 1 | 1 |
| 500 or more employees ----- | 82.7 | 100 | 28 | 16 | 9 | 16 | 11 | 12 | 5 | 1 | 2 | 1 | (*) | - | - | - | - | - |
| Nonmanufacturing ----- | 90.6 | 100 | 8 | 3 | 4 | 5 | 6 | 7 | 10 | 7 | 5 | 5 | 6 | 5 | 6 | 6 | 6 | 11 |
| Under 100 employees ----- | 91.9 | 100 | 9 | 2 | 2 | 3 | 4 | 5 | 8 | 4 | 5 | 6 | 6 | 7 | 7 | 7 | 8 | 15 |
| 100 to 499 employees ----- | 89.6 | 100 | 8 | 4 | 4 | 6 | 8 | 9 | 15 | 6 | 6 | 6 | 8 | 3 | 4 | 5 | 5 | 4 |
| 500 or more employees ----- | 87.1 | 100 | 9 | 6 | 10 | 9 | 13 | 12 | 14 | 19 | 3 | 1 | 3 | (*) | (*) | (*) | - | - |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 31. Overtime hours, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Overtime hours as a percent of all paid hours | | | | Percent of employees in establishments— | | | | | | | | | | | | |
|---|---|----------------------------------|-------|----------------------------|--|---------------|-------|-------|-------|-------|-------|-------|--------|---------|---------|---------|-------------|
| | All establishments | Establishments that had overtime | Total | That had no overtime hours | That had overtime hours as a percent of all paid hours of— | | | | | | | | | | | | |
| | | | | | Under 1 | 1 and under 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 - 6 | 6 - 7 | 7 - 8 | 8 - 10 | 10 - 12 | 12 - 14 | 14 - 16 | 16 and over |
| <u>All employees</u> | | | | | | | | | | | | | | | | | |
| All industries | 4.4 | 5.6 | 100 | 24 | 13 | 11 | 8 | 7 | 6 | 5 | 4 | 3 | 5 | 4 | 3 | 2 | 4 |
| Under 100 employees | 3.7 | 6.3 | 100 | 45 | 10 | 8 | 6 | 5 | 4 | 3 | 2 | 2 | 4 | 2 | 3 | 1 | 4 |
| 100 to 499 employees | 5.1 | 5.5 | 100 | 9 | 13 | 16 | 9 | 8 | 8 | 6 | 5 | 4 | 7 | 6 | 3 | 2 | 3 |
| 500 or more employees | 5.0 | 5.1 | 100 | 1 | 16 | 14 | 11 | 11 | 9 | 8 | 7 | 5 | 7 | 4 | 3 | 3 | 2 |
| Manufacturing | 6.3 | 6.7 | 100 | 5 | 6 | 9 | 9 | 11 | 10 | 8 | 7 | 6 | 11 | 6 | 5 | 4 | 3 |
| Under 100 employees | 5.6 | 6.7 | 100 | 17 | 9 | 9 | 9 | 8 | 9 | 3 | 3 | 5 | 9 | 5 | 6 | 2 | 5 |
| 100 to 499 employees | 6.4 | 6.7 | 100 | 3 | 5 | 12 | 8 | 7 | 11 | 9 | 9 | 5 | 11 | 8 | 5 | 3 | 4 |
| 500 or more employees | 6.6 | 6.6 | 100 | (*) | 4 | 7 | 9 | 14 | 10 | 10 | 8 | 7 | 12 | 6 | 4 | 6 | 2 |
| Nonmanufacturing | 3.4 | 4.8 | 100 | 33 | 16 | 13 | 8 | 6 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 1 | 4 |
| Under 100 employees | 3.3 | 6.2 | 100 | 50 | 11 | 7 | 6 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 4 |
| 100 to 499 employees | 3.7 | 4.3 | 100 | 15 | 20 | 20 | 9 | 9 | 5 | 3 | 2 | 3 | 3 | 4 | 2 | 1 | 3 |
| 500 or more employees | 3.3 | 3.4 | 100 | 2 | 27 | 21 | 12 | 8 | 7 | 6 | 5 | 3 | 1 | 1 | 1 | (*) | 2 |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | |
| All industries | 1.7 | 2.5 | 100 | 34 | 24 | 17 | 9 | 5 | 3 | 2 | 1 | 1 | 1 | (*) | (*) | (*) | 1 |
| Under 100 employees | 1.0 | 2.7 | 100 | 63 | 15 | 8 | 4 | 3 | 3 | 1 | (*) | 1 | (*) | (*) | (*) | (*) | 1 |
| 100 to 499 employees | 1.8 | 2.2 | 100 | 18 | 33 | 24 | 8 | 5 | 2 | 3 | 2 | 1 | 1 | (*) | (*) | (*) | 1 |
| 500 or more employees | 2.3 | 2.5 | 100 | 8 | 31 | 24 | 16 | 8 | 3 | 4 | 2 | 1 | 2 | 1 | (*) | (*) | 1 |
| Manufacturing | 2.5 | 3.1 | 100 | 20 | 24 | 15 | 13 | 8 | 4 | 5 | 3 | 2 | 3 | 1 | (*) | (*) | 1 |
| Under 100 employees | 1.1 | 3.1 | 100 | 64 | 17 | 4 | 5 | 3 | 3 | (*) | (*) | (*) | (*) | (*) | (*) | (*) | 2 |
| 100 to 499 employees | 2.3 | 2.8 | 100 | 17 | 30 | 20 | 8 | 7 | 3 | 3 | 3 | 1 | 1 | 1 | 1 | (*) | 2 |
| 500 or more employees | 3.0 | 3.3 | 100 | 7 | 24 | 17 | 18 | 10 | 5 | 7 | 4 | 2 | 4 | 1 | 1 | - | 1 |
| Nonmanufacturing | 1.4 | 2.2 | 100 | 39 | 24 | 17 | 8 | 4 | 3 | 2 | 1 | 1 | 1 | (*) | (*) | (*) | 1 |
| Under 100 employees | 1.0 | 2.7 | 100 | 63 | 15 | 8 | 4 | 2 | 3 | 1 | 1 | 1 | 1 | (*) | (*) | (*) | 1 |
| 100 to 499 employees | 1.6 | 1.9 | 100 | 19 | 35 | 25 | 8 | 4 | 2 | 3 | 1 | (*) | 1 | (*) | (*) | (*) | 1 |
| 500 or more employees | 1.8 | 2.0 | 100 | 9 | 35 | 28 | 15 | 6 | 2 | 2 | 1 | (*) | 1 | 1 | - | (*) | 1 |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | |
| All industries | 5.9 | 7.6 | 100 | 25 | 9 | 8 | 7 | 5 | 7 | 5 | 5 | 3 | 6 | 6 | 4 | 2 | 8 |
| Under 100 employees | 5.0 | 8.3 | 100 | 44 | 8 | 6 | 6 | 4 | 5 | 3 | 3 | 2 | 5 | 3 | 3 | 2 | 8 |
| 100 to 499 employees | 6.8 | 7.4 | 100 | 11 | 7 | 11 | 9 | 7 | 8 | 8 | 5 | 5 | 7 | 8 | 6 | 3 | 7 |
| 500 or more employees | 6.8 | 6.9 | 100 | 1 | 6 | 15 | 9 | 7 | 10 | 8 | 9 | 5 | 9 | 9 | 5 | 3 | 7 |
| Manufacturing | 7.7 | 8.1 | 100 | 6 | 4 | 7 | 9 | 5 | 10 | 8 | 7 | 5 | 9 | 11 | 7 | 5 | 8 |
| Under 100 employees | 6.8 | 8.0 | 100 | 17 | 7 | 7 | 8 | 6 | 10 | 5 | 3 | 3 | 6 | 8 | 6 | 4 | 9 |
| 100 to 499 employees | 7.7 | 8.0 | 100 | 4 | 4 | 9 | 9 | 4 | 9 | 10 | 6 | 6 | 8 | 10 | 8 | 5 | 7 |
| 500 or more employees | 8.2 | 8.2 | 100 | (*) | 2 | 6 | 9 | 6 | 10 | 7 | 9 | 6 | 11 | 13 | 7 | 4 | 9 |
| Nonmanufacturing | 4.8 | 7.1 | 100 | 36 | 9 | 11 | 7 | 5 | 6 | 4 | 4 | 2 | 5 | 3 | 3 | 1 | 7 |
| Under 100 employees | 4.6 | 8.4 | 100 | 49 | 8 | 6 | 6 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 1 | 8 |
| 100 to 499 employees | 5.5 | 6.5 | 100 | 18 | 10 | 13 | 8 | 10 | 7 | 5 | 3 | 2 | 5 | 4 | 5 | 1 | 7 |
| 500 or more employees | 4.9 | 5.0 | 100 | 2 | 11 | 27 | 8 | 7 | 10 | 8 | 8 | 3 | 5 | 3 | 3 | (*) | 4 |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 32. Paid leave hours, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Paid leave hours as a percent of all paid hours | | Percent of employees in establishments— | | | | | | | | | | | | | | |
|---|---|--|---|------------------------------|--|---------------|-----|-----|----|----|----|----|----|----|-----|-----|-------------|
| | All establishments | Establishments that had paid leave hours | Total | That had no paid leave hours | That had paid leave hours as a percent of all paid hours of— | | | | | | | | | | | | |
| | | | | | Under 1 | 1 and under 2 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 10 | 12 | 14 | 16 and over |
| <u>All employees</u> | | | | | | | | | | | | | | | | | |
| All industries ----- | 6.6 | 6.9 | 100 | 6 | 5 | 6 | 5 | 8 | 8 | 9 | 10 | 9 | 18 | 11 | 5 | 1 | 1 |
| Under 100 employees ----- | 4.7 | 5.1 | 100 | 11 | 7 | 10 | 8 | 12 | 10 | 11 | 9 | 8 | 10 | 3 | 1 | (*) | (*) |
| 100 to 499 employees ----- | 6.6 | 6.7 | 100 | 2 | 6 | 5 | 4 | 7 | 9 | 11 | 11 | 12 | 19 | 9 | 2 | 1 | 1 |
| 500 or more employees ----- | 9.3 | 9.3 | 100 | (*) | 1 | (*) | 1 | 2 | 4 | 3 | 13 | 8 | 29 | 23 | 12 | 3 | (*) |
| Manufacturing ----- | 7.9 | 7.9 | 100 | 1 | 1 | 1 | 3 | 6 | 8 | 9 | 12 | 9 | 23 | 15 | 8 | 2 | (*) |
| Under 100 employees ----- | 5.3 | 5.5 | 100 | 4 | 2 | 4 | 8 | 13 | 11 | 15 | 19 | 8 | 11 | 3 | (*) | - | - |
| 100 to 499 employees ----- | 6.8 | 6.9 | 100 | 1 | 1 | 1 | 3 | 8 | 11 | 14 | 14 | 13 | 21 | 8 | 2 | 1 | 1 |
| 500 or more employees ----- | 9.7 | 9.7 | 100 | - | - | - | 1 | 2 | 5 | 3 | 6 | 8 | 29 | 25 | 16 | 4 | 1 |
| Nonmanufacturing ----- | 6.0 | 6.3 | 100 | 8 | 6 | 8 | 6 | 8 | 8 | 8 | 10 | 8 | 16 | 9 | 4 | 1 | 1 |
| Under 100 employees ----- | 4.6 | 5.1 | 100 | 12 | 7 | 11 | 9 | 11 | 10 | 11 | 7 | 8 | 10 | 3 | 1 | (*) | 1 |
| 100 to 499 employees ----- | 6.4 | 6.5 | 100 | 2 | 10 | 9 | 5 | 6 | 8 | 8 | 9 | 11 | 18 | 10 | 3 | 1 | 1 |
| 500 or more employees ----- | 8.9 | 8.9 | 100 | (*) | 1 | (*) | 2 | 2 | 2 | 3 | 19 | 8 | 28 | 21 | 10 | 3 | (*) |
| <u>Office employees</u> | | | | | | | | | | | | | | | | | |
| All industries ----- | 8.4 | 8.6 | 100 | 2 | 1 | 1 | 2 | 4 | 5 | 6 | 12 | 12 | 25 | 19 | 8 | 2 | 1 |
| Under 100 employees ----- | 6.8 | 7.1 | 100 | 5 | 1 | 3 | 3 | 7 | 8 | 10 | 15 | 16 | 19 | 9 | 2 | 1 | 1 |
| 100 to 499 employees ----- | 8.4 | 8.4 | 100 | (*) | 2 | (*) | 1 | 3 | 4 | 7 | 14 | 14 | 30 | 16 | 6 | 2 | 1 |
| 500 or more employees ----- | 10.2 | 10.2 | 100 | (*) | - | (*) | (*) | (*) | 1 | 2 | 7 | 7 | 29 | 32 | 15 | 5 | 2 |
| Manufacturing ----- | 9.4 | 9.4 | 100 | (*) | (*) | 1 | 1 | 2 | 3 | 5 | 8 | 11 | 25 | 26 | 12 | 4 | 1 |
| Under 100 employees ----- | 6.6 | 6.8 | 100 | 2 | (*) | 3 | 2 | 6 | 9 | 11 | 21 | 20 | 18 | 5 | 3 | (*) | - |
| 100 to 499 employees ----- | 8.2 | 8.2 | 100 | (*) | (*) | 1 | 3 | 2 | 7 | 13 | 21 | 29 | 18 | 4 | 1 | (*) | (*) |
| 500 or more employees ----- | 10.8 | 10.8 | 100 | - | - | - | (*) | (*) | 1 | 2 | 2 | 5 | 25 | 36 | 19 | 7 | 2 |
| Nonmanufacturing ----- | 8.1 | 8.3 | 100 | 3 | 1 | 2 | 2 | 5 | 5 | 7 | 13 | 12 | 25 | 17 | 6 | 2 | 1 |
| Under 100 employees ----- | 6.8 | 7.2 | 100 | 6 | 1 | 3 | 3 | 8 | 7 | 10 | 14 | 15 | 19 | 9 | 2 | 1 | 1 |
| 100 to 499 employees ----- | 8.5 | 8.5 | 100 | (*) | 3 | (*) | 1 | 3 | 5 | 6 | 14 | 11 | 30 | 15 | 7 | 2 | 2 |
| 500 or more employees ----- | 9.8 | 9.8 | 100 | (*) | - | (*) | (*) | (*) | 1 | 1 | 10 | 8 | 31 | 30 | 12 | 3 | 1 |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | | |
| All industries ----- | 5.6 | 6.2 | 100 | 12 | 6 | 6 | 6 | 9 | 9 | 9 | 10 | 8 | 13 | 8 | 3 | 1 | (*) |
| Under 100 employees ----- | 3.8 | 4.4 | 100 | 18 | 9 | 10 | 9 | 12 | 10 | 11 | 7 | 6 | 6 | 1 | (*) | (*) | (*) |
| 100 to 499 employees ----- | 5.7 | 6.1 | 100 | 8 | 6 | 5 | 5 | 8 | 12 | 11 | 12 | 10 | 14 | 6 | 2 | 1 | (*) |
| 500 or more employees ----- | 8.7 | 8.8 | 100 | 2 | (*) | (*) | 2 | 3 | 5 | 6 | 14 | 11 | 24 | 21 | 9 | 4 | 1 |
| Manufacturing ----- | 7.3 | 7.4 | 100 | 3 | 1 | 2 | 4 | 8 | 10 | 11 | 12 | 9 | 19 | 13 | 5 | 2 | 1 |
| Under 100 employees ----- | 5.0 | 5.3 | 100 | 7 | 2 | 6 | 10 | 12 | 12 | 16 | 15 | 9 | 9 | 3 | (*) | - | - |
| 100 to 499 employees ----- | 6.4 | 6.5 | 100 | 3 | 1 | 1 | 3 | 11 | 15 | 14 | 15 | 10 | 18 | 6 | 1 | 1 | 1 |
| 500 or more employees ----- | 9.1 | 9.2 | 100 | (*) | - | (*) | 1 | 2 | 6 | 6 | 8 | 9 | 27 | 25 | 11 | 5 | 1 |
| Nonmanufacturing ----- | 4.6 | 5.3 | 100 | 16 | 9 | 9 | 8 | 9 | 8 | 8 | 9 | 7 | 9 | 5 | 2 | 1 | (*) |
| Under 100 employees ----- | 3.5 | 4.2 | 100 | 21 | 11 | 11 | 9 | 12 | 9 | 10 | 5 | 5 | 5 | 1 | (*) | 1 | (*) |
| 100 to 499 employees ----- | 4.9 | 5.5 | 100 | 14 | 11 | 10 | 8 | 4 | 9 | 6 | 9 | 9 | 10 | 6 | 2 | 1 | (*) |
| 500 or more employees ----- | 8.1 | 8.3 | 100 | 3 | 1 | 1 | 3 | 3 | 3 | 5 | 23 | 12 | 20 | 17 | 6 | 2 | (*) |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 33. Paid vacation hours, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Paid vacation hours as a percent of all paid hours | | Percent of employees in establishments— | | | | | | | | | | | | | | |
|---|--|---|---|---------------------------------|---|---------------|---|---|---|---|---|---|---|---|----|----|----|
| | All establishments | Establishments that paid vacation hours | Total | That had no paid vacation hours | That had paid vacation hours as a percent of all paid hours of— | | | | | | | | | | | | |
| | | | | | Under 1 | 1 and under 2 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | | | | | | | - | - | - | - | - | - | - | - | - | - | - |
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NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 34. Paid holiday hours, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Paid holiday hours as a percent of all paid hours | | Percent of employees in establishments— | | | | | | | |
|---|---|--|---|--------------------------------|--|---------------|-------|-------|-------|------------|
| | All establishments | Establishments that had paid holiday hours | Total | That had no paid holiday hours | That had paid holiday hours as a percent of all paid hours of— | | | | | |
| | | | | | Under 1 | 1 and under 2 | 2 - 3 | 3 - 4 | 4 - 5 | 5 and over |
| <u>All employees</u> | | | | | | | | | | |
| All industries ----- | 2.3 | 2.6 | 100 | 13 | 10 | 15 | 30 | 24 | 7 | 1 |
| Under 100 employees ----- | 1.7 | 2.2 | 100 | 26 | 13 | 19 | 25 | 12 | 4 | 1 |
| 100 to 499 employees ----- | 2.4 | 2.5 | 100 | 4 | 13 | 15 | 36 | 25 | 6 | 2 |
| 500 or more employees ----- | 3.1 | 3.1 | 100 | (*) | 2 | 10 | 34 | 40 | 13 | 1 |
| Manufacturing ----- | 2.9 | 3.0 | 100 | 3 | 3 | 11 | 32 | 38 | 11 | 1 |
| Under 100 employees ----- | 2.2 | 2.4 | 100 | 8 | 8 | 17 | 43 | 20 | 4 | (*) |
| 100 to 499 employees ----- | 2.7 | 2.8 | 100 | 2 | 4 | 12 | 42 | 32 | 6 | 1 |
| 500 or more employees ----- | 3.3 | 3.3 | 100 | - | 1 | 7 | 21 | 51 | 19 | 1 |
| Nonmanufacturing ----- | 2.0 | 2.3 | 100 | 18 | 13 | 18 | 29 | 16 | 5 | 1 |
| Under 100 employees ----- | 1.6 | 2.1 | 100 | 29 | 15 | 20 | 21 | 11 | 4 | 1 |
| 100 to 499 employees ----- | 2.2 | 2.2 | 100 | 5 | 21 | 17 | 30 | 18 | 6 | 2 |
| 500 or more employees ----- | 2.8 | 2.8 | 100 | (*) | 4 | 12 | 46 | 30 | 7 | 1 |
| <u>Office employees</u> | | | | | | | | | | |
| All industries ----- | 2.8 | 2.9 | 100 | 6 | 3 | 11 | 34 | 35 | 9 | 2 |
| Under 100 employees ----- | 2.4 | 2.7 | 100 | 13 | 4 | 16 | 35 | 23 | 7 | 2 |
| 100 to 499 employees ----- | 2.8 | 2.9 | 100 | 1 | 4 | 12 | 39 | 33 | 10 | 1 |
| 500 or more employees ----- | 3.2 | 3.2 | 100 | (*) | 1 | 6 | 30 | 49 | 12 | 2 |
| Manufacturing ----- | 3.2 | 3.2 | 100 | 1 | 1 | 6 | 24 | 55 | 12 | 1 |
| Under 100 employees ----- | 2.6 | 2.7 | 100 | 5 | 2 | 13 | 42 | 35 | 3 | (*) |
| 100 to 499 employees ----- | 3.0 | 3.0 | 100 | 1 | 3 | 8 | 33 | 44 | 10 | 1 |
| 500 or more employees ----- | 3.5 | 3.5 | 100 | - | (*) | 3 | 14 | 65 | 16 | 1 |
| Nonmanufacturing ----- | 2.7 | 2.8 | 100 | 7 | 3 | 13 | 37 | 29 | 8 | 2 |
| Under 100 employees ----- | 2.4 | 2.7 | 100 | 14 | 4 | 16 | 34 | 22 | 7 | 2 |
| 100 to 499 employees ----- | 2.8 | 2.8 | 100 | 1 | 4 | 14 | 41 | 29 | 10 | 1 |
| 500 or more employees ----- | 3.0 | 3.0 | 100 | (*) | 2 | 7 | 40 | 40 | 9 | 2 |
| <u>Nonoffice employees</u> | | | | | | | | | | |
| All industries ----- | 2.0 | 2.5 | 100 | 22 | 9 | 17 | 27 | 18 | 5 | 2 |
| Under 100 employees ----- | 1.4 | 2.1 | 100 | 37 | 12 | 19 | 21 | 9 | 2 | 1 |
| 100 to 499 employees ----- | 2.2 | 2.5 | 100 | 13 | 10 | 16 | 34 | 21 | 4 | 2 |
| 500 or more employees ----- | 2.9 | 3.0 | 100 | 2 | 3 | 12 | 35 | 34 | 11 | 3 |
| Manufacturing ----- | 2.8 | 2.9 | 100 | 5 | 3 | 13 | 34 | 33 | 9 | 3 |
| Under 100 employees ----- | 2.1 | 2.5 | 100 | 14 | 5 | 19 | 40 | 19 | 4 | (*) |
| 100 to 499 employees ----- | 2.6 | 2.7 | 100 | 4 | 4 | 14 | 42 | 30 | 4 | 2 |
| 500 or more employees ----- | 3.2 | 3.3 | 100 | (*) | 1 | 10 | 24 | 44 | 16 | 5 |
| Nonmanufacturing ----- | 1.5 | 2.1 | 100 | 32 | 12 | 18 | 24 | 10 | 2 | 1 |
| Under 100 employees ----- | 1.2 | 1.9 | 100 | 42 | 13 | 20 | 17 | 6 | 2 | 1 |
| 100 to 499 employees ----- | 1.7 | 2.1 | 100 | 22 | 17 | 18 | 25 | 12 | 3 | 2 |
| 500 or more employees ----- | 2.5 | 2.5 | 100 | 3 | 6 | 15 | 50 | 22 | 4 | (*) |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 35. Weeks of vacation pay, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Percent of employees— | | | | | | | |
|---|-----------------------|--------------------------|---------------------------|---------------|-----|-----|-----|------------|
| | Total | That had no vacation pay | That had vacation pay of— | | | | | |
| | | | Under 1 week | 1 and under 2 | 2 3 | 3 4 | 4 5 | 5 and over |
| <u>All employees</u> | | | | | | | | |
| All industries ----- | 100 | 28 | 2 | 17 | 31 | 12 | 7 | 3 |
| Under 100 employees ----- | 100 | 39 | 3 | 20 | 29 | 6 | 2 | 1 |
| 100 to 499 employees ----- | 100 | 24 | 3 | 17 | 25 | 12 | 6 | 2 |
| 500 or more employees ----- | 100 | 12 | 2 | 12 | 33 | 21 | 14 | 6 |
| Manufacturing ----- | 100 | 14 | 3 | 17 | 32 | 18 | 11 | 5 |
| Under 100 employees ----- | 100 | 29 | 3 | 22 | 33 | 10 | 2 | (*) |
| 100 to 499 employees ----- | 100 | 14 | 4 | 21 | 37 | 14 | 7 | 2 |
| 500 or more employees ----- | 100 | 6 | 2 | 13 | 29 | 24 | 18 | 9 |
| Nonmanufacturing ----- | 100 | 35 | 2 | 17 | 31 | 9 | 5 | 2 |
| Under 100 employees ----- | 100 | 41 | 2 | 20 | 28 | 5 | 2 | 1 |
| 100 to 499 employees ----- | 100 | 34 | 2 | 13 | 33 | 11 | 5 | 2 |
| 500 or more employees ----- | 100 | 18 | 2 | 11 | 37 | 18 | 11 | 4 |
| <u>Office employees</u> | | | | | | | | |
| All industries ----- | 100 | 15 | 2 | 13 | 40 | 16 | 9 | 3 |
| Under 100 employees ----- | 100 | 21 | 3 | 17 | 43 | 10 | 4 | 1 |
| 100 to 499 employees ----- | 100 | 14 | 2 | 13 | 45 | 16 | 8 | 3 |
| 500 or more employees ----- | 100 | 10 | 2 | 9 | 35 | 23 | 16 | 6 |
| Manufacturing ----- | 100 | 7 | 2 | 11 | 36 | 22 | 17 | 6 |
| Under 100 employees ----- | 100 | 17 | 2 | 19 | 45 | 12 | 5 | 1 |
| 100 to 499 employees ----- | 100 | 9 | 2 | 12 | 46 | 17 | 10 | 3 |
| 500 or more employees ----- | 100 | 3 | 1 | 8 | 30 | 27 | 23 | 8 |
| Nonmanufacturing ----- | 100 | 18 | 2 | 14 | 42 | 14 | 7 | 2 |
| Under 100 employees ----- | 100 | 21 | 3 | 17 | 43 | 10 | 4 | 1 |
| 100 to 499 employees ----- | 100 | 16 | 2 | 13 | 44 | 15 | 7 | 3 |
| 500 or more employees ----- | 100 | 14 | 2 | 10 | 38 | 20 | 12 | 4 |
| <u>Nonoffice employees</u> | | | | | | | | |
| All industries ----- | 100 | 34 | 3 | 19 | 27 | 10 | 5 | 2 |
| Under 100 employees ----- | 100 | 47 | 3 | 22 | 23 | 4 | 1 | (*) |
| 100 to 499 employees ----- | 100 | 30 | 4 | 19 | 30 | 11 | 5 | 2 |
| 500 or more employees ----- | 100 | 14 | 2 | 14 | 31 | 19 | 13 | 7 |
| Manufacturing ----- | 100 | 16 | 3 | 20 | 31 | 16 | 9 | 5 |
| Under 100 employees ----- | 100 | 31 | 4 | 23 | 30 | 10 | 2 | (*) |
| 100 to 499 employees ----- | 100 | 15 | 4 | 24 | 35 | 13 | 7 | 2 |
| 500 or more employees ----- | 100 | 7 | 2 | 15 | 28 | 23 | 15 | 10 |
| Nonmanufacturing ----- | 100 | 44 | 2 | 19 | 25 | 6 | 3 | 1 |
| Under 100 employees ----- | 100 | 50 | 2 | 22 | 22 | 3 | 1 | (*) |
| 100 to 499 employees ----- | 100 | 46 | 3 | 14 | 25 | 8 | 3 | 1 |
| 500 or more employees ----- | 100 | 22 | 2 | 12 | 36 | 15 | 10 | 4 |

NOTE: Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 36. Paid holidays, private nonfarm economy, 1972

| Employee group, industry, and size of establishment | Total employment | Had no paid holi- days | Percent of employees in establishments where the majority— | | | | | | | | | | | | | Over 10 |
|---|------------------|------------------------|--|----|-----|----|-----|----|-----|----|-----|----|-----|----|----|---------|
| | | | Had paid holidays of— | | | | | | | | | | | | | |
| | | | Under 5 days | 5 | 5½ | 6 | 6½ | 7 | 7½ | 8 | 8½ | 9 | 9½ | 10 | | |
| <u>All employees</u> | | | | | | | | | | | | | | | | |
| All industries----- | 100 | 21 | 4 | 7 | (*) | 13 | 1 | 11 | 1 | 14 | 1 | 12 | 1 | 9 | 7 | |
| Under 100 employees----- | 100 | 36 | 6 | 8 | (*) | 16 | 1 | 10 | 1 | 8 | (*) | 6 | (*) | 4 | 3 | |
| 100 to 499 employees----- | 100 | 14 | 3 | 8 | (*) | 14 | 1 | 13 | 1 | 15 | (*) | 15 | 1 | 9 | 5 | |
| 500 or more employees----- | 100 | 2 | 1 | 3 | (*) | 6 | (*) | 9 | (*) | 22 | 1 | 22 | 1 | 17 | 16 | |
| <u>Manufacturing-----</u> | | | | | | | | | | | | | | | | |
| Under 100 employees----- | 100 | 5 | 2 | 6 | (*) | 10 | 1 | 9 | 1 | 14 | 1 | 22 | 1 | 17 | 12 | |
| 100 to 499 employees----- | 100 | 15 | 4 | 8 | (*) | 18 | 1 | 17 | 2 | 14 | 1 | 7 | (*) | 8 | 2 | |
| 500 or more employees----- | 100 | 5 | 3 | 7 | - | 12 | 1 | 11 | 1 | 20 | 1 | 21 | 1 | 13 | 5 | |
| 500 or more employees----- | 100 | (*) | 1 | 3 | - | 5 | (*) | 4 | (*) | 9 | (*) | 29 | 1 | 24 | 21 | |
| <u>Nonmanufacturing-----</u> | | | | | | | | | | | | | | | | |
| Under 100 employees----- | 100 | 29 | 4 | 7 | (*) | 14 | 1 | 11 | 1 | 14 | (*) | 8 | (*) | 5 | 5 | |
| 100 to 499 employees----- | 100 | 40 | 6 | 8 | (*) | 16 | 1 | 9 | (*) | 7 | (*) | 5 | (*) | 4 | 3 | |
| 500 or more employees----- | 100 | 22 | 3 | 8 | 1 | 16 | 1 | 15 | 1 | 11 | (*) | 9 | 1 | 6 | 6 | |
| 500 or more employees----- | 100 | 4 | 1 | 2 | (*) | 7 | (*) | 14 | (*) | 33 | 2 | 15 | 1 | 9 | 10 | |
| <u>Office employees</u> | | | | | | | | | | | | | | | | |
| All industries----- | 100 | 7 | 2 | 6 | (*) | 14 | 1 | 12 | 1 | 16 | 1 | 15 | 1 | 12 | 12 | |
| Under 100 employees----- | 100 | 15 | 4 | 9 | 1 | 21 | 1 | 14 | 1 | 11 | 1 | 8 | 1 | 8 | 6 | |
| 100 to 499 employees----- | 100 | 4 | 1 | 7 | 1 | 14 | 1 | 15 | 2 | 16 | 1 | 18 | 2 | 9 | 10 | |
| 500 or more employees----- | 100 | 1 | (*) | 1 | (*) | 5 | (*) | 9 | (*) | 21 | 2 | 20 | 2 | 19 | 19 | |
| <u>Manufacturing-----</u> | | | | | | | | | | | | | | | | |
| Under 100 employees----- | 100 | 2 | 1 | 3 | - | 9 | (*) | 7 | 1 | 13 | 1 | 23 | 1 | 22 | 16 | |
| 100 to 499 employees----- | 100 | 4 | 3 | 6 | - | 24 | 1 | 17 | 2 | 19 | 2 | 8 | (*) | 11 | 2 | |
| 500 or more employees----- | 100 | 3 | 1 | 4 | - | 11 | 1 | 8 | 1 | 21 | 1 | 24 | 2 | 13 | 9 | |
| 500 or more employees----- | 100 | (*) | (*) | 1 | - | 4 | (*) | 4 | (*) | 8 | (*) | 26 | 1 | 30 | 24 | |
| <u>Nonmanufacturing-----</u> | | | | | | | | | | | | | | | | |
| Under 100 employees----- | 100 | 9 | 2 | 7 | 1 | 15 | 1 | 13 | 1 | 17 | 1 | 12 | 1 | 9 | 10 | |
| 100 to 499 employees----- | 100 | 16 | 4 | 10 | 1 | 21 | 1 | 13 | 1 | 11 | 1 | 8 | 1 | 7 | 6 | |
| 500 or more employees----- | 100 | 4 | 1 | 8 | 1 | 15 | 1 | 18 | 2 | 14 | (*) | 16 | 2 | 8 | 10 | |
| 500 or more employees----- | 100 | 1 | (*) | 1 | (*) | 6 | (*) | 11 | 1 | 30 | 3 | 16 | 2 | 13 | 17 | |
| <u>Nonoffice employees</u> | | | | | | | | | | | | | | | | |
| All industries----- | 100 | 28 | 4 | 7 | (*) | 12 | 1 | 10 | (*) | 12 | (*) | 11 | (*) | 8 | 5 | |
| Under 100 employees----- | 100 | 45 | 6 | 8 | (*) | 14 | 1 | 9 | (*) | 6 | (*) | 4 | (*) | 3 | 2 | |
| 100 to 499 employees----- | 100 | 19 | 4 | 8 | (*) | 15 | 1 | 12 | 1 | 15 | (*) | 13 | (*) | 9 | 3 | |
| 500 or more employees----- | 100 | 3 | 1 | 4 | - | 6 | (*) | 10 | (*) | 22 | (*) | 24 | 1 | 15 | 13 | |
| <u>Manufacturing-----</u> | | | | | | | | | | | | | | | | |
| Under 100 employees----- | 100 | 6 | 3 | 7 | (*) | 11 | 1 | 10 | 1 | 14 | 1 | 21 | 1 | 15 | 10 | |
| 100 to 499 employees----- | 100 | 17 | 5 | 8 | (*) | 17 | 1 | 17 | 2 | 13 | 1 | 7 | (*) | 8 | 2 | |
| 500 or more employees----- | 100 | 6 | 3 | 8 | - | 13 | (*) | 12 | 1 | 20 | 1 | 20 | 1 | 13 | 3 | |
| 500 or more employees----- | 100 | (*) | 2 | 4 | - | 5 | (*) | 5 | (*) | 9 | 1 | 31 | 1 | 22 | 20 | |
| <u>Nonmanufacturing-----</u> | | | | | | | | | | | | | | | | |
| Under 100 employees----- | 100 | 40 | 5 | 7 | (*) | 13 | (*) | 10 | (*) | 12 | (*) | 6 | (*) | 3 | 3 | |
| 100 to 499 employees----- | 100 | 52 | 7 | 8 | (*) | 14 | (*) | 7 | (*) | 5 | (*) | 4 | (*) | 2 | 2 | |
| 500 or more employees----- | 100 | 33 | 5 | 8 | (*) | 17 | 1 | 13 | 1 | 9 | - | 5 | (*) | 6 | 3 | |
| 500 or more employees----- | 100 | 7 | 1 | 4 | - | 8 | 1 | 17 | (*) | 37 | (*) | 14 | (*) | 6 | 4 | |

NOTE: Dash (-) indicates zero. Asterisk (*) indicates less than 0.5 percent. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 37. Employee compensation in the private nonfarm economy, 1966, 1968, 1970, and 1972: All employees

| Compensation item | 1966 | | | | | | 1968 | | | | | |
|---|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | All industries | | Manufacturing | | Nonmanufacturing | | All industries | | Manufacturing | | Nonmanufacturing | |
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| Total compensation | 100.0 | \$3.44 | 100.0 | \$3.76 | 100.0 | \$3.23 | 100.0 | \$3.89 | 100.0 | \$4.21 | 100.0 | \$3.70 |
| Pay for time worked | 83.0 | \$2.85 | 81.6 | \$3.07 | 84.0 | \$2.71 | 82.8 | \$3.22 | 81.1 | \$3.41 | 83.9 | \$3.11 |
| Straight-time pay | 80.6 | 2.77 | 78.1 | 2.94 | 82.4 | 2.66 | 80.4 | 3.13 | 77.7 | 3.27 | 82.2 | 3.04 |
| Premium pay | 2.4 | .08 | 3.5 | .13 | 1.6 | .05 | 2.4 | .09 | 3.4 | .14 | 1.7 | .06 |
| Overtime, weekend, and holiday work | 2.1 | .07 | 2.9 | .11 | 1.5 | .05 | 2.1 | .08 | 2.8 | .12 | 1.6 | .06 |
| Shift differentials | .3 | .01 | .6 | .02 | .1 | (*) | .3 | .01 | .6 | .03 | .1 | (*) |
| Paid leave (except sick leave) | 5.2 | .18 | 5.8 | .21 | 4.7 | .15 | 5.3 | .21 | 6.2 | .26 | 4.7 | .18 |
| Vacations | 3.1 | .11 | 3.5 | .13 | 2.7 | .09 | 3.1 | .12 | 3.7 | .16 | 2.7 | .10 |
| Holidays | 1.9 | .07 | 2.2 | .08 | 1.7 | .05 | 2.0 | .08 | 2.3 | .10 | 1.7 | .06 |
| Civic and personal leave | .1 | (*) | .1 | (*) | .1 | (*) | .1 | .01 | .2 | .01 | .1 | .01 |
| Employer expenditures for vacation and holiday funds | .1 | (*) | (*) | (*) | .2 | .01 | .1 | (*) | (*) | (*) | .1 | (*) |
| Employer expenditures for retirement programs | 5.6 | .20 | 5.9 | .22 | 5.5 | .17 | 6.0 | .24 | 6.3 | .27 | 5.9 | .22 |
| Social security | 3.1 | .11 | 3.0 | .11 | 3.2 | .10 | 3.3 | .13 | 3.3 | .14 | 3.4 | .13 |
| Private plans | 2.5 | .09 | 2.9 | .11 | 2.3 | .07 | 2.7 | .11 | 3.0 | .13 | 2.5 | .09 |
| Employer expenditures for life insurance and health benefit programs ¹ | 3.5 | .12 | 3.8 | .15 | 3.4 | .11 | 3.7 | .15 | 4.2 | .18 | 3.4 | .13 |
| Life, accident, and health insurance | 2.1 | .07 | 2.6 | .10 | 1.8 | .06 | 2.2 | .09 | 2.9 | .12 | 1.7 | .07 |
| Sick leave | .5 | .02 | .5 | .02 | .6 | .02 | .6 | .03 | .6 | .02 | .7 | .03 |
| Workers compensation | .9 | .03 | .7 | .03 | 1.0 | .03 | .9 | .03 | .8 | .03 | .9 | .03 |
| Employer expenditures for unemployment benefit programs | 1.1 | .04 | 1.2 | .04 | 1.2 | .04 | .9 | .04 | .9 | .04 | .9 | .03 |
| Unemployment insurance | 1.1 | .04 | 1.1 | .04 | 1.1 | .04 | .8 | .03 | .8 | .03 | .8 | .03 |
| Severance pay | (*) | (*) | (*) | (*) | .1 | (*) | .1 | (*) | .1 | (*) | .1 | (*) |
| Severance pay funds and supplemental unemployment benefit funds | (*) | (*) | (*) | (*) | (*) | (*) | (*) | (*) | .1 | .01 | (*) | (*) |
| Nonproduction bonuses | 1.2 | .04 | 1.3 | .05 | 1.2 | .04 | 1.0 | .04 | .9 | .04 | 1.1 | .04 |
| Savings and thrift plans | .1 | (*) | .2 | .01 | .1 | (*) | .2 | .01 | .2 | .01 | .1 | (*) |
| Wages and salaries (gross payroll) ² | 89.9 | 3.09 | 8.2 | 3.35 | 90.4 | 2.92 | 89.7 | 3.49 | 88.8 | 3.74 | 90.3 | 3.35 |
| Supplements to wages and salaries ³ | 10.1 | .35 | 10.8 | .41 | 9.6 | .31 | 10.3 | .40 | 11.2 | .47 | 9.7 | .36 |

See footnotes at end of table.

Table 37. Employee compensation in the private nonfarm economy, 1966, 1968, 1970, and 1972: All employees—Continued

| Compensation item | 1970 | | | | | | 1972 | | | | | |
|---|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | All industries | | Manufacturing | | Nonmanufacturing | | All industries | | Manufacturing | | Nonmanufacturing | |
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| Total compensation ----- | 100.0 | \$4.54 | 100.0 | \$4.87 | 100.0 | \$4.36 | 100.0 | \$5.23 | 100.0 | \$5.64 | 100.0 | \$5.00 |
| Pay for time worked ----- | 81.9 | \$3.72 | 79.8 | \$3.89 | 83.2 | \$3.63 | 80.5 | \$4.21 | 78.5 | \$4.43 | 81.8 | \$4.09 |
| Straight-time pay ----- | 79.8 | 3.63 | 76.8 | 3.74 | 81.6 | 3.56 | 78.5 | 4.11 | 75.5 | 4.26 | 80.3 | 4.02 |
| Premium pay ----- | 2.1 | .09 | 2.9 | .14 | 1.5 | .07 | 2.0 | .11 | 3.0 | .17 | 1.5 | .07 |
| Overtime, weekend, and holiday work ----- | 1.7 | .08 | 2.4 | .12 | 1.4 | .06 | 1.8 | .09 | 2.5 | .14 | 1.3 | .07 |
| Shift differentials ----- | .3 | .01 | .6 | .03 | .1 | .01 | .3 | .01 | .5 | .03 | .2 | .01 |
| Paid leave (except sick leave) ----- | 5.6 | .25 | 6.7 | .33 | 4.9 | .21 | 5.6 | .29 | 6.5 | .36 | 5.1 | .26 |
| Vacations ----- | 3.3 | .15 | 4.0 | .20 | 2.8 | .12 | 3.3 | .17 | 3.8 | .21 | 3.0 | .15 |
| Holidays ----- | 2.1 | .09 | 2.5 | .12 | 1.8 | .08 | 2.0 | .11 | 2.4 | .14 | 1.8 | .09 |
| Civic and personal leave ----- | .1 | .01 | .2 | .01 | .1 | .01 | .1 | .01 | .2 | .01 | .1 | .01 |
| Employer expenditures for vacation and holiday funds ----- | .1 | (*) | (*) | (*) | .1 | (*) | .2 | .01 | .1 | .01 | .2 | .01 |
| Employer expenditures for retirement programs ----- | 6.5 | .29 | 6.5 | .32 | 6.4 | .28 | 7.0 | .36 | 7.1 | .40 | 6.9 | .34 |
| Social security ----- | 3.4 | .16 | 3.4 | .16 | 3.5 | .15 | 3.7 | .19 | 3.6 | .20 | 3.7 | .19 |
| Private plans ----- | 3.0 | .14 | 3.2 | .15 | 3.0 | .13 | 3.3 | .17 | 3.6 | .20 | 3.2 | .16 |
| Employer expenditures for life insurance and health benefit programs ¹ ----- | 4.2 | .19 | 5.0 | .25 | 3.7 | .16 | 4.7 | .24 | 5.4 | .31 | 4.2 | .21 |
| Life, accident, and health insurance ----- | 2.6 | .12 | 3.6 | .17 | 2.1 | .09 | 3.0 | .16 | 4.0 | .22 | 2.4 | .12 |
| Sick leave ----- | .7 | .03 | .6 | .03 | .7 | .03 | .7 | .04 | .6 | .03 | .8 | .04 |
| Workers compensation ----- | .9 | .04 | .8 | .04 | .9 | .04 | .9 | .05 | .9 | .05 | .9 | .05 |
| Employer expenditures for unemployment benefit programs ----- | .8 | .04 | .9 | .04 | .8 | .03 | 1.0 | .05 | 1.2 | .07 | 1.0 | .05 |
| Unemployment insurance ----- | .7 | .03 | .7 | .03 | .7 | .03 | .9 | .05 | .9 | .05 | .9 | .05 |
| Severance pay ----- | .1 | (*) | .1 | (*) | .1 | (*) | .1 | (*) | .1 | .01 | (*) | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | (*) | (*) | .1 | .01 | (*) | (*) | .1 | (*) | .1 | .01 | (*) | (*) |
| Nonproduction bonuses ----- | .9 | .04 | .8 | .04 | .9 | .04 | 1.0 | .05 | 1.0 | .05 | .9 | .05 |
| Savings and thrift plans ----- | .2 | .01 | .3 | .01 | .1 | (*) | .2 | .01 | .2 | .01 | .1 | .01 |
| Wages and salaries (gross payroll) ² ----- | 89.0 | 4.04 | 88.0 | 4.28 | 89.6 | 3.91 | 87.8 | 4.59 | 86.5 | 4.88 | 88.5 | 4.43 |
| Supplements to wages and salaries ³ ----- | 11.0 | .50 | 12.0 | .59 | 10.4 | .45 | 12.2 | .64 | 13.5 | .76 | 11.5 | .57 |

¹ See footnote 1, table 1.

² See footnote 2, table 1.

³ See footnote 3, table 1.

NOTE: Asterisk (*) indicates less than 0.05 percent or less than \$0.005. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Table 38. Compensation of production and related (nonoffice) workers in manufacturing industries, selected years, 1959-72

| Compensation item | 1959 | | 1962 | | 1966 ¹ | | 1968 | | 1970 | | 1972 | |
|---|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|-------------------------|-----------------------|
| | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour | Percent of compensation | Dollars per work hour |
| Total compensation ----- | 100.0 | \$2.61 | 100.0 | \$2.85 | 100.0 | \$3.30 | 100.0 | \$3.69 | 100.0 | \$4.24 | 100.0 | \$4.86 |
| Pay for time worked ----- | 85.4 | \$2.23 | 83.9 | \$2.39 | 82.4 | \$2.72 | 81.8 | \$3.02 | 80.1 | \$3.39 | 78.9 | \$3.84 |
| Straight-time pay ----- | 81.5 | 2.13 | 80.1 | 2.28 | 77.7 | 2.56 | 77.4 | 2.86 | 76.2 | 3.23 | 74.8 | 3.64 |
| Premium pay ----- | 3.9 | .10 | 3.8 | .11 | 4.7 | .16 | 4.5 | .17 | 4.0 | .17 | 4.1 | .20 |
| Overtime, weekend, and holiday work ----- | 3.1 | .08 | 3.0 | .09 | 3.9 | .13 | 3.6 | .13 | 3.2 | .13 | 3.4 | .17 |
| Shift differentials ----- | .8 | .02 | .8 | .02 | .8 | .03 | .9 | .03 | .8 | .03 | .7 | .03 |
| Paid leave (except sick leave) ----- | 5.2 | .14 | 5.2 | .15 | 5.6 | .18 | 5.9 | .22 | 6.5 | .27 | 6.2 | .30 |
| Vacations ----- | 3.3 | .09 | 3.3 | .09 | 3.4 | .11 | 3.6 | .13 | 3.9 | .16 | 3.6 | .17 |
| Holidays ----- | 1.9 | .05 | 1.9 | .06 | 2.0 | .07 | 2.1 | .05 | 2.4 | .10 | 2.3 | .11 |
| Civic and personal leave ----- | (*) | (*) | (*) | (*) | .1 | (*) | .1 | .01 | .1 | .01 | .1 | .01 |
| Employer payments to vacation and holiday funds ----- | (*) | (*) | (*) | (*) | .1 | (*) | .1 | (*) | (*) | (*) | .1 | .01 |
| Employer expenditures for retirement programs ----- | 4.2 | .11 | 4.5 | .13 | 5.8 | .19 | 6.2 | .23 | 6.5 | .28 | 7.2 | .35 |
| Social security ----- | 2.0 | .05 | 2.3 | .07 | 3.3 | .11 | 3.5 | .13 | 3.7 | .16 | 3.9 | .19 |
| Private plans ----- | 2.2 | .06 | 2.2 | .06 | 2.5 | .08 | 2.6 | .10 | 2.9 | .12 | 3.3 | .16 |
| Employer expenditures for health benefit programs ² ----- | 3.0 | .08 | 3.6 | .11 | 4.0 | .13 | 4.5 | .17 | 5.4 | .23 | 5.8 | .28 |
| Life, accident, and health insurance ----- | 2.0 | .05 | 2.4 | .07 | 2.8 | .09 | 3.1 | .12 | 3.9 | .16 | 4.2 | .21 |
| Sick leave ----- | .2 | .01 | .3 | .01 | .2 | .01 | .3 | .01 | .4 | .02 | .3 | .02 |
| Workers compensation ----- | .8 | .02 | .9 | .03 | 1.0 | .03 | 1.0 | .04 | 1.0 | .04 | 1.2 | .06 |
| Employer expenditures for unemployment benefit programs ----- | 1.5 | .03 | 2.2 | .06 | 1.5 | .05 | 1.1 | .04 | 1.0 | .04 | 1.3 | .06 |
| Unemployment insurance ----- | 1.3 | .03 | 1.9 | .05 | 1.3 | .04 | .9 | .03 | .8 | .03 | 1.1 | .05 |
| Severance pay ----- | - | - | - | - | (*) | (*) | (*) | (*) | (*) | (*) | .1 | (*) |
| Severance pay funds and supplemental unemployment benefit funds ----- | .2 | (*) | .3 | .01 | .2 | .01 | .2 | .01 | .2 | .01 | .2 | .01 |
| Nonproduction bonuses ----- | .5 | .01 | .6 | .02 | .6 | .02 | .4 | .02 | .4 | .02 | .5 | .02 |
| Savings and thrift plans ----- | (*) | (*) | .1 | (*) | .1 | (*) | .1 | (*) | .1 | (*) | .1 | (*) |
| Wages and salaries (gross payroll) ³ ----- | 91.4 | 2.38 | 89.9 | 2.56 | 88.8 | 2.93 | 88.4 | 3.26 | 87.4 | 3.70 | 85.9 | 4.18 |
| Supplements to wages and salaries ⁴ ----- | 8.6 | .23 | 10.1 | .29 | 11.2 | .37 | 11.6 | .43 | 12.6 | .53 | 14.1 | .68 |

¹ 1966 data revised in 1970.² See footnote 1, table 1.³ See footnote 2, table 1.⁴ See footnote 3, table 1.

NOTE: Asterisk (*) indicates less than 0.05 percent, or \$0.005. Dash (-) indicates data not obtained separately for this item. Because of rounding, sums of individual items may not equal totals. See appendix B for definition of terms.

Appendix A. Compensation in Private Industry and the Federal Government

The Federal Government is the largest single employer in the Nation. As such, it influences and is influenced by compensation levels and practices in the private sector, especially in that segment which has substantial numbers of workers of the types employed by the Federal Government. Therefore, comparable

information on compensation in the private sector and in the Federal Government is useful.

Data on employee compensation for private industry and the Federal Government is presented in the following table.

Compensation structure of Federal Government and private industry, 1972.

| Compensation item | Private nonfarm industry, calendar 1972 | | Federal Government ² Fiscal 1973 July 1972-June 1973 |
|---|---|-------------------------------|---|
| | Total | Comparison frame ¹ | |
| Total compensation | 100.0 | 100.0 | 100.0 |
| Pay for time worked | 80.5 | 77.4 | 73.7 |
| Straight-time pay | 78.5 | 74.8 | 71.8 |
| For regular hours | 74.7 | 70.7 | 69.7 |
| For extra hours ³ | 3.8 | 4.1 | 1.9 |
| Premium pay | 2.0 | 2.6 | 2.1 |
| Overtime, weekend, and holiday work ... | 1.8 | 2.1 | 1.6 |
| Shift differentials | .3 | .5 | .5 |
| Pay for leave time (except sick leave) ⁴ | 5.6 | 7.0 | 10.1 |
| Vacations | 3.3 | 4.1 | 6.7 |
| Holidays | 2.0 | 2.5 | 2.7 |
| Civic and personal leave | .1 | .2 | .7 |
| Retirement programs | 7.0 | 8.0 | 10.6 |
| Social security and railroad retirement | 3.7 | 3.6 | .2 |
| Other plans | 3.3 | 4.5 | 10.4 |
| Health and insurance programs ⁴ | 4.7 | 5.4 | 5.2 |
| Life, accident and health insurance | 3.0 | 3.9 | 1.9 |
| Worker's compensation | .7 | .6 | .5 |
| Sick leave | .9 | .9 | 2.8 |
| Unemployment programs | 1.0 | 1.1 | .4 |
| Unemployment insurance | .9 | .8 | .3 |
| Severance pay | .1 | .1 | .1 |
| Unemployment benefit funds | .1 | .1 | (⁵) |
| Nonproduction bonuses (includes awards) | 1.0 | .7 | .1 |
| Savings and thrift plans | .2 | .3 | (⁵) |

¹ Data relate to establishments in the United States, except Alaska and Hawaii, having the indicated minimum employment size in the following industries: Manufacturing—250; retail trade—250; transportation, communication, electric, gas, and sanitary services—100; wholesale trade—100; engineering and architectural services—100; commercial research and development laboratories—100; finance, insurance, and real estate—100. These are the characteristics of establishments included in the BLS national survey of professional, administrative, technical, and clerical pay (PATC survey).

² Data provided by the Civil Service Commission and Office of Management and Budget.

³ Straight-time pay portion for overtime, weekend, and holiday work for which the premium is shown below.

⁴ Includes items in addition to those shown separately.

⁵ No such program in the Federal Government.

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

Data for the “comparison frame” relate to establishments having the same industry and employment size characteristics as those in the BLS national survey of professional, administrative, technical, and clerical pay (PATC survey),¹ which is conducted to provide data for pay comparisons between private industry and the Federal Government. The scope of the PATC survey is designed to include establishments having a sufficient number of employees in the surveyed occupations to materially influence salary estimates. The “comparison frame” industries include establishments having the indicated minimum employment size in the following industries: Manufacturing (250); retail trade (250); transportation (limited to railroad, local and suburban passenger, foreign and domestic deep sea, and air transportation), communication, electric, gas, and sani-

tary services (100); wholesale trade (100); commercial research and development laboratories (100); engineering and architectural services (100); and finance, insurance, and real estate (100). The data exclude establishments in Alaska and Hawaii.

Data for the Federal Government were provided by the Office of Management and Budget and the Civil Service Commission.

Data from the 1972 survey of employee compensation were used by the Office of Management and Budget and the Civil Service Commission for comparing employee compensation in private industry with that in the Federal Government.

¹ See *National Survey of Professional, Administrative, Technical, and Clerical Pay, March 1974*, BLS Bulletin 1837 (1974).

Appendix B. Scope and Method of Survey

Scope of survey

The survey covered the private nonfarm sector in the 50 States and the District of Columbia. Data relate to calendar year 1972 and are limited to expenditures made or incurred by employers for the compensation of employees, and the hours for which employees received pay from their employers (paid hours).

The universe and the number of establishments and employees studied are shown in the following tabulation.

Sampling procedure

The survey was conducted on the basis of a probability sample of establishments (not companies) selected from the private nonfarm sector of the economy, stratified by location and industry, and with probability of selection proportionate to establishment employment size. Four industries (accounting for about 4.5 percent of total private nonfarm employment) for which data were collected in 1971 were not sampled, but these earlier data were incorporated into the current study and updated. The sample drawn for this study included as certainty selections all establishments that had 6,500 employees or more and a sample of all other establishments that employed four persons or more with a probability of selection for inclusion in the sample in the proportion:

Establishment employment
6,500

| <i>Universe</i> | <i>Establishments</i> | <i>All workers</i> | <i>Office workers</i> | <i>Nonoffice workers</i> |
|----------------------------|-----------------------|--------------------|-----------------------|--------------------------|
| All industries | 3,246,831 | 59,500,000 | 19,100,000 | 40,400,000 |
| Manufacturing | 243,765 | 18,900,000 | 5,000,000 | 13,900,000 |
| Nonmanufacturing | 3,003,066 | 40,600,000 | 14,000,000 | 26,500,000 |
| <i>Studied</i> | | | | |
| All industries | 5,232 | 4,284,000 | 1,838,000 | 2,446,000 |
| Manufacturing | 1,605 | 2,063,000 | 713,000 | 1,350,000 |
| Nonmanufacturing | 3,627 | 2,221,000 | 1,125,000 | 1,096,000 |

Method of collection

Data were collected primarily by mail questionnaire. However, initial personal visits were made to some companies in the sample. In addition, personal visits were made to a sample of companies which had not responded to three mail requests.

Reporting problems

Separate data by establishment, compensation practice, and employee group are collected in most instances. However, not all companies maintain sufficient records to provide all the data requested. Some respondents submitted companywide or divisionwide reports containing more than one sample establishment or establishments not in the original sample. Such reports were accepted.

Two types of approximations were used. First, if the records in a particular establishment were kept only at the all-employee level, the prorated share for each employee group was estimated on the basis of employment, man-hours, or payroll, whichever was most appropriate. Second, if no records were kept, estimates were made using collateral data.

Method of estimation

Data for each sample establishment were weighed according to the probability of selection of that establishment. For example, a sample establishment that employed 150 workers was considered to represent itself and also other establishments that, in the aggregate,

employed 6,500 workers. Accordingly, the establishment was given a weight of 43.3 ($6,500 \div 150 = 43.3$). However, establishments that had 6,500 employees or more were considered to represent only themselves and were given a weight of 1. No alternate sample units were substituted for nonresponding sample members. A responding establishment that had characteristics as similar as possible to the nonresponding member was given an appropriate weight to represent the nonresponding establishment as well as itself.

The estimated totals for employment, expenditures and hours derived from the weighting procedures were adjusted further to industry totals from the Bureau's monthly employment statistics program. The adjusted data represent all establishments in the private nonfarm sector of the economy, including those that had fewer than four employees.

The estimated total for establishment units derived from the weighting procedures were further adjusted to the U.S. Bureau of the Census, County Business Patterns. This is the first employee compensation survey with reporting units adjusted to CBP. Thus the 1972 survey universe establishment count is not comparable with that of previous surveys.

Method of tabulation

All tables for this study are presented in percentages or dollars per hour.

Percentages of compensation for "all establishments" represent expenditures for the item divided by total compensation for all establishments—both those with and without expenditures—whereas the percentages of compensation for "establishments that had expenditures for the item" relate the same expenditures to the total

compensation of only those establishments that reported an expenditure.

Dollars-per-hour expenditures are expenditures for the item divided by the total man-hours aggregate of all establishments or the total man-hours aggregate of only those establishments that reported expenditures.

Definition of terms

The basic terms used in this study are defined in the survey questionnaire reproduced in appendix C. Several terms used in the study, however, are not defined in the questionnaire and definitions of these terms follow:

Establishment in this report is equivalent to a sample unit drawn through the sampling procedure. Although it may, it does not necessarily coincide with the legal entity of a firm of which it constitutes one of several self-contained facilities. It does not necessarily coincide with the reporting unit because many reports contained information for two sample units or more, while companywide or divisionwide reports, in most cases, also contained information for establishments outside the sample. (See reporting problems.)

Compensation, for purposes of this study, is the sum of the payments subject to Federal withholding taxes made by employers directly to their employees before deductions of any type. It also includes the payments for legally required insurance programs and private welfare plans made by employers to government or private legal entities for the benefit of employees.

All paid hours consist of aggregate hours worked, paid leave hours (away from the plant), rest periods, coffee breaks, machine downtime, and other nonleave hours not worked but for which employers made direct payments to workers during the year.

Work hours consist of all paid hours except paid leave hours.

Appendix C. Questionnaire

BLS 2868
(Rev. '72)

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

Office of Management and
Budget No. 44-R1300
Approval expires: 12-31-73

*The Bureau of Labor Statistics
will hold all information furn-
ished by the respondent in
strict confidence.*

← Location of unit for which data are requested.

Expenditures for Employee Compensation, 1972

Gentlemen:

The Bureau of Labor Statistics is conducting an important survey of how much companies in your industry spend for employee compensation—for wages and salaries and for legally required and private programs which provide for employees' health and welfare. The Government has used such information from earlier surveys to aid in formulating economic policy and asks that you assist it by completing this form.

Information from the survey will be of value to your company also, since it will enable you to compare your expenditures for employee compensation with those made by industry in general. Keep a copy of your report—an extra form is enclosed. When the Bureau's report on the survey is issued, we will send you a copy and show you how to compare data for your company with the National averages.

Your report will be held in confidence by the Bureau of Labor Statistics. Nothing will be released relating to individual companies.

Please complete the form within 3 weeks and return it in the enclosed envelope. If you have questions about the information requested, or if you need assistance in completing the form, phone the Bureau collect at area code 202, 961-4019 or 961-4030. Thank you for your cooperation.

Sincerely yours,



BEN BURDETSKY
Deputy Commissioner

I. Company official to contact if there are questions about this report:

Name and title (Please print or type)

Area code, phone no.

II. Units covered by this report:

Is this questionnaire being completed for the unit(s) designated above?

☐ Yes What is the principal product, service, or activity of this unit? _____

☐ No, our records make it impossible to report separately for the unit designated above. Units in addition to the one for which data are requested are included in this report.

Please complete Item VIII at end of questionnaire to describe the units covered.

III. Average 1972 employment in units covered by this report:

Please enter the average number of employees in each category during 1972. Include full- and part-time employees. Types of employees in each category are described below.

A. Office employees (1972 Ave.) _____

B. Nonoffice employees (1972 Ave.) _____

C. Total 1972 average employment _____

OFFICE EMPLOYEES—Include all employees in executive, administrative, and management positions, above the working supervisor level. Also include supervisory and nonsupervisory professional employees and their technical assistants; employees engaged in office clerical operations; and all salespersons whose sales activities are primarily performed outside of the establishment (e.g., real estate salesmen, and door-to-door salesmen).

NONOFFICE EMPLOYEES—Include all employees, except office employees as defined above, in nonsupervisory, nonprofessional positions. Include employees engaged in fabricating, processing, or assembling; building or excavating; mining, drilling, or pumping; maintaining or repairing; shipping, receiving, handling, warehousing, packing, or trucking; retail sales; operating or working on moving vehicles (buses, boats, etc.); janitorial work; guard or watchman work; and similar activities.

TOTAL EMPLOYMENT—Is the sum of office plus nonoffice employees. Proprietors, members of unincorporated firms, and unpaid family workers are not considered to be employees and are excluded from the survey.

Instructions for Specific Items

Part IV.

Line 1. Total gross payroll—Total of wages, salaries, and other payments made during 1972 before any deductions. The amount should equal wages reported on Internal Revenue Service Forms W-2 as subject to Federal withholding taxes, or total remuneration reported on IRS Form 940, Employer's Annual Federal Unemployment Tax Return 1972, Schedule B, Item 1.

Lines 2 & 3. Pay for overtime, weekend and holiday work—

For overtime and weekend work, report the straight-time pay for work beyond the normal workday or workweek on line 2 and the corresponding premium pay on line 3. For example: If overtime is paid at time and one-half, report two-thirds of total overtime cost on line 2 and one-third on line 3. For work on holidays, report straight-time pay for time ACTUALLY worked on line 2 and any corresponding premium on line 3. Regular holiday pay or "pay in lieu of time off" should be reported only on line 6. For example: An employee worked on a holiday. He received his regular pay for working; plus one-half his regular pay as a premium for having to work on a holiday; plus his normal holiday pay. Report his regular pay for working on line 2, the premium on line 3, and the regular holiday pay on line 6. Report pay for work during vacation periods the same way, on lines 2, 3, and 5.

Line 4. Shift differentials—Total expenditures for pay above regular day-shift rates for work on late shifts. Include pay for hours not worked. For example: If late shift employees work 7-1/2 hours per day but receive pay for 8 hours, report the total of the one-half hour payments.

Lines 5-8. Pay for leave—Report only regular leave expenses. Exclude payments to union administered vacation and holiday funds, trustees, etc., and pay for time actually worked on holidays or during vacation periods. (See overtime example.)

Line 9. Nonproduction bonuses—Total amount paid for non-production bonuses including lump-sum payments under profit-sharing plans, and other irregular or seasonal bonuses (such as attendance, Christmas, or yearend bonuses). Proceeds of profit-sharing plans which are paid into retirement plans should be reported on line 17; those paid into savings and thrift plans should be reported on line 20.

Line 10. Severance pay—Total of all payments made by the establishment to employees because of temporary or permanent severance of employment. Exclude payments to funds, (report these on line 19) and to pensioners under the provisions of pay-as-you-go pension plans (report these on line 17).

Line 11. Social Security (FICA)—In 1972 the employer's payment was 5.2 percent of the first \$9,000 paid each employee, or a maximum of \$468 per employee. See IRS Form 941—Employer's Quarterly Federal Tax Return which you filed in April, July, and October 1972, and January 1973. Report one-half the sum of your quarterly payments (line 14 of the tax forms).

Line 12. Federal unemployment insurance (FUTA)—In 1972 the employer's payment was 0.5 percent of the first \$4,200 paid each employee, or a maximum of \$21 per employee. See IRS Form 940 for 1972, Schedule A, Item 16. Railroads include total payments under Railroad Unemployment Insurance Act.

Line 13. State unemployment insurance—In most states the payment was at varying rates on the first \$4,200 paid each employee. See IRS Form 940 for 1972, Schedule A, column 9.

Line 14. Workmen's compensation and payments under the Federal Employer's Liability Act—If your firm was self-insured enter the amount paid on workmen's compensation claims. If an insurance policy was purchased enter the premium paid for 1972. If payment was made to a State fund enter the amount of the payment. Railroads should report payments made under the Federal Employer's Liability Act for this item.

Line 16-21. Private welfare plans—Net payments (after deduction of refunds, rebates, and dividends) made during 1972 by the establishment to funds (including union-management funds), trustees, insurance companies, and payments made under the provisions of self-insured plans to employees or their beneficiaries. Include payments for current employees, employees on layoff, retired employees, and their dependents. Exclude employee contributions and all administrative costs incurred by the establishment. Also exclude payments made by funds, trustees, and insurance carriers to your employees or their beneficiaries.

Line 16. Life, accident, and health insurance plans, and union-management administered health funds—Life, accidental death and dismemberment, sickness and accident, wage and salary continuance insurance, and death benefits; and hospitalization, surgical, medical, dental, optical, and drug plans. Exclude expenditures for in-plant medical care and visiting nurses or physicians.

Line 17. Pension and retirement plans, and union-management administered pension funds—Direct payment to pensioners under a pay-as-you-go pension plan, payments under profit-sharing plans deferred until retirement, and payments for past and current liabilities under funded plans.

Part V.

Line 22. Total number of hours paid for in 1972—Total of all employee hours paid for in 1972. Include straight-time and overtime working hours; and all paid leave hours.

Line 23. Number of overtime hours—All hours for work beyond the normal workday or workweek for which straight-time or premium payments were made during 1972.

Line 24-27. Number of leave hours—Include both leave hours for which the worker received time off and those during which he worked but received the regular holiday pay. Report hours equivalent to the payments made and not the actual time off. For example: 3 hours paid at two-thirds the regular rate should be reported as 2 hours.

Please enter 1972 information for each numbered line. If there were no expenditures or hours for an item, enter "0." If it is not possible to make an estimate of expenditures or hours for an item, please enter "not available" on the appropriate line. If your records combine data for several items, prorate the combined figure among the items to which it relates OR report the combined figure and clearly indicate to which items it relates. If your records for an item combine data for office and nonoffice employees, please prorate the combined data between the two employee groups in the most appropriate manner. If it is not possible to prorate the combined data, enter the total figure under office and enter "combined" under nonoffice.

IF YOU NEED HELP, CALL THE BUREAU COLLECT AT AREA CODE 202-961-4019 OR 202-961-4030.

Part IV. Total compensation in 1972

| Part IV. Total compensation in 1972 | | Office | Nonoffice |
|-------------------------------------|---|--------|-----------|
| Line No. | | | |
| 1. | Total gross payroll ----- | \$ | \$ |
| 2. | Pay for overtime and weekend and holiday work Straight-time pay for overtime, and weekend and holiday work ----- | | |
| 3. | Premium pay for overtime, and weekend and holiday work ----- | | |
| 4. | Shift differentials ----- | | |
| 5. | Pay for leave Vacations ----- | | |
| 6. | Holidays ----- | | |
| 7. | Sick leave ----- | | |
| 8. | Civic and personal leave ----- | | |
| 9. | Nonproduction bonuses ----- | | |
| 10. | Severance pay ----- | | |
| 11. | Employer expenditures for legally required insurance Social Security (FICA) or railroad retirement ----- | | |
| 12. | Federal (FUTA) or railroad unemployment insurance -- | | |
| 13. | State unemployment insurance ----- | | |
| 14. | Workmen's compensation and payments under Federal Employer's Liability Act ----- | | |
| 15. | Other, e.g., State temporary disability insurance (specify): ----- | | |
| 16. | Employer expenditures for private welfare plans Life, accident, and health insurance plans, including union-management health funds ----- | | |
| 17. | Pension and retirement plans, including union-management pension funds ----- | | |
| 18. | Vacation and holiday funds ----- | | |
| 19. | Severance pay and supplemental unemployment benefit funds ----- | | |
| 20. | Savings and thrift plans ----- | | |
| 21. | Other private welfare plans (specify): ----- | | |

Part V. Hours paid for in 1972

| Part V. Hours paid for in 1972 | | Office | Nonoffice |
|--------------------------------|--|--------|-----------|
| 22. | Total number of hours paid for in 1972 ----- | Hours | Hours |
| 23. | Number of overtime hours included in total ----- | | |
| | Number of leave hours included in total | | |
| 24. | Vacation ----- | | |
| 25. | Holiday ----- | | |
| 26. | Sick ----- | | |
| 27. | Civic and personal leave ----- | | |

VI. Establishment practices and policies:

- A. Paid vacations. Report the number of employees who received vacation pay during 1972 directly from the establishment according to the amount of pay.

| Employees | Number of employees receiving— | | | | | | |
|-----------------|--------------------------------|--------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------------|
| | No vacation pay | Under 1 week's pay | 1 and under 2 weeks' pay | 2 and under 3 weeks' pay | 3 and under 4 weeks' pay | 4 and under 5 weeks' pay | 5 weeks' pay or more |
| Office ----- | | | | | | | |
| Nonoffice ----- | | | | | | | |

- B. Paid holidays. Enter the number of days per employee. If more than one practice existed for an employee group, report that which applied to the greatest number in the group. If the greatest number of employees received no paid holidays, enter "0."

Office employees----- full days half days

Nonoffice employees----- full days half days

- C. Sick leave. Did the establishment pay sick leave for any—

Office employees----- ☐ Yes ☐ No

Nonoffice employees----- ☐ Yes ☐ No

- D. Civic and personal leave. Did the establishment pay civic leave (military, jury, witness, voting, etc.) or personal leave (such as for death in family) for any—

Office employees----- ☐ Yes ☐ No

Nonoffice employees----- ☐ Yes ☐ No

- E. Life, accident, and health insurance plans, and union-management administered health funds. Did the establishment finance any of the following insurance plans or funds for—

| | | | |
|-----------------------|--|--|--|
| | Life | Sickness and accident | Hospitalization or medical |
| Office employees----- | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Nonoffice employees-- | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> |

Did employees pay for part of any of these insurance plans or funds (answer NO if payment was only for additional benefits or coverage for dependents)

| | | | |
|-----------------------|--|--|--|
| | Life | Sickness and accident | Hospitalization or medical |
| Office employees----- | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Nonoffice employees-- | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> |

- F. Pension and retirement plans or union-management administered pension funds. Did the establishment finance such a plan or fund for—

Office employees----- ☐ Yes ☐ No

Nonoffice employees----- ☐ Yes ☐ No

Did employees pay for part of any of these plans or funds (answer NO if payment was only for additional benefits)

Office employees----- ☐ Yes ☐ No

Nonoffice employees----- ☐ Yes ☐ No

- G. Collective bargaining. Did union-management agreements cover a majority of the—

Office employees----- ☐ Yes ☐ No

Nonoffice employees----- ☐ Yes ☐ No

- H. Regular workweek, 1972. How many hours (e.g., 44, 40, 37.5, etc.) and days (e.g., 4.5, 5.0, 5.5) were normally worked each week by the majority of the—

Office employees----- hours per week and days per week

Nonoffice employees----- hours per week and days per week

- VII. Is the unit(s) for which you are completing this report part of a larger company or corporate enterprise? ☐ Yes ☐ No

If "yes," please check the appropriate box below to indicate the TOTAL EMPLOYMENT size of the entire company organization.

☐ Under 50 employees ☐ 50-99 ☐ 100-249 ☐ 250-499 ☐ 500-999 ☐ 1000-2499 ☐ 2500 or more employees

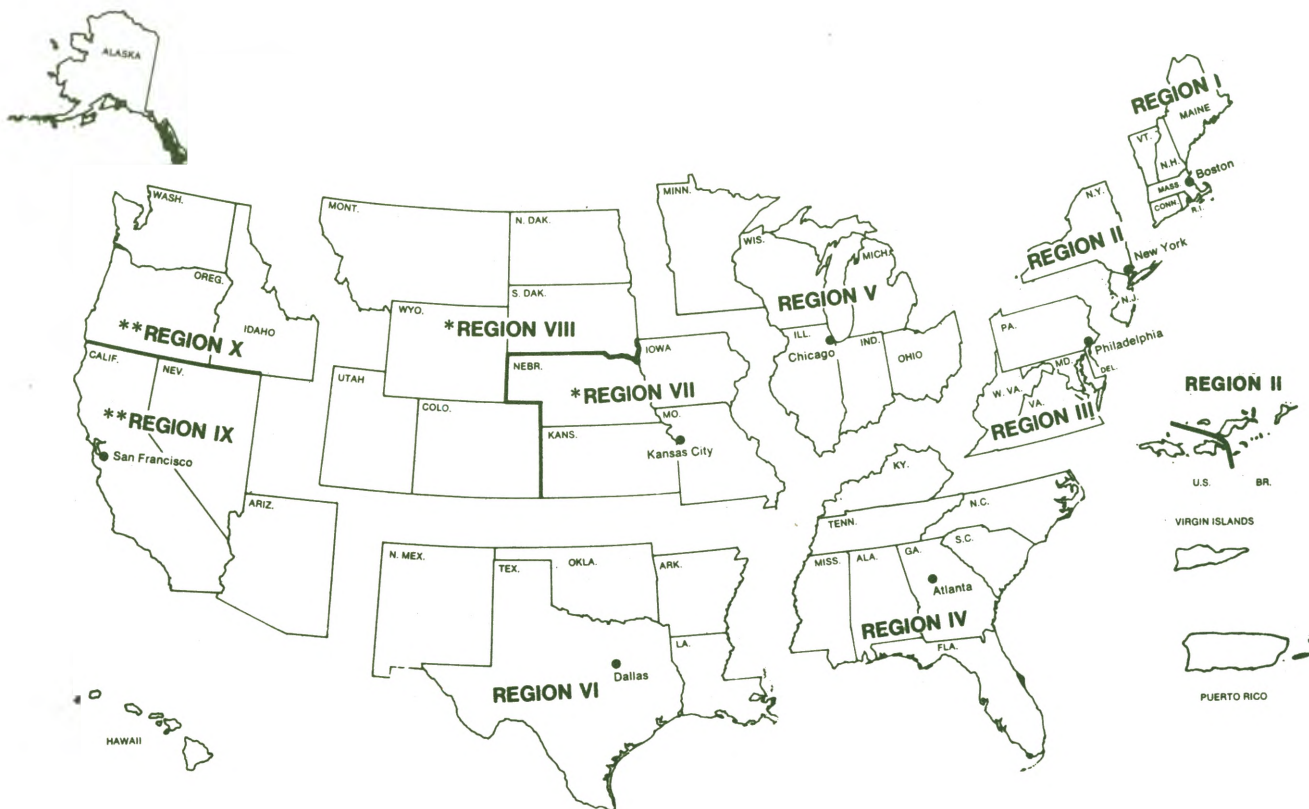
VIII. Units included in report (if different from that requested in address box):

If this report relates to units in addition to the one designated at the top of page 1, please provide the following information for each unit included in the report.

| Location | Average 1972 employment | | Principal product, service, or activity |
|----------|-------------------------|-----------|---|
| | Office | Nonoffice | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

BUREAU OF LABOR STATISTICS

REGIONAL OFFICES



Region I

1603 JFK Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II

Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 971-5405

Region III

P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 597-1154

Region IV

1371 Peachtree Street, N.E.
Atlanta, Ga. 30309
Phone: (404) 526-5418

Region V

9th Floor
Federal Office Building
230 S. Dearborn Street
Chicago, Ill. 60604
Phone: (312) 353-1880

Region VI

Second Floor
555 Griffin Square Building
Dallas, Tex. 75202
Phone: (214) 749-3516

Regions VII and VIII*

911 Walnut Street
Kansas City, Mo. 64106
Phone: (816) 374-2481

Regions IX and X**

450 Golden Gate Avenue
Box 36017
San Francisco, Calif. 94102
Phone: (415) 556-4678

* Regions VII and VIII are serviced by Kansas City
** Regions IX and X are serviced by San Francisco