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High School Graduates and Dropouts

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The Negro's Economic Status

UNITED STATES DEPARTMENT OF LABOR

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LAWRENCE R. KLEIN, *Editor-in-Chief* (on leave)
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July 1964

The Labor Month in Review

IN LATE JUNE, the United Steelworkers of America and 11 major steel producers reached an agreement that, by extending the present contract until May 1965, assures them the longest period of labor peace since World War II. The agreement was achieved through steel's joint Human Relations Committee in the face of economic troubles within the industry; for the second year in a row, the parties to the agreement gave maximum credit to the committee for peaceful attainment of a settlement. Calling the committee a "significant development" for collective bargaining, both industry and union representatives consider that this year's experience "proves the permanent worth" of the committee idea, now being tried by negotiators in other industries. Both the industry and the union were gratified by the avoidance of a formal reopening notice, since the strike-hedging inventory buildup was smaller this year than last, when it took 8 months to work off inventories even though the settlement came 3 months before the contract would have expired.

The major feature of the steel settlement is a 13-week vacation once every 5 years for employees on the top half of each company's continuous service roster. Sought by the union as a job-creating measure, the extended vacation will include the 3- or 4-week regular vacation to which the worker would otherwise be entitled that year.

Beginning January 1, 1964, 5 percent of the senior half of each company's work force will become eligible for the extended vacation every 3 months, "to the extent that there are sufficient funds in the account"; vacations will be scheduled before the end of the calendar year following the quarter in which the employee becomes eligible.

Financed by a 9.5-cent increase in the present 3-cents-per-hour company contribution, beginning January 1, 1964, the enlarged savings and vacation

fund will also accelerate vacation benefits received by junior employees. Under the 1962 agreement, all employees were to receive an extra week of vacation credit every other year, contingent on the availability of funds, with the option of using it for a vacation or saving it toward a layoff or retirement. Retiring workers and senior employees had priority in receiving the credits. Under the new plan, it is anticipated that sufficient funds will be available to ensure junior employees their vacation credits; senior employees will receive a 1-week credit every 5 years to be automatically deferred until retirement.

The revised program also encourages retirement upon attainment of full pension eligibility (age 65, 15 years' service). Those employees who retire before January 1, 1964, will be eligible for payment for the extended vacation on that date; employees who are eligible for a pension when they become entitled to the 13-week benefit will receive the full benefit only if they retire. Continuing the procedure under the existing savings and vacation plan, benefits payable only on retirement will be reduced by 10 percent for every 3 months an employee works after he becomes eligible for a pension.

The Steelworkers thus kept pace with their innovative agreement signed last September with the major can makers, which granted an extended vacation of 3 months every 5 years for hourly employees with 15 or more years of service. Since average seniority in steel varies greatly from company to company, the Human Relations Committee hit upon the 50-percent formula to be used instead of a flat seniority requirement, hoping to make the plan's cost roughly equal for all employers and to keep its coverage from rising if technological change reduces hiring and thus increases seniority levels. To place in the senior group, for example, an employee at Inland Steel Corp. or Youngstown Sheet and Tube will need only 12 years' service, while a Pittsburgh Steel Co. employee will need 21 years; the average appears to be about 16 years.

ANOTHER FEATURE of the settlement is an "experimental agreement" designed to cover other job security issues. This agreement puts into effect for the period August 1, 1963, through December 31, 1964, provisions which spell out rights and restrictions on contracting out of in-

stallation, maintenance, and repair work. Past practice will rule unless the company can demonstrate to a joint plant committee that contracting out work previously done by bargaining unit employees is a more reasonable course than keeping the work within the bargaining unit. If the committee cannot agree, the matter will be handled under the regular grievance and arbitration procedure. Other provisions prohibit, with exceptions, supervisors from performing bargaining unit work; preserve for the bargaining unit jobs combined to include nonbargaining unit duties; and require joint discussions before overtime can be scheduled if enough work exists to recall laid-off employees for at least 2 weeks. From time to time, the Human Relations Committee will review the experience under the "experimental agreement."

The remaining benefits provided by the new settlement include an increase in the maximum duration of hospitalization payments from 120 days to 365 days a year; a \$10 increase in weekly sickness and accident payments; and a \$500 increase in the basic life insurance schedule—all to be effective on August 1, 1963. Revision and updating of the job classification manual became effective on July 1, 1963; and the Human Relations Committee was authorized to designate a joint committee to consider future changes, particularly with respect to changes in technology.

In exchange for these contract gains, the union agreed to extend the agreement, which had been subject to termination after June 30, 1964, to be reopenable on 120 days' notice served on or after January 1, 1965. This prevents a strike before May 1, 1965.

FOR THE SECOND YEAR in a row, the Steelworkers forewent a general wage increase to concentrate on job security measures; their last pay raise, a result of the 1960 settlement, came in October 1961. The major reason for this shift in emphasis has been the employment situation in the industry. After every postwar recession, steel employment has failed to regain its prerecession level; since 1957, the average number of production workers employed in the industry has dropped by about 20 percent.

At its September 1962 convention, the union made reducing hours of work on a yearly or lifetime basis its major bargaining goal, in addition to

aiming for more restrictions on overtime and contracting out. Union officials consider that the newly won vacation plan will create "at least 15,000 new jobs in the basic steel operations of these 11 companies alone," and they mean to attempt to apply the plan throughout their jurisdiction, beginning with the aluminum industry talks now under way.

To win its objectives, the union accepted a settlement generally regarded as being the lowest cost agreement since World War II. Mr. Cooper estimated that the new benefits in the vacation plan, "together with the total cost of the improved insurance program, will increase the employment costs of the companies over the line of the agreement by about 15 cents an hour." Other industry sources valued the cost of the insurance improvements at around 1 cent an hour; no estimate was offered on the cost of the "experimental" agreement or the new job classification manual. Last year's agreement, at the time it was signed, was valued at about 10 cents an hour.

THE JOINT Human Relations Committee was established as part of the settlement following the 1959 negotiations. Hoping to avoid a repetition of the 116-day strike that preceded that settlement, the Steelworkers and the basic steel industry sought a peaceful study of mutual problems away from the pressures of the bargaining table. Chaired by union President David J. McDonald and chief industry negotiator R. Conrad Cooper, the committee includes representatives of both parties; in particular, those ordinarily responsible for negotiation. According to the 1959 contract, the committee was authorized to study and recommend solutions to, among others, problems of wage and benefit adjustments, incentive pay, medical care, seniority, and job classifications.

During the 1962 steel talks, the committee was given much of the credit for the accommodation achieved 3 months in advance of the contract deadline; this success led to continuation of the committee and devolution of greater responsibilities upon it. Although the Human Relations group was not authorized to negotiate contracts, the meetings of the 10-man committee and its 80-member subcommittees that began in January of this year produced a contract settlement without the official contract reopener that the 1962 contract terms permitted on May 1, 1963.

White-Collar Unionism in Western Europe

EDITOR'S NOTE.—*The article which follows is the first half of a paper dealing with the development of white-collar unions in Western Europe. The second part, which is to appear in the August issue, covers the structure of white-collar unions, their organizing tactics and programs, and key aspects of their bargaining structures and patterns.*

EVERETT M. KASSALOW*

TRADE UNIONISM among European white-collar employees goes back long before World War II and, indeed, in some countries before World War I. For the most part, however, unions of white-collar employees, as distinguished from more purely professional and mutual types of societies, were not numerically well established before the period of World War II. The countries of Central Europe, notably Germany¹ and Austria, were something of an exception to this state of affairs. In these countries, continuity of feudal-guild concepts of organization and granting of special legal status to white-collar employees, often as a support for the royalist regimes against the Socialist manual workers' movements, resulted in the organization of a fairly large number of white-collar unions and union-like organizations. Certain white-collar occupations, as for example in retail trade, insurance, and banking, followed a recognized guild apprentice structure and this also encouraged organization.

The modern Swedish white-collar workers' federation traces the main lines of its origins to the period after World War I in the 1920's, but its membership was modest until well into the thirties. White-collar workers' unions of modest strength were also to be found in other European countries before World War II.²

Compared with unionization of manual workers, however, the greatest growth of white-collar unionism in Western Europe has come about since World War II. This recent increase in white-collar unionism can be traced to a number of

forces—economic, social, and political factors, as well as union adaptation of structural forms, policies, and activities to white-collar workers' needs and desires. A few of these forces parallel developments in the United States, but in some instances, they are unique to Europe and to some of the individual countries here studied. And in some cases, it is difficult to establish a clear cause-and-effect relationship. Nevertheless, the experience of European white-collar unions in the postwar period has a good deal of relevance for the United States.

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The material for this article was gathered during several trips to Western Europe in 1959-62: specifically, Great Britain, the Low Countries (especially The Netherlands), Sweden, Denmark, Germany, and Austria. Time did not permit study in Italy and Switzerland. While some brief reference will be made to France, the special character of trade unionism in that country, including the significant role played by the Communist-dominated Confederation Generale du Travail, makes it less germane to the central concern of this article.

In addition, written materials from some of the European white-collar unions and from the files of the U.S. Department of Labor, as well as a few other cited volumes, were employed. The author also had the benefit of fruitful conversation with several international labor experts, both European and American, residing in Washington, D.C.

The central concern has been with unionism in the private sector of the economy, with a particular eye for aspects of this subject which might shed light on the problems and prospects of white-collar union development in the United States. Unionism among public employees, both white-collar and blue-collar, is a separate field which is treated in less detail.

¹ For a description of white-collar unionism in pre-Hitler Germany, see *The Trade Union Movement of Germany* (Amsterdam, International Federation of Trade Unions, 1928), especially the section by Bernhard Goring on the "Non-Manual Workers' Trade Union Movement," pp. 133-154.

² The same situation, i.e., the existence of a fair number of white-collar unions of rather limited strength was also true in the United States before World War II. For a brief sketch of the history of white-collar unionism in the United States, see the chapter by Everett M. Kassalow to be published in 1964 in *White-Collar Unions in Seven Countries*, edited by Adolf Sturmthal.

The Extent of White-Collar Unionism

Precise measurement of the degree of white-collar unionism in Western Europe is almost impossible, particularly if one is interested in making comparisons with American figures.³ As a general tendency, it probably can be stated that the higher the percentage of manual-worker unionism in a country, the higher the percentage of white-collar unionism.

Thus, white-collar unionism appears to be most advanced in Sweden, Austria, and Denmark. In Sweden, around 90 percent of the manuals are unionized, while over 50 percent of the nonmanuals are in unions. In Denmark, the comparable figures are 70 percent for manuals and around 60 percent for nonmanuals. Figures on unionization in the private economy in Austria show 75 percent unionization for manuals and close to 60 percent for nonmanuals.

The degree of organization among government white-collar employees is usually greater than among those in the private sector. In Sweden, for example, in private employment, a little less than 50 percent of the nonmanuals are unionized, while 80 percent of those in different levels of government belong to unions.

While unionization among nonmanual workers has been growing in a number of the other countries, it does not approach the degree of organization in Austria, Sweden, or Denmark. In Great Britain, although individual white-collar unions have been growing rapidly in the past decade,⁴ it can be estimated that nonmanual unionization is still probably only around 25–30 percent of the total employed, as against about 50 percent among manuals. Again, this takes in public and private employment, and unionization is higher in the public sector.

In Germany, whereas around 50 percent of the blue-collar workers are unionized, only 20–25 percent of the white-collar force are to be found in unions. In the Netherlands, about 20 percent of the privately employed nonmanual workers are unionized, compared with around 50 percent of the manuals in the private sector.

While these figures show great variation in the degree of unionization among white-collar workers, in most of these countries, only in the past

two decades or so has notable progress been made in this field. The Swedish Central Organization of Salaried Employees (TCO), for example, today numbers around 430,000 members; only 19 years ago, when formally established by a merger of previously organized bodies in the private and public sectors, it could claim but 175,000 members. Similarly, the Austrian Union of Nonmanual Workers in Private Industry (GAP), which has a membership of about 236,000 (1961) and has become the second largest affiliate to the Austrian Federation of Trade Unions (OGB), had 147,000 members in 1951. The GAP has been the fastest growing union in the OGB for a number of years.

While comparisons are difficult, it has been estimated that in the United States 2–2½ million nonmanual workers are in unions, or in the neighborhood of 10–12 percent of those normally eligible for unionism. In contrast, somewhere around 50–60 percent, depending upon the assumed potential, of U.S. manual workers are unionized. In the United States as in Western Europe, however, individual white-collar unions are among the fastest growing unions.

Alongside of the traditional and generally known white-collar union organizations in several European countries, one also finds independent associations or unions which cater to civil service employees. Often these bodies are a “cross” between a mutual society, a professional guild, a “company union” and a regular union, though some seem to have evolved into full-fledged unions. It is also interesting to observe that according to one recent study in the United States, some 392,000 employees in State and local service are to be found in similar, independent type associations.⁵

³ Generally, when Europeans estimate the degree of unionization, they place the number of union members against the total employed or the civilian labor force, with the possible exclusion of the self-employed. Thus, they include agricultural workers, foremen, supervisors, and managers, etc. Foremen and supervisors are highly organized, although generally in separate unions from rank-and-file workers.

⁴ The National Union of Bank Employees, for example, increased its membership between 1950 and 1960 from 29,622 to 52,787; the Clerical and Administrative Workers' Union, from 33,150 to 59,145. The Draughtsmen and Allied Technicians' Association increased from 45,000 in 1939 to 67,040 in 1960. The membership of the British Trades Union Congress (TUC), to which all of these unions are affiliated, increased only 6 percent during the 1950's.

⁵ Joseph Krislov, “The Independent Public Employee Association: Characteristics and Functions,” *Industrial and Labor Relations Review*, July 1962, pp. 510–520.

Forces Underlying Growth

Several external factors seem important in the expansion of European white-collar unions. As previously noted, some of these, like the rising proportion of white-collar workers in the labor force, are also characteristic of the United States. Others, like the widespread unionization of supervisors, are without U.S. parallels.

Labor Force Trends. While labor force statistics for recent years are not available for all of the Western European countries, available data clearly illustrate that relatively greater growth of white-collar as opposed to blue-collar employment, so familiar in the United States, has also been taking place in Western Europe. In Austria, for example, between 1934 and 1951 salaried or white-collar employment rose from 21.5 percent to 32 percent of total employment. In Sweden, between 1940 and 1960 the percentage of white-collar employees rose from 25 percent to 40 percent of employment (excluding the self-employed). In Germany, if one excludes the classified civil servants (the so-called *Beamte*), white-collar workers increased from less than 25 percent of the labor force in 1950 to 30 percent in 1959.⁶

This great increase in the European white-collar force has naturally led to greater concentrations of employment of white-collar workers and facilitated the efforts of unions to organize such workers. Some of the bonds of personal identification between employer and employee which existed on the white-collar side began to weaken or break down among the larger pools of employees. The Clerical and Administrative Workers' Union of Great Britain, in appealing to office workers to unionize themselves, notes for example,

⁶ These data are derived from a number of sources but for a general summary of some of these trends, see Otto Nordenskiöld, "Trends in Nonmanual Employment and Their Social Effects," *International Nonmanual Workers' Conference, Nov. 3-4, 1961* (Brussels, International Confederation of Free Trade Unions), pp. 11-27. Also see *Problems of Nonmanual Workers, Including Technicians, Supervisory Staff, etc.* (Geneva, International Labor Office, 1958), pp. 3-7. In some countries, the growth of nonmanual employment in the past few decades has been particularly accelerated by an increase in the public sector.

⁷ *Office Workers in the Mid-Twentieth Century* (London, Twentieth Century Press, Ltd., 196-), p. 4.

⁸ David Lockwood describes this process as it has been operating in Great Britain in *The Black Coated Worker* (London, George Allen and Unwin, Ltd., 1958), pp. 106-110.

The clerical labor force of a single employer may now number several thousands, concentrated in one or two administrative offices in the center of cities or spread through the country. In these circumstances, there can be no question of personal contact between employer and clerk. A hierarchy of managers and departmental heads stands between the clerk and his ultimate employer, the board of directors, from whence come the policy decisions affecting his conditions. The personal and individual salary, with the personal and individual contact, has disappeared, and however employers may seek to disguise the fact by maintaining a system of merit increases, they cannot avoid establishing group standards of payment to correspond with the grouping of work.⁷

Related trends have also facilitated rapid post-war gains in European white-collar unionism. As educational opportunities for the entire population have broadened, more and more children of working class parents have taken advantage of these opportunities and moved into white-collar jobs. Increasingly, as compared with the pre-World War II period, white-collar workers come from working class families.⁸ While these employees may exhibit some of the psychological outlook and characteristics of white-collar workers, unionism as such—because of their family backgrounds—is something not completely alien.

In addition, the growing importance of government employment, coupled with the well-established pattern of unionization among most government employees, including white-collar workers, accounts for some of the progress European unions have made among privately employed nonmanuals. This contrasts, of course, with the United States, where unionization of government white-collar workers, outside of the postal service, has lagged. Recent gains by government workers and teacher unions in the United States may change this situation in the future.

Organization of Manual Workers and Employers. The great upsurge and strengthening of manual workers' unionism in the last few decades in a number of European countries has also contributed to the spread of white-collar unionism. When top economic and social decisions in the nation, including the setting of a national wage policy or the determination of training and retraining programs, are being decisively influenced by a predominantly manual workers' union federation

and the top employers' association, organization by white-collar workers tends to become a necessity.⁹

In Sweden, for example, the spread of unionism among white-collar employees, including professional college graduate workers, has undoubtedly been due in part to the high degree of organization and the great political and social effectiveness of the manual workers' union movement in the past 30 years.

In Great Britain, the recent government efforts to introduce some sort of a national wage policy and a pay pause in 1961-62 led to an outburst of militance on the part of certain professional white-collar workers' union groups, who are ordinarily less well organized and have a less militant tradition than the manual workers. When the government sought to exercise this policy, it helped to provoke demonstrations by the teachers (an already well-organized group) and the nurses.

The centralization of employer associations and their role in area- or industry-wide bargaining in some Western European countries has added to the pressures on white-collar workers to join unions.¹⁰ The central secretary of the Union of Nonmanual Workers in Private Industry in Austria states that the existence of "the powerful employers' organizations has an effect in the case of those middle-class nonmanual workers who have a strong aversion to organization in a quite particular sense: it is not merely a question of recognizing the necessity of becoming trade union organized—this is also supplemented with some such remarks as: 'Oh, well, if even the bosses need an organization, it can't be as bad as all that . . .'"¹¹

With the increase in union membership since World War II as well as the development in

several countries of national wage determination systems in which public policy plays a great role, the classical labor market has probably given way to a "collective bargaining" labor market in which union and management institutions take over much of the power which formerly lay in the market itself. In consequence, any large group naturally develops a propensity to organize itself to participate in this decisionmaking process.

One undoubted stimulant of white-collar unionism is the substantial relative economic advance (compared with white-collar groups) registered by the manual workers through their unions, especially in the past 12 years or so.

Again to quote the British Clerical and Administrative Workers' Union, another

. . . factor bearing on the changed position of the office worker is the improved status of the productive worker. The statement can be misunderstood. The improvements which the unions have brought about in the position of the manual worker do not in themselves adversely affect the clerical worker and recognition of the value of work performed by other workers is welcomed by him. Indeed, the trade union clerk has actively worked for and contributed to the raising of living standards generally.

The problem arises through the fact that the concentration on the value of direct production and the productive worker which has been a feature of the past 20 years has been accompanied by a denigration of the value of other forms of work, including office work. The bright boy has been encouraged to take up a craft or technical training. Office work has been regarded as the refuge of the second best.¹²

In Sweden, their relative economic disadvantages appear to have been the main impulse which prompted college graduates to establish the Swedish Confederation of Professional Associations (SACO). SACO describes these unfavorable economic trends for professional employees, which helped lead to their unionization, as follows:

1. The costs of studying increased and consequently the amount of the debts incurred while studying;
2. the ratio of higher appointments to lower paid posts worsened;
3. the cost of living increased;
4. the pressure of taxation on those income groups in which university graduates are to be found increased enormously, owing to the fact that the progressive scale of taxation was altered so that the amounts due on higher incomes increased more steeply;
5. towards the end of the thirties and at the beginning of the forties, university graduates in a number of branches found it impossible to obtain employment; [and]
6. the policy of equalizing incomes was put into effect with increasing stringency thus reducing the chances of

⁹ One is led to speculate what long-term union organizational effects upon nonmanual workers may stem from such new U.S. institutions as the President's Advisory Committee on Labor-Management Policy, the advisory committee to the Area Redevelopment Administration, and other bodies, all of which include representation from the AFL-CIO and such important unaffiliated manual unions as the United Mine Workers.

¹⁰ The higher degree of employer association, including the individual employer's dependence upon his association, in Western Europe also helps to account for the higher degree of unionization among manual workers as compared with the United States. This is particularly true in the case of firms with a relatively small number of employees, which are frequently so difficult to unionize in the United States. In certain industries like garments (men's and women's), printing, trucking, and construction, where employer-association-union bargaining is a common practice, the degree of organization among small employers is also high in the United States.

¹¹ *International Nonmanual Workers' Conference*, op. cit., p. 31.

¹² *Office Workers in the Mid-Twentieth Century*, op. cit., p. 5.

obtaining compensation, through higher salaries in later life, for the years devoted to study and for the unpaid or badly paid probationary years.¹³

Wage movements as between white- and blue-collar workers in the United States, compared with Western Europe, seem to have followed a somewhat different course, at least in recent years. From 1950 to 1960, for example, while all male semi-skilled manual workers (Census classified as operatives and kindred workers) experienced a 56.3-percent rise in median annual income, clerical and kindred employees made an advance of 59.9 percent, and professionals and technicals rose 63.7 percent. This was in contrast with the period from 1939 to 1950, when the annual median income of the operatives rose 171.7 percent as opposed to an advance of 111.3 percent for clericals and 114.2 percent for professionals and technicals.¹⁴

During the 1939-50 period, many of the same forces currently favoring blue-collar workers in Europe were also operating in the United States. Thus, there was a very pressing demand for manufactured goods, the labor market for all skills (manual and nonmanual) was in tight supply, the low birth rates of the thirties led to only modest additions to the labor force, etc. In addition, the manual workers in the United States, were, in many industries, in the first phases of successful unionism and they exercised strong bargaining power. Since the midfifties, the more or less slack state of manufacturing and related industries, plus the growing need for clericals, technicals, and professionals seems to have tilted the labor market somewhat more favorably to nonmanuals.

It is not yet clear whether (or when) similar developments will overtake the European labor market.

In the case of some groups of professional employees in Europe, an infringement of their professional rights spurred them to militancy and eventual unionization. It is interesting to observe that, in the 1962 dispute between the unionized New York City teachers and the City Board of Education, the issues which seemed to arouse them as much as anything else involved the assignment of such nonprofessional tasks as bus patrol and cafeteria watch.

The research of Professor S. M. Miller on professionalism and organization among nurses in

the United States suggests that similar work issues also lie behind the unionization stirrings going on in this profession.¹⁵ Studies of the causes of dissatisfaction among engineers in American industry indicate that the infringement of professional status is one of the forces behind the emergence of unionism among these groups in the past decade.¹⁶

Special Legal Status. In listing the elements which have facilitated the organization of white-collar workers, one should also call attention to the special legal status which they sometimes enjoy in European countries. There are, for example, in some Western European nations, special (usually more liberal) social security retirement and health laws governing white-collar as against blue-collar workers. The legally established vacation privileges of white-collar employees have often been superior to the blue, especially before World War II. Protection against dismissal, under the law, is often stronger for white-collar employees than for blue.

The necessity to lobby for the protection of this separate and generally superior status has probably encouraged unionization of some categories of white-collar workers, especially in the past decade, when the blue-collar unions have begun to close the "gap" by strong bargaining. The desire to protect, for example, what usually has been a superior social security retirement arrangement is obviously of considerable importance here.

On the other hand, in Sweden, while employers had recognized early the right of manual workers to unionize and sign collective agreements, not until white-collar workers organized and brought great pressure to bear did they obtain, by statute in 1936, the right to negotiate and sign collective agreements.

Generally, employers in Western Europe, as in the United States, have been more reluctant to negotiate and sign agreements with white-collar workers than with blue-collar workers. This tra-

¹³ *Swedish Professional Associations as Trade Unions* (Trelleborg, Sweden, Swedish Confederation of Professional Associations, 1959), p. 5.

¹⁴ *Current Population Reports, Consumer Income* (U.S. Bureau of the Census, 1962), Series P-60, No. 37.

¹⁵ S. M. Miller, "Professionalization, Organization, and Economic Advance in the Nursing Profession," *New York State Nurse*, March 1961, pp. 10-12, and 15.

¹⁶ Richard E. Walton, *The Impact of the Professional Engineering Union: A Study of Collective Bargaining Among Engineers and Scientists and Its Significance for Management* (Boston, Harvard University, Graduate School of Business Administration, 1961), pp. 21-22.

ditional reluctance stems, in part, from the fact that most of today's white-collar functions were historically "once performed by the employer" and are still, in the employer's mind, managerial.¹⁷ It might also be noted that in most of the European countries, employers, when confronted with the necessity to bargain with their white-collar workers, prefer to see them in separate unions—separate, that is, from the manual workers' unions.

Unionization of Foremen and Supervisors. Another factor in explaining the appeal of unionism among white-collar workers is the high degree of unionization of foremen and supervisors in Western Europe.¹⁸ Perhaps no aspect of European white-collar unionism is more striking to American observers. In a society where social hierarchy and group status, whether of the feudal, guild, mercantile, or capitalist variety, have always been more deeply etched than in the United States, it is not surprising that even managerial employees have found it desirable (and not so difficult) to organize. Added to this, of course, in the foremen's case was the "risk of being ground between the millstones of two other very strong groups, namely the workers' union organizations on the one hand, and the employers on the other."¹⁹ Moreover, long experience with unionism as manual workers makes the typical foreman easily persuaded of the value of unionism after he has moved up.²⁰

While foremen and supervisors are well organized within a few of the traditional labor federations, the stronger unions covering these workers in Europe usually are either independent or part of a separate white-collar federation as such. In Denmark, for example, this union stands independently. In Sweden, the foremen make up an important separate union in the TCO and many other supervisors in industry and government are to be found in other TCO affiliates. In Austria, the GAP takes in both foremen and supervisors. In France, despite relatively weak union organization and membership among manuals, the unionization of supervisors and foremen is surprisingly strong.²¹ Structurally, in France, these unions usually combine engineers, supervisors, and foremen in one organization. One of these French unions, the independent General Confederation of Supervisory Employees (Confederation Generale des Cadres—CGC) particu-

larly includes in its ranks some management personnel in virtually the highest executive levels.

There are, of course, special links between various levels of supervision and white-collar workers generally. In fact, it used to be said that everyone in a typical office above the level of messenger, clerk, and typist was a supervisor in one sense or another. Even in today's larger white-collar concentrations, this continuum between occupational levels still holds to some extent. Thus, there are senior clerks, engineers, senior design draftsmen, as well as supervisors and managers as such.

Under these circumstances, European unionists stress that the example of union joining by supervisors frequently induces lower level white-collar workers to sign up. To choose two examples, this is cited as a factor in unionism among large groups of government white-collar employees in France and England (in England, especially the National Association of Local Government Officers). Moreover, because of the continuum between supervision and other levels of white-collar work (in contrast to most manual working situations), typically the white-collar worker is more prone to have "upward aspirations" than the manual worker. While recognizing that the large increases in white-collar employment have reduced the possibilities of individual advancement, the Swedish TCO notes, "Almost all salaried (white-collar) employees regard opportunity for promotion as a practical reality—an essential difference between salaried employees and manual workers."²² The British Clerical and Administrative Workers' Union includes among its broad objectives "to keep open avenues of promotion for those who make office work

¹⁷ Fritz Croner, "Salaried Employees in Modern Society," *International Labor Review*, February 1954, p. 105.

¹⁸ For purposes of rough distinction here, foremen are concerned with managing manual employees while supervisors are normally looked upon as managing white-collar operations.

¹⁹ *SAF, The Swedish Foremen's Association* (Stockholm, 1953), p. 8.

²⁰ Much of the same type of force was operating in the early 1940's to create a favorable climate for organization of foremen in the United States. The failure of the labor movement to take full advantage of this situation, followed by the Taft-Hartley Act restrictions on foremen's unionization, enacted in 1947, cut down what might otherwise have been a significant union development.

²¹ Virtually at the outset of the nationwide coal miners' strike in France in the early part of 1963, the foremen and engineers' unions announced their general solidarity with the miners.

²² *TCO, Central Organization of Salaried Employees in Sweden* (Stockholm; 1953 ed.), pp. 13-14.

Office Workers in the Mid-Twentieth Century, op. cit. p. 7.

their career." Especially when the union is able to span almost all occupations in the office, including at least some of those in supervision, its general appeal is strengthened. Members can see the union as a control point in the promotion process, since it has the right to bargain on higher posts.

Contrary to what might be the expectations of American students and practitioners in the labor relations field, the problem of dual loyalty on the part of unionized supervisors seems to be taken right in stride in Western Europe. These supervisors manage to carry out their supervisory functions on the one hand, and yet they can turn around on other occasions and bargain as employees on their own wages and working conditions across the table from very top management.

²³ The present national president of the Retail Clerks was once a retail store manager in Oakland, Calif.

²⁴ Col. A. E. Garey, the Wisconsin State Director of Personnel, and his Senior Personnel Examiner, Arnold S. Zander (present national president of the union), founded what was to become the American Federation of State, County and Municipal Employees in 1932. Both Garey and Zander were in supervisory positions. See Leo Kramer, *Labor's Paradox, The American Federation of State, County and Municipal Employees, AFL-CIO* (New York, John Wiley & Sons, Inc., 1962).

Several European white-collar union leaders, on learning that unionization of supervisors is extremely difficult under United States labor laws and practice, expressed the view that this might greatly hinder the unionization of white-collar workers in the United States. Here the experience of U.S. unions in both private and public employment is relevant. Some of the organizing gains by the Retail Clerks Association in California in the late 1930's seemed to have been due, in part, to the fact that it was then possible to include "store managers" in the union.²³ Similarly, a number of locals of the American Federation of State, County and Municipal Employees have found that signing up "supervisors" is frequently a key factor in organizing white-collar employees in State and local public employment.²⁴ It is too early to tell whether Executive Order 10988 (Jan. 17, 1962), which was designed to encourage unionism among Federal employees, borrowed too heavily from the National Labor Relations Act as amended by Taft-Hartley in the way in which it seems to limit the inclusion of so-called "supervisors" in bargaining units.

Dear Mary Haworth:

We are three men in our upper fifties, who have given more than 25 years' service to our employer. We are what is generally known as "white-collar" employees, having no affiliation with a labor union. All other employees of our organization belong to a union, with the exception of three young women coworkers in the same office.

We haven't been able to convince our employer that cost of the necessities of life have risen to a point where we, too, should be given a pay increase, along with union workers, to meet the rise in living costs.

Individually, we have approached our employer on this subject, but the invariable reply is: "if you aren't satisfied, you know what you can do." He knows that it is almost impossible, at our age, to get another position paying the same wage.

The young women recognize this, too, from our point of view, and realize our family obligations, whereas their earnings are supplemented by other income.

The union workers get their periodic pay increase, in addition to pension, health, and welfare insurance benefits that are paid for by the company. We realize how unfair our employer is; but even so, what can we do? We are trapped.

We doubt that you can suggest a constructive way out of the difficulty; but nevertheless we decided to get your opinion.

D. S.

Dear D. S.:

My first reaction to your letter is to wonder why you aren't affiliated with a labor union, if you are suffering for lack of effective bargaining power.

If you aren't management, nor a representative of management in dealing with labor in your outfit, then you come under the heading of labor, I should think—and perhaps ought to explore the possibilities of joining forces with organized labor, to get the help of union backing.

M. H.

—From Washington Post and Times Herald cited in Jack Barbash, "The White Collar Employee and Unions"—Proceedings of the Ninth Personnel Management Conference, University of Illinois, Urbana, March 4-5, 1957.

Special Labor Force Reports

EDITOR'S NOTE.—*The following two articles are parts of a series of reports on special labor force subjects. Other articles in this series cover such subjects as the work experience of the population, multiple jobholders, and marital and family characteristics of workers, and include the annual report of the labor force. Reprints of all articles in the series, including in most cases additional detailed tables and an explanatory note, are available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

Employment of High School Graduates and Dropouts in 1962

JACOB SCHIFFMAN*

POPULATION AND OCCUPATION CHANGES expected in the 1960's warrant a close analysis of the early job market experience of young people recently out of school. Sharp increases due in the numbers of young people reaching working age, whose unemployment rates are typically high, will probably exert an upward pressure on the already high levels of total unemployment. Also, because of the growing need for a better trained, better educated labor force, it is necessary to examine the starting jobs of young workers and their progress in moving into more skilled jobs. The extent to which they can move into expanding, higher level occupations will in turn have an important bearing on the amount of unemployment to which they will be subjected in the coming years.

The information in this article was obtained from the October 1962 regular monthly labor force survey, the fourth annual survey providing special information on the labor market experience of young high school graduates and school dropouts.¹ Information obtained for each of these groups included data on unemployment, part-time work, and occupation and industry of those employed.

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High school graduates not attending college and school dropouts were both identified by the year they last attended school in order to measure the job progress they had made since leaving school.

June 1962 High School Graduates

The high school graduating class of June 1962 numbered about 1,850,000.² A slightly higher proportion of the graduates were women (53 percent) than men. In October 1962, half the graduates were enrolled in college (55 percent of the men and 43 percent of the women) and 8

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¹ Previous survey findings were published in the *Monthly Labor Review* issues of May 1960, 1961, and 1962 and reprinted with additional tabular material and special explanatory notes as Special Labor Force Reports Nos. 5, 15, and 21, respectively.

Since the estimates resulting from this survey are based on a sample, they may differ from the figures that would have been obtained from a complete census. The sampling variability may be relatively large in cases where the numbers in each group are small. Therefore, smaller estimates, or small differences between estimates, should be interpreted with caution.

² Data presented in this report relate to persons 16 to 24 years of age in the civilian noninstitutional population in the calendar week ending October 13, 1962. All members of the Armed Forces and inmates of institutions are excluded. Estimates of June graduates shown in these reports may differ from figures of the Office of Education because of these exclusions, the age limitation, and other minor differences in measurement. The proportion of graduates entering college may also disagree with Office of Education estimates based on first-time college enrollments in one year as a percent of the estimated number of high school graduates for the previous school year because of differences in measurement; for example, first-time enrollments relate to the entire school year and include some persons graduating in an earlier class whose college entrance was postponed. The number of school dropouts in 1962 includes only those who left school between January and October, the month of the survey.

TABLE 1. COLLEGE ENROLLMENT AND LABOR FORCE STATUS OF JUNE 1962 HIGH SCHOOL GRADUATES IN THE CIVILIAN NONINSTITUTIONAL POPULATION, OCTOBER 1962

[Thousands of persons 16 to 24 years of age]

College enrollment status, sex, color, and marital status of women	Civilian non-institutional population		Civilian labor force		Not in labor force
	Number	Percent	Number	Percent of population	
BOTH SEXES					
Total.....	1,838	100.0	946	51.5	892
White.....	1,660	90.3	853	51.4	807
Nonwhite.....	178	9.7	93	52.2	85
Enrolled in college.....	900	49.0	200	22.2	700
Full time.....	863	47.0	171	19.8	692
Part time.....	37	2.0	29	(1)	8
Not enrolled in college.....	938	51.0	746	79.5	192
In special schools.....	148	8.1	47	31.8	101
MALE					
Total.....	872	100.0	488	56.0	384
Enrolled in college.....	480	55.0	132	27.5	348
Not enrolled in college.....	392	45.0	356	90.8	36
FEMALE					
Total.....	966	100.0	458	47.4	508
Enrolled in college.....	420	43.5	68	16.2	352
Not enrolled in college.....	546	56.5	390	71.4	156
Single.....	469	48.6	352	75.1	117
Married and other marital status ²	77	8.0	38	(1)	39

¹ Percent not shown where base is less than 100,000.

² Includes widowed, divorced, and separated women.

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

percent in technical, secretarial, and other special schools (table 1). Over one-fifth of those in college were in the labor force—that is, working or looking for work.

Nine out of ten of the 400,000 male graduates who did not enter college were in the labor force in October; the proportion was smaller (7 out of 10) for the 550,000 women not enrolled in college, partly because of the number who had already married and were out of the labor force because of household responsibilities. Of the graduates not in college (hereafter referred to simply as graduates) and in the labor force in October, 14 percent were unemployed (table 2), reflecting the difficulties usually encountered by relatively inexperienced and untrained jobseekers. In addition, a relatively large proportion (10 percent) of those at work in nonfarm jobs worked only part time (less than 35 hours) during the survey week, because of slack work, inability to find full-time work, and other economic reasons.

The somewhat improved economic situation in October 1962 over 1961 resulted in a slightly lower unemployment rate for the June 1962

graduates (14 percent) than for their counterparts a year earlier (18 percent). There was no clear indication, however, that the 1962 graduates were able to obtain better starting jobs. In each year, roughly one-third of the men were operatives and another third were either farm or nonfarm laborers; and approximately two-thirds of the women were in clerical and sales occupations. As usual, very few of the 1961 or 1962 graduates were in professional, technical, or managerial work because of the education and training necessary in most of the jobs in this broad category.

The extent to which graduates who have been out of school for several years, and consequently have more work experience, are in a better economic situation than recent graduates is illustrated in tables 3 and 4. About 10 percent of the men employed in October 1962 were professional workers among those who graduated from high school in 1960, compared with only 2 percent of the young men who graduated in June 1962, 4 months prior to the survey. Skilled craftsmen accounted for 12 percent of the employed men who graduated earlier and 6 percent of the recent graduates. The earlier graduates had smaller proportions employed as farm and nonfarm laborers (18 as against 34 percent) and as service workers (3 as against 7 percent). Occupational upgrading among women is difficult to measure, because of the substantial proportion of them in the clerical group, which embraces a wide range of job duties and responsibilities.

The rate of unemployment for 1960 graduates was 10 percent in October 1962, compared with the 14-percent rate for those graduates of 1962. Similarly, only 4 percent of the persons at work on nonfarm jobs worked part time for economic reasons among those who graduated in 1961 (data not available for 1960) as against 10 percent of the June 1962 graduates.

School Dropouts

The survey sustained earlier findings showing the less favorable labor market position of school dropouts compared with high school graduates. Furthermore, the situation for dropouts can be expected to worsen in the coming years, because little growth or some declines are expected in occupations with low educational and skill re-

TABLE 2. EMPLOYMENT STATUS AND MAJOR OCCUPATION GROUP OF JUNE 1962 AND JUNE 1961 HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE, BY SEX

[Thousands of persons 16 to 24 years of age]

Employment status and occupation group of employed	June 1962 graduates in October 1962			June 1961 graduates in October 1961		
	Both sexes	Male	Female	Both sexes	Male	Female
Civilian noninstitutional population.....	938	392	546	916	345	571
Labor force: Number.....	746	356	390	730	297	433
Percent of population.....	79.5	90.8	71.4	79.7	86.1	75.8
Employed.....	641	305	336	599	242	357
Unemployed: Percent of labor force.....	14.1	14.3	13.8	17.9	18.5	17.6
OCCUPATION GROUP OF EMPLOYED						
All occupation groups (percent).....	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and kindred workers.....	2.2	2.3	2.1	1.5	-----	2.5
Farmers and farm managers.....	.8	1.6	-----	.8	2.1	-----
Managers, officials, and proprietors, except farm.....	.6	.7	.6	.2	.4	-----
Clerical and kindred workers.....	35.9	10.8	58.6	41.6	9.9	63.2
Sales workers.....	7.6	5.6	9.5	5.7	4.5	6.5
Craftsmen, foremen, and kindred workers.....	3.1	5.9	.6	4.2	9.9	.3
Operatives and kindred workers.....	20.3	31.5	10.1	18.2	31.0	9.6
Private household workers.....	2.3	.7	3.9	2.8	-----	4.8
Service workers, except private household.....	9.4	6.9	11.6	8.7	6.6	10.1
Farm laborers and foremen.....	8.9	15.4	3.0	6.7	12.0	3.1
Laborers, except farm and mine.....	8.9	18.7	-----	9.5	23.6	-----

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

quirements, and workers without at least a high school diploma will have increasing difficulty entering expanding occupations where educational and training qualifications are high.

In addition to their educational handicap, many school dropouts suffer in the job market because of their extreme youth. Of the approximately 300,000 young people 16-24 years of age

TABLE 3. MAJOR OCCUPATION GROUP OF EMPLOYED HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE BY YEAR OF HIGH SCHOOL GRADUATION AND OF SCHOOL DROPOUTS BY YEAR LAST ATTENDED SCHOOL, BY SEX, OCTOBER 1962

[Percent distribution of persons 16 to 24 years of age]

Major occupation group and sex	Graduates of—				Dropouts, last attended in—				
	June 1962 and 1961			1960	1962 or 1961			1960	Prior to 1960
	Total	1962	1961		Total	1962	1961		
MALE									
All occupation groups: Number (thousands).....	618	305	313	418	247	78	169	190	1,378
Percent.....	100.0	100.0	100.0	100.0	100.0	(¹)	100.0	100.0	100.0
Professional, technical, and kindred workers.....	1.6	2.3	1.0	10.3	0.8	-----	-----	1.0	1.2
Farmers and farm managers.....	2.6	1.6	3.5	1.7	.8	-----	1.2	-----	2.0
Managers, officials, and proprietors, except farm.....	2.7	.7	4.8	3.1	.8	-----	1.2	3.1	2.0
Clerical and kindred workers.....	11.3	10.8	11.8	12.0	7.2	-----	8.3	2.6	3.4
Sales workers.....	6.1	5.6	6.7	5.0	7.2	-----	8.9	3.1	2.0
Craftsmen, foremen, and kindred workers.....	11.3	5.9	16.6	12.0	1.6	-----	2.4	5.7	16.7
Operatives and kindred workers.....	31.5	31.5	31.5	34.8	26.5	-----	24.9	38.3	38.0
Private household workers.....	.3	.7	-----	-----	-----	-----	-----	-----	.1
Service workers, except private household.....	5.7	6.9	4.5	2.6	13.3	-----	13.0	5.2	8.8
Farm laborers and foremen.....	8.7	15.4	2.2	5.0	23.3	-----	21.9	22.3	10.2
Laborers, except farm and mine.....	18.1	18.7	17.5	13.4	18.5	-----	18.3	18.7	15.6
FEMALE									
All occupation groups: Number (thousands).....	720	336	384	452	132	37	95	96	558
Percent.....	100.0	100.0	100.0	100.0	100.0	(¹)	(¹)	(¹)	100.0
Professional, technical, and kindred workers.....	2.6	2.1	3.1	4.0	1.5	-----	-----	-----	0.7
Farmers and farm managers.....	.3	-----	.5	-----	-----	-----	-----	-----	.4
Managers, officials, and proprietors, except farm.....	.6	.6	.5	1.8	-----	-----	-----	-----	.4
Clerical and kindred workers.....	61.0	58.6	63.1	58.8	15.7	-----	-----	-----	12.5
Sales workers.....	8.0	9.5	6.8	3.1	6.7	-----	-----	-----	4.8
Craftsmen, foremen, and kindred workers.....	1.0	.6	1.3	.9	1.5	-----	-----	-----	.5
Operatives and kindred workers.....	8.5	10.1	7.0	11.9	20.1	-----	-----	-----	33.0
Private household workers.....	3.5	3.9	3.1	3.8	28.4	-----	-----	-----	13.6
Service workers, except private household.....	11.9	11.6	12.2	14.2	19.4	-----	-----	-----	23.5
Farm laborers and foremen.....	2.4	3.0	1.8	1.5	6.7	-----	-----	-----	10.2
Laborers, except farm and mine.....	.3	-----	.5	-----	-----	-----	-----	-----	.4

¹ Percent not shown where base is less than 100,000.

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

TABLE 4. UNEMPLOYMENT AND ECONOMIC PART-TIME WORK ¹ FOR HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE AND SCHOOL DROPOUTS, 16 TO 24 YEARS OF AGE, OCTOBER 1962

Unemployment and part-time work in October 1962	Both sexes	Male	Female
Unemployed as percent of civilian labor force in each group:			
High school graduates: June 1962.....	14.1	14.3	13.8
1960.....	10.3	11.3	9.4
School dropouts: 1962.....	28.6	27.1	(²)
1960.....	18.3	18.1	18.6
Persons in nonagricultural industries who worked less than 35 hours because of economic reasons, ¹ as percent of persons at work in nonagriculture:			
High school graduates: June 1962.....	10.3	13.3	8.0
1961 ²	4.1	4.2	4.1
School dropouts: 1962.....	(²)	(³)	(³)
1961 ²	15.9	22.0	(²)

¹ Includes slack work, material shortages, repairs to plant or equipment, start or termination of job during survey week, and inability to find full-time work as causes of working less than 35 hours a week.

² Data not available for 1960.

³ Percent not shown where base is less than 100,000.

in October 1962 who dropped out of school between January and October, about three-fourths were either 16 or 17 years old.³ Only one-fifth of the June graduates were in these ages, while three-fifths of the graduates were 18 years old.

Other characteristics of dropouts distinguishing them from high school graduates are the higher proportions who are in farm areas (judging from the number in farm jobs) or who are nonwhite.

Twenty-one percent of the 1962 school dropouts employed in October were in farm work, compared with 10 percent of the June graduates. Considering that a large portion of farm residents work at nonfarm jobs, the proportion of all dropouts residing on farms would be significantly higher. Nonwhite youth accounted for about one-fourth of the 1962 school dropouts, about twice the proportion they comprised of the June 1962 graduates.

A much smaller proportion of the 1962 dropouts (56 percent) than of the graduates (80 percent) were working or looking for work (table 5). A substantial part of the difference was accounted for by women dropouts who were already married, but men and single women who dropped out of school were also less likely to be in the labor force than those who graduated. Furthermore, the dropouts who were not in the labor force were much less likely than the graduates to be attending special schools for instruction and training which would improve their job opportunities. Only 6 percent of the dropouts not in the work force were in these schools, compared with fully

³ Age 16 was the most common age (as of October) for the 1962 dropouts and a sizable number were reported as having left school at an even earlier age.

TABLE 5. EMPLOYMENT STATUS OF JUNE 1962 HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE AND OF 1962 SCHOOL DROPOUTS, BY SEX, COLOR, AND MARITAL STATUS, OCTOBER 1962

[Thousands of persons 16 to 24 years of age]

Graduation status, sex, color, and marital status of women	Civilian noninstitutional population		Civilian labor force				Not in labor force		
			Number	Percent of population	Employed	Unemployed		Total	In special schools
	Number	Percent of civilian labor force							
JUNE 1962 HIGH SCHOOL GRADUATES									
Total.....	938	100.0	746	79.5	641	105	14.1	192	101
White.....	820	87.4	657	80.1	568	89	13.5	163	(¹)
Nonwhite.....	118	12.6	89	75.4	73	16	(²)	29	(¹)
Male.....	392	41.8	356	90.8	305	51	14.3	36	12
Female.....	546	58.2	390	71.4	336	54	13.8	156	89
Single.....	469	50.0	352	75.1	309	43	12.2	117	(¹)
Married and other marital status ³	77	8.2	38	(²)	27	11	(²)	39	(¹)
1962 SCHOOL DROPOUTS									
Total.....	285	100.0	161	56.5	115	46	28.6	124	8
White.....	210	73.7	113	53.8	83	30	26.5	97	(¹)
Nonwhite.....	75	26.3	48	(²)	32	16	(²)	27	(¹)
Male.....	126	44.2	107	84.9	78	29	27.1	19	3
Female.....	159	55.8	54	34.0	37	17	(²)	105	5
Single.....	83	29.1	43	(²)	28	15	(²)	40	(¹)
Married and other marital status ³	76	26.7	11	(²)	9	2	(²)	65	(¹)

¹ Not available.

² Percent not shown where base is less than 100,000.

Includes widowed, divorced, and separated women.

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

TABLE 6. MAJOR OCCUPATION GROUP OF EMPLOYED HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE AND OF SCHOOL DROPOUTS BY YEARS OF SCHOOL COMPLETED, BY COLOR AND SEX, OCTOBER 1962

[Percent distribution of persons 16 to 24 years of age]

Major occupation group and color	Graduates ¹			Dropouts											
	Both sexes	Male	Female	Both sexes			Male			Female					
				Total	Completed		Total	Completed		Total	Completed				
					Elementary, 8 years or less	High school, 1 to 3 years		Elementary, 8 years or less	High school, 1 to 3 years		Elementary, 8 years or less	High school, 1 to 3 years			
TOTAL															
All occupation groups: Number (thousands)-----	5,625	2,784	2,841	2,601	923	1,678	1,815	667	1,148	786	256	530			
Percent-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
Professional, technical, and kindred workers-----	12.0	10.0	14.0	1.0	0.3	1.5	1.2	0.3	1.7	0.6	-----	0.9			
Farmers and farm managers-----	.9	1.8	.1	1.3	1.1	1.4	1.7	1.6	1.8	.3	-----	.4			
Managers, officials, and proprietors, except farm-----	3.9	6.6	1.2	1.2	1.0	1.3	1.5	1.0	1.8	.3	0.9	-----			
Clerical and kindred workers-----	34.5	12.9	55.8	6.5	3.0	8.3	3.9	2.6	4.6	12.5	4.1	16.6			
Sales workers-----	5.3	6.3	4.4	3.5	1.6	4.4	2.9	1.9	3.5	4.8	.9	6.6			
Craftsmen, foremen, and kindred workers-----	7.6	14.7	.6	9.5	6.7	11.1	13.3	8.9	15.8	.7	.9	.7			
Operatives and kindred workers-----	18.2	28.0	8.5	35.3	34.7	35.7	37.3	35.8	38.2	30.8	32.0	30.2			
Private household workers-----	1.7	.1	3.1	4.9	5.7	4.5	-----	-----	-----	16.4	20.5	14.3			
Service workers, except private household-----	7.8	4.8	10.6	13.3	11.0	14.6	8.7	7.3	9.4	24.1	20.5	25.8			
Farm laborers and foremen-----	2.9	4.2	1.6	11.8	20.5	7.1	13.1	21.0	8.5	8.9	19.2	4.0			
Laborers, except farm and mine-----	5.2	10.5	.1	11.7	14.4	10.2	16.4	19.5	14.6	.6	.9	.4			
WHITE															
All occupation groups: Number (thousands)-----	5,120	2,508	2,612	2,032	679	1,353	1,453	510	943	579	169	410			
Percent-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
Professional, technical, and kindred workers-----	12.8	10.5	14.9	1.3	0.3	1.8	1.5	0.5	2.1	0.8	-----	1.2			
Farmers and farm managers-----	1.0	2.0	.1	1.4	1.2	1.6	1.8	1.6	2.0	.4	-----	.6			
Managers, officials, and proprietors, except farm-----	4.2	7.2	1.3	1.5	1.4	1.6	1.9	1.4	2.2	.4	1.4	-----			
Clerical and kindred workers-----	36.4	13.1	58.7	7.7	4.0	9.6	4.6	3.2	5.3	15.8	6.4	19.6			
Sales workers-----	5.7	6.8	4.6	4.2	2.3	5.2	3.3	2.5	3.7	6.6	1.4	8.7			
Craftsmen, foremen, and kindred workers-----	7.8	15.3	.5	11.4	8.3	12.9	15.4	10.6	18.1	1.0	1.4	.9			
Operatives and kindred workers-----	17.6	27.5	8.0	38.7	40.4	37.9	40.3	41.3	39.8	34.7	37.6	33.5			
Private household workers-----	.7	-----	1.5	2.3	3.5	1.7	-----	-----	-----	8.2	14.2	5.8			
Service workers, except private household-----	6.5	3.8	9.1	12.4	10.4	13.4	6.7	5.3	7.4	26.9	26.2	27.2			
Farm laborers and foremen-----	2.6	4.0	1.2	8.8	15.1	5.6	10.4	16.7	6.9	4.7	9.9	2.6			
Laborers, except farm and mine-----	4.8	9.7	-----	10.2	13.2	8.7	14.0	17.0	12.4	.4	1.4	-----			
NONWHITE															
All occupation groups: Number (thousands)-----	505	276	229	569	244	325	362	157	205	207	87	120			
Percent-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	(?)	100.0			
Professional, technical, and kindred workers-----	4.4	5.2	3.5	-----	-----	-----	-----	-----	-----	-----	-----	-----			
Farmers and farm managers-----	-----	-----	-----	0.8	0.9	0.7	1.3	1.5	1.1	-----	-----	-----			
Managers, officials, and proprietors, except farm-----	.4	.7	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----			
Clerical and kindred workers-----	16.0	10.3	22.6	2.0	.5	3.2	1.0	.7	1.1	3.8	-----	6.5			
Sales workers-----	1.8	1.8	1.7	.8	-----	1.4	1.3	-----	2.2	-----	-----	-----			
Craftsmen, foremen, and kindred workers-----	5.6	9.6	.9	3.0	2.3	3.5	4.8	3.6	5.6	-----	-----	-----			
Operatives and kindred workers-----	24.3	32.8	14.3	23.6	19.5	26.7	25.4	18.2	30.9	20.5	-----	19.6			
Private household workers-----	11.0	1.5	22.2	14.0	11.6	15.8	-----	-----	-----	37.8	-----	42.1			
Service workers, except private household-----	20.6	14.0	28.3	16.6	12.6	19.6	16.5	13.9	18.5	16.8	-----	21.5			
Farm laborers and foremen-----	6.0	6.3	5.7	22.4	34.9	13.0	23.8	34.3	15.7	20.0	-----	8.4			
Laborers, except farm and mine-----	10.0	17.7	.9	16.8	17.7	16.1	26.0	27.7	24.8	1.1	-----	1.9			

¹ Data include a relatively small number of January 1962 graduates.² Percent not shown where base is less than 100,000.

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

one-half (53 percent) of the 1962 graduates who were not in the labor force.⁴

The rate of unemployment for 1962 school dropouts in October was 29 percent, about twice as high as the rate for the June high school graduates, despite the higher proportion of dropouts in farm

areas, where unemployment is less common. (This ratio also held true when the comparison was limited to white dropouts and graduates or to men.) The total number of unemployed dropouts 16 to 24 years old, irrespective of the year they left school, was 430,000, representing about two-fifths of all the unemployed in this age group and one-half of all jobless persons in these ages who were not in school.

⁴ Although a much larger proportion of the out-of-labor-force dropouts than graduates were married women, this factor fails to explain entirely the considerable difference noted in attendance at special schools.

As shown in previous surveys, the proportion of employed youths in less desirable jobs was also much higher for dropouts than for graduates, reflecting the large representation of nonwhites and farm residents among the dropouts, as well as their youth and inadequate schooling.⁵ Among employed men who last attended school in 1961 or 1962,⁶ the proportion of farm laborers was about 2½ times as large for young men who dropped out of school (23 percent) as for those who graduated in June 1962 or in 1961 (9 percent) and more of the dropouts were in relatively unskilled service jobs. Only 2 percent of the male dropouts for these years were craftsmen, compared with 11 percent of the graduates, and fewer dropouts than graduates were in white-collar occupations.

Only 16 percent of the female dropouts for these years were in clerical occupations, while 48 percent

were in relatively unskilled service occupations, including private household work. For women graduates, the corresponding proportions were 61 percent in clerical occupations and 15 percent in service jobs.

Older school dropouts, who had been in the labor market for longer periods, had lower rates of unemployment and were employed at a somewhat higher occupational level than those who recently left school; however, they continued to be in a worse situation than graduates who had been out of school about the same length of time (tables 3 and 4). The unemployment rate in October 1962 for those who dropped out of school in 1960 was 18

⁵ On the other hand, the 1962 school dropouts include those who left school as early as January and had somewhat more time to obtain better jobs than the 1962 graduates who left school in June.

⁶ For dropouts, the 1962 base taken alone is too small for reliable comparisons.

Selected Labor Market Indicators for 1962 Male High School Graduates and 1960 Male School Dropouts in October 1962

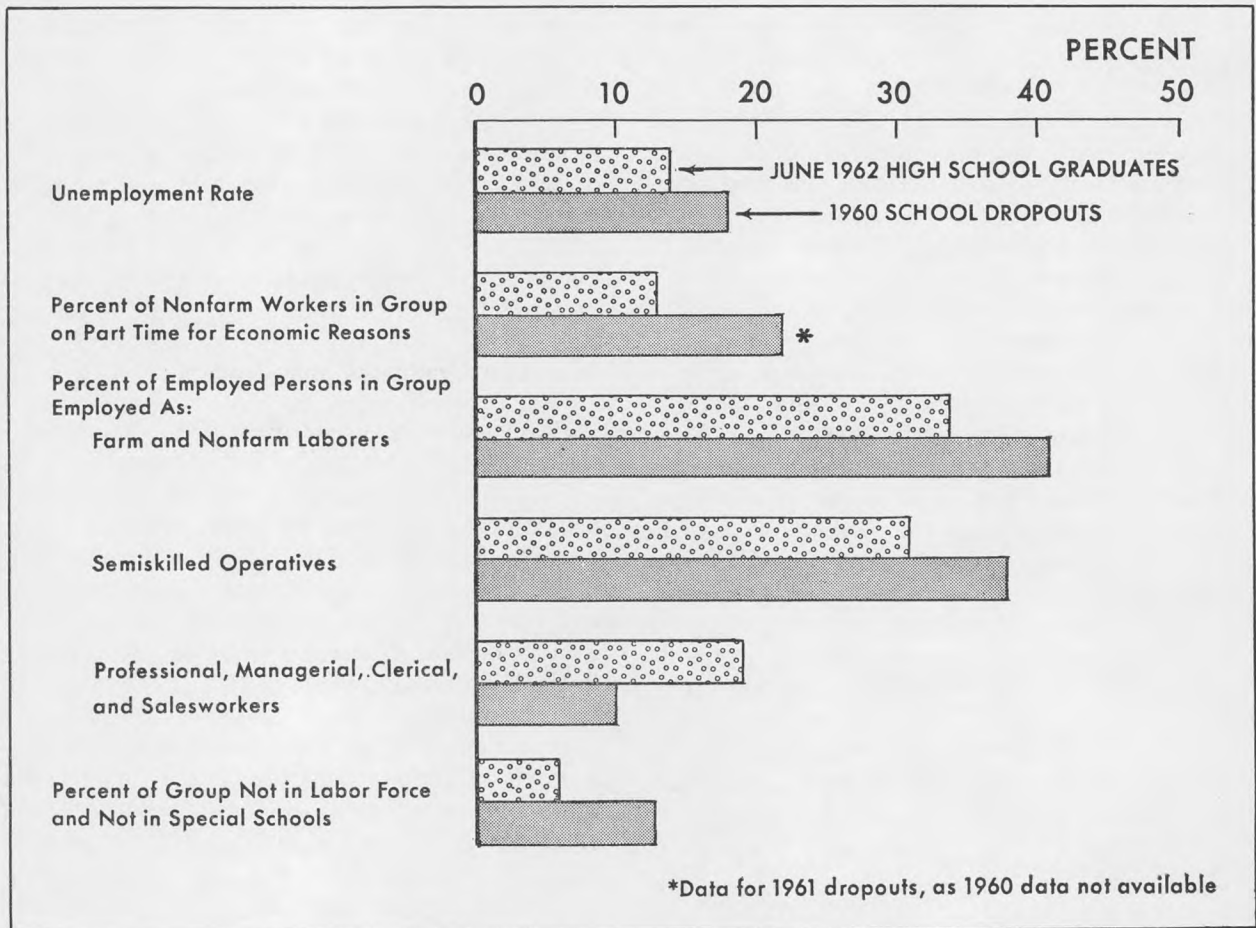


TABLE 7. MAJOR OCCUPATION GROUP OF EMPLOYED HIGH SCHOOL GRADUATES NOT ENROLLED IN COLLEGE BY YEAR OF HIGH SCHOOL GRADUATION AND OF SCHOOL DROPOUTS BY YEAR LAST ATTENDED SCHOOL, BY COLOR, OCTOBER 1962

[Percent distribution of persons 16 to 24 years of age]

Major occupation group	Graduates				Dropouts			
	White		Nonwhite		White		Nonwhite	
	1960 to 1962	Prior to 1960	1960 to 1962	Prior to 1960	1960 to 1962	Prior to 1960	1960 to 1962	Prior to 1960
All occupation groups: Number (thousands).....	1,981	3,111	227	272	494	1,541	171	395
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and kindred workers.....	4.4	18.1	0.9	7.3	1.2	1.4	-----	-----
Farmers and farm managers.....	1.3	.8	-----	-----	-----	1.8	1.1	0.5
Managers, officials, and proprietors, except farm.....	2.0	5.7	.9	-----	1.6	1.8	-----	.5
Clerical and kindred workers.....	39.7	34.2	17.2	15.0	11.0	7.4	4.0	.8
Sales workers.....	6.4	5.3	2.2	1.5	7.0	3.3	-----	1.0
Craftsmen, foremen, and kindred workers.....	6.2	8.7	3.5	7.3	3.0	14.0	1.1	4.3
Operatives and kindred workers.....	19.8	16.2	27.8	21.5	32.7	39.4	19.5	24.9
Private household workers.....	1.1	.5	9.7	12.0	5.2	1.4	13.1	14.5
Service workers, except private household.....	7.9	5.6	17.6	23.0	12.2	12.2	20.0	16.2
Farm laborers and foremen.....	3.8	1.8	10.6	2.2	13.8	8.1	28.0	18.5
Laborers, except farm and mine.....	7.5	3.1	9.7	10.2	12.2	9.3	13.1	18.8

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

percent—smaller than the 29-percent rate for recent dropouts of 1962 but still considerably above the 10-percent rate for graduates of 1960. Similarly, young men who dropped out of school in 1960 were more likely than recent dropouts to be craftsmen and operatives while fewer were relatively unskilled service workers; however, compared with male graduates who also left school in 1960, the dropouts were more concentrated in farm and nonfarm laboring jobs, and fewer were craftsmen or white-collar workers. The proportion of nonfarm workers who worked part time because of economic reasons—often a characteristic of their occupations—was 16 percent for 1961 school dropouts but only 4 percent for the 1961 graduates.⁷

The limited success which dropouts achieve even after an extended time in the labor market is dramatically illustrated in the chart which shows that in October 1962, young men who had dropped out of school in 1960 fared worse in the labor market than young men who graduated 2 years later—only 4 months before the survey. This conclusion holds in comparisons of unemployment, shortened workweeks, and occupational levels. In addition, a greater proportion of the dropouts were neither in the labor force nor attending special schools.

Information obtained for the first time on the years of school completed by dropouts shows that those who left school at a later grade had higher

level occupations than those with less education. Of all white 16- to 24-year-old male dropouts employed in October 1962, 17 percent of those who completed only elementary school or less were farm laborers and another 17 percent were nonfarm laborers, compared with only 7 and 12 percent, respectively, for those completing 1 to 3 years of high school (table 6). Moreover, the proportion of craftsmen was noticeably smaller among the dropouts with less education. Among white female dropouts, those who had not finished at least 1 year of high school were more likely to be domestic workers or farm laborers and less likely to be clerical or sales workers.

Nonwhite Graduates and Dropouts

Results of this survey give further evidence of the unfavorable position of young nonwhites with respect to educational and economic attainment—despite their advances in these areas in recent years.⁸ As mentioned previously, nonwhites comprised 1 out of 4 of the 1962 school dropouts, about twice their proportion of the June 1962 graduates. Among both high school graduates and dropouts in the labor force in October 1962, nonwhites were much more likely to be in less skilled and less desirable occupations and more of them, partly as a result of their occupations, were unemployed. Of those persons who graduated between 1960 and 1962, about one-half of the nonwhite graduates, but only one-fifth of the white graduates, were in a service occupation (including private household)

⁷ Data not available for 1960.

⁸ See "Economic Status of Nonwhite Workers, 1955-62," which will appear in the July issue of the *Review*.

or were farm or nonfarm laborers (table 7). Among dropouts, fully three-fourths of the nonwhite youths, compared with two-fifths of the white youths, were in these occupational groups. The unemployment rate for nonwhite graduates was noticeably higher than for white graduates, but among dropouts, rates were about equally high for both white and nonwhite youths,⁹ as shown in the following tabulation:

	<i>Unemployed as percent of civilian labor force in each group</i>	
	<i>Last attended school during 1960-62</i>	<i>Last attended school prior to 1960</i>
High school graduates not enrolled in college:		
Nonwhite.....	17.2	14.5
White.....	10.0	5.3
School dropouts:		
Nonwhite.....	21.3	18.0
White.....	19.8	10.2

Furthermore, nonwhites failed to improve their economic position over time as much as white youth. Comparing the October 1962 jobs of

young people who last attended school before 1960 and of those who left school between 1960 and 1962, the proportion of graduates and dropouts in service and laboring jobs dropped off noticeably for the older white youth but remained approximately the same for the older as for the younger nonwhites. Fewer of the earlier than the recent nonwhite graduates were farm laborers, but more were in service occupations. There was also some increase in the proportion employed as craftsmen and as professional and technical workers among the earlier graduates.¹⁰ Rates of unemployment for nonwhite graduates and dropouts remained relatively high even after they had been out of school several years, while the rates for the older white graduates and dropouts declined sharply.

⁹ Nonwhite dropouts include a larger proportion in farm areas, where unemployment is comparatively low. These rates are based on relatively small numbers; however, data from previous surveys substantiate these figures.

¹⁰ Pre-1960 graduates may include persons who have also graduated from college. Since the white group presumably includes a larger proportion of college graduates than does the nonwhite group, this difference may partially account for the greater job progress shown by whites.

Economic Status of Nonwhite Workers, 1955-62

MATTHEW A. KESSLER*

THE GRADUAL MOVEMENT of nonwhite workers (over 90 percent of whom are Negroes) into higher skilled and better paying jobs has continued since the mid-1950's. However, despite these recent gains, large gaps continue to exist between white and nonwhite workers, as measured by most indicators of social and economic well-being.¹

Nonwhites continue to be concentrated in less-skilled jobs and are subject to more unemployment than whites. The jobless rates of nonwhites are still at least one and one-half times higher than for whites in every age-sex grouping, and for some age groupings are three times as high. Unemployment bears disproportionately on the nonwhite worker whatever his industry or occupation. Not only is he subject to more frequent spells of unemployment; once out of a job, he has tended to remain jobless for a longer period of time.

After achieving relatively substantial gains in money income during the early postwar period, nonwhite families have failed to keep pace with the rise in average income of white families since the mid-1950's, despite the continued shift of nonwhite workers into higher paying jobs.

During the past two decades, nonwhites have narrowed the educational gap that had historically existed between themselves and white persons, a development which has helped to foster their steady but slow movement up the occupational skill ladder. Since the mid-1950's, however, differences in the level of educational attainment between whites and nonwhites have remained essentially unchanged.

Industry and Occupation Changes

Throughout the postwar period, there has been a dramatic shift of nonwhites out of agriculture. In 1962, 12 out of every 100 employed nonwhite workers were employed in agriculture, compared with 16 out of 100 in 1955 and 21 out of 100 in 1948.² (See table 1.) The precipitous fall in this proportion throughout the postwar period is a result of the exodus of nonwhites from sharecropping and marginal farms, particularly in the

South, as well as the growth of alternative employment opportunities in other sectors of the economy.

In this quest for a higher money income, however, many nonwhites who shifted to nonfarm employment paid the price of greater job insecurity. As they often lack education and vocational training and are limited by discriminatory hiring and layoff practices, their employment opportunities are restricted to relatively unskilled and semi-skilled occupations. These are the very lines of work that are particularly sensitive to the business cycle and are vulnerable to large-scale reductions through automation. Although professional and clerical occupations have provided a major source of both white and nonwhite employment growth since the mid-1950's, nonwhites continue to be overrepresented in such occupations as domestic servants, laborers, and semiskilled operatives.

White-Collar Occupations. Between 1955 and 1962, an increasing number and proportion of nonwhite workers entered the higher skilled and better paying white-collar occupations. In 1962, however, only 17 percent of all employed nonwhites were in white-collar occupations, compared with 47 percent of white workers (table 2). White workers in this group outnumbered nonwhites 28 to 1, in marked contrast to their comparative representation in the civilian labor force (9 white for each nonwhite worker). The number of nonwhites in white-collar jobs has risen by 50 percent since 1955, about the same rate of increase as noted during the early postwar period and two and one-half times the increase for whites. However, unless there is a substantial acceleration of these trends, the percentage of nonwhite workers in white-collar employment will still be substantially below that of white workers for many years.

Nonwhite workers have been entering the professional, technical, and clerical fields faster

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¹ This article reviews recent trends (1955-62) in the employment status of nonwhites in the United States, with particular emphasis on occupational shifts, manpower utilization, income, and educational attainment. The analysis of the two most recent business cycles, 1957-59 and 1960-62, uses seasonally adjusted quarterly average unemployment data not previously available. This article updates and complements a series of studies on the economic status of the Negro by the U.S. Department of Labor; the last previous study in the series was *The Economic Situation of Negroes in the United States* (U.S. Department of Labor, Bulletin S-3, rev. 1962).

² Differs slightly from occupational totals shown in table 2 since the industry classification includes some occupations not classified as farm workers in the classification by occupation (e.g., agronomists, veterinarians, and bookkeepers).

TABLE 1. EMPLOYED PERSONS, BY INDUSTRY AND COLOR, 1948, 1955, AND 1962¹

Industry	[Percent distribution]					
	White			Nonwhite		
	1962	1955	1948	1962	1955	1948
Total employed:						
Number (thousands)...	60,749	56,698	53,434	7,098	6,496	5,944
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0
Goods-producing industries.....	41.4	46.2	48.6	36.2	41.5	47.5
Agriculture.....	7.2	10.1	12.6	11.7	15.7	21.1
Mining, forestry, and fisheries.....	1.1	1.4	1.5	.4	.7	3.0
Construction.....	6.4	6.5	6.0	5.7	5.3	4.4
Manufacturing.....	26.8	28.2	28.5	18.4	19.7	18.9
Service-producing industries.....	58.6	53.8	51.4	63.8	58.5	52.5
Transportation and public utilities.....	7.0	7.4	8.3	5.4	6.0	6.4
Trade.....	19.8	20.2	20.1	13.8	13.5	11.5
Service and finance.....	26.8	21.5	18.5	39.1	34.7	31.4
Private households.....	2.6	2.2	1.7	15.8	16.3	16.1
Educational services.....	5.5	4.0	2.8	4.4	3.0	2.1
Professional services, except education.....	6.9	5.3	3.9	7.4	4.9	3.3
Business and repair services.....	2.8	2.5	2.4	2.2	1.4	1.0
Other services, including entertainment.....	4.3	3.5	4.2	7.2	7.2	7.4
Finance, insurance, and real estate.....	4.7	4.0	3.5	2.1	1.9	1.5
Public administration.....	5.1	4.6	4.6	5.4	4.2	3.3

¹ Data for 1948 and 1955 not adjusted to reflect changes in definition of unemployment adopted in 1957.

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

than other white-collar occupations. These occupations have risen by 60 percent since the mid-1950's, reflecting expanded job opportunities, particularly in public administration. The largest concentration of nonwhite workers in the white-collar group (almost 1 out of 2) is employed in such clerical occupations as office machine operators, bookkeepers, typists, secretaries, stenographers, and filing and recording clerks.

The largest relative gains posted by nonwhites during 1955-62 were in professional services (such as hospital, medical, and other health services, welfare and religious institutions) and business and repair services—all of which grew nearly 70 percent in the 7-year span. This approximated advances noted in the earlier postwar period and compared with about a 35-percent increase for whites since 1955. Nonwhites also recorded relatively sharp gains in the growing field of educational services—up by 60 percent compared with a 50-percent rise among whites. Governmental policies assuring nondiscriminatory em-

ployment practices may account for the continued gains registered by nonwhites in public administration since the mid-1950's—up 40 percent compared with an 18-percent rise among whites.

Nonwhite employment in the professional and technical fields has increased at a somewhat faster rate than for whites since the mid-1950's. Yet in 1962, only about 5 percent of all employed nonwhites were engaged in these occupations compared with 12½ percent of all white workers. While teaching provides a major source of professional employment for both whites and nonwhites, a higher proportion of nonwhite than white professional workers (mainly women) were employed as elementary and secondary school teachers in 1962—nearly two-fifths and one-fifth, respectively. Indicating of nonwhites' recent progress in the professional field is the fivefold increase in their employment in the growing engineering occupations during the 1950's compared with a two-thirds rise for the occupational group as a whole. Nevertheless, nonwhites accounted for only 1½ percent of all professional engineers by 1960.³

Only 4 of every 100 nonwhites were employed as managers, officials, and proprietors and as sales

TABLE 2. EMPLOYED PERSONS, BY OCCUPATION GROUP AND COLOR, 1948, 1955, AND 1962¹

Major occupation group	[Percent distribution]					
	White			Nonwhite		
	1962	1955	1948	1962	1955	1948
Total employed:						
Number (thousands)...	60,749	56,698	53,434	7,098	6,496	5,944
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0
White-collar workers.....	47.3	42.1	39.1	16.7	12.0	9.0
Professional and technical workers.....	12.6	9.8	7.2	5.3	3.5	2.4
Managers, officials, and proprietors, except farm.....	11.9	11.1	11.6	2.6	2.3	2.3
Clerical workers.....	15.8	14.2	13.6	7.2	4.9	3.3
Sales workers.....	7.0	6.9	6.7	1.6	1.3	1.1
Blue-collar workers.....	35.4	39.0	40.5	39.5	41.8	39.7
Craftsmen and foremen.....	13.6	14.1	14.6	6.0	5.2	5.3
Operatives.....	17.5	20.2	21.0	19.9	20.9	20.1
Laborers, except farm and mine.....	4.3	4.7	4.9	13.6	15.8	14.3
Service workers.....	10.6	9.0	7.9	32.8	31.6	30.3
Private household workers.....	2.1	1.8	1.5	14.7	14.8	15.6
Other service workers.....	8.5	7.2	6.4	18.1	16.8	14.7
Farm workers.....	6.8	9.9	12.4	11.0	14.5	21.0
Farmers and managers.....	4.0	6.0	7.8	2.7	5.0	8.5
Laborers and foremen.....	2.8	3.9	4.6	8.3	9.5	12.5

¹ See footnote 1, table 1.

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

³ U.S. Bureau of the Census, *U.S. Census of Population, 1960, General Social and Economic Characteristics, United States Summary, PC(1)-1C*, table 88; and *U.S. Census of Population, 1950, Characteristics of the Population, United States Summary, Vol. II, Pt. 1*, table 128.

workers in 1962, a somewhat higher proportion than in 1955 and 1948. The proportion of white workers in these occupations in 1962 was much higher (19 percent).

Blue-Collar Occupations. After registering small gains in the early postwar period, the proportion of nonwhites employed in blue-collar occupations fell slightly between 1955 and 1962, returning to levels prevailing in 1948. Blue-collar jobs have accounted for two-fifths of total nonwhite employment throughout most of the postwar period. During the more recent 7-year period, the proportion of white workers in these occupational categories also declined moderately.

More than 8 of every 10 nonwhite workers in blue-collar jobs (compared with 6 out of 10 white workers) continued to be in either the semiskilled or unskilled occupations. These jobs tend to be concentrated in those goods-producing and related industries (such as transportation) which are quite sensitive to the business cycle. Moreover, the demand for this type of labor has diminished steadily during the postwar period as a result of automation and other technological developments.

Service Occupations. Nonwhites are still seven times as likely as white workers to be employed as private household workers (including maids, babysitters, housekeepers, chauffeurs, laundresses). During the earlier postwar period, the number of nonwhite private household workers remained virtually unchanged, while nonwhite employment in other service occupations, such as hospital attendant, barber, and cook, rose significantly (25 percent). During the 1955-62 period, this trend appears to have continued, with little change in nonwhite private household

TABLE 3. UNEMPLOYMENT RATES, BY COLOR, 1947-62¹

Year	White	Non-white	Non-white as percent of white	Year	White	Non-white	Non-white as percent of white
1962.....	4.9	11.0	224	1954.....	4.5	8.9	198
1961.....	6.0	12.5	208	1953.....	2.3	4.1	178
1960.....	5.0	10.2	204	1952.....	2.4	4.6	192
1959.....	4.9	10.7	218	1951.....	2.8	4.8	171
1958.....	6.1	12.6	207	1950.....	4.6	8.5	185
1957.....	3.9	8.0	205	1949.....	5.2	8.2	158
1956.....	3.3	7.5	227	1948.....	3.2	5.2	163
1955.....	3.6	7.9	219	1947.....	3.3	5.4	164

¹ Data for 1947-56 not adjusted to reflect changes in definition of unemployment adopted in 1957.

TABLE 4. UNEMPLOYMENT RATES, BY COLOR, AGE, AND SEX, 1948, 1955, AND 1962¹

Age and sex	White			Nonwhite		
	1962	1955	1948	1962	1955	1948
Males, 14 years and over.....	4.6	3.4	3.1	11.0	8.2	5.1
14 to 19 years.....	12.3	9.6	8.3	20.7	13.2	7.6
20 to 24 years.....	8.0	6.3	5.8	14.6	11.2	10.6
25 to 34 years.....	3.8	2.5	2.4	10.5	8.0	4.2
35 to 44 years.....	3.1	2.4	1.9	8.6	7.4	4.5
45 to 54 years.....	3.5	2.8	2.2	8.3	5.8	3.1
55 years and over.....	4.1	3.7	2.8	10.1	7.8	3.5
Females, 14 years and over.....	5.5	3.9	3.4	11.1	7.5	5.2
14 to 19 years.....	11.5	8.2	6.9	28.2	16.2	10.4
20 to 24 years.....	7.7	4.5	3.6	18.2	11.4	8.9
25 to 34 years.....	5.4	3.8	3.2	11.5	9.1	6.1
35 to 44 years.....	4.5	3.4	2.3	8.9	4.9	3.3
45 to 54 years.....	3.7	2.9	2.5	7.1	4.6	2.4
55 years and over.....	3.5	2.8	2.6	3.6	4.4	2.2

¹ See footnote 1, table 1.

employment and a substantial gain (18 percent) in the number of nonwhites entering other service jobs. Among white workers also there was a steady rise in the proportion of service workers outside of private households throughout the postwar period—up between 20 and 25 percent in each of the two periods. In 1962, as in the earlier postwar period, proportionately twice as many nonwhite as white workers were in these rapidly expanding but still relatively low-paying and low-to-moderately skilled service occupations.

Manpower Utilization

Unemployment. Throughout the postwar period, unemployment has consistently fallen most heavily on the nonwhite worker. Comprising only a tenth of the civilian labor force in 1962, nonwhites accounted for two-tenths of the jobless total. This disparity was evident among both men and women.

The unemployment rate for nonwhites, at 11.0 percent in 1962, stood at its third highest level in the postwar period (table 3) and was only slightly lower than rates recorded in the recession affected years of 1958 and 1961. Their 1962 unemployment rate was double the jobless rate of white workers. This relationship has persisted throughout the postwar period, and in fact tended to increase in the latter part of the postwar period. In the years 1947-49, the nonwhite unemployment rate averaged about 60 percent higher than for white workers, whereas in each year from

TABLE 5. UNEMPLOYMENT RATES OF EXPERIENCED WORKERS,¹ BY COLOR AND MAJOR OCCUPATION GROUP, 1955 and 1962

Major occupation group	White		Nonwhite		Nonwhite as percent of white	
	1962	1955	1962	1955	1962	1955
All occupation groups ²	4.9	3.5	11.0	7.7	224	208
Clerical and sales workers.....	3.8	3.2	7.7	7.0	203	219
Craftsmen and foremen.....	4.8	3.9	9.7	8.8	202	226
Operatives.....	6.9	5.5	12.0	8.4	174	153
Private household workers.....	3.1	3.0	7.1	5.6	229	187
Other service workers.....	5.3	5.2	10.8	8.8	204	169
Farm laborers and foremen.....	3.9	3.0	5.8	6.3	149	210
Laborers, except farm and mine.....	11.0	9.8	15.8	12.1	144	123

¹ The base for the unemployment rate includes the employed, classified according to their current jobs, and the unemployed, classified according to their latest civilian job, if any; excludes the unemployed persons who never held a full-time civilian job.

² Includes the following groups not shown separately: Professional and technical workers; managers, officials, and proprietors; and farmers and farm managers.

1954 through 1962, it was consistently twice as high.

Nonwhite boys and girls 14 to 19 years of age continued to have one of the highest jobless rates of any age-color group. (See table 4.) In 1962, the unemployment rate of nonwhite teenagers remained near 25 percent, compared with about 12 percent for white youth of the same ages. Since 1955, the jobless rate of nonwhite teenagers has increased faster than for white youngsters—up about 60 percent among nonwhites compared with a 30-percent rise for white youth.

In 1962, nonwhite men in both the 25-34 and 35-44 age brackets (primarily family breadwinners) recorded unemployment rates about three times as high as for white men (about 9 and 3 percent, respectively). A differential of similar proportions was recorded in 1955.

Even within the same major occupation group large differences in unemployment rates persisted, with rates for nonwhites generally substantially exceeding those of white persons. Among both white and nonwhite workers at the lower end of the occupational hierarchy, both nonfarm laborers and operatives usually have relatively high unemployment rates; however, differences are not (and have not been) as great as in most other occupation groups (table 5). This may reflect a high proportion of such workers in highly unionized mass-production industries, some of which provide for nondiscrimination clauses in their collective bargaining agreements.⁴

⁴ See "Antidiscrimination Provisions in Major Contracts, 1961," *Monthly Labor Review*, June 1962, pp. 643-651.

Differences in overall unemployment rates by color are partially explained by the higher concentration of nonwhites at the lower rungs of the occupational skill ladder. Even assuming there were no differences in the occupational distribution of both groups, however, nonwhites still would have had a higher unemployment rate than whites in 1962. But assuming that the experienced nonwhite civilian labor force had the same occupational distribution as the experienced white civilian labor force, and applying actual jobless rates of nonwhites to this adjusted occupational distribution, the difference in the overall jobless rate between whites and nonwhites in 1962 would have been cut in half. Under these assumptions, the unemployment rate for nonwhites would have been 8.1 rather than 11.0 percent of their number in the labor force, compared with an actual rate of 4.9 percent for whites.

Nonwhite workers not only have higher rates; they are also subject to more frequent spells of unemployment. For persons experiencing any unemployment throughout the year, the chances are much greater that nonwhites rather than whites will have repeated spells of unemployment during the year. About 3 of every 10 nonwhite men who had been unemployed sometime during the year were subject to 3 spells or more of unemployment in 1961, compared with 2 of every 10 white men who had some unemployment. Moreover, nonwhite workers spend a considerably longer period of time on layoff or looking for work be-

TABLE 6. EMPLOYED PERSONS IN NONAGRICULTURAL INDUSTRIES, BY FULL- OR PART-TIME STATUS AND COLOR, 1956 AND 1962

[Percent distribution]

Full- or part-time status	White		Nonwhite	
	1962	1956	1962	1956
All employed persons:				
Number (thousands).....	56,388	52,661	6,267	5,733
Percent.....	100.0	100.0	100.0	100.0
At work—				
On full-time schedules ¹	85.7	88.4	78.6	79.5
On part time for economic reasons ²	3.2	3.0	10.3	9.0
Usually work full time.....	1.6	1.8	2.8	3.3
Usually work part time.....	1.6	1.2	7.5	5.7
On part time for other reasons; usually work part time.....	11.1	8.6	11.0	11.5

¹ Includes persons who actually worked 35 hours or more during the survey week and those who usually work full time but worked 1 to 34 hours during the survey week because of noneconomic reasons (bad weather, illness, holidays, etc.).

² Includes persons who worked less than 35 hours a week because of slack work, material shortages, job turnover, inability to find full-time work, etc.

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

tween jobs. Since 1954 (earliest year for which these data are available), nonwhites have consistently accounted for 20 to 30 percent of both long-term unemployment of 15 weeks or more and very long-term unemployment of 27 weeks or more, as the following tabulation shows:

Year	Nonwhites as a percent of total unemployed for—	
	15 weeks or more	27 weeks or more
1962.....	25.9	28.4
1961.....	22.5	23.6
1960.....	24.9	26.0
1959.....	24.3	26.2
1958.....	22.0	23.0
1957.....	22.4	23.8
1956.....	21.8	21.6
1955.....	20.0	21.5
1954.....	20.4	24.0

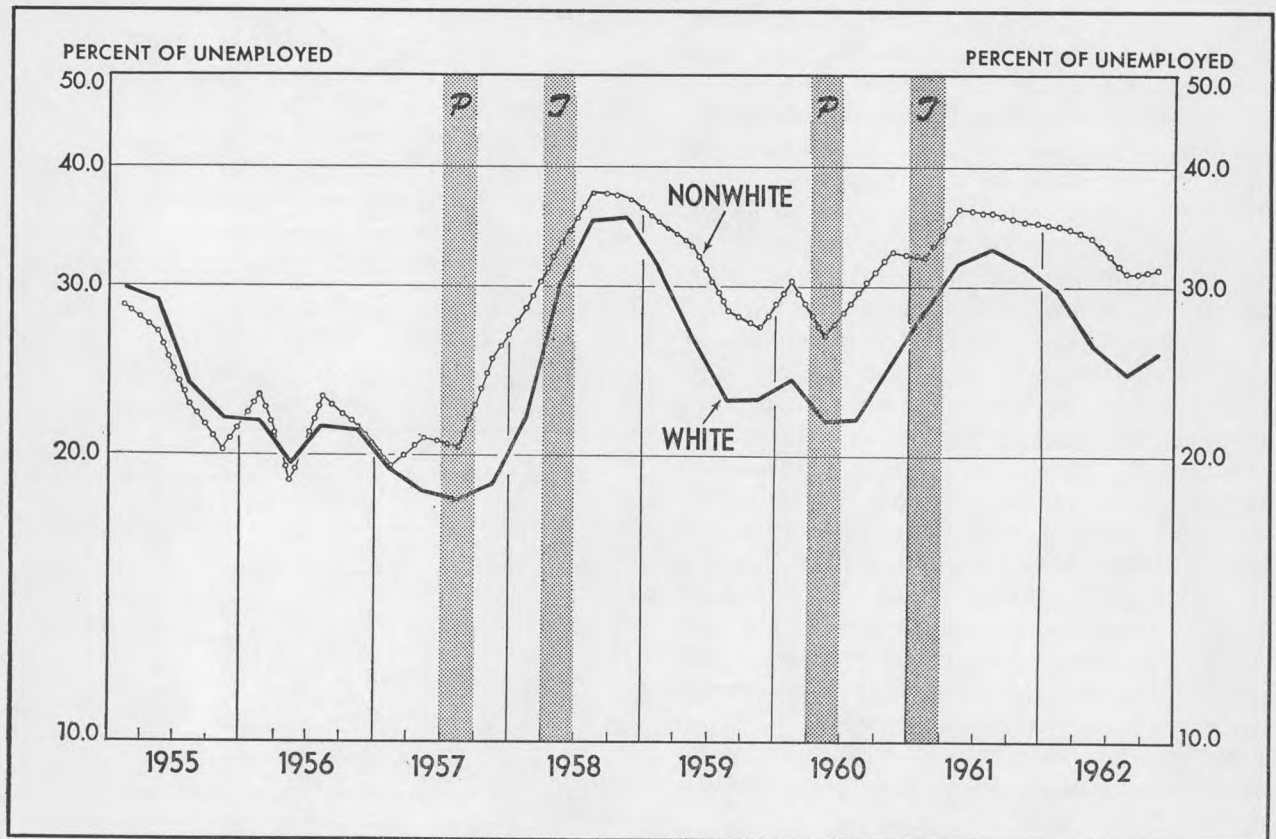
Since the peak of the 1957 cycle (on a seasonally adjusted basis), nonwhites have consistently had

a higher proportion of their total unemployment concentrated in the group out of work 15 weeks or more than have the white unemployed (chart 1).

In the 1957-59 cycle, after seasonal adjustment, unemployment among both whites and nonwhites rose by about 70 percent between the third quarter of 1957 (prerecession peak) and the second quarter of 1958 (recession trough). (See chart 2.) During the downturn phase of the most recent cycle (1960-62), the number of jobless white and nonwhite workers both increased by similar proportions from prerecession peak to the recession trough—up 30 and 25 percent, respectively. In the upturn of the 1957-59 cycle (four quarters after the trough had been reached), differences in the rate of decline in unemployment among whites and nonwhites were not significant. There was, however, a relatively sharper drop in the rates for whites in the 1961-62 recovery period. During

Chart 1. Unemployment 15 Weeks or More as Percent of Total Unemployment, by Color, 1955-62

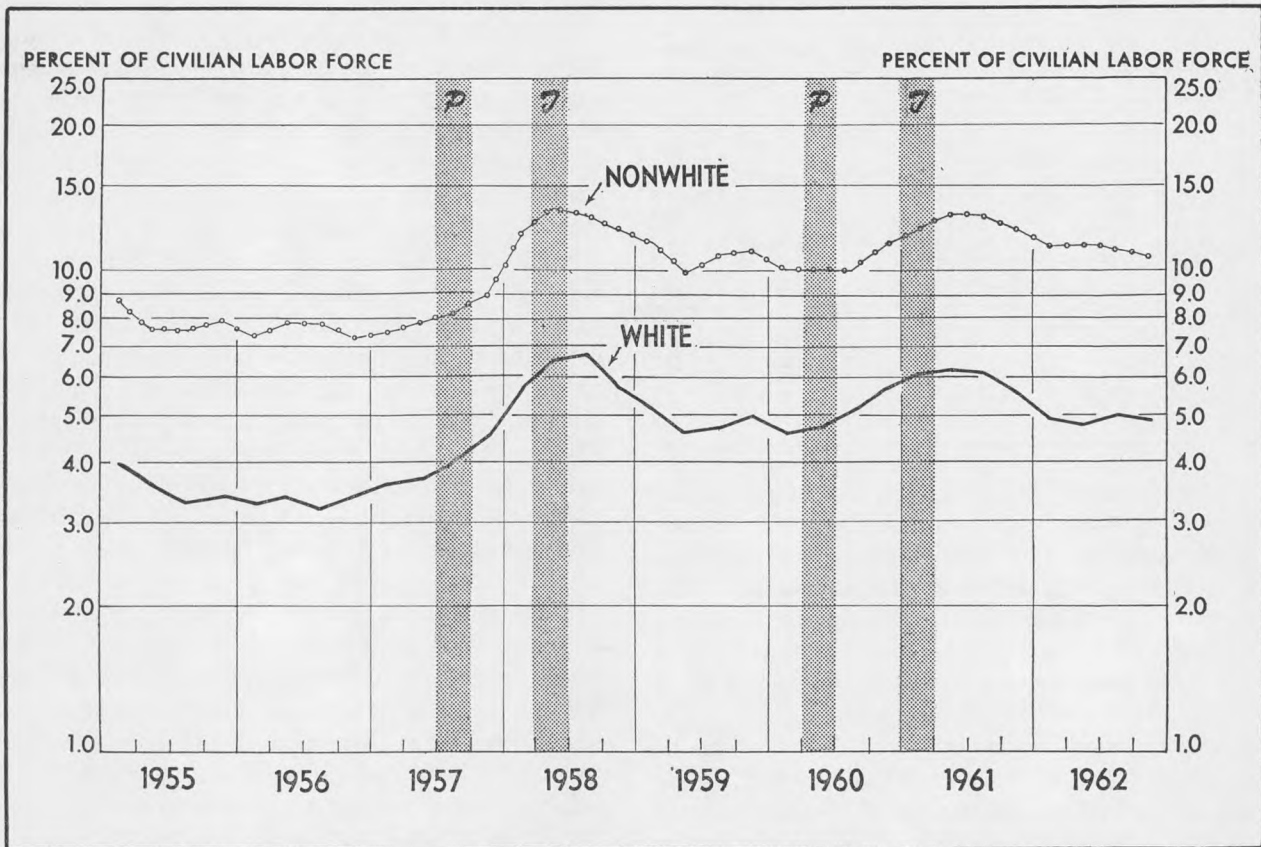
[Seasonally adjusted quarterly averages; semilog scale]



NOTE: The quarters indicated as peaks or troughs (P and T, respectively, in the chart) include the months designated by the National Bureau of Economic Research as the turning points in the general business cycle.

Chart 2. Unemployment Rates, by Color, 1955-62

[Seasonally adjusted quarterly averages; semilog scale]



NOTE: The quarters indicated as peaks or troughs (P and T, respectively, in the chart) include the months designated by the National Bureau of Economic Research as the turning points in the general business cycle.

this later period, whites recorded a 25-percent decline in joblessness, compared with only a 10-percent dip among nonwhites. By the subsequent quarter, however, the improvement from the trough was about the same for both groups.

Part-Time Employment. In every year since 1956, a higher proportion of nonwhite than white persons were working at part-time jobs. In 1962, 21 percent of all employed nonwhites, compared with 14 percent of all white workers, were working less than 35 hours a week; however, the rate of "economic part time" continued to be three times as high for nonwhites as for white workers—10 percent of total nonwhite employment as compared with 3 percent of total white employment (table 6). In 1962, as in previous years, nonwhites accounted for about one-fourth of all nonfarm

workers on part time for economic reasons while constituting only 10 percent of nonagricultural employment.

Nonwhite workers in 1962 accounted for 16 percent of those on reduced workweeks because of economic reasons (such as slack work and material shortages), while comprising 35 percent of those on part time because they were unable to find full-time jobs. This latter category is likely to have a high proportion of young workers and adult women, many of whom are employed in private household and other service occupations.

The proportion of nonwhite workers on part time for economic reasons has risen significantly over the past 6 years, while that of white workers has remained about the same. On the other hand, the entire rise in voluntary part-time employment was among white workers.

TABLE 7. CIVILIAN LABOR FORCE PARTICIPATION RATES, BY AGE, COLOR, AND SEX, 1948, 1955, AND 1962

Age and sex	White			Nonwhite		
	1962	1955	1948	1962	1955	1948
Both sexes.....	56.1	57.1	56.7	60.0	61.9	63.5
Male.....	78.6	82.8	84.2	76.4	81.8	84.8
14 to 19 years.....	40.8	45.6	50.7	38.4	48.8	58.4
20 to 24 years.....	86.5	86.5	84.4	89.3	89.7	85.6
25 to 34 years.....	97.4	97.8	96.0	95.3	95.8	95.3
35 to 44 years.....	97.9	98.3	98.0	94.5	96.2	97.2
45 to 54 years.....	96.0	96.7	95.9	92.2	94.2	94.6
55 to 64 years.....	86.7	88.4	89.6	81.5	83.1	88.4
65 years and over.....	30.6	39.5	46.6	27.2	40.0	50.3
Female.....	35.6	33.7	30.6	45.6	44.4	44.4
14 to 19 years.....	29.7	30.5	32.8	24.0	25.3	30.4
20 to 24 years.....	47.1	45.8	45.1	48.6	46.7	47.1
25 to 34 years.....	34.1	32.8	31.3	52.0	51.3	50.6
35 to 44 years.....	42.2	39.9	35.1	59.7	56.0	53.2
45 to 54 years.....	48.9	42.7	33.3	60.5	54.8	51.1
55 to 64 years.....	38.0	31.8	23.3	46.1	40.7	37.6
65 years and over.....	9.8	10.5	8.6	12.2	12.1	17.3

The difference in the proportion of white and nonwhite workers who work at year-round full-time jobs is appreciable. Only one-half of nonwhite men compared with two-thirds of white men with work experience were reported to have worked steadily at full-time jobs in 1961.⁵ This difference has persisted since the late 1940's when such data first became available. During the postwar period, nonwhite women made sizable gains in full-time year-round jobholding, while the proportion of white women in this category remained relatively stable. This improvement among nonwhite women has resulted in part from their shift away from farm occupations—jobs where work schedules tend to be unstable. In 1961, there were proportionately almost as many nonwhite as white women with full-time year-round jobs (32 and 38 percent, respectively).

Labor Force Participation. A salient development in labor force activity of nonwhite workers in recent years has been the sharp decline in labor force participation rates of teenage boys and older men (table 7). In 1962, rates for nonwhites in these groups were below those of white men in the same ages. The especially sharp decline for nonwhites continued a secular trend, including the long-term decline in agriculture, increased years of schooling, and liberalized retirement programs—developments which have also affected whites greatly in recent years.

During the 1950's, at least 70 percent of the net migration from farms consisted of young people

under 20 or who reached 20 during the decade.⁶ In general, farm youth, whether in or out of school, tend to be an integral part of the farm labor force. Their rates of labor force participation are usually higher than those of nonfarm youngsters of the same ages. In view of the continuing decline in the proportion of nonwhites employed in agriculture between 1955 and 1962, it is reasonable to assume that many of these young farm leavers were nonwhite. A sharp rise in the number of youngsters enrolled in school, as well as unusually high jobless rates which have prevailed in recent years among nonwhite teenagers, may have contributed to their drop in participation.

Participation rates of both white and nonwhite older men (65 and over) dropped very significantly between 1955 and 1962—down about 9 and 13 percentage points, respectively. Probably because of the trend toward earlier retirement, participation has also been declining (although to a much smaller extent) among men 55 to 64 years of age, with the nonwhites again showing sharper declines.

Among men in the central age group 25 to 64 years, where participation rates tend to be the highest, nonwhite men continued to have somewhat lower rates than whites. This may be due to a higher incidence of disabling illness and injury among nonwhite men, associated with their concentration in manual, more hazardous occupations.⁷

Nonwhite women historically have participated in the labor force in greater proportions than white women. The postwar rise in labor force participation rates of adult women has occurred both

⁵ See "Work Experience of the Population in 1961," *Monthly Labor Review*, December 1962, pp. 1347-1353.

⁶ See *Current and Foreseeable Trends in Rural Population*, paper presented by Calvin L. Beale, Economic Research Service, U.S. Department of Agriculture, at the 40th Agricultural Outlook Conference, Washington, Nov. 14, 1962.

⁷ See *Current Population Reports, Employment of White and Nonwhite Persons: 1955* (U.S. Bureau of the Census), Series P-50, No. 66, p. 2.

TABLE 8. MEDIAN FAMILY INCOME, BY COLOR, 1948-61

Year	White	Non-white	Nonwhite as percent of white	Year	White	Non-white	Nonwhite as percent of white
1948.....	\$3,310	\$1,768	53.4	1955.....	\$4,605	\$2,549	55.4
1949.....	3,232	1,650	51.1	1956.....	4,993	2,628	52.6
1950.....	3,445	1,869	54.3	1957.....	5,166	2,764	53.5
1951.....	3,859	2,032	52.7	1958.....	5,300	2,711	51.2
1952.....	4,114	2,338	56.8	1959.....	5,643	2,917	51.7
1953.....	4,392	2,461	56.0	1960.....	5,835	3,233	55.4
1954.....	4,339	2,410	55.5	1961.....	5,981	3,191	53.4

SOURCE: *Current Population Reports, Income of Families and Persons in the United States* (U.S. Bureau of the Census), Series P-60, Nos. 6-39.

TABLE 9. TOTAL MONEY INCOME OF FAMILIES, BY COLOR, 1948, 1955, AND 1961
[Percent distribution]

Family income	1961		1955		1948	
	White	Non-white	White	Non-white	White	Non-white
All income classes.	100.0	100.0	100.0	100.0	100.0	100.0
Under \$3,000.....	18.6	47.5	25.7	57.3	42.6	78.1
\$3,000 to \$4,999.....	19.4	24.4	30.3	28.3	35.2	16.3
\$5,000 to \$9,999.....	44.7	22.8	36.6	13.7	19.1	5.3
\$10,000 and over.....	17.1	5.6	6.5	.6	3.1	.4
Median income.....	\$5,981	\$3,191	\$4,605	\$2,549	\$3,310	\$1,768

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

SOURCE: *Current Population Reports, Income of Families and Persons in the United States* (U.S. Bureau of the Census), Series P-60, Nos. 6, 24, and 39

among white and nonwhite women. Despite these changes, only about two-fifths of all white women 25 to 64 were in the labor force in 1962, compared with nearly three-fifths of nonwhite women of the same ages.

Income and Education

Income. Nonwhites tend to have a somewhat larger number of wage earners per family unit and higher rates of labor force participation than whites, which tend to reduce white-nonwhite income differentials. Partially offsetting this is the relatively high concentration of nonwhites in agriculture, where income received in kind is excluded. Family income is nevertheless a useful criterion of socioeconomic wellbeing since many expenditure patterns relate to the family unit as a separate entity.

The average (median) income of both white and nonwhite families has increased quite substantially in dollar amounts during the past two decades. Very notable income advances by nonwhites were made particularly during World War II and the early postwar period as a result of wartime induced shortages of unskilled workers and governmental action designed to raise the income level of lower paid workers. The family income of nonwhites climbed from less than 40 percent of white family income in 1939 to nearly 60 percent in the early 1950's. Although since then nonwhites have continued to raise their money income, they have failed to bring about a

further narrowing of income differentials between the two groups. In fact, on a relative basis, nonwhite family income as a percent of white family income has shown little change since 1952-53 (table 8). This phenomenon seems to be due to the fact that during the past decade, professional, technical, and managerial workers (where nonwhites are still very underrepresented) showed much larger relative income gains (up nearly 70 percent) than workers at the lower rung of the occupational skill ladder (where nonwhites are still disproportionately concentrated). The incomes of laborers and service workers rose by only 40 percent during this same period, compared with an increase of about 180 percent during the forties.⁸

In 1948, nearly 8 of every 10 nonwhite families had money incomes of less than \$3,000. (See table 9.) This proportion had dropped to 6 out of 10 by 1955 and to 5 out of 10 by 1961, but it was about 2½ times the proportion of white families in this relatively low income category. Since 1955, the proportion of nonwhite families in the \$5,000 to \$10,000 category had increased by approximately one-half (to 23 percent), but was still well below the comparable proportion of white families in that category (45 percent). At the upper end of the income scale—\$10,000 or more—6 percent of nonwhite families were in this group in 1961, in sharp contrast to their negligible proportion in 1948 and 1955 (about 0.5 percent in both years). Despite recent employment gains made by nonwhites, which is reflected by their movement into higher money income groups, a substantial gap continues to exist, with proportionately three times as many white families in the \$10,000 or more bracket.

TABLE 10. MEDIAN INCOME OF FAMILIES IN 1961, BY COLOR AND EDUCATIONAL ATTAINMENT OF FAMILY HEAD

Years of school completed	Total	White	Nonwhite	Nonwhite as percent of white
Elementary.....	\$4,074	\$4,378	\$2,539	58.0
Less than 8 years.....	3,279	3,656	2,294	62.7
8 years.....	4,772	4,911	3,338	68.0
High school.....	6,032	6,186	3,863	62.4
1 to 3 years.....	5,644	5,882	3,449	58.6
4 years.....	6,302	6,390	4,559	71.3
College.....	8,210	8,288	6,444	77.8
1 to 3 years.....	7,250	7,344	5,525	75.2
4 years or more.....	9,264	9,315	7,875	84.5

SOURCE: *Current Population Reports, Income of Families and Persons in the United States: 1961* (U.S. Bureau of the Census), Series P-60, No. 39.

⁸ See Herman P. Miller, "Is the Income Gap Closed? No!" *The New York Times Magazine*, November 11, 1962, pp. 50-58.

Educational Attainment. Very large strides have been made during the past two decades in reducing the persistent educational gap between nonwhite and white persons. By 1962, the average white person 25 to 29 years of age had completed 12.5 years of schooling, compared with 11.2 years of schooling completed by the average nonwhite person in the same age bracket.⁹ For nonwhite men, this represented a gain of some 4½ years of school since 1940; for whites, the average gain was 2 years. This narrowing of the educational gap during the postwar period can be largely attributed to the rising proportion of nonwhite youngsters who have been enrolled in school. At the elementary school level, the differential has been markedly reduced. But at the high school level, despite some narrowing of differentials during this period, the percentage of nonwhites attending school falls appreciably below that of whites.

Since the mid-1950's, however, the gap has essentially remained the same, with both groups showing a rise of about 1 full year in median school years completed, which departs from previous longrun trends. Recent income data by color and educational attainment of the head of the family also support conclusions found in other studies¹⁰ that the income gap between whites and nonwhites is not completely closed even when educational levels of both groups increase (table 10). However, the differential is substantially reduced at the college level, with the family income of nonwhite college graduates in 1961 about 85 percent of that of white college graduates.

⁹ See "Educational Attainment of Workers, March 1962," pp. 504-515 of the *Monthly Labor Review*, May 1963.

¹⁰ See Herman P. Miller, *Income of the American People* (New York, John Wiley & Sons, Inc., 1955), pp. 42-48; and *Current Population Reports, Income of Families and Persons in the United States: 1956* (U.S. Bureau of the Census), Series P-60, No. 27, pp. 10-11.

Labor Ministers' Conference on the Alliance for Progress

EDITOR'S NOTE.—*This article presents excerpts, with some minor style changes, from the final report of the first Inter-American Conference of Ministers of Labor on the Alliance for Progress, which met in Bogotá, Colombia, May 6–11, 1963, and excerpts from the speech made at the conference by Secretary of Labor W. Willard Wirtz, who headed the U.S. delegation. The conference, called by the Council of the Organization of American States at the suggestion of the Colombian representative on the Council, was attended by representatives of the Ministry of Labor of every country in the OAS except Haiti, and most of the delegations included representatives of labor unions.*

Final Report of the Conference

Background. The "Declaration to the Peoples of America," which was approved at Punta del Este in August 1961, indicated, as one of the goals of the Alliance for Progress, the following: "To assure fair and satisfactory working conditions to all our workers; to establish efficient systems of labor-management relations and procedures for consultation and cooperation among government authorities, employers' associations, and trade unions in the interests of social and economic development."

Resolution A-10 of the First Annual Meeting of the Inter-American Economic and Social Council at the Ministerial Level (Mexico City, October 22–27, 1962), states: "Since the Alliance for Progress is an unprecedented procedure of joint action intended to solve the basic problems of the Latin American people, it is essential that new elements be included in the agencies charged with carrying it out; it is admitted that popular support for all the aspects of the program of the Alliance be the surest guarantee of its success."

Accordingly, the following agenda of the Inter-American Conference of Ministers of Labor on the Alliance for Progress was adopted by the Council of the Organization of American States:

1. The participation of the Ministers of Labor in the formulation and carrying out of national plans and programs of economic and social development.

2. The participation of workers in national plans for economic and social development.

Declaration and Recommendations. The Ministers of Labor, after careful examination and debate of the issues and problems relating to the two agenda items, have reached a consensus and wish to set forth the following principles and recommendations:

DECLARATION AND PRINCIPLES. [Editor's Note.—The statement of principles is known as the Declaration of Cundinamarca, since Bogotá is located in the Colombian Department of Cundinamarca.]

1. The Alliance for Progress is an alliance by and for the peoples of the Americas; it is essential that the Ministers of Labor and the democratic trade unions play an active role at the national and inter-American level in order to achieve more rapidly and effectively the objectives of the Alliance.

2. Since the adoption of the Charter of Punta del Este, unquestionable advances have been scored in the social sphere. The Latin American governments have pushed forward particularly in the field of tax and agrarian reform, low-cost housing programs, and educational plans. Nevertheless, serious problems still remain in achieving the basic objectives of the Alliance and these must be overcome with maximum speed.

3. In order to achieve continuing progress and to launch and evolve well-conceived economic and social policies with the active participation of the broad masses, effective measures should be adopted so that the benefits of economic advance can be translated into a steady improvement of the real income of workers and a more equitable distribution of the national income.

4. One of the main obstacles to the achievement of the goals of the Alliance is the marked deterioration of the terms of trade for Latin America's basic export products, the progressive limitations imposed on Latin America's access to world markets, and the continued fluctuations in export prices. These are fundamental obstacles; they create unemployment and induce wage reductions; they reduce government revenues and the ability to finance urgent social reforms and they make the execution of long-term planning practically impossible. Financial aid and trade policy must be integrated, and the measures envisaged in the Charter of Punta del Este must continue to be implemented at the inter-American or international level to stabilize Latin America's foreign exchange earnings. In this way, the fruits of Latin American labor can be translated into accelerated industrialization, the creation of new employment opportunities, higher wages and better working conditions, and a greater degree of well-being and social stability.

5. It is recognized that these measures should be adopted, and that the volume of external financing for Latin American economic and social development should be maintained at an adequate level, in accordance with the provisions contained in the Declaration to the Peoples of America.

6. There can be no effective economic and social development planning unless the legitimate rights of labor are recognized and the aspirations of the workers are expressed in terms of concrete achievements involving wages, employment, working conditions, social security, health, housing, and education.

7. In all these tasks, the ministries of labor have a vital role to play. They are a part of the social conscience of the governments and they are the public agencies that can mobilize and prepare the indispensable human resources. They are also the mechanism through which the participation of the workers in the efforts toward and the benefits of progress are assured.

8. In order to obtain greater popular participation and support, it is deemed desirable to strengthen the multi-lateral nature of the Alliance mechanisms and to study the possibilities of adjusting the structure of these mechanisms to the specific regional and even national conditions within the Latin American area.

RECOMMENDATIONS. Taking into consideration the declarations and principles adopted, the Conference

Recommends: 1. That ministries of labor not limit themselves to technical matters, but should promote social policies in accordance with the objectives of the Alliance for Progress.

2. That in the execution of all programs by the ministries of labor, priority be given to the development of human resources and their full utilization.

3. That ministries of labor participate actively in formulating and implementing economic and social development plans in coordination with the activities of other agencies in their respective fields and collaborate with the international organizations. To this end, planning units will be established within the ministries of labor.

4. That standing committees representing both labor and management be established to advise the ministries of labor on all programs related to economic and social development, thereby ensuring the active participation of workers in the planning and implementation of such programs.

5. That labor legislation, and in particular minimum wage systems, be accompanied by an effective system of inspection that would guarantee compliance and enable the workers to share in the benefits of economic development.

6. That labor, management, and government be represented in the setting of minimum wages

7. That government, management, and labor organizations assume their primary responsibility for the training of the labor force. The ministries of labor should see that training is available to all workers, organized and unorganized, in both rural and urban areas, and especially to the great mass of unemployed and underemployed workers.

8. That on-the-job training be encouraged.

9. That training be provided in accordance with a program carefully adjusted to both the present needs and the projected future needs of the country.

That the Council of the Organization of American States make representations before the agencies that administer Alliance for Progress funds, for technical and financial assistance for the Inter-American Vocational Training, Information, and Research Center (CINTERFOR)

and for national vocational training institutions.

10. That ministries of labor establish employment services to assist workers in finding suitable employment, and employers in finding best qualified workers, and to disseminate information on labor needs and employment opportunities.

11. That the ministries of labor of the Latin American countries intensify their statistical research activities and endeavor to establish a body of basic data, through standardized methods of compilation, preparation, and presentation, that will make it possible to record labor statistics more accurately and will facilitate the dynamic evaluation of problems arising from economic and social development.

12. That consideration be given to the establishment of a regional pilot project for labor statistics. That the activities of Inter-American Labor Ministers' Conference, which has headquarters in Santiago, Chile, be expanded to include research, training, and the comparative study of labor statistics systems.

13. That ministries of labor seek to speed the adoption, extension, and improvement of social security systems.

14. That plans for social security systems be integrated with national plans for economic and social development.

15. That international technical assistance resources be expanded in the field of social security, and that increased support be furnished to the Inter-American Center for Social Security Studies, with headquarters in Mexico City, sponsored by the Inter-American Social Security Institute and the Instituto Mexicano del Seguro Social.

16. That organizations concerned with carrying out the Alliance for Progress be asked to facilitate financial assistance for constructing and equipping of social security hospitals, and to provide technical and financial assistance for social security programs, especially those of preventive medicine.

17. That the member states of the Organization of American States collaborate in the creation of a technical consultation center for research, planning, and training for personnel of the ministries of labor. The proposed center would direct studies on a wide range of subjects in the labor field, both national and international; it would serve as consultant on promotion of cooperation among the member states in this field and would furnish direct technical assistance on such matters to the countries at their request. That the Council of the Organization of American States be asked to request that the International Labor Organization, in consultation with the other appropriate international agencies, prepare draft bylaws for the center, together with a draft plan for financing it, which shall be submitted to the ministers of labor of the member states 30 days before the next meeting of the Inter-American Economic and Social Council and included in the agenda of that meeting.

18. That the ministries of labor formulate clearly and precisely the objectives of their labor policy within plans for economic and social development, and attempt to make them as uniform as possible; and that this policy be formulated in consultation with organizations representing the sectors concerned.

19. That labor programs formulated by ministries of labor in consultation with the sectors concerned establish an appropriate policy designed to strengthen democratic trade unionism, minimum wages, social assistance, social security systems, collective bargaining, employment, vocational training, and services for the recreation and cultural improvement of the workers; and promote the institutional and legal reforms necessary to achieve the desired goals.

20. That members of the Organization of American States should endeavor to harmonize their labor and social security legislation in such a manner that the rights of the workers will be uniformly protected throughout the area of the member countries.

21. That Alliance economic and technical assistance be provided for social welfare programs aimed at improving the living conditions of marginal sectors of the society not included in the wage-earning sector.

22. That a technical meeting be held, on the level of directors of government planning agencies, to exchange information and experience, with particular attention to the social aspects of development, especially the utilization of human resources and the specific problems directly or indirectly affecting the labor sector.

23. That the ministries of labor be duly represented on their countries, delegations to the annual meetings of the Inter-American Economic and Social Council.

24. That the Inter-American Economic and Social Council create a seventh special committee to deal specifically with labor matters.

25. That periodic meetings of the Ministers of Labor be held for the purpose of improving and providing continuity for inter-American activities in the social field, proposing specific social goals and how and when they shall be attained within the terms of the Charter of Punta del Este.

26. That participation by the workers in the formulation, execution, and evaluation of national development programs include the representatives of democratic trade unions in the collaboration of such programs.

27. That the national governments recognize that the full and active participation of labor in all stages of national planning and in their development efforts is an important element in securing for their plans the full support of the Alliance and related international agencies.

28. That the member countries of the Alliance, through their representatives on the Inter-American Economic and Social Council, provide that one of the criteria for evaluation of national development programs shall be that such plans be prepared in effective consultation with the representatives of the democratic trade union organizations and implemented with their participation.

29. That trade union freedom, guaranteed internationally by the rules embodied in Conventions 87 and 98 of the International Labor Organization, including the right of association, the right to bargain collectively, and the right to strike, be considered as the essential basis for securing for workers an effective role in national development activities.

30. That labor legislation be revised to assure trade union organizations the right of complete freedom and independence.

31. That trade union education preferably be entrusted to the trade union organizations themselves in cooperation with national and international agencies.

32. That the governments of Latin America recognize the same rights for agricultural workers that legislation guarantees other labor sectors, especially their right to free trade union organization.

33. That governments make available specialized training for agricultural workers, in such manner as to assure them participation in the benefits of economic and social development.

34. The promotion of cooperatives, including such fields as housing, production, distribution, credit, transportation, and consumption, which would greatly contribute to accelerated development and the strengthening of the role of the people as producers and consumers. Ministries of labor should view as a basic part of their task the encouragement of cooperative activities by workers in collaboration with other national and international agencies. A fundamental part of this effort is the assistance to training activities designed to build a corps of qualified administrators of cooperatives, and the implementation of other measures of technical assistance.

35. That workers' banks be developed to promote savings by that sector, satisfy their credit needs, protect them against usury, and enable them to participate directly in the development process. Most of the capital of such banks should be owned by workers without prejudicing the use of funds obtained from national and international sources.

36. That the provision of adequate financial facilities should be promoted with respect to amortization terms and interest rates for workers' housing.

37. That national and municipal governments facilitate the acquisition of land for workers' housing.

38. That programs of housing and related public services for workers be undertaken in the centers of economic activity.

39. The Conference, fully aware of the vital importance of the deterioration in the terms of trade and of its direct relationship to the standard of living of the workers of Latin America, takes note of the draft resolution presented by the Delegation of Colombia and, recognizing that it deals with a technical subject which is the primary responsibility of the Inter-American Economic and Social Council, transmits the said draft resolution to the next meeting of the IA-ECOSOC for consideration in regard to the aspects therein referring to the deterioration in the terms of trade, and especially since it is consistent with point 4 of the Declaration of Cundinamarca.

Therefore: The Inter-American Conference of Ministers of Labor on the Alliance for Progress requests of the Council of the Organization of American States that these recommendations be transmitted to the next meeting of the Inter-American Economic and Social Council.

In witness whereof, the Chairmen of the Delegations of the American States accredited to this Inter-American

Conference of Ministers of Labor on the Alliance for Progress, sign¹ the Spanish text of this Final Report, in Bogotá, Republic of Colombia, on the eleventh day of May, one thousand nine hundred sixty-three.

Speech by Secretary Wirtz

Social progress, even at the revolutionary rate to which our nations have committed us, may nonetheless seem plodding to the mass of men once their hopes have been aroused.

Our concern as labor ministers is not only to provide leadership in the establishment of human and progressive social policies, but equally to see to it that once adopted, such policies are carried out. This task is not always a glamorous one, but it has begun, and we can take pride in the beginning that has been made.

The findings of the Inter-American Economic and Social Council on the accomplishments of the first year of the program, set forth in Mexico City last year, are that self-help in the Americas has received strong impetus, that comprehensive programs of agrarian reform and agricultural developments have been initiated, that substantial improvements have been made in the administration of taxation, and that expenditures devoted to education and the improvement of human resources have increased. The start on a vast expansion of housing for low-income families, through a broad program of credit facilities, technical assistance, and specific building projects, the contributions of the Social Progress Trust Fund, the advances in the field of public health, water, and sewerage are all specific actions toward the goals of the Alliance.

The conclusion of an International Coffee Agreement and moves toward closer economic ties through the Latin American Free Trade Association are of the first importance. During the year, the flow of external public funds increased and almost all of the Latin American countries had established, or were preparing to establish, planning agencies whose work could improve the technical levels of plans submitted for outside financing and insure an even greater speedup in the rate of availability of capital.

But major problems still lie ahead. The rate of growth during the first year of the program was below the objective set at Punta del Este. The goals of eliminating illiteracy and increasing life expectancy and building more low-cost housing are still long-range goals. The increased availability of public capital funds has not been matched in the private sphere, a sphere which is crucial to the achievement of the jobs and production so essential for improved levels of income and living. The pace of underlying changes necessary for the achievement of a new order must not be allowed to lag and in many cases must be speeded up.

Our concern is particularly with those aspects of the program which permit the fullest effective use of the trade union organizations.

I trust that it will not appear presumptuous to suggest several propositions in a form dictated more by the desirability of discussion than by the interests of caution.

1. *I propose that La Alianza para el Progreso adopt the permanent view that investment in human beings is the very first priority in this decade of development.*

All of the investment we may make in physical resources will come to little, and may indeed be wasted, if it does not at the same time lead to improvement in the quality of human resources.

I would propose, for instance, that it be a routine requirement that any capital improvement program financed under the Alliance be accompanied by an on-the-job training program that will add to the human as well as the physical capital of the nation concerned.

I suggest our careful consideration at this meeting of the proposals which have been made for the creation of regional institutes to which key technicians and trainers might go for underlying technical training that will be of use in their own countries. It may well be that regional training institutes would lead to the coordination of national development plans on a regional basis.

I mention particularly the major need for high-level, and middle-level, manpower to perform the tasks at hand. Shortages at these levels create a major limitation on the development of new enterprises, and limit the creation of jobs and realization of the goal of growth.

2. *The responsible trade unions must be made integral agencies in the development of the Alliance program.*

Four weeks ago, the Department of Social Affairs of the General Secretariat of the Organization of American States received a report from a distinguished group of labor leaders, drawn from our countries and from abroad, which began with these words:

We wish to make it emphatically clear at the very outset of these observations that we found no evidence that organized labor is participating, or even being consulted in a meaningful way, in national economic and social development planning and programming in the countries we visited. The declared intent of the Alliance for Progress, in this regard, is being ignored.

¹ Although the Minister of Labor of Brazil, Almino Afonso, signed the report, he appended the following "explanation" of his vote:

"Reaffirming its general statement and the proposals it has presented, the Delegation of Brazil considers the results of the Alliance for Progress unsatisfactory and, above all, disagrees with the approach being taken in assistance. It is understood that the fundamental problem of Latin America is that of underdevelopment and it will only be possible to solve it by structural reforms and massive investments, of a minimum level of \$2 billion a year, as proclaimed in the Declaration to the Peoples of America, to enable the countries of Latin America to industrialize and assure them greater productivity from the land, with due regard for the nationalist character of their process of development. There is an urgent need to reformulate the Alliance for Progress by decentralizing, within the jurisdictional sphere of each country, the organs of the Agency for International Development, and guarantee the workers effective participation in the decisions through representatives freely designated by trade unions.

"As to specific proposals, whether of a social or technical nature, that will assure the participation of Ministers of Labor and of the workers in formulating, carrying out, and receiving the benefits of national economic and social development plans, the Delegation of Brazil believes that, no matter how excellent they may be, they will probably encounter some insurmountable obstacle: the shortage or total lack of human resources, materials, and above all, of financing, that will make impossible their realization. This deficiency of resources—that justifies the fact that our countries have not, up to now, supported the measures so praised—is a symptom of the structural situation of Latin American underdevelopment and therefore, strengthens the reservations the Brazilian Delegation has in approving this document.

"This criticism arises from the deep conviction that only through progress can a true alliance of the peoples of America be forged."

It is already the declared intent of the Alliance for Progress to provide "procedures for consultation and cooperation among government authorities, employer associations, and trade unions in the interests of social and economic development." There is nothing to be accomplished simply by reasserting those principles. The issue before us is how those principles will be put into effect.

I therefore propose that this Conference call upon the Inter-American Economic and Social Council to require that in the review of any National Development Program, the committee inquire into the question of whether the program has been developed with that degree of consultation and collaboration which will meet the objectives of the Alliance, namely that it move forth in concert with the free democratic trade unions of the Americas. A program which does not meet this requirement simply ought not be approved.

I hope that we can talk at this Conference about the possibility of further experiment along lines illustrated by the establishment in my country—not by the government, but under trade union auspices, with the support of enlightened employer interests—of the Institute for Free Labor Development. This institute results from a strictly trade union project of help to other unions in the hemisphere. It permitted union leaders to receive expert aid in carrying out leadership jobs in their own unions. Once trained, they could train their own colleagues. From training in self-help came the additional idea of a properly continuing effort. It covered housing, ownership, and active participation in community life. This truly demonstrates that once all segments of our national life are brought into a program, new and workable ideas result.

3. *A larger development of the role of cooperatives will permit that broader degree of participation in the Alliance program which is necessary to assure its maximum achievement.*

The Charter of Punta del Este recognizes the role that cooperatives should play in achieving the goals of the Alliance.

The role of cooperatives in the Alliance for Progress effort should not be limited, however, to applying for financing to carry out much needed social and economic improvements. The ministries of labor can play a decisive role in the encouragement and the development of activities that cooperatives, particularly under trade union auspices, can undertake in support of the Alliance.

4. *Better procedures must be established for finding and reporting the specific facts of the unmet needs of the Americas.*

Where resources are limited, they must be carefully used to get at the root problems instead of being wasted on what are only the manifestations of these difficulties.

Ministries of labor must develop skills for making complete and comprehensive analyses of manpower resources and needs. Systematic assessments or surveys are needed to identify both the critical shortages of skilled manpower in each major sector of the economy and the reasons for the shortages. A thorough manpower survey will also identify surpluses of manpower. This type of analysis must be qualitative as well as quantitative and based upon that wise judgment which keeps precise data from creating a false sense of accuracy.

With this analysis at hand, the country's planners can then consider a strategy of human resource development. This responsibility is worthy of the highest skills which labor ministries can command.

5. *Labor ministries must exert leadership in the development, maintenance, and strengthening of fair labor standards that are feasible in the light of the development of the country or of the various segments of its economy.*

In the early stages of the industrial revolution in Europe and in the United States, little heed was given to labor standards. This mistake must not be repeated in the economic development process taking place in the 20th century.

Great vigilance in labor ministries needs to be exercised in the promotion of labor standards, particularly those relating to health, safety, and the special problems of such groups as women workers, older workers, younger workers, migratory workers, and handicapped people. A social insurance system, commensurate in scope with the country's state of development, is an important accomplishment of the development process.

There need be no conflict between a sound labor standards program and a program for economic progress. Such standards must of necessity be geared to the ability of a country to pay for them and to enforce them equitably.

6. *The progress we seek depends on a careful and constant balancing of the values of growth and of stability.*

If the governments of this hemisphere mean what they have said at Punta del Este, in ILO conferences, and in individual pronouncements, there must be a rise in workers' real income as an accompaniment to, and a result of, industrial development.

While, at the same time, there are some stages of social development in which high wages increase the attainment of higher economic goals, in others, they merely add to inflationary pressures. It is the role of the Labor Minister to provide leadership in promoting a balance between these two factors, keeping in mind the given circumstances of developing in each country.

The major element that emerges from a review of achievements of the Alliance to date is the importance of imagination in the development of new ideas and ways of achieving social breakthroughs.

Just as the job of administration requires the combined resources of all groups within nations, so this mobilization requires a widespread willingness to accept new ideas. The builder must be willing to accept the imagination of the designer and architect; the legislator must be willing to accept land reform, an effective minimum wage, a nonpolitical civil service, and effective administration of taxes; the technician and the planner must be willing to listen to the advice and counsel of trade unionists; and the banker and the industrialist must be willing to plan mass production at price levels within the reach of large groups of new consumers.

Thus we are embarked on enterprises not only of the greatest complexity, but also of the highest purpose. *La Alianza para el Progreso* has brought us together in these enterprises as never before, and I count that fact one of the great sources of our strength.

Summaries of Studies and Reports

Announcement of the 1964 Revision of the CPI

BEGINNING with its January 1964 report (to appear near the end of February), the Bureau of Labor Statistics will issue an updated and improved Consumer Price Index, based on prices in an up-to-date sample of cities, retail stores, and service establishments. The list of consumer goods and services for which prices are obtained will also be modernized and the index will be calculated with expenditure weights which reflect spending patterns for urban wage earner and clerical consumers in 1960-61. The updated index will be issued as a continuation of the previously published series, thus providing an uninterrupted series of price indexes for users interested in observing price changes over a considerable period.

For the convenience of users, the Bureau will also continue to publish the CPI on its present, unrevised basis for the months of January through June 1964. These figures will be designated as the "old series" and the updated indexes will be called the "new series." The base period will remain 1957-59=100, although the indexes will also be published on the 1947-49 base.

A significant change in the index will be an extension of coverage, now limited to families of two or more persons, to include single persons, to make it more representative of the total urban wage and clerical-worker population. A U.S. index covering only wage-earner and clerical-worker families of two or more persons will also be published, as in the past, for the convenience of those who prefer to adhere to the more limited index. Present plans do not call for calculation of a separate index for single persons. Both the total index covering all urban wage and clerical workers and that for families alone will be joined to the current index as of December 1963 to form continuous series.

Derivation of the expenditure weights for the revised index has not yet been completed, but preliminary examination of the expenditure data shows that food will have considerably less importance in the new index, while weights for housing and transportation will be relatively larger. These changes represent shifts in consumer spending habits in the decade since the earlier expenditure surveys from which the current index weights were derived. The national index will be obtained by combining city indexes with weights based on the 1960 Census of Population.

The revised city sample, beginning January 1964, will contain 50 metropolitan areas and cities selected to represent all urban places in the United States including Alaska and Hawaii. It provides an up-to-date geographic representation of the total urban population. Six additional large cities will be included in 1966.

City Indexes

The Bureau's program provides for publication of city indexes only for the largest metropolitan areas as outlined below and summarized in table 1.

A. Updated indexes for 14 large metropolitan areas now included in the present index will be published beginning in 1964 for families and single consumers combined. The old series for families in these cities will be continued for the 6-month overlap period through June 1964.

B. Indexes will be initiated for three metropolitan areas which are not now included in the Consumer Price Index—Buffalo, Dallas, and Honolulu.¹ These will be added to the national index and separate city indexes for families and single consumers combined will be published.

C. Six other cities will be added to the national index early in 1966, as soon as expenditure surveys are completed to obtain comprehensive weight data and pricing can be established on the new list of items. Four of these cities—Cincinnati, Houston, Kansas City, and Minneapolis—are represented in the present index, but will not be included in the updated national index during 1964 and 1965. Meanwhile, these four city indexes will be

¹ Under provisions of special legislation, the Bureau of Labor Statistics also publishes in a separate release semiannual price indexes for four Alaskan cities. Prices will be obtained in one of these—Anchorage—on a quarterly cycle for inclusion in the revised national CPI.

continued for families alone, calculated from the present samples of stores and commodities and present expenditure weights. Indexes for the two other cities—San Diego and Milwaukee—will not be available until 1966.

D. Two cities—Portland (Oreg.), and Scranton—for which city indexes have been published, did not fall in the revised national sample of cities. Consumer price indexes for these two cities will be discontinued as of April and May 1964, respectively.

Thus, city indexes on the new base will be available for 17 cities in 1964 and 1965 and for 4 cities on the old base. Beginning in 1966, separate city indexes will be published on the new basis as part of the national index for 23 cities.

Component Indexes

The updated index will introduce a number of changes in the list of published group and subgroup indexes. Three subgroups presently published will be discontinued—housefurnishings, household operation, and other apparel. The apparel component has been redefined to include laundry and dry cleaning of apparel, which were formerly included in household operation. Revised apparel indexes reflecting this redefinition

TABLE 1. STATUS OF CITY CONSUMER PRICE INDEXES, JANUARY 1964 TO 1966

National index status	Metropolitan area	Pricing cycle
A. Cities included in both present and revised CPI.	Atlanta.....	Mar., June, Sept., Dec.
	Baltimore.....	Do.
	Boston.....	Jan., Apr., July, Oct.
	Chicago.....	Monthly.
	Cleveland.....	Feb., May, Aug., Nov.
	Detroit.....	Monthly.
	Los Angeles.....	Do.
	New York.....	Do.
	Philadelphia.....	Do.
	Pittsburgh.....	Jan., April, July, Oct.
	St. Louis.....	Mar., June, Sept., Dec.
	San Francisco.....	Do.
	Seattle.....	Feb., May, Aug., Nov.
Washington, D.C.	Do.	
B. Cities to be added in January 1964.	Buffalo.....	Feb., May, Aug., Nov.
	Dallas.....	Do.
	Honolulu.....	Mar., June, Sept., Dec.
C. Cities to be added in 1966..	Cincinnati ¹	Do.
	Houston ¹	Feb., May, Aug., Nov.
	Kansas City ¹	Jan., Apr., July, Oct.
	Minneapolis ¹	Do.
	San Diego.....	Not yet known.
	Milwaukee.....	Do.
D. Cities to be dropped in early 1964.	Portland (Oreg.)..	Jan., Apr., July, Oct.
	Scranton.....	Feb., May, Aug., Nov.

¹ Will be published on old basis during 1964 and 1965.

TABLE 2. GROUP AND SUBGROUP INDEXES OF THE CONSUMER PRICE INDEX BEGINNING JANUARY 1964

[Indexes not previously published are italicized]

Groups and subgroups	Comments
All items	
Food	
Food at home	
Cereals and bakery products	
Meats, poultry, and fish	
Dairy products	
Fruits and vegetables	
Other food at home	
Food away from home	Available for cities; previously published for U.S. only.
Housing	
<i>Shelter</i>	
Rent	Includes room rents and hotel and motel rates not shown separately.
<i>Rent of dwelling</i>	
<i>Home ownership</i>	Includes home purchase, mortgage interest, settlement charges, taxes, insurance, and repairs and maintenance.
<i>Fuel and utilities</i>	Includes telephone, water, and sewer not shown separately.
Solid and petroleum fuels	
Gas and electricity	
<i>Household furnishings and operation</i>	Includes housefurnishings and house-keeping supplies and services.
Apparel	Includes other apparel not shown separately.
Men's and boys'	
Women's and girls'	
Footwear	
Transportation	
Private	
Public	
Health and recreation	
Medical care	
Personal care	
Reading and recreation	
Other goods and services	

will be calculated back to 1953. Table 2 shows the series which will be published regularly in the CPI report for the U.S. average and for individual cities, beginning with the index for January 1964.

Users of the Consumer Price Indexes should regard the new indexes as continuations of the present indexes. Where legal or definitional considerations preclude them from doing so, the Bureau will be glad to assist users facing such problems. The Bureau also is planning to publish in October 1963 a statement giving possible methods of adapting existing wage escalation contracts to the new index.

—DORIS P. ROTHWELL

Division of Consumer Prices and Price Indexes

A Review of Work Stoppages During 1962

THE NUMBER OF STRIKES and the amount of strike idleness in 1962 dropped below levels for most postwar years, but increased over 1961. The number of workers involved in strikes beginning in 1962 dropped to the lowest level since 1942. (See chart and table 1.) Total man-days of idleness, at 18.6 million, was lower than in any postwar year except 1957 and 1961. Total idleness diminished by 0.16 percent, the estimated total work time of employees in nonagricultural establishments excluding government.¹ Strikes with duration of 60 days or more involved nearly 10 percent of the total workers and accounted for more than two-fifths of the idleness.

Size and Duration of Stoppages

With the exception of 1961 when 195 strikes occurred, the 211 strikes involving 1,000 or more workers was the lowest number of large strikes in

TABLE 1. WORK STOPPAGES IN THE UNITED STATES, 1945-62¹

Year	Work stoppages		Workers involved ²		Man-days idle during year		
	Number	Average duration (calendar days) ³	Number (thousands)	Percent of total employed	Number (thousands)	Percent of estimated total working time	Per worker involved
1945....	4,750	9.9	3,470	12.2	38,000	0.47	11.0
1946....	4,985	24.2	4,600	14.5	116,000	1.43	25.2
1947....	3,693	25.6	2,170	6.5	34,600	.41	15.9
1948....	3,419	21.8	1,960	5.5	34,100	.37	17.4
1949....	3,606	22.5	3,030	9.0	50,500	.59	16.7
1950....	4,843	19.2	2,410	6.9	38,800	.44	16.1
1951....	4,737	17.4	2,220	5.5	22,900	.23	10.3
1952....	5,117	19.6	3,540	8.8	59,100	.57	16.7
1953....	5,091	20.3	2,400	5.6	28,300	.26	11.8
1954....	3,468	22.5	1,530	3.7	22,600	.21	14.7
1955....	4,320	18.5	2,650	6.2	28,200	.26	10.7
1956....	3,825	18.9	1,900	4.3	33,100	.29	17.4
1957....	3,673	19.2	1,390	3.1	16,500	.14	11.4
1958....	3,694	19.7	2,060	4.8	23,900	.22	11.6
1959....	3,708	24.6	1,880	4.3	69,000	.61	36.7
1960....	3,333	23.4	1,320	3.0	19,100	.17	14.5
1961....	3,367	23.7	1,450	3.2	16,300	.14	11.2
1962....	3,614	24.6	1,230	2.7	18,600	.16	15.0

¹ The number of stoppages and workers relate to those beginning in the year; average duration, to those ending in the year. Man-days of idleness include all stoppages in effect.

² Available information for earlier periods appears in *Handbook of Labor Statistics* (BLS Bulletin 1016, 1951), table E-2. For a discussion of the procedures involved in the collection and compilation of work stoppage statistics, see *Techniques of Preparing Major BLS Statistical Series* (BLS Bulletin 1168, 1954), ch. 12.

³ In these tables, workers are counted more than once if they were involved in more than 1 stoppage during the year.

⁴ Figures are simple averages; each stoppage is given equal weight regardless of its size.

postwar years table 2. They accounted for nearly two-thirds of the workers and man-days of idleness. A comparatively low proportion of the total idleness (25.8 percent) resulted from strikes involving 10,000 workers or more. Since 1946, in only 3 years, 1951, 1953, and 1957, has the percentage of total man-days been lower than in 1962. In years when major strikes occurred in the steel industry, the proportion of total idleness in this size group ranged from 43.4 to 73.7 percent. Continuing the trend of most postwar years, nearly three-fifths of the stoppages involved fewer than 100 workers, but accounted for only 6.2 percent of the total number of workers involved and 7.2 percent of total strike idleness.

TABLE 2. WORK STOPPAGES, BY SIZE OF STOPPAGE, 1962

Size of stoppage (number of workers involved)	Stoppages beginning in 1962				Man-days idle during 1962 (all stoppages)	
	Number	Percent	Workers involved		Number	Percent
			Number	Percent		
All sizes.....	3,614	100.0	1,230,000	100.0	18,600,000	100.0
6 and under 20.....	732	20.3	8,650	0.7	176,000	0.9
20 and under 100.....	1,417	39.2	67,800	5.5	1,170,000	6.3
100 and under 250.....	699	19.3	110,000	8.9	1,840,000	9.9
250 and under 500.....	361	10.0	126,000	10.2	1,910,000	10.3
500 and under 1,000.....	194	5.4	128,000	10.4	1,730,000	9.3
1,000 and under 5,000.....	173	4.8	326,000	26.4	5,030,000	27.1
5,000 and under 10,000.....	22	.6	149,000	12.1	1,930,000	10.4
10,000 and over.....	16	.4	318,000	25.8	4,800,000	25.8

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

Sixteen major stoppages involved 10,000 or more workers each, compared with 14 in 1961 and 17 in 1960. Slightly more than 300,000 workers were involved in strikes in this size group, just over half as many as in 1961, and except for 1957, the lowest in the postwar years. Idleness in these strikes (4,800,000 man-days) accounted for a fourth of the total. Among the largest stoppages were those involving longshoremen on the Atlantic and Gulf coasts (50,000), construction workers in

¹ These data include all work stoppages known to the Bureau of Labor Statistics and various cooperating agencies involving six or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle include all workers made idle for as long as one shift in establishments directly involved in a stoppage; they do not measure the indirect or secondary effects on other establishments or industries whose employees are made idle as a result of material or service shortages.

A forthcoming bulletin will provide additional data and analysis on stoppages during 1962. For data on 1961 stoppages, see "A Review on Work Stoppages During 1961," *Monthly Labor Review*, June 1962, pp. 662-667, and *Analysis of Work Stoppages, 1961* (BLS Bulletin 1339, 1962).

The terms "work stoppage" and "strike" are used interchangeably in this article, and include lockouts.

the Northern California area (38,000) and in the Detroit area (25,000), New York newspaper workers (20,000), and employees of the Lockheed Aircraft Corp. (20,000).

Average strike duration in 1962 (24.6 days) persisted at the high levels which commenced in 1959. The 862 stoppages of 30 days or more (table 3) accounted for slightly over a fifth of the stoppages ending in 1962, equivalent to the 1961 proportion. These longer strikes, however, accounted for 70 percent of idleness in 1962, compared with just about 50 percent in 1961. Stoppages lasting 90 days or more numbered 224, the highest since 1946. At the other extreme, 2 out of 5 strikes ended in less than a week. These stoppages involved three-eighths of the total of idle workers but accounted for only one-twentieth of idle time.

Seven major strikes commencing during 1962² lasted 1 month or more: New York newspapers

² The duration distribution shown in table 3 is not affected by those major strikes which began in 1962 and continued into 1963.

³ The strike was ended on October 4 by a Taft-Hartley injunction but the strike was resumed on December 23 at the expiration of the 80-day injunction and continued into 1963.

TABLE 3. DURATION OF WORK STOPPAGES ENDING IN 1962¹

Duration (calendar days)	Stoppages		Workers involved		Man-days idle	
	Number	Percent	Number	Percent	Number	Percent
All periods.....	3,632	100.0	1,150,000	100.0	16,900,000	100.0
1 day.....	372	10.2	134,000	11.6	134,000	0.8
2 and less than 4 days.....	540	14.9	182,000	15.8	397,000	2.4
4 and less than 7 days.....	525	14.5	111,000	9.6	371,000	2.2
7 and less than 15 days.....	774	21.3	258,000	22.5	1,670,000	9.9
15 and less than 30 days.....	559	15.4	169,000	14.7	2,300,000	13.6
30 and less than 60 days.....	470	12.9	187,000	16.2	5,060,000	30.0
60 and less than 90 days.....	168	4.6	71,600	6.2	3,190,000	18.9
90 days and over.....	224	6.2	37,900	3.3	3,770,000	22.3

¹ The totals in this table differ from those in the preceding tables because these (like the average duration figures shown in table 1) relate to stoppages ending during the year, including 1961 idleness in these strikes.

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

which continued into 1963 (114 days); Eastern Air Lines; construction work in Idaho, Oregon, and Washington (61 days), Northern California (57 days), and Eastern Michigan (52 days); longshoring³ (October and December-January—39 days); and the Chicago & North Western Railway Co. (30 days).

TABLE 4. WORK STOPPAGES, BY CONTRACT STATUS AND MAJOR ISSUES, 1962

Contract status and major issue	Stoppages beginning in 1962				Man-days idle during 1962 (all stoppages)	
	Number	Percent	Workers involved		Number	Percent
			Number	Percent		
All stoppages.....	3,614	100.0	1,230,000	100.0	18,600,000	100.0
Negotiation of first agreement.....	608	16.8	50,100	4.1	1,230,000	6.6
General wage changes and supplementary benefits.....	166		16,100		490,000	
Wage adjustments.....	4		1,000		61,000	
Hours of work.....					12,700	
Union organization and security.....	394		27,200		622,000	
Job security and plant administration.....	28		2,970		23,300	
Interunion or intraunion matters.....	12		2,320		25,100	
Other.....	4		490		12,700	
Renegotiation of agreement (expiration or reopening).....	1,747	48.3	798,000	64.6	14,900,000	80.3
General wage changes and supplementary benefits.....	1,431		600,000		11,900,000	
Wage adjustments.....	58		40,100		490,000	
Hours of work.....	5		1,530		45,300	
Union organization and security.....	100		69,800		1,090,000	
Job security and plant administration.....	114		76,000		1,250,000	
Interunion or intraunion matters.....	5		2,690		53,600	
Other.....	34		7,780		55,200	
During term of agreement (negotiation of new agreement not involved).....	1,078	29.8	349,000	28.3	2,260,000	12.2
General wage changes and supplementary benefits.....	5		390		1,250	
Wage adjustments.....	93		39,600		144,000	
Hours of work.....	1		130		380	
Union organization and security.....	60		6,850		45,200	
Job security and plant administration.....	548		241,000		1,730,000	
Interunion or intraunion matters.....	305		43,400		171,000	
Other.....	66		17,400		167,000	
No contract, or other contract status.....	91	2.5	30,600	2.5	88,600	.5
General wage changes and supplementary benefits.....	20		23,100		30,000	
Wage adjustments.....	11		370		6,420	
Hours of work.....						
Union organization and security.....	17		1,440		9,590	
Job security and plant administration.....	24		2,360		15,300	
Interunion or intraunion matters.....	16		3,070		26,200	
Other.....	3		250		970	
No information on contract status.....	90	2.5	6,440	.5	78,100	.4

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

TABLE 5. MAJOR ISSUES INVOLVED IN WORK STOPPAGES, 1962

Major issues	Stoppages beginning in 1962				Man-days idle during 1962 (all stoppages)	
	Number	Percent	Workers involved		Number	Percent
			Number	Percent		
All issues.....	3,614	100.0	1,230,000	100.0	18,600,000	100.0
General wage changes.....	1,529	42.3	612,000	49.6	12,000,000	64.7
General wage increase.....	579		113,000		1,460,000	
General wage increase, plus supplementary benefits.....	643		328,000		6,520,000	
General wage increase, hour decrease.....	38		16,800		126,000	
General wage decrease.....	14		4,980		144,000	
General wage increase and escalation.....	4		660		10,000	
Wages and working conditions.....	251		149,000		3,760,000	
Supplementary benefits.....	109	3.0	29,400	2.4	481,000	2.6
Pensions, insurance, other welfare programs.....	37		11,200		143,000	
Severance or dismissal pay; other payments on layoff or separation.....	12		1,290		41,900	
Premium pay.....	13		2,000		47,800	
Other.....	47		14,900		249,000	
Wage adjustments.....	180	5.0	81,800	6.6	704,000	3.8
Incentive pay rates or administration.....	61		18,800		252,000	
Job classification or rates.....	78		45,800		344,000	
Downgrading.....	3		280		1,920	
Retroactivity.....	11		11,700		75,800	
Method of computing pay.....	27		5,190		30,400	
Hours of work.....	6	.2	1,650	.1	45,600	.2
Increase.....	1		10		50	
Decrease.....	5		1,640		45,600	
Other contractual matters.....	34	.9	7,560	.6	39,900	.2
Duration of contract.....	8		2,200		21,700	
Unspecified.....	26		5,360		18,200	
Union organization and security.....	582	16.1	106,000	8.6	1,780,000	9.6
Recognition (certification).....	220		10,500		205,000	
Recognition and job security issues.....	9		270		14,000	
Recognition and economic issues.....	85		4,770		171,000	
Strengthening bargaining position or union shop and economic issues.....	136		42,800		1,050,000	
Union security.....	35		30,200		82,300	
Refusal to sign agreement.....	18		1,410		7,920	
Other union organization matters.....	79		16,200		252,000	
Job security.....	220	6.1	126,000	10.2	1,570,000	8.4
Seniority and/or layoff.....	96		60,400		697,000	
Division of work.....	5		830		4,570	
Subcontracting.....	38		15,400		354,000	
New machinery or other technological issues.....	9		19,100		61,900	
Job transfers, bumping, etc.....	8		1,510		57,700	
Transfer of operations or prefabricated goods.....	13		2,740		25,200	
Other.....	51		25,900		367,000	
Plant administration.....	516	14.3	198,000	16.0	1,450,000	7.8
Physical facilities, surroundings, etc.....	9		2,200		5,100	
Safety measures, dangerous equipment, etc.....	21		9,730		117,000	
Supervision.....	16		2,580		8,270	
Shift work.....	20		9,360		81,600	
Work assignments.....	42		21,600		106,000	
Speedup (workload).....	40		7,090		64,100	
Work rules.....	27		26,800		393,000	
Overtime work.....	12		5,030		20,300	
Discharge and discipline.....	200		82,300		298,000	
Other.....	129		31,100		359,000	
Other working conditions.....	44	1.2	13,100	1.1	181,000	1.0
Arbitration.....	9		2,920		35,400	
Grievance procedures.....	18		8,370		34,300	
Unspecified contract violations.....	17		1,950		112,000	
Interunion or intraunion matters.....	349	9.7	53,000	4.3	287,000	1.5
Union rivalry ¹	14		930		15,500	
Jurisdiction ² —representation of workers.....	16		9,580		102,000	
Jurisdictional—work assignment.....	258		20,800		75,900	
Union administration ³	1		30		170	
Sympathy.....	58		21,100		85,200	
Other.....	2		520		8,380	
Not reported.....	45	1.2	5,560	.5	16,500	.1

¹ Includes disputes between unions of different affiliation, such as those between unions affiliated with AFL-CIO and nonaffiliates.

² Includes disputes between unions, usually of the same affiliation or 2 locals of the same union, over representation of workers.

³ Includes disputes within a union over the administration of union affairs or regulations.

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

TABLE 6. WORK STOPPAGES BY INDUSTRY GROUP, 1962

Industry group	Stoppages beginning in 1962		Man-days idle during 1962 (all stoppages)	Percent of estimated total working time
	Number	Workers involved		
All industries.....	13,614	1,230,000	18,600,000	0.16
Manufacturing.....	11,789	638,000	10,100,000	0.24
Primary metal industries.....	176	84,800	872,000	0.29
Fabricated metal products, except ordnance, machinery, and transportation equipment.....	220	42,500	651,000	.23
Ordnance and accessories.....	7	29,900	202,000	.37
Electrical machinery, equipment, and supplies.....	99	64,200	631,000	.16
Machinery, except electrical.....	196	63,300	1,200,000	.32
Transportation equipment.....	100	81,500	1,410,000	.34
Lumber and wood products, except furniture.....	72	13,100	448,000	.29
Furniture and fixtures.....	61	12,300	298,000	.31
Stone, clay, and glass products.....	113	15,600	318,000	.22
Textile mill products.....	50	6,990	99,900	.04
Apparel and other finished products made from fabrics and similar materials.....	95	23,600	130,000	.04
Leather and leather products.....	32	7,550	58,100	.06
Food and kindred products.....	206	54,500	614,000	.14
Tobacco manufactures.....	3	990	20,600	.09
Paper and allied products.....	63	18,800	436,000	.28
Printing, publishing, and allied industries.....	53	45,200	694,000	.29
Chemicals and allied products.....	103	29,400	767,000	.35
Petroleum refining and related industries.....	10	6,890	522,000	1.05
Rubber and miscellaneous plastics products.....	43	14,800	159,000	.16
Professional, scientific, and controlling instruments; photographic and optical goods; watches and clocks.....	38	15,100	418,000	.46
Miscellaneous manufacturing industries.....	54	7,350	178,000	.18
Nonmanufacturing.....	1,825	596,000	8,460,000	1.11
Agriculture, forestry, and fisheries.....	16	2,560	59,000	(3)
Mining.....	159	51,800	983,000	0.60
Contract construction.....	913	284,000	4,150,000	.60
Transportation, communication, electric, gas, and sanitary services.....	213	182,000	2,490,000	.25
Wholesale and retail trade.....	364	29,700	535,000	.02
Finance, insurance, and real estate services.....	11	1,440	15,100	(3)
Government.....	121	12,700	145,000	(3)
Government.....	28	31,100	79,100	(3)

¹ Stoppages extending into 2 or more industry groups have been counted in each industry affected; workers involved and man-days idle were allocated to the respective groups.

² Excludes government.

³ Not available.

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

Contract Status

Strikes over agreement renegotiations, either on expiration or reopening, accounted for almost half of all 1962 stoppages (table 4). Renegotiation strikes involved more than three-fifths of the workers and caused more than four-fifths of the total idleness. Within this group of disputes, general wage changes and supplementary benefits contributed the largest proportions of stoppages, workers, and man-days idle.

One-sixth of the strikes took place during the negotiation of a first agreement. Less than 5

percent of the workers were involved and idleness amounted to about 7 percent of the total.

Disputes arising during the term of the agreement accounted for nearly one-third of the stoppages and workers but only one-eighth of the idleness. About four-fifths of these generally short disputes related either to job security, plant administration, or interunion and intraunion disputes.

Chart 1. Man-days Idle in Work Stoppages, 1927-62 (Semilog scale)

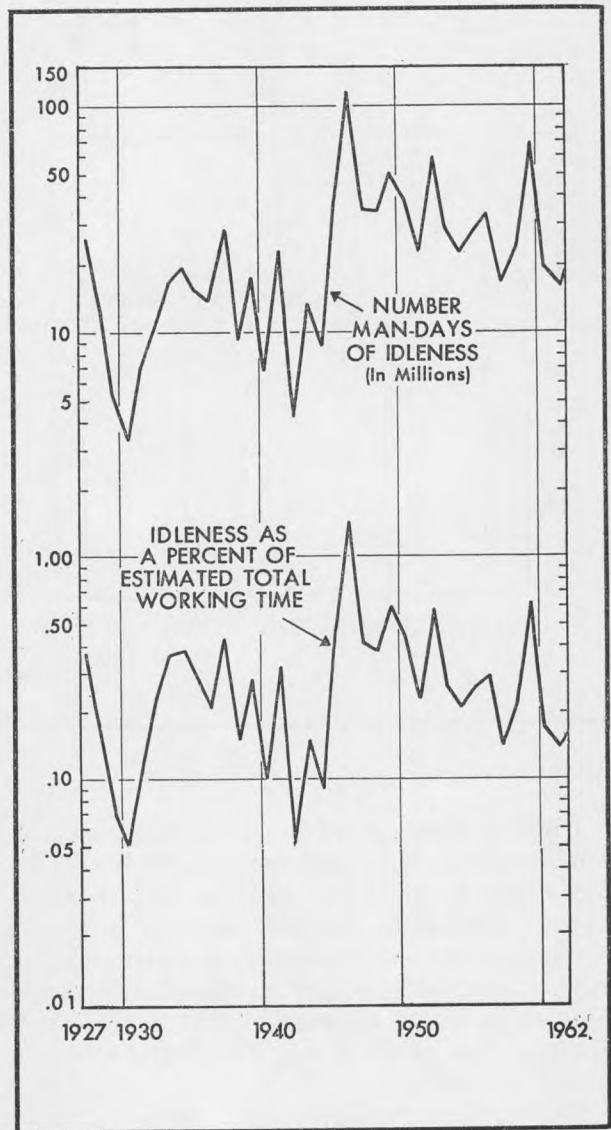
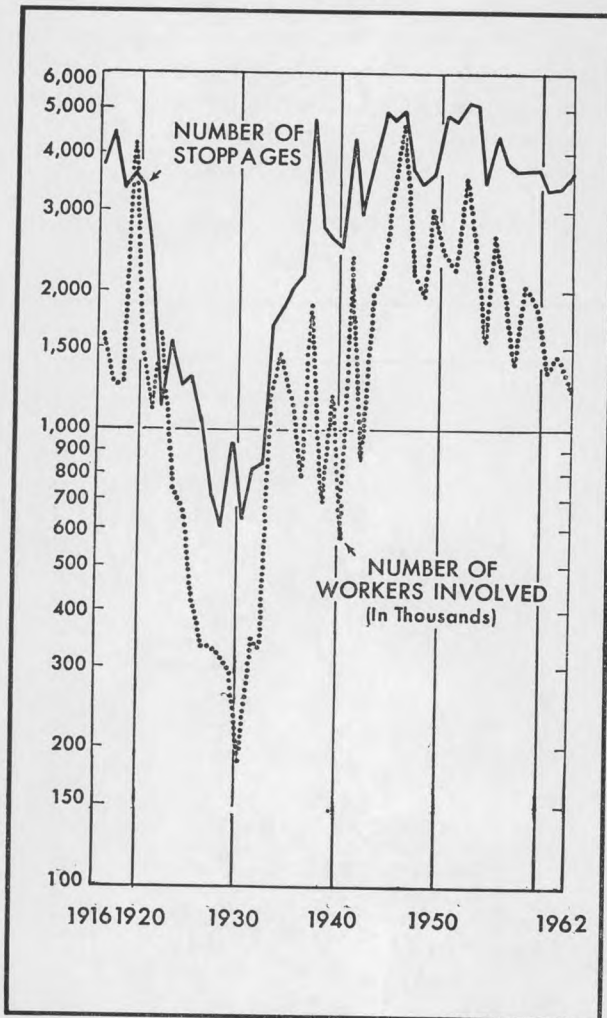


Chart 2. Number of Work Stoppages and Workers Involved, 1916-62
[Semilog scale]



Major Issues

Disputes over general wage changes, alone or combined with supplementary benefit issues, led to 2 out of 5 strikes in 1962 as in 1961 (table 5). The proportion of workers involved increased, however, to one-half the total, from one-third in 1961. Idleness from this source also increased from 40 percent of the total in 1961 to 65 percent in 1962. Ten of the 16 major stoppages stemmed from these sources.

Stoppages over union organization and security matters ranked next highest in frequency, amounting to about one-sixth of the total, and resulting in about 10 percent of the idleness.

Job security issues predominated in 220 strikes involving 10 percent of the workers and accounting for nearly 1.6 million man-days of idleness.

Disputes over plant administration issues dropped considerably from 1961 levels. The number of workers involved dropped from 500,000 to a little less than 200,000 and man-days from 3.6 million to 1.5 million. Major strikes at General Motors and Ford plants in 1961 were attributed to this issue.

Industries Affected

The number of workers involved in stoppages has been higher in manufacturing (table 6) than in nonmanufacturing industries since 1950; measured in man-days of idleness, this relationship has persisted since 1944. Workers involved in 1962 strikes in manufacturing dropped below the 1961 level (by 29 percent) while idleness increased slightly (3 percent). Workers in strikes in nonmanufacturing industries rose 7 percent and idleness 30 percent over 1961 levels.

In 14 industry groups, the number of workers involved in strikes dropped from their 1961 levels. Decreases of 50 percent and over occurred in leather and leather products, fabricated metal products, petroleum refining, and wholesale and retail trade. The number of workers in printing and publishing industry strikes increased over 500 percent from 1961 (idleness in this group showed an increase of nearly 750 percent, owing largely to long newspaper stoppages in New York and Cleveland). In each year, 4 major strikes occurred in transportation and communications. The number of workers was 14 percent lower in 1962, but idleness increased 45 percent, indicating somewhat longer duration of the 1962 strikes.

Industry groups sustaining more than 1 million man-days of idleness in 1962 were: contract construction (4.2 million), transportation and communication (2.5 million), transportation equipment (1.4 million), and machinery (1.2 million).

Idleness by State

In California, New York, Michigan, Pennsylvania, and Ohio, more than a million man-days of idleness resulted from strikes in 1962 (table 7).

TABLE 7. WORK STOPPAGES BY STATE, 1962

State	Stoppages beginning in 1962		Man-days idle during 1962 (all stoppages)		State	Stoppages beginning in 1962		Man-days idle during 1962 (all stoppages)	
	Number	Workers involved	Number	Percent of estimated total working time		Number	Workers involved	Number	Percent of estimated total working time
United States ¹	3, 614	1, 230, 000	18, 600, 000	0. 16	Missouri.....	95	26, 000	361, 000	0. 12
Alabama.....	50	19, 900	196, 000	0. 12	Montana.....	21	5, 890	169, 000	. 51
Alaska.....	10	1, 040	10, 200	. 12	Nebraska.....	26	3, 810	57, 200	. 07
Arizona.....	26	10, 800	175, 000	. 24	Nevada.....	31	3, 640	49, 900	. 19
Arkansas.....	22	4, 220	41, 700	. 05	New Hampshire.....	15	3, 020	16, 400	. 04
California.....	263	143, 000	2, 660, 000	. 25	New Jersey.....	238	58, 000	646, 000	. 14
Colorado.....	33	6, 710	273, 000	. 25	New Mexico.....	17	6, 330	175, 000	. 39
Connecticut.....	63	26, 000	450, 000	. 21	New York.....	464	214, 000	2, 410, 000	. 18
Delaware.....	12	4, 420	46, 900	. 14	North Carolina.....	17	6, 100	96, 900	. 04
District of Columbia.....	5	370	2, 200	(²)	North Dakota.....	7	1, 600	17, 500	. 07
Florida.....	48	13, 500	456, 000	. 16	Ohio.....	298	75, 100	1, 110, 000	. 16
Georgia.....	21	4, 780	193, 000	. 08	Oklahoma.....	18	1, 980	50, 800	. 04
Hawaii.....	34	4, 190	71, 000	. 19	Oregon.....	37	17, 200	177, 000	. 16
Idaho.....	22	2, 860	47, 600	. 15	Pennsylvania.....	397	118, 000	1, 390, 000	. 17
Illinois.....	240	63, 700	995, 000	. 13	Rhode Island.....	25	4, 080	46, 400	. 07
Indiana.....	136	47, 000	821, 000	. 26	South Carolina.....	10	1, 760	12, 500	. 01
Iowa.....	48	15, 500	145, 000	. 10	South Dakota.....	9	2, 860	18, 900	. 07
Kansas.....	14	1, 460	47, 000	. 04	Tennessee.....	49	8, 580	208, 000	. 10
Kentucky.....	90	27, 000	236, 000	. 17	Texas.....	86	23, 100	468, 000	. 08
Louisiana.....	45	20, 000	459, 000	. 28	Utah.....	19	4, 650	21, 000	. 04
Maine.....	12	1, 240	11, 200	. 02	Vermont.....	13	2, 280	89, 800	. 38
Maryland.....	42	15, 000	151, 000	. 07	Virginia.....	37	10, 100	110, 000	. 05
Massachusetts.....	153	23, 100	442, 000	. 10	Washington.....	85	42, 400	727, 000	. 42
Michigan.....	196	81, 400	1, 440, 000	. 28	West Virginia.....	84	17, 200	201, 000	. 21
Minnesota.....	47	10, 100	259, 000	. 12	Wisconsin.....	64	21, 900	289, 000	. 11
Mississippi.....	7	1, 850	15, 800	. 02	Wyoming.....	9	530	8, 220	. 04

¹ Stoppages extending across State lines have been counted in each State affected; workers involved and man-days idle were allocated among the States.

² Less than 0.005 percent.

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

These same five States were affected by relatively high idleness in 1961. California lost most time with 2,660,000 man-days in 1962, highest in the State since 1959. Slightly more than half of this idleness resulted from 3 major strikes—2 in the construction industry and 1 at the Lockheed Aircraft Corp. New York had the next highest idleness (2,410,000 man-days), more than one-fourth of which occurred as a result of 7 of the 16 major strikes. Next in order of high idleness were: Michigan, 1,440,000 man-days; Pennsylvania, 1,390,000 man-days; and Ohio, 1,110,000 man-days.

The percent of estimated total working time in nonagricultural employment lost through strike

idleness was highest in Montana (0.51 percent), followed by Washington (0.42 percent). Other States leading in strike idleness in relation to nonagricultural employment were New Mexico (0.39 percent), Vermont (0.38 percent), and Louisiana and Michigan (0.28 percent).

States with the highest number of stoppages were: New York (464), Pennsylvania (397), Ohio (298), California (263), Illinois (240), and New Jersey (238). There were fewer than 10 stoppages in Mississippi, North Dakota, South Dakota, and Wyoming.

—LORETTO R. NOLAN

Division of Industrial and Labor Relations

Changes in Employee Earnings in Retail Trade, June 1961–June 1962

NONSUPERVISORY WORKERS in retail trade throughout the United States averaged \$1.68 an hour at straight-time rates¹ in June 1962, 6 cents an hour more than a year before, as shown by a survey of employee earnings in the industry made by the Bureau of Labor Statistics.² This article summarizes the results of the study and highlights some of the wage changes that occurred in the industry between the surveys conducted 3 months prior and 9 months subsequent to the application of the \$1 Federal minimum wage to retail trade employees.³

Overall Earnings, by Employment Characteristics

In June 1962, about a tenth of the Nation's 6.2 million nonsupervisory retail workers covered by the survey earned less than \$1 an hour, a third less than \$1.25, and three-fourths less than \$2 (table 1). The distribution of workers' earnings was not markedly different from that of June 1961, except for a reduction of 5 percentage points in the proportion of workers employed at rates below \$1 an hour. The proportion of workers concentrated at or just above the \$1 level increased from 10 to only 12 percent. The minor changes in proportions of workers at pay levels above \$1.25, as shown in chart 1, at least partially reflected factors other than the introduction of a Federal minimum wage, such as changes in the composition of the labor force, and occupational requirements, commission payments, and wage changes resulting from collective bargaining or employee personnel action.

Increases in average earnings between the two surveys raised regional hourly pay levels in June 1962 to \$1.39 in the South, \$1.68 in the North Central, \$1.81 in the Northeast, and \$2.05 in the West. The 7-cent increases in average earnings of workers in the South and Northeast, as compared with 4 cents in the West, served to narrow somewhat regional pay differentials. The most striking change in the distribution of earnings occurred in the South, where the proportion of workers receiving less than \$1 an hour declined from 31 percent in June 1961 to 20 percent in June 1962, a reduction of 181,000 workers. The

shift in the South accounted for more than two-thirds of the total change in workers at this pay level. The proportion of southern workers clustered at or just above the \$1 Federal minimum rose from 11 to 17 percent, an increase of almost 100,000 workers.

Men and women holding retail jobs in June 1962 averaged \$1.85 and \$1.37 an hour, respectively (table 2)—a 5-cent-an-hour advance for each group since June 1961. The earnings distributions, however, changed markedly only for women at the lower pay levels. The proportion of women earning less than \$1 an hour declined by half—from almost a fifth in June 1961 to about a tenth in June 1962. The proportion of women with these earnings was about twice the proportion of men in June 1961, but the difference had narrowed to just a few percentage points by June 1962. This reduction accounted for about seven-tenths of the overall decrease of 268,000 retail workers in the United States who were paid less than \$1 an hour. Changes in the proportion of women at other pay levels were substantially smaller. For example, the proportion of women earning between \$1 and \$1.05 an hour increased from 14 to 16 percent, and those earning less than \$1.25 an hour decreased from 51 to 47 percent. The proportions remained roughly twice those found for men in both surveys.

In metropolitan areas, retail employees averaged \$1.79 an hour, and in nonmetropolitan areas, \$1.45 in June 1962. Average earnings for both

¹ The straight-time hourly earnings presented in this article differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

² The June 1962 survey included all retail establishments (except eating and drinking places) with one or more paid employees, located in the 50 States and the District of Columbia. The survey was conducted on a sample basis designed to yield national and regional estimates for major retail business groups and specific lines of retail business.

More comprehensive information on the scope and method and the findings of the overall study will be presented in a forthcoming BLS bulletin. Separate bulletins will also be issued for seven major retail groups which will include data for selected lines of business: Building materials, hardware, and farm equipment; general merchandise; food; automotive dealers and gasoline service stations; apparel and accessories; furniture, home furnishings, and household appliances; and miscellaneous retail stores.¹

³ The Fair Labor Standards Amendments of 1961 (Public Law 87-30), effective September 3, 1961, extended the Federal minimum wage coverage to employees in large retail enterprises. The minimum hourly rates for such employees were set at not less than \$1 for the first 3 years from that date, not less than \$1.15 in the fourth year, and at least \$1.25 thereafter. The findings of the Bureau's June 1961 study of retail trade were presented in *Monthly Labor Review*, January 1963, pp. 44-51, and BLS Bulletin 1338-8.

groups of workers had advanced by 6 cents an hour between survey periods. Proportions of workers earning less than \$1 decreased in both area groups—from 9 to 5 percent in the larger (metropolitan) communities, and from 25 to 18 percent in the smaller ones. Changes in earnings above the \$1 level were relatively small for both groups of workers. Ten percent of the workers in metropolitan areas earned between \$1 and \$1.05 an hour in June of both 1961 and 1962, while the proportion in nonmetropolitan areas in that wage

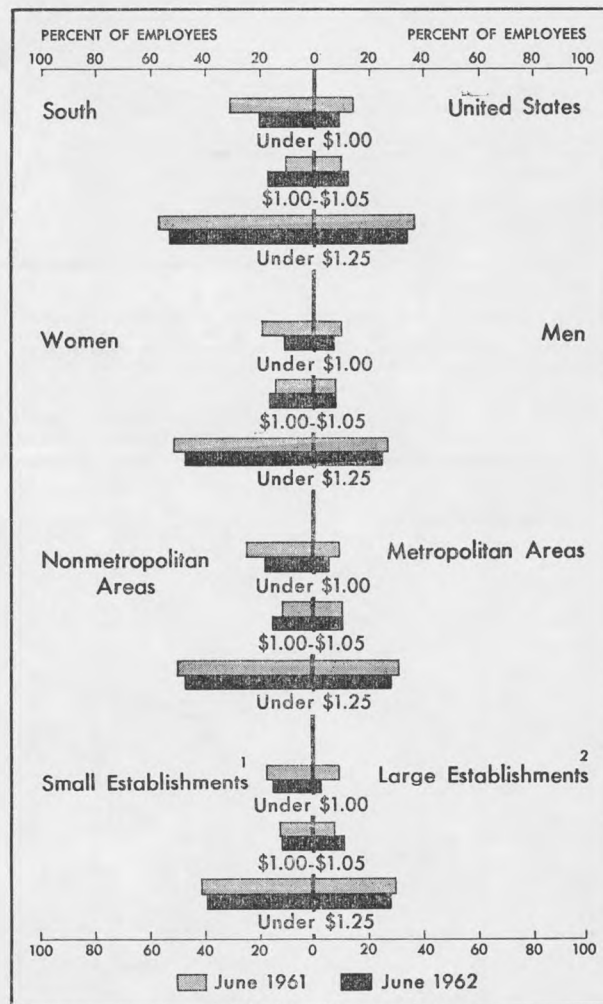
Chart 1. Nonsupervisory Employees in Retail Trade Receiving Specified Average Straight-Time Hourly Earnings, Selected Characteristics, June 1961 and June 1962

TABLE 1. CUMULATIVE PERCENT DISTRIBUTION OF NON-SUPERVISORY EMPLOYEES IN RETAIL TRADE,¹ BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,² UNITED STATES AND REGIONS,³ JUNE 1962

Average hourly earnings ²	United States	North-east	South	North Central	West
Under \$0.50.....	1		2		
\$0.50 and under \$0.55.....	1		3	1	
\$0.55 and under \$0.60.....	2		4	1	
\$0.60 and under \$0.65.....	2		6	1	
\$0.65 and under \$0.70.....	3		7	2	1
\$0.70 and under \$0.75.....	3		9	3	1
\$0.75 and under \$0.80.....	5	1	12	4	1
\$0.80 and under \$0.85.....	6	1	15	5	2
\$0.85 and under \$0.90.....	8	1	17	7	2
\$0.90 and under \$0.95.....	9	2	19	8	2
\$0.95 and under \$1.00.....	9	2	20	9	3
\$1.00 and under \$1.05.....	21	10	37	21	8
\$1.05 and under \$1.10.....	23	12	41	24	9
\$1.10 and under \$1.15.....	27	15	45	28	11
\$1.15 and under \$1.20.....	31	21	50	31	14
\$1.20 and under \$1.25.....	34	24	53	34	15
\$1.25 and under \$1.30.....	42	32	59	42	24
\$1.30 and under \$1.35.....	44	35	62	45	25
\$1.35 and under \$1.40.....	48	39	65	49	29
\$1.40 and under \$1.45.....	50	42	68	51	31
\$1.45 and under \$1.50.....	53	45	70	53	33
\$1.50 and under \$1.60.....	60	53	75	60	42
\$1.60 and under \$1.70.....	64	58	79	65	47
\$1.70 and under \$1.80.....	69	63	82	69	51
\$1.80 and under \$1.90.....	72	68	85	73	55
\$1.90 and under \$2.00.....	75	71	87	76	58
\$2.00 and under \$2.10.....	79	76	89	80	63
\$2.10 and under \$2.20.....	81	80	90	82	66
\$2.20 and under \$2.30.....	84	83	92	85	69
\$2.30 and under \$2.40.....	86	85	93	87	72
\$2.40 and under \$2.50.....	87	87	94	88	74
\$2.50 and under \$2.60.....	89	89	95	90	78
\$2.60 and under \$2.70.....	91	91	96	92	80
\$2.70 and under \$2.80.....	92	92	96	93	83
\$2.80 and under \$2.90.....	94	93	97	94	87
\$2.90 and under \$3.00.....	94	94	97	95	88
Total.....	100	100	100	100	100
Number of employees (thousands).....	6,175.5	1,599.5	1,773.6	1,868.6	933.8
Average hourly earnings ²	\$1.68	\$1.81	\$1.39	\$1.68	\$2.05

¹ Excludes eating and drinking places.
² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
³ The regions used in this study include: *North-east*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; *North Central*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and *West*—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: Dashes indicate less than 0.5 percent.



¹ Establishments which are part of enterprises with annual sales of less than \$1 million.
² Establishments with annual sales of \$250,000 or more and part of enterprises with annual sales of \$1 million or more.

interval increased from 12 to 15 percent; the proportion of those earning \$1.25 or more increased from 69 to 72 percent in the former areas, and from 50 to 53 percent in the latter.

Retail establishments were classified by their annual gross volume of sales (exclusive of excise taxes at the retail level) and by the sales of their parent enterprises.⁴ Those which had annual

⁴ The terms "enterprise" and "establishment" were used synonymously for single-unit firms.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ AND PERCENT OF NONSUPERVISORY EMPLOYEES IN RETAIL TRADE² EARNING LESS THAN SPECIFIED AMOUNTS OF PAY, BY SELECTED CHARACTERISTICS, UNITED STATES, JUNE 1962

Selected characteristics	Number of employees (thousands)	Average hourly earnings ¹	Percent of employees earning less than—						
			\$0.75	\$1.00	\$1.05	\$1.15	\$1.25	\$1.50	\$2.00
Men.....	3,666.0	\$1.85	3	8	16	20	25	41	65
Women.....	2,509.4	1.37	4	11	27	37	47	69	90
Metropolitan areas ³	4,257.2	1.79	2	5	15	21	28	47	71
Nonmetropolitan areas.....	1,918.3	1.45	7	18	33	40	47	65	84
Enterprises with annual sales of \$1,000,000 or more ⁴	3,078.0	1.81	1	4	14	21	30	48	71
Establishments with annual sales of \$250,000 or more ⁴	2,806.6	1.84	2	13	19	28	36	46	69
Establishments with annual sales of less than \$250,000 ⁴	271.4	1.48	7	20	34	42	50	66	82
Enterprises with annual sales of less than \$1,000,000 ⁴	3,097.5	1.56	6	15	27	33	39	58	79
Establishments with annual sales of \$250,000 or more ⁴	1,158.7	1.74	3	8	18	22	29	47	72
Establishments with annual sales of less than \$250,000 ⁴	1,938.8	1.44	8	19	33	39	44	64	84

¹ See footnote 2, table 1.

² See footnote 1, table 1.

³ The terms "metropolitan areas," as used in this report, refers to the cities and county areas defined by the Bureau of the Budget as Standard Metropolitan Statistical Areas. Metropolitan areas include those counties which contain at least 1 central city of 50,000 population, and those counties

around such cities which are metropolitan in character and economically and socially integrated with the county of the central city.

⁴ Excludes excise taxes at the retail level.

NOTE: Dashes indicate less than 0.5 percent.

TABLE 3. CUMULATIVE PERCENT DISTRIBUTION OF NONSUPERVISORY EMPLOYEES BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ SELECTED LINES OF RETAIL BUSINESS,² UNITED STATES, JUNE 1962

Average hourly earnings ¹	Building materials, hardware, and farm equipment dealers	Department stores	Limited price variety stores	Grocery stores	Motor vehicle dealers	Gasoline service stations	Men's and boys' clothing and furnishings stores	Women's ready-to-wear stores	Shoe stores	Furniture, home furnishings, and equipment stores	Household appliance stores	Drug and proprietary stores
Under \$0.50.....				1		1				1	1	1
\$0.50 and under \$0.55.....			1	2	1	3		1	1	1	1	2
\$0.55 and under \$0.60.....	1		2	2	1	3		1	1	1	1	3
\$0.60 and under \$0.65.....	1		3	3	1	5	1	2	1	2	2	5
\$0.65 and under \$0.70.....	1		4	4	1	7	1	2	1	2	2	6
\$0.70 and under \$0.75.....	1	1	5	4	2	8	2	3	2	3	2	8
\$0.75 and under \$0.80.....	2	1	8	6	3	12	3	5	3	3	3	13
\$0.80 and under \$0.85.....	3	1	9	7	3	14	3	7	4	4	3	15
\$0.85 and under \$0.90.....	4	1	14	8	4	16	5	8	5	5	4	19
\$0.90 and under \$0.95.....	5	2	16	9	5	18	6	9	5	6	5	22
\$0.95 and under \$1.00.....	5	2	17	9	6	19	6	10	6	6	5	23
\$1.00 and under \$1.05.....	12	13	48	21	10	32	17	27	17	13	10	39
\$1.05 and under \$1.10.....	13	17	57	22	11	35	18	31	21	14	13	42
\$1.10 and under \$1.15.....	15	22	65	25	13	38	22	37	24	17	16	47
\$1.15 and under \$1.20.....	19	29	73	28	15	42	25	43	28	20	19	51
\$1.20 and under \$1.25.....	21	34	77	30	17	44	27	47	31	21	21	53
\$1.25 and under \$1.30.....	28	42	84	35	21	57	36	57	37	28	28	62
\$1.30 and under \$1.35.....	31	46	86	37	23	60	38	60	40	31	30	64
\$1.35 and under \$1.40.....	34	52	89	40	25	64	42	65	44	33	33	67
\$1.40 and under \$1.45.....	37	55	90	42	28	67	43	70	46	36	36	69
\$1.45 and under \$1.50.....	39	59	91	44	30	68	45	72	48	38	38	70
\$1.50 and under \$1.60.....	49	67	94	50	37	78	54	80	54	46	48	75
\$1.60 and under \$1.70.....	54	72	96	55	41	81	59	84	60	51	53	78
\$1.70 and under \$1.80.....	60	76	97	59	47	84	64	87	64	57	59	80
\$1.80 and under \$1.90.....	65	80	97	64	51	87	68	90	68	61	64	82
\$1.90 and under \$2.00.....	68	83	98	67	55	89	70	92	71	64	66	83
\$2.00 and under \$2.10.....	73	85	98	72	60	92	76	94	76	69	73	85
\$2.10 and under \$2.20.....	76	87	99	76	63	93	79	96	79	72	75	87
\$2.20 and under \$2.30.....	79	89	99	79	68	94	83	96	83	75	79	87
\$2.30 and under \$2.40.....	82	91	99	82	71	95	85	97	85	78	82	89
\$2.40 and under \$2.50.....	84	92	99	84	73	96	87	98	87	79	84	89
\$2.50 and under \$2.60.....	87	93	99	87	77	97	89	98	90	83	86	91
\$2.60 and under \$2.70.....	88	94	99	88	79	97	90	98	91	84	89	91
\$2.70 and under \$2.80.....	90	95	99	91	81	98	92	99	92	86	90	92
\$2.80 and under \$2.90.....	92	95	99	94	83	98	93	99	93	87	92	92
\$2.90 and under \$3.00.....	93	96	99	95	85	99	94	99	95	88	92	93
Total.....	100	100	100	100	100	100	100	100	100	100	100	100
Number of employees (thousands).....	505.7	823.0	292.0	1,072.8	560.5	438.2	103.1	229.1	107.5	224.8	88.8	353.1
Average hourly earnings ¹	\$1.80	\$1.62	\$1.13	\$1.75	\$2.14	\$1.33	\$1.76	\$1.36	\$1.76	\$1.92	\$1.85	\$1.45

¹ See footnote 2, table 1.

² The 1957 edition of the *Standard Industrial Classification Manual*, prepared by the Bureau of the Budget, was used in classifying establishments by kinds

of retail business. The selection of retail businesses shown separately is based on their numerical importance in retail trade.

NOTE: Dashes indicate less than 0.5 percent.

sales of \$250,000 or more and were part of enterprises with sales of at least \$1 million were included, with some exceptions, under the coverage of the 1961 amendments to the Fair Labor Standards Act (FLSA).⁵ In June 1962, workers in such establishments averaged \$1.84 an hour. A 6-cent increase in average hourly earnings between June 1961 and June 1962 was accompanied by a decrease from 9 to 2 percent in the proportion of workers paid less than \$1 an hour, and by an increase from 8 to 11 percent in the concentration of workers in the \$1 to \$1.05 wage interval. The rise in the proportion of workers earning at least \$1.15 an hour was somewhat larger (from 76 to 81 percent) than that of the group earning \$1.25 an hour or more (from 70 to 72 percent). Regionally, the most pronounced wage change occurred in the South. About a fifth of the southern retail workers in establishments with annual sales of \$250,000 or more which were part of enterprises with sales of \$1 million or more earned less than \$1 an hour

in June 1961, as compared with only a twentieth in June 1962. Concomitantly, the proportion of workers earning from \$1 to \$1.05 doubled—from a tenth to a fifth.

Establishments which are part of retail enterprises with annual sales of less than \$1 million comprise most of retail trade exempt from the provisions of the act. Average earnings for workers in these establishments were \$1.56 an hour in June 1962, exceeding the June 1961 level by 5 cents. Although this increase differed by only 1 cent from that noted for the higher sales-volume establishments, relatively little change occurred at the lower pay levels for workers in the lower sales-volume establishments. The proportion of these workers earning less than \$1 an hour decreased only slightly during the year—from 17 to 15 percent. Consequently, of course, the employees of such enterprises in June 1962 accounted for an even greater proportion of the Nation's retail trade workers earning less than \$1 an hour than a year earlier—four-fifths, as compared with three-fifths. In the South, even though average pay levels increased between survey periods by 5 cents an hour in establishments generally exempt from the act, the reduction

⁵ Of the 2.8 million workers employed in 1962 in retail establishments with annual sales of \$250,000 or more which were part of enterprises with annual sales of \$1 million or more, approximately 400,000 were employed in food service jobs and by motor vehicle and farm implement dealers and were specifically exempt from the provisions of the act.

TABLE 4. NUMBER AND AVERAGE STRAIGHT-TIME WEEKLY EARNINGS¹ OF NONSUPERVISORY EMPLOYEES, BY WEEKLY HOURS OF WORK, SELECTED LINES OF RETAIL BUSINESS,² UNITED STATES, JUNE 1962
[Employees in thousands]

Weekly hours of work	Building materials, hardware, and farm equipment dealers		Department stores		Limited price variety stores		Grocery stores		Motor vehicle dealers		Gasoline service stations	
	Number of employees	Average weekly earnings	Number of employees	Average weekly earnings	Number of employees	Average weekly earnings	Number of employees	Average weekly earnings	Number of employees	Average weekly earnings	Number of employees	Average weekly earnings
1 and under 15.....	19.5	\$13.74	63.7	\$12.19	38.0	\$9.15	95.6	\$13.61	8.8	\$15.38	36.6	\$11.89
15 and under 35.....	50.2	40.80	194.8	33.50	79.7	26.78	290.7	35.07	25.0	44.69	80.7	30.19
35 and under 40.....	20.5	70.17	133.3	56.99	59.8	42.55	65.2	58.66	20.9	85.52	12.5	44.64
40.....	95.3	84.32	313.7	69.31	73.3	47.87	290.6	85.17	87.2	100.29	42.9	61.34
Over 40 and under 44.....	25.9	81.17	62.4	75.87	13.1	44.57	84.7	82.32	23.2	93.03	7.6	69.07
44.....	45.7	88.01	6.9	71.75	3.2	48.38	17.7	73.31	117.9	103.06	7.3	75.60
Over 44 and under 49.....	100.0	84.39	35.0	76.81	18.6	56.42	115.4	79.75	115.1	103.17	74.5	73.61
49 and over.....	148.7	86.13	13.2	96.16	6.2	57.91	113.0	78.38	162.1	97.40	175.7	72.29
Total.....	505.7	77.41	823.0	55.68	292.0	36.58	1,072.8	61.89	560.5	95.95	438.2	57.83
	Men's and boys' clothing and furnishings stores		Women's ready-to-wear stores		Shoe stores		Furniture, home-furnishings, and equipment stores		Household appliance stores		Drug and proprietary stores	
1 and under 15.....	9.0	\$13.56	19.1	\$11.58	18.0	\$13.24	9.8	\$15.79	3.9	\$14.01	40.6	\$13.12
15 and under 35.....	17.6	33.59	57.3	31.77	19.0	31.96	26.7	39.42	10.4	36.17	93.1	31.23
35 and under 40.....	9.7	62.55	45.5	53.06	7.3	61.91	15.6	71.78	7.9	61.42	29.9	49.73
40.....	23.5	78.20	61.8	57.23	23.4	78.24	72.3	85.79	19.1	77.16	75.0	64.41
Over 40 and under 44.....	7.4	72.88	19.3	51.79	7.1	73.48	14.9	80.24	3.6	83.42	20.9	56.84
44.....	4.3	76.87	3.3	54.22	2.7	82.28	14.2	78.65	12.6	82.98	11.3	74.90
Over 44 and under 49.....	20.6	83.37	19.4	59.51	19.4	85.07	33.8	85.36	16.4	90.67	53.2	68.40
49 and over.....	11.0	93.44	3.3	83.15	10.6	94.02	32.5	95.52	14.9	97.58	29.1	80.56
Total.....	103.1	65.67	229.1	46.28	107.5	60.61	224.8	76.76	88.8	75.15	353.1	50.33

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

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

of workers paid less than \$1 an hour, from 37 to 31 percent, was small compared with the decrease which occurred in the covered segment of retail trade in the region.

Selected Lines of Retail Business

Pay levels among 12 lines of retail business for which data are shown separately varied from \$1.13 an hour in limited price variety stores to \$2.14 at motor vehicle dealers in June 1962 (table 3). Average earnings had increased since June 1961 in all but one of the retail businesses by amounts ranging from 1 to 10 cents an hour, the most frequent increases being between 4 and 7 cents an hour. No relationship was apparent between the size of the increase and industry pay level. For example, a 5-cent increase occurred in limited price variety stores where hourly earnings in June 1962 averaged 55 cents below the overall retail trade average, and in shoe stores where earnings were 8 cents above the overall average.

Differences in average pay increases among the selected lines of retail business resulted in a decline of three percentage points in indexes of earnings (relative to the average for retail trade as a whole) for employees in women's ready-to-wear stores; men's and boys' clothing and furnishings stores; and building materials, hardware, and farm equipment dealers. Changes in pay relationships for the other groups were mostly negligible, as indicated in the following tabulation:

Line of retail business	Index of average hourly earnings (national retail trade average = 100)	
	June 1962	June 1961
Limited price variety stores.....	67	67
Gasoline service stations.....	79	80
Women's ready-to-wear stores.....	81	84
Drug and proprietary stores.....	86	86
Department stores.....	96	97
Grocery stores.....	104	104
Shoe stores.....	105	106
Men's and boys' clothing and furnishings stores.....	105	108
Building materials, hardware, and farm equipment dealers.....	107	110
Household appliance stores.....	110	110
Furniture, home furnishings, and equipment stores.....	114	115
Motor vehicle dealers.....	127	126

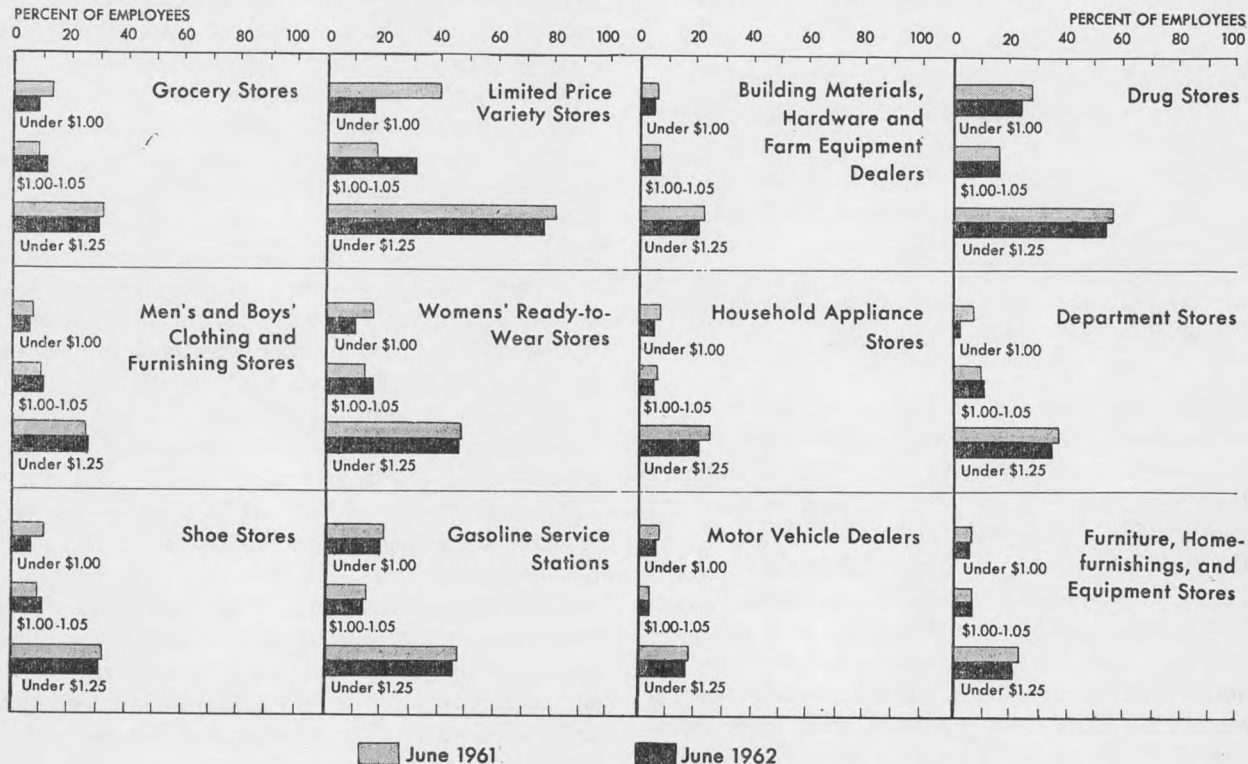
The proportion of workers receiving less than \$1 an hour by line of business ranged up to 40 percent in June 1961; in six retail groups, at least a tenth of the workers had such earnings. By June 1962, the proportion of workers paid less than \$1 was no more than 23 percent in any line of business, and only four retail groups had a tenth or more of their workers with these earnings. In the earlier period, four lines of business had more than a tenth of their workers earning from \$1 to \$1.05 an hour. In June 1962, the number of these retail groups had increased to eight. Increases in the proportions of workers whose earnings corresponded with the \$1 Federal minimum wage, however, were relatively small, as shown in chart 2. Only in variety stores was there a marked change in the proportion of workers in the \$1 to \$1.05 wage interval, from less than a fifth in June 1961 to more than three-tenths in June 1962.

Weekly Hours and Earnings

Data on weekly hours of work reflected the prevalence of short and long workweeks in retail trade. In June of both 1961 and 1962, approximately a fourth of all nonsupervisory employees worked less than 35 hours a week; three-fifths, 40 hours or less; and seven-tenths, 44 hours or less. Similarly, in 8 of the 12 retail business groups, at least a fourth of the employees worked less than 35 hours a week, and in 9 of the groups, more than three-tenths worked more than 40 hours (table 4). Although changes in weekly hours worked between survey periods were relatively small, a gradual downward trend continued for that portion of the retail work force that was employed long hours. The proportion of employees who worked more than 40 hours a week declined from 40 percent in June 1961 to 39 percent in June 1962, a decrease of 35,800 workers, even though overall employment rose slightly during this period. Since October 1956, the date of the Bureau's first comprehensive survey of employee earnings in retail trade,⁶ the reduction in employees who worked in excess of a 40-hour week has totaled 283,300, or 12 percent.

⁶ *Employee Earnings in Retail Trade in October 1956* (BLS Bulletin 1220, 1957).

Chart 2. Nonsupervisory Employees in Selected Lines of Retail Business Receiving Specified Average Straight-Time Hourly Earnings, June 1961 and June 1962



On a weekly basis, the June 1962 average earnings of employees working less than 35 hours but at least 15 hours a week ranged from \$26.78 in limited price variety stores to \$44.69 at motor vehicle dealers. In the same two lines of business, weekly earnings of those working 40 hours a week were \$47.87 and \$100.29, respectively; and of those working 44 hours a week, \$48.38 and \$103.96. Except in a few instances, weekly earnings ad-

vanced between June 1961 and June 1962 by various amounts ranging up to \$2.55 a week, or 7 percent, for workers employed 15 and less than 35 hours; up to \$5.68, or 7 percent, for those employed 40 hours; and up to \$8.57, or 13 percent, for those employed 44 hours.

—HERBERT SCHAFER
Division of Wages and Industrial Relations

Unemployment and Labor Market Policy

EDITOR'S NOTE.—*The following article was excerpted from a speech which Dean George P. Schultz of the Graduate School of Business, University of Chicago, delivered at the 51st Annual Meeting of the Chamber of Commerce of the United States, held in Washington, D.C., April 28 to May 1, 1963. Minor changes in wording and syntax have been made and symbols to denote elisions have not been employed.*

A NEW WILLINGNESS is abroad in the land to reexamine the operation of labor markets and to experiment with a variety of devices to improve their efficiency. This new look can in the long run provide a vital part to an overall solution of the unemployment problem. Like many others, I favor an immediate and substantial net reduction in tax rates, but I argue that steps such as this—which operate at the aggregate level—have the best chance of producing full employment with a reasonably stable price level if they are accompanied by improved operation of labor markets. My thesis, then, is “policies for full employment and for efficient labor markets go hand in hand.”

No doubt much unemployment will disappear with a rise in aggregate demand. But some of it is best cured by a combination of adequate demand with improved location, training, information, or treatment. It is in this sense that labor market or manpower policies designed to bring about such improvements are the handmaidens of a full employment policy. To neglect the operation of labor markets and the institutional arrangements which shape their character is to invite an approach confined to the aggregate level, likely to be inflationary, and therefore employed with a timidity inappropriate to the seriousness of the problem.

The demands made upon the operation of labor markets will surely be greater in the next 10 years than in the last. Added to the shifting about of workers occasioned by change are well-established prospects for the labor force. It will be growing at a relatively rapid pace and shifting sharply in its composition. Growth will be most rapid among those under 25 and over 45 years

old. Growth, that is, compared with the last decade, will rise sharply for the under 25 age group, the only group where the rate of increase will be more rapid than that of the past decade.

It is important, then, from the standpoint of meeting long-term manpower developments as well as immediate unemployment problems to make the labor market process as efficient as possible. We ignore at our peril the fact that this market like others relies on good information about supply and demand, the possibility of movement away from one industry, occupation, or area and of entry into others, and that the price of labor in a given market will have impact on the quantity demanded.

We seem to be in the position of responding to large and important problems with small bits and pieces. But how aggravating it is to read statements that “only 15 percent of the unemployed workers were able to benefit” by such and such an approach, and that therefore the approach was hardly worthwhile. What we must do is work on as many bits of the problem as possible, knowing that in total these bits will add up to something worthwhile. Let me now take up two areas where attention is being and can be further focused to improve our labor markets. In each, we see a combination of public and private policies and in each we see possibilities for improvement.

Public and Private Retraining

In general, the retraining approach suggested by recent legislation strikes me as in keeping with the objective of improving the operation of labor markets. The concept involved is one of adjustment to the difficulties of an area, industry, occupation, or group of people, by expanding individual skills and job horizons. Among other things, it puts pressure for better performance on the employment service, as an agent for the collection and dissemination of information. And it helps dramatize the inadequacies of our system of vocational education and so, we may hope at least, will lead to improvements.

Contrast this approach with that so frequently found in private and public policy. Import quotas for lead, zinc, and oil producers, tariff protection for a wide variety of industries, the efforts of some unions to block the effective use of new technology, the drive for special subsidies

in some industries and "fair trade" in others are all examples of policies that thwart market processes. Businessmen who extol the virtues of free enterprise and decry governmental intervention are often the most vocal in demanding protection when competition pinches. Using the protective approach, monstrous structures are built out of cumulative maladjustments and inefficiency, structures which cannot be pulled down without peril. A grotesque agricultural program stands as one dramatic testimonial to the bankruptcy of this approach. Certainly, the money spent on agricultural price supports last year alone could finance an extensive program of education, retraining, and relocation for displaced farmers and a substantial tax cut as well.

If the retraining approach has the merit of emphasizing adjustment in the right direction, it also has built into it many problems. Information in the Manpower Report transmitted by the President to the Congress in March 1963,¹ suggests some of these problems and points up the issue of defining the appropriate role for public and private responsibility in this area.

Of those receiving training under the Manpower Act in 1962, 90 percent of the 6,315 persons involved were under 45 years of age, and 90 percent had an eighth grade or better education.

The really disadvantaged groups, the ones who present the greatest difficulties for training and placement, are the older, poorly educated workers. Often they have been displaced after long service with one employer and are bewildered by the task of finding a new line of work and a new job. To be sure, the training program that takes them in will not show so good a record in terms of trainees placed, but it may make a greater contribution to the most difficult aspects of the readjustment problem.

The implied suggestion here, that retraining efforts should concentrate more on the people who need help and less on the numerical record scored, is supported by the Manpower Reports' figures on workers in training programs operated by private concerns in the spring of 1962. The establishments surveyed covered the full range of industries and included over 36 million workers, half the labor force. About half of the workers surveyed were in establishments with training programs and

7 percent were actually being trained at the time of the survey. The number of people involved in training, if extrapolated to a national estimate, certainly exceeds 3 million. This is truly a massive program, going on all the time, more important in large companies than small and, no doubt following the normal course of private incentives, emphasizing skills useful to the firm and workers best able to acquire these skills—the younger, better educated workers.

We must recognize that employers find it in their interest to provide training for their employees and more employees will receive training in this way than through any governmental program, however grandly conceived. Yet the role of the Government program is a vital one. It should help those who fall outside the natural scope of private efforts. The Government program, then, should be conceived not as massive and general, but as directed to special objectives derived from inadequate formal education and the residue of displacement left from a changing economy. The unskilled and the unschooled are most in need of help and least likely to get it from the present array of Government training programs.

The Structure of Compensation

As a sample of a different area of policy, let me comment on the division of total income received by an employee between direct money payments and items tied to length of service and continued employment with a firm. Roughly 20 percent of total income falls in the second category. For some industries or companies, the fraction may go to one-third or even higher.

What are the labor market effects of such a structure? Certainly it may inhibit voluntary movement, essential to the use of manpower at maximum productivity. A new job starts on the bottom of the ladder, in terms of benefits as well as direct compensation. That is, especially for the older worker, if a comparable new job can be found.

For an employer, the age distribution of his labor force affects his benefit costs, which, like any other costs, he seeks to minimize. In addition, the benefit structure is an overhead cost which he must pay as a cost of hiring an individual. He is obviously encouraged, within limits, to work his existing force longer rather than take

¹ See *Monthly Labor Review*, March 1963, p. 237.

on extra employees. The unemployed, unrepresented, unwanted, and, in the sense described above, overpriced, are left out—out of a job and out of a myriad of indirect benefits that go with a job, yet place an economic barrier around that job.

I suggest, therefore, that the structure of compensation be reexamined to see if the proportions make sense and, indeed, if the particular benefits, which have been developed for a work force gradually growing older, are really what is wanted by the youngsters now streaming into the labor market. This is as much a matter for public policy as for private. After all, the tax laws have provided a powerful incentive to the development

of private benefit plans, and payroll taxes are not the only way to finance the social insurance system.

In this short statement, I have emphasized the operation of particular markets because I think this side of the coin is too widely neglected. My side of the coin has an overall design: Respect for the general contours of the economics of employment, as it appears to the individual employer and employee in particular labor markets the country over. A clearer figure in the design requires long and painstaking efforts, where small and sometimes individually insignificant bits and pieces are sharpened and integrated. But the implications are broad.

Sixth Annual Economic Conference of the NICB

FOCUSING on the "Outlook for Jobs, Profits, and Economic Growth," the economic conference held as part of the 47th Annual Meeting of the National Industrial Conference Board in New York, May 15-17, 1963, provided a forum for discussion of the role and responsibilities of government, industry, and labor in solving current problems. This article reports on sessions examining (1) approaches toward national economic planning in several European countries, (2) the effect of technological change on employment, and (3) adjustments required by the changing demands on the labor force.

Economic Planning in Western Europe

To acquaint conference participants with the attempts of other industrial countries to stimulate economic growth, the NICB invited speakers from Germany, France, Sweden, and the United Kingdom to outline and evaluate their countries' approaches to growth through economic planning. The attitudes toward national planning expressed by the six speakers ranged from a conviction that economic growth will suffer if government plans for industry, voiced by Hans C. Boden, chairman of the board of Allgemeine Elektricitats-Gesell-

schaft, and Peter von Siemens, president of the Association of German Electrical Manufacturers, to a belief in the efficacy of cooperative government, industry, and labor planning of the economy, set forth by Pierre-Paul Schweitzer, deputy governor of the Bank of France, and Patrice Leroy-Jay, director of the general secretariat of the National Council of the French Management Association. A middle view was taken by Marcus Wallenberg, vice chairman of the Stockholms Enskilda Bank, while Sir Robert Shone, director general of Britain's National Economic Development Council, reminded his listeners that planning in Britain is so new that it has not yet had a chance to show what it can accomplish.

According to Mr. Boden, German business makes its own investment and production decisions within the economic framework set by the Government's taxation, credit, and other fiscal policies. Acknowledging the necessity for government regulation of certain industrial activities, such as railroad and other transportation systems, postal and telephone services, and public utilities, all of which are nationalized in Germany, Mr. Boden recommended that "all unnecessary interference of the Government be avoided in order to keep private enterprise flexible and to encourage its initiative."

Even though national economic planning might result in more efficient investment in the short run, German industrialists and economists, he

reported, consider that in the long run planning could only stultify economic growth because rigidities imposed by a necessarily cautious bureaucracy would prevent the plan from keeping pace with the rate of technological change. Both Mr. Boden and Mr. von Siemens referred to the need of the individual firm for market forecasting and investment planning, but they concluded that implementation of a similar plan developed on a national scale would eventually result in government control over business to the degree now reached in nationalized industries.

The French plan, according to Mr. Schweitzer, a central banker, develops for the whole economy the kind of market studies and investment programs that the individual firm develops for itself, but it has the support of the business community since industry representatives play such a large part in its formation. Twenty-five commissions¹ and 300 working groups, whose some 3,500 members are experts drawn from business firms and associations, labor unions, and Government agencies, gather data and meet to set goals for the 4 years to be covered by each plan. Projecting investment for each sector, the plan, he said, seeks to achieve rapid growth in a balanced economy, and to build desirable goals, such as priorities for health and education, into the overall pattern of growth. The plan does not have the force of law; where its goals have been reached, Mr. Schweitzer noted, success has been due partly to the important role played by public investment in the French economy, partly to tax, credit, and loan incentives provided by the Government, and mostly to "a sense of enlightened self-interest and to the active participation" of almost all economic agents.

Reiterating the great extent of business participation in the French planning process, Mr. Schweitzer gave this advice:

It is perhaps in the interests of U.S. businessmen to begin thinking about the implications of economic planning. Whether you like it or not, you have all over the world a large amount of government intervention in business operations. In the United States, you have as much as anywhere else in the western world. And government interference is likely to increase rather than decrease.

Discussing the French plan from a businessman's point of view, Mr. Leroy-Jay reported that

¹ Twenty commissions cover the major sectors in which investment must be made; the remaining five deal with problems common to all sectors: financing, manpower, research, productivity, and regional planning.

although the individual firms are free to develop and carry out their own programs, many, regarding the plan "as an overall market study that no specialists, in France at least, would be able to complete," gear their development to its projections of manpower, consumption, and investment in their sector. The projections set forth in the plan, Mr. Leroy-Jay observed, allow businessmen to anticipate the potential demand of their customers, and to identify with almost complete certainty the expected purchases and production of the Government in its role as purchaser of one-fourth and producer of one-tenth of the national product.

Mr. Leroy-Jay emphasized the essential function of "an extensive network of solid professional organizations" in business participation in the planning system. "Many industrialists," he said, "know the plan only through their organization and trust it only insofar as they trust their professional representatives." He considered that "in the absence of such an organizational structure, which exists probably only in France, planning would be not only inefficient but dangerous because it could succeed only with the help of dictatorial methods applied at the level of the firms."

Since planning is "an attempt to insure an overall balance between production, consumption, and investment" that would be "favorable to economic expansion," Mr. Leroy-Jay considers that the French plan's major shortcoming has been its failure to educate farmers and wage earners to the necessity for restraining consumption expenditures to noninflationary levels. French businessmen had thought that continuing the planning process begun in 1946 beyond the original goal of repairing a war-torn economy would ensure rapid expansion without inflation. However, labor and farm groups often, he explained, make wage and price demands incompatible with the balance that the plan tries to achieve, thus making a wage-price spiral a constant threat. "The Government itself," he said, "sometimes forgets what it has solemnly approved: At the beginning of the year, a very large nationalized industry granted an extension of holidays in direct contradiction of the recommendations of the plan on the workweek."

Preventing inflation is also a problem in Sweden, because if the wage drift resulting from labor

scarcity were permitted to push costs and prices up it would be disastrous, according to Mr. Wallenberg, since Sweden has low tariffs and exports one-fourth of its total production. Planning in the Swedish sense, therefore, encompasses labor market policy and business fluctuation remedies, as well as "attempts to outline the opportunities for long-term economic growth."

Beginning in 1947, Mr. Wallenberg reported, long-term growth investigations have been carried out jointly by private firms and their associations, central and local governments, and special research units. Their reports contain forecasts of economic performance for the various sectors and propose fiscal and monetary policies that would induce the public and private sectors to develop in line with the forecasts. Mr. Wallenberg emphasized the preeminence of private enterprise in Sweden (over 90 percent of the manufacturing industry is in private hands) to show the great degree of consultation and coordination between government and business necessary for development of a national economic plan. Noting that no clear principles have yet been worked out for long-term planning and that disagreements still exist as to the conditions for and possibilities of such planning, he concluded that "private enterprise undoubtedly stands to gain more from adequate planning of a coordinated economic policy than by government inactivity as to problems of economic development."

Acceptance of national economic planning in Britain is still uncertain, too, if only because of the recency of its introduction. Established early in 1962, Britain's planning organization, the National Economic Development Council, this spring published a general plan for 1966, along with recommendations for policies which would support economic growth. According to Mr. Shone, the NEDC is aiming for a national economic growth rate of 4 percent a year; a product of that growth, he added, will be "to raise in capacity and quality our schools, cities, standards of living, our aid to underdeveloped nations." Some of the recommendations, he noted, were taxation policies to favor exports, such as tax forgiveness; policies to improve the manpower supply, such as apprenticeship or mobility incentives; and an incomes policy designed to increase exports by restricting income growth to the rate of increase in productivity.

Much more centralized than that of France, Britain's planning agency is composed of 20 members, who are assisted by a staff of 80. Chaired by the Chancellor of the Exchequer, the Council includes two other Government ministers, six representatives from industry, six from labor, and two chairmen of nationalized industries, as well as Mr. Shone. The Council is made up of members who are in a position to implement their decisions if, as Mr. Shone expects, they become committed to them while composing and amending their reports. Such committal will be a necessity, said Mr. Shone, since the Council has no power to enforce the plan's recommendations. Although Britain lacks the strong employer groups upon which much of France's planning attempts rest, the NEDC's discussions with business leaders have encouraged many industries to set up special development bodies which will be able to participate more fully in the developing planning process.

Manpower Shortages and Surpluses

Members of the "Labor Scarcity Amid Abundance" panel generally supported the current view that expansion and improvement of education and training programs is necessary to ameliorate unemployment and to meet the increasing demand for personnel in occupations requiring a relatively high level of education. Commissioner of Labor Statistics Ewan Clague, a member of the panel, also brought forward several measures now under discussion: Better use of manpower resources by, for example, assigning the administrative and clerical duties performed by scientists and engineers in some occupations to technicians, administrators, and clerks; incentives to increase the mobility of workers tied down by homeownership or by nonvested pension and other benefit rights; reduction of the turnover and labor market withdrawals of women in shortage occupations such as teaching and nursing; and improving job guidance and counseling in the schools.

Other panelists pointed out specific failings in the educational process. Concerned by the recent downward swing in the number of men annually receiving engineering degrees, Jess H. Davis, president of the Stevens Institute of Technology, identified the curriculum as the culprit for the "dropouts and transfers and discontent and apathy" found even in the best engineering schools.

The narrow focus of today's engineering curriculum, he said, not only discourages students but also produces graduates equipped with specific skills that obsolesce rapidly, rather than with an understanding of principle and method that will enable them to adapt themselves to the changing demands of the profession.

Most of the "Scarcity Amid Abundance" panel members discussed personnel shortages in occupations requiring advanced education and training, but Richard S. Eckaus, associate professor of economics at the Massachusetts Institute of Technology, and a member of the "Extending Labor's Effectiveness" panel, reminded conference participants that roughly 90 percent of the labor force is not college trained and that the resurgent enthusiasm for education had all but passed by the noncollege preparatory curriculums. "Reform and upgrading of the education and training procedures for noncollege educated workers," he said, "remains one of the major educational problems of the 1960's."

Changing Technology and Employment

Accepting the premise that technological innovation creates employment, at least in the long run, the remaining members of the "Extending Labor's Effectiveness" panel considered various aspects of automation's effect on the labor force. Simon Ramo, vice chairman of the board of Thompson Ramo Wooldridge, Inc., characterized the coming civilization as one in which machines would partner men, rather than replace them. He anticipates that demand for labor will rise as technological innovations spawn new industries and spur old ones, and he envisions the possibility that improved teaching systems may raise the educational level of the labor force so high that a shortage of people willing to do unskilled operation and maintenance work could develop. During the discussion session, Dr. Ramo acknowledged that it may well be that we lose more jobs by automation than we gain during the adjustment period, but he asserted that it is within our power to alter this situation.

John W. Kendrick, professor of economics at The George Washington University, also rejected the threat of longrun technological unemployment. Identifying alternating periods of faster and slower

rates of productivity increase as regular characteristics of economic growth, Professor Kendrick suggested that last year's BLS-estimated 4 percent increase in output per man-hour for the private economy, coming after 8 years when the rate of increase averaged 2.5 percent, might well presage a period of greater economic growth, with a consequent rise in employment. He based this prediction on the theory that accelerated advances in innovation and productivity reduce real unit cost and widen profit margins, thus increasing investment and consequently total demand and employment. Professor Kendrick also noted that industries with greater than average productivity advance have historically increased employment relative to other industries.

James T. O'Connell, vice president of the Hudson Pulp & Paper Corp., agreed that technological innovation can create jobs in the long run, but reminded the meeting that short-run human and economic dislocations inevitably accompany automation. He concluded that business must be prepared to accept some of the costs of retraining and other adjustment measures "as a required offset to the savings inherent in automation."

Not all speakers at the NICB conference were content to rely on the expectation that the economy will, in the long run, solve the problem of technological unemployment. Jacob Perlman, head of the Office of Economic and Statistical Studies of the National Science Foundation, told the panel on Job Creation that "innovations are likely to come forward in lumps or waves, leading to the well-known Schumpeter cycle." He held that it may take considerable time before jobs are created for technologically unemployed workers and, in the meantime, their skills may deteriorate or become obsolescent. Mr. Perlman found the key to the problem of technological unemployment in the allocation of investment funds, advocating a greater share for research and development. Research and development activity in itself generates employment; it also, he contended, could appreciably reduce the "cyclical movements caused by the lumpy nature of innovation."

—MARTHA S. RICHE
Division of Publications

Earnings in Wood Household Furniture, July 1962

STRAIGHT-TIME EARNINGS of production and related workers in the nonupholstered wood household furniture industry averaged \$1.57 an hour in July 1962. About 15 percent of the 106,193 workers covered by a Bureau of Labor Statistics study¹ earned less than \$1.20 an hour, and 32 percent earned less than \$1.30; fewer than 5 percent of the workers earned \$2.50 or more. Variations around the industry average were found by location, community size, establishment size, labor-management contract status, and occupation. The large majority of the workers were in establishments providing paid vacations and holidays, as well as several types of health and insurance plans.

Earnings

Regionally, average hourly earnings of production workers ranged from \$2.38 in the Pacific to \$1.34 in the Southeast.² Earnings of workers in the Border and Southwest regions averaged a few cents an hour more than those in the Southeast, whereas average earnings in the New England, Great Lakes, and Middle Atlantic regions amounted to \$1.68, \$1.72, and \$1.82, respectively. (See accompanying table.) Men accounted for nine-tenths of the production and related workers in the industry. The national average for men (\$1.58) was 15 cents above the average for women; regionally, this difference ranged from less than 10 cents in the Southeast and Southwest to more than 30 cents in the New England and Middle Atlantic regions.

The \$1.57 hourly average for all production workers in July 1962 was 7.5 percent above the average of \$1.46 shown in a similar Bureau study in April-May 1959.³ Regionally, the increases were between 5 and 10 percent in four regions, about 10 percent in New England and the Southwest, and 17 percent in the Pacific region.

Slightly more than three-fifths of the industry's production workers were employed in localities outside the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget. The Middle Atlantic, Pacific, and Southwest were the only regions in which most workers

were employed in metropolitan areas. In five of the seven regions for which data are available, workers in metropolitan areas averaged more than those in the smaller communities by amounts ranging from 5 cents in the Middle Atlantic region to 26 cents in the Border region. In New England, workers in nonmetropolitan areas averaged 18 cents an hour more than those in metropolitan areas. Nearly identical averages were recorded for the two community-size groups in the Southwest.

In all but two of the seven regions, workers in establishments with 100 or more employees averaged more than workers in smaller establishments, by amounts ranging from 7 to 12 cents an hour. In the two exceptions, the wage advantage of workers in the smaller establishments was 7 cents an hour in the Pacific region and 13 cents in the Middle Atlantic region.

With the exception of the Southeast and Southwest regions, workers in establishments having contractual agreements with labor organizations averaged considerably more than workers in establishments not having such agreements. Identical averages were recorded for the two groups of establishments in the Southeast; in the Southwest, workers in nonunion plants averaged 4 cents an hour more than in those plants having labor management contracts.

The exact impact on earnings of any of the previously mentioned characteristics cannot be isolated and measured because of their interrelationship and the influence of other factors, including method of wage payment. Four-fifths of the industry's workers were paid time rates. However, the proportions of workers paid under

¹ The study covered establishments employing 20 workers or more and engaged primarily in manufacturing nonupholstered wood household furniture commonly used in dwellings (industry 2511 as defined in the 1957 edition of the *Standard Industrial Classification Manual*, U.S. Bureau of the Budget).

A more comprehensive account of this study will be presented in a forthcoming BLS Bulletin, *Industry Wage Survey: Wood Household Furniture, Except Upholstered, July 1962*, No. 1369. Individual releases providing data on earnings and supplementary benefits for 10 areas of industry concentration and the State of Indiana were issued earlier.

The straight-time hourly earnings presented in this article differ in concept from the gross average hourly earnings published in the Bureau of Labor Statistics monthly hours and earnings series. Unlike the latter, the averages presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts and are calculated by summing individual hourly earnings and dividing by the number of such individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry is divided into the reported payroll totals.

² For definition of regions used in this study, see footnote 2 of the accompanying table.

³ See "Earnings in Wood Household Furniture, April-May 1959," *Monthly Labor Review*, December 1959, pp. 1357-1362.

incentive wage systems (most commonly, bonuses based on the production of the individual) ranged from approximately a third in the New England, Middle Atlantic, and Great Lakes regions, to less than a tenth in the Southeast and Pacific regions.

Earnings of almost all of the workers were within a range of \$1.15 to \$3 an hour—the middle half of the workers earned between \$1.26 and \$1.77. At the lower end of the earnings array, about 15 percent of the workers earned less than \$1.20, 23 percent earned less than \$1.25, and 32 percent earned less than \$1.30. Fewer than 5 percent of the workers earned \$2.50 or more an hour. The following tabulation indicates that the Border States, Southeast, and Southwest had heavier

concentrations of workers at lower earnings levels than the other regions.

	Percent of workers with straight-time hourly earnings of less than—			
	\$1.20	\$1.25	\$1.30	\$1.50
New England.....	7.6	10.9	17.9	42.1
Middle Atlantic.....	3.7	6.9	9.9	28.8
Border States.....	17.6	30.2	42.5	71.8
Southeast.....	24.9	38.7	50.7	79.5
Southwest.....	23.5	38.2	47.9	75.4
Great Lakes.....	4.0	6.7	11.7	33.3
Pacific.....				(1)

¹ Less than 0.05 percent.

The 24 occupational classifications for which separate data were obtained accounted for nearly half the production workers within the scope of

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN WOOD HOUSEHOLD FURNITURE, EXCEPT UPHOLSTERED, MANUFACTURING ESTABLISHMENTS, BY SELECTED CHARACTERISTICS AND REGIONS,² JULY 1962

Characteristic	United States ³		New England		Middle Atlantic		Border States		Southeast		Southwest		Great Lakes		Pacific	
	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹
All production workers.....	106,193	\$1.57	6,145	\$1.68	11,727	\$1.82	15,298	\$1.42	38,519	\$1.34	5,842	\$1.36	21,082	\$1.72	6,690	\$2.38
SEX																
Men.....	95,540	1.58	5,243	1.72	10,531	1.86	14,352	1.42	36,269	1.34	4,843	1.37	17,225	1.77	6,290	2.39
Women.....	10,653	1.43	902	1.40	1,196	1.53	946	1.30	2,250	1.26	999	1.30	3,857	1.49	400	2.15
SIZE OF COMMUNITY																
Metropolitan areas ⁴	37,840	1.76	1,443	1.54	7,256	1.84	4,161	1.60	7,246	1.43	3,335	1.36	7,434	1.83	6,075	2.39
Nonmetropolitan areas.....	68,353	1.46	4,702	1.72	4,471	1.79	11,137	1.34	31,273	1.32	2,507	1.37	13,648	1.66	615	2.22
SIZE OF ESTABLISHMENT																
20-99 workers.....	27,194	1.69	2,189	1.60	5,843	1.89	1,368	1.31	5,151	1.28	1,306	1.28	7,111	1.67	3,474	2.41
100 workers or more.....	78,999	1.52	3,956	1.72	5,884	1.76	13,930	1.43	33,368	1.35	4,536	1.38	13,971	1.74	3,216	2.34
LABOR-MANAGEMENT CONTRACT STATUS																
Majority of workers covered.....	37,090	1.82	3,222	1.84	7,008	1.91	3,343	1.68	3,107	1.34	3,415	1.34	10,711	1.82	5,394	2.42
None or minority of workers covered.....	69,103	1.43	2,923	1.50	4,719	1.69	11,955	1.34	35,412	1.34	2,427	1.38	10,371	1.61	1,296	2.17
SELECTED OCCUPATIONS ⁵																
Assemblers, case goods.....	8,857	1.72	135	1.90	1,182	2.12	1,079	1.46	2,828	1.34	455	1.43	2,242	1.87	821	2.51
Assemblers, chairs.....	1,286	1.47	143	1.73	218	1.54	94	1.49	490	1.26	63	1.24	175	1.50	103	2.07
Cutoff saw operators.....	1,689	1.74	123	1.70	248	1.89	155	1.57	563	1.39	80	1.46	294	1.82	226	2.56
Gluers, rough stock.....	1,845	1.51	89	1.67	191	1.76	261	1.39	831	1.29	62	1.32	274	1.71	121	2.38
Maintenance men, general utility.....	1,146	1.79	76	1.82	152	1.92	135	1.66	444	1.62	71	1.61	231	2.00	36	2.70
Off-bearers, machine.....	6,180	1.36	235	1.47	535	1.50	1,058	1.29	2,917	1.21	214	1.30	782	1.54	439	2.08
Packers, furniture.....	2,899	1.50	168	1.60	275	1.73	370	1.37	1,021	1.27	169	1.31	683	1.64	189	2.18
Rip-saw operators.....	1,849	1.62	112	1.66	228	1.85	240	1.50	771	1.36	77	1.42	270	1.78	151	2.56
Rubbers, furniture.....	3,130	1.46	131	1.70	180	2.04	537	1.30	1,498	1.27	164	1.41	432	1.74	156	2.10
Hand.....	2,251	1.46	89	1.71	117	2.09	331	1.28	1,060	1.25	119	1.39	406	1.75	127	2.11
Machine.....	849	1.44	42	1.86	63	1.96	206	1.34	438	1.31	45	1.45	26	1.68	29	2.05
Sanders, furniture, hand.....	5,723	1.45	194	1.55	889	1.60	526	1.36	2,163	1.25	294	1.36	1,145	1.59	362	2.08
Sanders, furniture, machine.....	6,432	1.56	358	1.84	485	1.79	892	1.49	2,848	1.37	349	1.34	1,189	1.73	294	2.42
Belt.....	4,059	1.62	211	1.82	300	1.87	669	1.51	1,596	1.40	187	1.39	824	1.81	255	2.45
Other than Belt.....	2,373	1.45	147	1.86	185	1.67	223	1.42	1,252	1.35	162	1.27	365	1.56	39	2.24
Sprayers.....	5,431	1.68	164	1.85	694	2.08	710	1.51	1,954	1.38	259	1.47	1,270	1.87	301	2.42
Tenoner operators (set up and operate).....	747	1.83	63	1.86	103	1.98	101	1.71	252	1.53	25	1.63	146	1.99	57	2.67

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

² The regions in this study are: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma,

and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington.

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

⁴ The term "metropolitan area" as used in this study refers to the Standard Metropolitan Statistical Areas established by the U.S. Bureau of the Budget.

⁵ On a nationwide basis, all or a large majority of the workers in the occupations shown were men; women outnumbered men sanders, furniture (hand), in the Southwest and Great Lakes regions.

the study. Job averages ranged from \$1.36 for machine off-bearers to \$1.83 for tenoner operators who set up their own machines. Case goods assemblers, numerically the most important job studied separately, averaged \$1.72. Generally, job averages were lowest in the Southeast and highest in the Pacific region. Wage rates for occupations common to the industry are included in the table, as well as variations in earnings levels among the regions.

Establishment Practices⁴

A 40-hour weekly work schedule was predominant in each of the regions studied separately and, nationally, in establishments employing seven-tenths of the industry's production workers in July 1962. Most of the remaining workers were in plants with 45- or 50-hour weekly work schedules. Fewer than 4 percent of the workers were employed on late shifts.

Paid holidays—ranging from 1 to 11 annually—were provided by establishments employing nearly two-thirds of the workers. Regionally, the proportions were nearly a third in the Southeast, two-fifths in the Border States, four-fifths in the Southwest, and more than nine-tenths in all other regions. Six days a year was the most common holiday provision in all regions except the Pacific, where seven-tenths of the workers received 7 paid holidays annually, and the Southeast, where provisions for 1, 3, 4, 5, and 6 days a year were of nearly equal importance.

⁴ Establishment practices for production workers are briefly summarized in this article. Additional detail for these workers and information for office workers will be presented in the forthcoming bulletin.

Paid vacations after qualifying periods of service were provided by establishments accounting for nine-tenths of the industry's work force. Most commonly, workers were provided 1 week of vacation pay after 1 year of service and 2 weeks after 5 years. A fifth of the workers were in establishments providing 3 weeks or more of vacation pay after 15 years of service. Provisions were almost the same after longer periods of service. Vacation provisions were somewhat more liberal in the Pacific than other regions.

Life, hospitalization, and surgical insurance for which the employer paid at least part of the cost were available to nearly nine-tenths of the industry's workers. Nearly two-thirds of the workers were in establishments providing sickness and accident insurance; almost three-fifths, accidental death and dismemberment insurance; two-fifths, medical insurance; and about a sixth, catastrophe (major medical) insurance. The proportions of workers in plants providing specified health and insurance benefits varied by region.

Pension benefits—providing regular payments for the remainder of the worker's life upon retirement (other than those available under Federal old-age, survivors, and disability insurance)—were available to slightly more than a fifth of the production workers. The proportions of workers covered by such benefits ranged from about an eighth in the Border and Great Lakes regions to nearly half in the Pacific region.

—GEORGE L. STELLUTO

Division of Occupational Pay

Earnings: Women's and Misses' Coat and Suit Industry, August 1962

AVERAGE STRAIGHT-TIME HOURLY EARNINGS of production workers in the women's and misses' coat and suit industry in August 1962 ranged from \$2.81 in New York to \$1.88 in Baltimore, as shown by a survey of 10 labor market areas made by the Bureau of Labor Statistics.¹ These areas,² with 47,000 production workers, accounted for more than three-fifths of the industry's work force at the time of the study. New York, the industry's largest center, employed 28,145.

Individual earnings in each area were widely dispersed, reflecting such industry characteristics as the extensive use of incentive wage systems and differences in types of work. Earnings information was obtained separately for selected occupations. Approximately 95 percent of the workers covered by the study were in shops having agreements with the International Ladies' Garment Workers' Union. These agreements included provisions for paid vacations, paid holidays, various types of health and welfare benefits, and retirement pension plans.

Earnings

Variations in area wage averages for production workers were partly due to differences in manufacturing methods and processes. New York and Los Angeles-Long Beach, with averages of \$2.81 and \$2.60, respectively (as shown in the accompanying table), made the most extensive use of the single-hand (tailor) system of sewing. This system requires more highly trained operators than are generally needed on the section system, which was predominant in each of the remaining areas. Nearly half of the sewing machine operators in New York and somewhat more than half of those in Los Angeles-Long Beach were assigned to perform all or most of the sewing operations required on the garment (single-hand system). In the other areas, the proportions of workers limited to sewing a specific part (or parts) of the garment were: approximately three-fifths in Chicago and San Francisco-Oakland; four-fifths in Baltimore, Boston, and Philadelphia; and virtually all in Kansas City, Newark and Jersey City, and Paterson-Clifton-Passaic.

Production worker averages in Newark and Jersey City (\$2.25) and Paterson-Clifton-Passaic (\$2.13) were also influenced, to some extent, by the dominance of contract shops which manufacture from materials owned and frequently cut by others. More than nine-tenths of the workers in both areas were in shops of this type. As a result, the proportion of cutters and markers, who usually receive comparatively high wages, was smaller in these areas than in the others.

Approximately equal numbers of men and women were employed in New York. In all other areas, women greatly outnumbered men. As a group, men averaged approximately 20 percent more than women in Kansas City; between 30 and 40 percent more in 5 areas; approximately 50 percent more in Chicago and San Francisco-Oakland, and between 60 and 70 percent more in Los Angeles-Long Beach and Philadelphia. The difference in the general earnings levels for men and women reflects the concentration of men in jobs requiring the greatest experience and skill, such as cutting and marking, pressing, and the single-hand system of sewing. In New York, for example, men outnumbered women as single-hand system sewing machine operators by a ratio of more than 2½ to 1, whereas women outnumbered men as section system operators by a ratio of more than 4 to 1.

Earnings as low as \$1.15 and as high as \$5 an hour were recorded for some workers in all areas. A fourth of the workers in Baltimore earned \$1.60 but less than \$1.70 an hour. In no other area was there any large concentration of workers at a particular point in the earnings distributions.

Workers paid on an incentive basis (nearly always individual piecework) accounted for three-fifths or more of the work force in Chicago, Kansas City, Philadelphia, and San Francisco-Oakland; approximately one-half in Boston and Los Angeles-Long Beach; two-fifths in New York and Newark

¹ The study included establishments employing four or more workers and primarily engaged in manufacturing women's and misses' coats and suits, except fur coats and raincoats, part of industry 2337 as defined in the 1957 edition of the *Standard Industrial Classification Manual*, prepared by the U.S. Bureau of the Budget. Contract shops making skirts for suit manufacturers or suit jobbers were included but other skirt manufacturers were excluded.

The term "production workers," as used in this study, includes working foremen and all nonsupervisory workers engaged in nonoffice functions. Administrative, executive, and professional workers were excluded.

A more comprehensive account of the study will be presented in a forthcoming BLS bulletin. Individual area releases are available on request.

² Shown in the accompanying table.

and Jersey City; and slightly more than a fourth in Baltimore and Paterson-Clifton-Passaic.

Sewing machine operators accounted for at least three-tenths of the total production workers in each area and for approximately half the workers in Newark and Jersey City and Paterson-Clifton-Passaic. In New York, single-hand system operators, predominantly men, averaged \$3.45 an hour, compared with \$2.49 for section system operators who were mostly women. In the five other areas for which data are shown for both types of operations, average earnings of

single-hand system operators exceeded those of section system operators by substantial amounts.

Machine pressers, predominantly men, had the highest average hourly earnings among the jobs studied separately in five areas, with averages of \$4.38 in New York and \$4.61 in Chicago. Cutters and markers and workers performing both hand and machine pressing were also among the highest paid jobs studied.

Thread trimmers, nearly all women, had the lowest average earnings in eight of the nine areas for which data could be presented for the occupa-

NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF PRODUCTION WORKERS IN THE WOMEN'S AND MISSES' COAT AND SUIT INDUSTRY IN 10 SELECTED AREAS,² AUGUST 1962

Occupation	Baltimore		Boston		Chicago		Kansas City		Los Angeles-Long Beach		Newark and Jersey City		
	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	
All production workers.....	1,026	\$1.88	434	\$2.13	1,292	\$2.54	1,779	\$1.95	2,446	\$2.60	5,642	\$2.25	
Men.....	256	2.29	134	2.64	451	3.21	245	2.27	840	3.45	1,317	2.77	
Women.....	770	1.75	300	1.90	841	2.17	1,534	1.90	1,606	2.15	4,325	2.09	
SELECTED OCCUPATIONS ³													
Cutters and markers.....	56	\$2.53	15	\$3.03	96	\$3.15	74	\$2.43	219	\$3.90	90	\$3.40	
Inspectors, final (examiners).....	11	1.92	---	---	11	1.75	23	1.61	32	2.02	9	2.64	
Packers, shipping.....	26	1.28	19	1.33	22	1.61	33	1.43	49	1.81	---	---	
Pressers, hand.....	42	2.28	11	3.29	53	3.48	93	2.11	88	2.47	286	2.86	
Pressers, machine.....	25	2.53	15	4.00	46	4.61	73	3.27	105	3.90	251	3.37	
Pressers, hand and machine.....	48	2.35	---	---	23	3.63	---	---	35	4.78	155	2.65	
Sewers, hand (finishers).....	118	1.76	52	2.08	231	2.03	194	1.65	475	2.00	938	2.03	
Sewing machine operators, section system.....	376	1.70	124	2.32	251	2.51	761	2.11	341	2.14	2,656	2.41	
Sewing machine operators, single-hand (tailor) system.....	87	2.72	34	2.78	181	3.07	---	---	439	3.44	---	---	
Thread trimmers (die ners).....	25	1.26	18	1.28	30	1.36	32	1.70	27	1.50	85	1.32	
New York													
All shops				Regular shops ⁴		Contract shops		Paterson-Clifton-Passaic		Philadelphia		San Francisco-Oakland	
Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹	Workers	Earnings ¹
All production workers.....	28,145	\$2.81	10,715	\$2.97	17,430	\$2.72	4,470	\$2.13	1,187	\$2.35	544	\$2.22	
Men.....	14,103	3.24	7,467	3.13	6,636	3.36	889	2.65	349	3.27	107	3.00	
Women.....	14,042	2.39	3,248	2.59	10,794	2.32	3,581	2.00	838	1.97	437	2.03	
SELECTED OCCUPATIONS ³													
Cutters and markers.....	1,764	\$3.68	1,514	\$3.66	250	\$3.84	53	\$3.81	54	\$3.14	29	\$3.32	
Inspectors, final (examiners).....	517	3.04	281	3.19	236	2.85	33	1.98	43	1.54	13	1.55	
Packers, shipping.....	1,143	1.69	1,118	1.69	---	---	---	---	23	1.46	---	---	
Pressers, hand.....	1,199	3.87	278	4.01	921	3.82	212	2.56	44	3.59	13	3.06	
Pressers, machine.....	1,117	4.38	319	4.95	798	4.15	233	3.29	49	3.66	35	3.47	
Pressers, hand and machine.....	575	4.26	214	4.55	361	4.08	36	3.65	24	4.51	10	2.79	
Sewers, hand (finishers).....	6,444	2.62	2,587	2.81	3,857	2.50	470	1.93	172	2.01	104	1.55	
Sewing machine operators, section system.....	4,792	2.49	352	2.73	4,440	2.47	2,274	2.21	437	2.18	---	---	
Sewing machine operators, single-hand (tailor) system.....	4,402	3.45	1,739	3.50	2,663	3.41	---	---	87	3.73	66	2.80	
Thread trimmers.....	376	1.49	67	1.79	309	1.42	163	1.31	26	1.36	---	---	

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

² Standard Metropolitan Statistical Areas, as defined by the Bureau of the Budget, 1961. These definitions are not exactly comparable with those used in the Bureau's February 1957 study, particularly with reference to Chicago, which in the prior study was limited to Cook County; New York, which was limited to the 5 boroughs; and Philadelphia, which was limited to Philadelphia and Delaware Counties, Pa., and Camden County, N.J.

³ Data relate to all workers in the selected occupations. Cutters and markers, shipping packers, pressers, and sewing machine operators, single-hand

(tailor) system, in most areas, were predominantly men; in the remaining jobs shown, women were usually predominant. The forthcoming bulletin will include separate wage data for men and women in these occupations wherever publication criteria are met.

⁴ Includes jobbing shops performing some manufacturing operations, such as cutting, finishing, or packing and shipping, in addition to regular (inside) shops.

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

tion. Their average earnings ranged from \$1.26 in Baltimore to \$1.70 in Kansas City.

Earnings of individual workers varied greatly within the same job and area. Particularly among piecework jobs, hourly earnings of the highest paid worker commonly exceeded those of the lowest paid worker in the same job and area by substantially more than \$1 an hour, even when earnings at the extremes were excluded from the measure. The following tabulation indicates the number of incentive-paid women sewing machine operators (section system) in New York with specified hourly earnings.

<i>Hourly earnings</i>	<i>Number of workers</i>
Under \$1.50.....	199
\$1.50 and under \$2.00.....	565
\$2.00 and under \$3.00.....	1, 286
\$3.00 and under \$4.00.....	369
\$4.00 and over.....	86
 Total number of workers.....	 2, 505
Average hourly earnings.....	\$2. 41

Establishment Practices

Work schedules of 35 hours a week were in effect in August 1962 in shops employing nine-tenths or more of the production workers in six areas and more than three-fourths in three others. A majority of the workers in Boston were in shops reporting a 40-hour workweek.

Provisions for paid holidays, health and welfare benefits, vacation pay, severance benefits, and retirement pension plans were stipulated in collective bargaining agreements with the International Ladies' Garment Workers' Union, which were in effect in shops employing approximately 95 percent of the production workers.³ These provisions are summarized in the following paragraphs.

Paid holiday provisions varied from 4 days a year in Chicago to 6½ days in New York, Newark and Jersey City, Paterson-Clifton-Passaic, and Philadelphia. Timeworkers were paid their regular rates; incentive workers in some areas were given flat amounts varying by craft, and in other

areas, seven times their average hourly earnings for specified periods.

Health and welfare benefits in all areas studied and vacation payments in all areas except Chicago and Kansas City were provided from health and welfare funds to which employers contributed specified percentages of their payrolls for workers covered by union agreements. The provisions included hospitalization, disability, maternity, eyeglass, and death benefits in nearly all areas and surgical and medical benefits in several areas. In Chicago and Kansas City, union health centers which provide free medical care to union members were maintained through employer contributions to a health center fund.

Vacation payments to workers in three areas varied by occupation, ranging from \$50 to \$70 annually in New York, and \$50 to \$65 in Newark and Jersey City and Paterson-Clifton-Passaic. In Chicago and Kansas City, employers paid—directly to the workers—vacation benefits of 1 week after 1 year of service; in Kansas City, 2 weeks' pay was provided after 5 years' service. In the other five areas, workers' vacation payments were determined as a percentage of their annual earnings, with certain limitations in some areas.

Severance benefits were provided from a national fund to which employers contributed one-half of 1 percent of their weekly payrolls for workers covered by the union contract. This fund provides a lump-sum severance allowance and weekly supplemental unemployment benefits to qualified workers.

Retirement pension benefits (other than those available under Federal old-age, survivors, and disability insurance) were provided through employer contributions to a retirement fund. The amounts contributed varied among the areas from 2½ to 6 percent of the payrolls for workers covered by union agreements. Benefits of \$65 a month were paid from the fund to qualified workers over age 65 in New York, Newark and Jersey City, and Paterson-Clifton-Passaic, and \$50 a month in the other areas. Totally disabled workers, in most areas, might retire with full benefits at age 60. The fund also provided a \$500 death benefit.

—FRED W. MOHR

Division of Occupational Pay

³ Provisions differed slightly in a few shops. Among the shops contacted which did not have a contract with the International Ladies' Garment Workers' Union, formal provisions for paid holidays and vacations were common, but insurance and pension plans were reported in only a few instances.

Technical Note

Table of Working Life for Men, 1960

STUART GARFINKLE*

A REVISED TABLE of working life for men¹ as of 1960 is presented with this technical note to meet the continuing demand for these measures of labor force entry and separation as well as for measures of occupational separation to be used in estimating occupational replacement needs. Another important use of the table is in court proceedings involving loss of earning capacity through death or disability.

The present table must be regarded as preliminary because the two critical variables, the 1960 death rates and labor force participation rates (percent of the population of each age who are working or looking for work) may be subject to minor modification on the basis of later tabulations. However, the final table will not be greatly different.

This article describes the major assumptions and the meaning and method of computation of each column shown in the table. In common with the conventional life table, the table of working life for men begins with an initial group of 100,000 born alive and follows it through life, subject to a pattern of attrition determined by a specified set of mortality rates. Since the focus here is on the span of working life, the table begins with age 14, the age at which labor force measurement begins in the United States. Beginning at that age, the life table population is also subject to two other factors: the probability of accession to and of separation from the labor force each year. Precise measurement of labor force "births" or "deaths" is not feasible with presently available information, if only because labor force status of an individual may change a number of times, especially during the marginal or intermittent employment period at both ends of the age scale.

However, for purposes of work-life table construction, the solution turns out to be conceptually and technically straightforward. Net changes in labor force activity by men in successive ages are used as a basis for estimating entries and withdrawals, with accessions and separations being derived from differences in successive worker rates. Thus, under a given pattern of worker rates for a specified period of time, a cohort of male workers 60 years of age would acquire the lower worker rates of persons aged 61 as they become 1 year older. From the difference in successive worker rates in combination with mortality data, it is possible to derive the probabilities of separation due either to death or retirement—the latter term being used to cover all exits from the labor force for causes other than death.

The following is a very brief description of each of the columns appearing in the accompanying table. Some of the functions normally included in the standard life table, e.g., q_x —the mortality rates, l_x —number living at the beginning of the age, and d_x —number dying, are omitted in the interest of compactness. They can readily be derived from the table and a description can be found in any standard life table.

(1) Year of age (x to x+1)

All of the variables in the table are expressed in terms of the exact birthday (x) or of the interval between successive birthdays (x to x+1), in accordance with standard life table practice.

(2) Number living in year of age (L_x)

This is the "stationary population" or number of persons who would be living in any age interval under the assumption of 100,000 live births annually, subject throughout life to the specified

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¹ For an extensive description of working life patterns and a detailed exposition of techniques used in the preparation of tables of working life, see *Tables of Working Life: Length of Working Life for Men* (BLS Bulletin 1001, 1950). Abridged tables of working life for men in 1950 were published in the *Monthly Labor Review* for March 1955 (pp. 297-300).

mortality rates. Under these fixed conditions, if births were distributed evenly throughout each year and if there were no migration, a census taken at any time would show no change in either the total population or the number of persons in each age interval. The 1960 mortality data are from life tables prepared by the National Office of Vital Statistics.

(3) Percent of population in labor force in year of age (w_x)

The worker rate has the same critical relationship to the estimates of work-life expectancy as the mortality rate has to total life expectancy. Unlike the mortality function which describes a rate during a specified time interval, the worker rate is based on a cross section as of a given point in time.

For the 1960 table, the worker rates were derived from those for 2-year age groups from 14 to 20, 5-year groups from 20 to 70, and for the age group 70 years and over published in the *Monthly Report on the Labor Force* for April 1960. These data were adjusted to incorporate single year of age patterns for ages 14-24 and 60-69, 5-year patterns for ages 70-84, and those for age 85 and over from the 1960 decennial census. All of the rates were adjusted to reflect the total labor force including the Armed Forces overseas and the total population including persons in institutions.

(4) Number in labor force in year of age (Lw_x)

This is the "stationary labor force" similar in concept to the stationary population and shows the number in labor force status in each year of age under conditions of labor force participation prevailing in the reference year.

(5) Accessions to labor force ($1,000 A_x$)

This column shows the net accessions to the life table labor force per 1,000 population between successive years of age. It is calculated from successive increases in the stationary labor force figures up to the point at which the worker rate reaches a peak, after accounting for losses to the labor force due to death during the year:

Thus:

$$1,000 A_x = \frac{Lw_{x+1} + Lw_x(Q_x - 1)}{L_x}$$

(6) Probability of separations due to all causes ($1,000 Q_x^s$)

The probability of separation is defined as the net separations from the life table labor force between successive ages of those in the stationary labor force in the base year. The annual probability of labor force separations for persons in the labor force in a given year of age is computed as a ratio of the difference between the stationary labor force in successive years to the labor force in the base year:

$$1,000 Q_x^s = \frac{Lw_x - Lw_{x+1}}{Lw_x}$$

For the younger ages prior to the point where the worker rate reaches a peak, the assumption is that net separations are due entirely to death:

$$1,000 Q_x^s = \frac{L_{x+1} - L_x}{L_x}$$

(7) Probability of separations due to death ($1,000 Q_x^d$)

(8) Probability of separations due to retirement ($1,000 Q_x^r$)

In deriving the probabilities of separation due to death or retirement after the point where the worker reaches a peak, it was assumed, in the absence of differential mortality rates separately for workers and nonworkers, that the age-specific death rates for men in the labor force approximated those for the population as a whole. The probability of death is defined as the ratio of the number of separations from the labor force because of death during a year to the number of persons in the stationary labor force at the beginning of the year. On the assumption that retirements are distributed evenly within each year of age, the average person retiring is exposed to death, as a worker, for only half a year. The total number of workers exposed to death during the year would then be the number at the beginning of the year less half of those retiring.

Knowing $Q_x = \frac{L_x - L_{x+1}}{L_x}$ and the separation rate

$$Q_x^s = \frac{Lw_x - Lw_{x+1}}{Lw_x}$$

we solve algebraically to get

$$Q_x^d = \frac{Q_x(2 - Q_x^s)}{2 - Q_x} \text{ and}$$

$$Q_x^r = Q_x^s - Q_x^d$$

TABLE OF WORKING LIFE: MALES, 1960

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Year of age	Number living of 100,000 born alive			Accessions to the labor force (per 1,000 in population)	Separations from the labor force (per 1,000 in labor force)			Average number of remaining years of—	
	In population	In labor force			Due to all causes	Due to death	Due to retirement	Life	Labor force participation
		Number	Percent of population						
x to x+1	L _x	Lw _x	w _x	1000 A _x	1000 Q _x ^a	1000 Q _x ^d	1000 Q _x ^r	⁰ e _x	⁰ ew _x
	(In year of age)			(Between years of age)			(At beginning of year of age)		
14.....	96,102	14,800	15.4	52.0	0.9	0.9		55.2	48.3
15.....	96,020	19,780	20.6	119.9	1.1	1.1		54.2	47.3
16.....	95,918	31,269	32.6	143.8	1.2	1.2		53.3	46.3
17.....	95,800	45,026	47.0	177.8	1.4	1.4		52.3	45.4
18.....	95,666	61,992	64.8	116.8	1.5	1.5		51.4	44.4
19.....	95,523	73,075	76.5	63.9	1.5	1.6		50.5	43.5
20.....	95,374	79,065	82.9	33.9	1.7	1.7		49.6	42.6
21.....	95,211	82,167	86.3	26.0	1.8	1.8		48.6	41.6
22.....	95,039	84,490	88.9	18.9	1.8	1.8		47.7	40.7
23.....	94,865	86,137	90.8	14.0	1.8	1.8		46.8	39.8
24.....	94,692	87,306	92.2	11.0	1.8	1.8		45.9	38.9
25.....	94,526	88,193	93.3	9.0	1.8	1.8		45.0	37.9
26.....	94,360	88,887	94.2	8.0	1.7	1.7		44.1	37.1
27.....	94,197	89,487	95.0	7.0	1.7	1.7		43.1	36.0
28.....	94,033	89,990	95.7	5.9	1.7	1.7		42.2	35.1
29.....	93,869	90,396	96.3	5.0	1.8	1.8		41.3	34.2
30.....	93,697	90,699	96.8	2.0	1.9	1.9		40.4	33.2
31.....	93,522	90,716	97.0	1.0	1.9	1.9		39.4	32.3
32.....	93,341	90,634	97.1	1.0	2.0	2.0		38.5	31.4
33.....	93,151	90,543	97.2	1.0	2.2	2.2		37.6	30.4
34.....	92,948	90,438	97.3		3.4	2.4	1.0	36.7	29.5
35.....	92,728	90,132	97.2		3.6	2.5	1.1	35.7	28.6
36.....	92,493	89,811	97.1		3.8	2.8	1.0	34.8	27.7
37.....	92,238	89,471	97.0		4.0	3.0	1.0	33.9	26.8
38.....	91,960	89,109	96.9		4.3	3.3	1.0	33.0	25.9
39.....	91,659	88,726	96.8		4.7	3.6	1.1	32.1	25.0
40.....	91,326	88,312	96.7		5.0	4.0	1.0	31.2	24.1
41.....	90,964	87,871	96.6		5.4	4.4	1.0	30.3	23.2
42.....	90,568	87,398	96.5		5.9	4.8	1.1	29.5	22.3
43.....	90,131	86,886	96.4		6.3	5.3	1.0	28.6	21.4
44.....	89,654	86,337	96.3		7.1	6.1	1.0	27.7	20.6
45.....	89,106	85,720	96.2		7.5	6.4	1.1	26.9	19.7
46.....	88,534	85,081	96.1		9.2	7.1	2.1	26.0	18.8
47.....	87,904	84,300	95.9		10.0	7.9	2.1	25.2	18.0
48.....	87,206	83,456	95.7		12.0	8.9	3.1	24.4	17.2
49.....	86,428	82,452	95.4		13.8	9.6	4.2	23.6	16.4
50.....	85,566	81,316	95.0		16.4	11.2	5.2	22.8	15.6
51.....	84,637	79,982	94.5		18.6	12.4	6.2	22.1	14.8
52.....	83,591	78,492	93.9		20.8	13.4	7.4	21.3	14.0
53.....	82,468	76,860	93.2		22.8	14.3	8.5	20.6	13.3
54.....	81,283	75,105	92.4		25.1	15.4	9.7	19.9	12.6
55.....	80,020	73,218	91.5		27.0	16.2	10.8	19.2	11.9
56.....	78,717	71,239	90.5		28.3	17.3	11.0	18.5	11.2
57.....	77,344	69,223	89.5		32.1	18.8	13.3	17.8	10.5
58.....	75,881	67,003	88.3		35.2	20.6	14.6	17.1	9.8
59.....	74,306	64,646	87.0		41.1	22.9	18.2	16.4	9.1
60.....	72,588	61,990	85.4		47.8	24.7	23.1	15.8	8.5
61.....	70,774	59,026	83.4		54.0	26.8	27.2	15.2	7.8
62.....	68,849	55,837	81.1		61.8	29.0	32.8	14.6	7.2
63.....	66,820	52,387	78.4		87.3	30.8	56.5	14.0	6.7
64.....	64,699	47,813	73.9		263.7	29.6	234.1	13.4	6.1
65.....	62,533	35,206	56.3		170.1	34.1	136.0	12.8	6.3
66.....	60,246	29,219	48.5		122.5	37.6	84.9	12.3	7.0
67.....	57,879	25,640	44.3		98.4	41.0	57.4	11.8	7.1
68.....	55,438	23,118	41.7		102.6	44.1	58.5	11.2	7.0
69.....	52,923	20,746	39.2		106.4	46.8	59.6	10.7	6.7
70.....	50,374	18,538	36.8		111.7	50.8	60.9	10.2	6.4
71.....	47,733	16,468	34.5		116.5	54.6	61.9	9.8	6.1
72.....	45,046	14,550	32.3		121.5	58.5	63.0	9.3	5.9
73.....	42,325	12,782	30.2		129.7	62.5	67.2	8.8	5.6
74.....	39,586	11,124	28.1		133.6	68.5	65.1	8.4	5.3
75.....	36,785	9,638	26.2		145.2	71.7	73.5	8.0	5.1
76.....	34,047	8,239	24.2		152.3	77.1	75.2	7.5	4.8
77.....	31,320	6,984	22.3		164.1	82.8	81.3	7.1	4.6
78.....	28,617	5,838	20.4		173.3	89.4	83.9	6.7	4.3
79.....	25,946	4,826	18.6		190.8	99.6	91.2	6.3	4.1
80.....	23,245	3,905	16.8		200.8	105.5	95.3	6.0	3.9
81.....	20,669	3,121	15.1		220.4	115.0	105.4	5.6	3.7
82.....	18,159	2,433	13.4		243.3	125.6	117.7	5.3	3.6
83.....	15,734	1,841	11.7		256.9	139.1	117.8	5.0	3.6
84.....	13,408	1,368	10.2		265.4	140.4	125.0	4.7	3.6
85 years and over...	55,525	4,386	7.9					4.5	3.6

(9) Average number of remaining years of life (\dot{e}_x)

The total life expectancy function is identical with that shown in the conventional life tables and is computed by dividing the cumulative man-years of life in the given year and all succeeding years (T_x) by the number living at the beginning of the age (l_x). The population living at the beginning of the age (l_x) was derived by consecutive subtractions of the number of deaths as described in (2) from the 100,000 assumed to be born alive.

The formula used is:

$$\dot{e}_x = \frac{\sum_{x=n}^{\infty} L_x}{l_x} = \frac{T_x}{l_x}$$

(10) Average number of remaining years of working life ($\dot{e}w_x$)

This function for ages older than the age at which the worker rate reaches a peak was similarly derived by dividing the cumulative man-years in the labor force in the given year and all succeeding years by the number in the labor force at the

beginning of the age (lw_x). The labor force at the exact age interval was estimated by linear interpolation from corresponding Lw_x values on the assumption of an even distribution of deaths and retirements within each year of age.

The formula used is:

$$\dot{e}w_x = \frac{\sum_{x=n}^{\infty} Lw_x}{lw_x} = \frac{T_{w_x}}{lw_x}$$

Since work-life expectancy has been defined in these tables as the average number of years of working life remaining to a group of persons *in the labor force* at a given age, a modification of the above formula is needed for the younger ages to eliminate the effect of entries into the work force in the following years. For this purpose, Lw_x values at the younger ages were estimated by applying the maximum labor force participation rate to all ages younger than the age at which the maximum rate was attained. This assumes, for example, that no one in the labor force at age 14 would leave the force until after the age when the labor force rates begin to decline unless he died.

Significant Decisions in Labor Cases*

Labor Relations

Superseniority. In a unanimous decision, the U.S. Supreme Court upheld¹ a finding of the National Labor Relations Board that a struck company committed an unfair labor practice by awarding 20 years of extra seniority to strike replacements and employees who returned to work during the strike, even if the company's action was motivated by a legitimate business purpose. The Board had refused to accept evidence supporting the company's argument that granting of additional benefits was necessary to keep its operations going during the strike.

During a strike following an impasse in contract negotiation, the company notified the union members that it intended to begin hiring replacements and that strikers would retain their jobs until replaced. It assured replacements that they would not be laid off or discharged after the strike and subsequently granted 20 years' seniority, for layoff purposes only, to replacements and strikers who returned to work. The strike eventually collapsed as increasing numbers of strikers returned to work, and the company reinstated those strikers whose jobs had not been filled. A substantial number of employees resigned from the union.

The union subsequently filed an unfair labor practice charge with the National Labor Relations Board, which held, without finding on the employer's intent, that the granting of superseniority violated the guarantees of section 8(a) (1) and (3) of the Labor Management Relations Act that employees shall not be discriminated against for engaging in protected concerted activities. The employer had argued that its overriding purpose in granting additional seniority was to keep its plant open and that business necessity justified its conduct. It was further argued that the right to grant extra seniority was a corollary to the recognized right of employers to replace strikers.²

In the Board's view, granting of superseniority was distinguishable from replacement of strikers in that the latter affects only employees replaced, whereas the former affects the tenure of all strikers. Unlike the replacement of strikers, the Board had said, superseniority creates a cleavage in the plant continuing long after the strike is ended. "Employees are henceforth set apart into two groups: Those who stayed with the union . . . and those who returned before the end of the strike and thereby gained extra seniority. This difference is reemphasized with each subsequent layoff . . . and stands as an ever-present reminder of the dangers connected with striking and with union activities in general." The Board concluded that even if the business purpose alleged by the company were indeed its true principal purpose, it was not sufficient to justify the granting of superseniority.

The court of appeals denied the Board's petition for enforcement, but its decision was reversed by the Supreme Court. Speaking for the Court, Justice White endorsed the Board's conclusion that superseniority has a greater impact on union activities than the replacement of strikers which has been declared to be lawful. He emphasized the importance of the strike as an economic weapon and the necessity of protecting that weapon from undue interference. He pointed out that the weighing of the complex interests involved here was within the competence of the Board and that its findings were supported by substantial evidence. The Board could, therefore, properly decline to consider evidence as to whether the employer's actions were motivated by the claimed business purpose.

Uncertain if the Court intended to hold that the Board could disregard the employer's motive in any case involving superseniority, Justice Harlan concurred in this case that the Board was justified in striking down the 20-year superseniority without examining evidence as to the employer's

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *NLRB v. Erie Resistor Corp.*, 53 LRRM 2121 (May 13, 1963). For a summary of the NLRB decision, see *Monthly Labor Review*, October 1961, p. 1111.

² *NLRB v. Mackay Radio and Telephone Co.*, 304 U.S. 333 (1938).

business motive. He believed, however, that under some circumstances, such examination by the Board might be necessary, including, for example, the granting of extra seniority for considerably shorter periods of time.

Railway Labor Act

Union Dues. The U.S. Supreme Court held³ that under union shop agreements protected by the Railway Labor Act, unions may not exact funds from employees for political purposes over the employees' express objection. The Court also said that it was not necessary for an employee to allege and prove each distinct political expenditure to which he objected, so long as his opposition to any political expenditures is made known to the union.

When the union shop agreement went into effect, certain employees refused to pay periodic dues, initiation fees, and assessments uniformly required as a condition of acquiring or maintaining membership in the union. They brought an action in a North Carolina court, seeking to enjoin enforcement of the union shop agreement because of alleged expenditures by the unions for political purposes which they disapproved. The court prohibited the union from compelling employees to join its ranks or to pay any of the union fees, but provided that the injunction would be modified appropriately when the union had shown what proportion of these funds was reasonably necessary and relevant to collective bargaining.

The Supreme Court, in accordance with its decision in *International Association of Machinists v. Street*,⁴ agreed that it was improper for unions under a union shop agreement to use exacted funds for political purposes where employees affirmatively protest such expenditures. On the other hand, it concluded that the State trial court had erred in permitting employees to withhold all payments to the union pending a showing by the union as to the proportion representing political expenditures. As the Court suggested in the *Street* case, the employees were obliged, as a

condition of continued employment, to make payments to their unions, though they might seek injunctive relief against expenditures which they opposed and restitution of that portion of payments made to the unions which had already been wrongly expended.

The Supreme Court went beyond the remedies outlined in the *Street* case and suggested a refund to employees of exacted funds in the same proportion that union political expenditures bore to total union expenditures, and a similar reduction of future demands. The Court noted that the unions bear the burden of proof as to the size of the proportion since they are in the possession of financial records. The Court also took note of the difficulty involved in solving these problems through court action and suggested that unions work out internal procedures excusing dissenters from assessments to the extent that they will be used for political purposes. Nevertheless, the Court indicated that it could fashion a judicial remedy if necessary.

Justice Harlan, while agreeing with the Court in its reversal of the State court decision, believed that union members objecting to political expenditures should be required to specify the particular payments which they oppose.

Antistrike Injunction. The U.S. Supreme Court ruled⁵ that a railroad union was properly enjoined from striking in support of its interpretation of the National Railroad Adjustment Board's award of backpay to a discharged employee.

The railroad company dismissed an employee for allegedly assaulting other employees; the employee's union protested. When grievance procedures failed to resolve the dispute and the union threatened to strike, the employer submitted the matter to the National Railroad Adjustment Board. The Board sustained the employee's claim, but a controversy arose subsequently as to whether the Board ruling had awarded the employee total backpay or whether the employer could deduct the amount the worker had earned elsewhere during the period of his dismissal. The union continued to threaten a strike; after the Board turned down the employer's request for clarification of the award, he obtained injunctive relief from a Federal district court. The court held that, under the Railway Labor Act, the union could not legally strike to enforce its interpretation

³ *Brotherhood of Railway and Steamship Clerks v. Allen* 53 LRRM 2128 (May 13, 1963).

⁴ 367 U.S. 740 (1961); for summary, see *Monthly Labor Review*, September 1961, pp. 998-999.

⁵ *Brotherhood of Locomotive Engineers v. Louisville and Nashville Railroad Co.*, 52 LRRM 2944 (April 29, 1963).

of the Board's money award, but should instead seek judicial enforcement provided by the act.

Justice Stewart, speaking for the majority, concluded that the grievance procedures set forth in the act were a "mandatory, exclusive, and comprehensive system for resolving grievance disputes," and that a party cannot defeat it by resorting to another forum or by striking in order to enforce its interpretation of a Board ruling. He noted that in *Trainmen v. Chicago R. & I.R.R. Co.*,⁶ the Court held that a strike called by the union while Board hearings on a grievance were in progress violated those provisions of the act which make minor dispute procedures compulsory on both parties. He saw no distinction between a strike to compel compliance with a Board ruling and a strike to enforce union demands while Board hearings were pending.

Justice Stewart noted that this case involved a monetary award and, therefore, was not final and binding under the act. He pointed out that the act specifically provides that suits may be instituted in Federal district courts to enforce such awards. Board findings are regarded as prima facie evidence of the facts stated in the complaint. He concluded that a strike in this instance would be no less destructive of the statutory procedures than a strike called while Board procedures were in progress.

Justices Goldberg, Douglas, and Black dissented. In his dissent, joined in by Justice Douglas, Justice Goldberg argued that the rationale of the *Chicago Railroad* case did not apply to this situation. In that case, the Court had concluded that a strike would interfere with a congressional intent to establish an exclusive and comprehensive system of compulsory arbitration for such disputes. Justice Goldberg pointed out that *Chicago Railroad* involved a nonmonetary award by the Railroad Adjustment Board. Such awards are final and binding under the act. The present case involved a monetary award, which is not final and binding. He, therefore, did not regard such awards as subject to this comprehensive system of compulsory arbitration.

Justice Goldberg regarded the majority's decision as contributing to an unfair imbalance in favor of carriers. He noted that unions are not permitted to appeal to the courts or strike if the Board denies their claim, whereas the employer

can seek a court trial on the merits if the union wins. He, therefore, regarded it as particularly unfair to deny the union in addition the right to strike for the purpose of enforcing a favorable Board monetary award.

Federal-State Jurisdiction

The Supreme Court held⁷ that State laws forbidding racial discrimination in hiring may be applied to interstate air carriers since they do not place an unconstitutional burden on interstate commerce and Federal law does not prevent such regulation.

Upon rejection of his job application by the airline, the petitioner filed a complaint with the Colorado Anti-Discrimination Commission alleging that the company had refused to hire him because he was a Negro. The Commission found that the airline had committed an unfair employment practice by refusing to select the petitioner solely because of his race, and ordered the airline to cease such discrimination and to offer the petitioner the first opening in its training school. The Supreme Court of Colorado affirmed the judgment of a lower State court setting aside the Commission's findings and dismissing the petitioner's complaint.

The argument that State regulation of interstate carriers relative to racial discrimination placed an undue burden on interstate commerce was founded on earlier decisions of the Court that have been overruled.⁸ The basis of this contention was that the subject must be free from differing schemes of regulation by the various States, and, if at all, it should be regulated uniformly by Congress. The earlier decisions, invalidating State laws concerning discrimination by interstate carriers, were based on the assumption that State laws requiring segregation and those forbidding it would otherwise both be valid, thus subjecting a carrier to conflicting State laws. Subsequent Supreme Court decisions,⁹ however, made it clear that this kind of burden could not exist. "Any State or Federal law," the Court

⁶ 353 U.S. 30 (1957)

⁷ *Colorado Anti-Discrimination Commission v. Continental Air Lines; Green v. Same* (U.S. Sup. Ct., Apr. 22, 1963).

⁸ *Hall v. De Cuir*, 95 U.S. 485 (1878); and *Morgan v. Virginia*, 328 U.S. 373 (1946).

⁹ *Brown v. Board of Education*, 347 U.S. 483 (1954); *Bolling v. Sharpe*, 347 U.S. 483 (1954); and *Bailey v. Patterson*, 369 U.S. 31 (1962).

said, "requiring applicants for any job to be turned away because of their color would be invalid."

In rejecting the argument that Federal law relating to racial discrimination in interstate commerce preempts State legislation in this field, the Court held that mere identity in purpose of Federal and State laws does not invalidate the State law. The Court then systematically examined the Federal regulation involved. Concededly, the Federal Aviation Act authorizes the Civil Aeronautics Board and the Federal Aviation Agency to prevent air carriers from subjecting any person to "any unjust discrimination." However, these agencies have not yet exercised the authority to prohibit racial discrimination by air

carriers, and as long as this power remains "dormant and unexercised," it does not preempt State legislation in the field, nor did Congress intend to bar such legislation.

Although the Railway Labor Act bars discrimination by unions against minority groups in employee representation and employer's assistance to unions in such discrimination, nothing in the act places a duty upon an employer to engage in fair employment practices.

The Court also disposed of a contention that the President's executive orders requiring non-discriminatory pledges in Government contracts preempts the subject, noting that this airline had no mail contract with the Government and would not be subject to those executive orders.

Chronology of Recent Labor Events

May 1, 1963

PRESIDENT JOHN F. KENNEDY announced that he had directed Secretary of the Interior Stewart Udall to conduct a review of safety regulations and practices in the coal industry, because of the loss of 59 lives in two recent mine disasters. (See also MLR, May 1963, pp. 560-561.)

May 3

ACCORDING to the U.S. District Court in Washington, D.C., the Railway Labor Act requires that employees have the chance to vote expressly for no collective bargaining representative in a representation election. The National Mediation Board had construed the act as forbidding such an express choice. The NMB maintained the rights of the majority are protected, because if only a minority of the employees in a craft or class return ballots, no representative is certified. The court held, however, that since the scope of the craft or class of employees is at the discretion of the NMB, the "no-union" choice is a necessary safeguard against arbitrary Board action. As a result of the suit—brought by the Association for the Benefit of Non-Contract Employees against the NMB—an election scheduled for the Railway Clerks and Machinists at United Airlines, Inc., was halted by injunction.

May 6

RATIFICATION of a 50-month Teamsters' union contract for 18,000 Montgomery Ward and Co. employees was announced, to provide increases averaging 9.8 cents the first year, 7.5 cents the second, and 5 cents in the third and fourth. A profit sharing plan (MLR, June 1963, p. 711), and improved health and welfare benefits which the union estimates will cost the company over \$3 million a year were among terms of the contract effective June 1. (See also pp. 832-833 of this issue.)

Later in the month, six Teamster locals ratified a 3-year contract with Motor Transport Labor Relations, Inc., and 500 independent truckers in eastern Pennsylvania, southern New Jersey, Delaware, and northern Maryland providing increases up to 57 cents in wages and fringes. Except for road drivers or platform men and helpers, all covered employees received wage increases of 43 cents an hour during the agreement's first year. Road drivers received 12 to 33 cents, depending on previous rates; platform men and helpers received 23 cents. (See also p. 833 of this issue.)

May 7

THE SEAFARERS' INTERNATIONAL UNION rejoined the International Transportworkers Federation after being suspended and subsequently resigning from the federation 2 years ago (Chron. item for Apr. 18, MLR, June 1961) in a dispute over the union's aid to British seamen revolting against the leadership in their own union. When the federation lifted its suspension, the Seafarers withdrew its resignation.

May 12

AGREEMENT was reached by the Amalgamated Clothing Workers and the nationwide Clothing Manufacturers Association on a 3-year contract for 125,000 workers valued at about 26 cents an hour. Wages, which averaged \$1.96½ an hour for a 40-hour week, are to be raised 17½ cents an hour on June 1. Health and welfare provisions include increases in disability benefits, hospital allowances (from \$18 to \$23 a day), incidental hospital expenses, and surgical payments. Employees with at least 1 year's service are to receive a third week of vacation. (See also p. 830 of this issue.)

May 13

A PRESIDENTIAL EMERGENCY BOARD appointed April 3 under the Railway Labor Act recommended gradual elimination of the jobs of most diesel locomotive firemen in freight and yard service, except where elimination would jeopardize safety or unreasonably burden other employees. (See also Chron. item for Mar. 4, MLR, May 1963.)

ENGINEERS on the nuclear ship Savannah, represented by the Marine Engineers' Beneficial Association, were paid off and dismissed by States Marine Lines, which has operated the ship under contract. The following day, Secretary of Commerce Luther H. Hodges announced the ship would not sail for 4 to 6 months while new engineers were trained, to replace those involved in the long-standing labor dispute (Chron. item for Aug. 12, MLR, Oct. 1962.)

THE U.S. Supreme Court held that employees covered by a union shop agreement under the Railway Labor Act are not required to pay that part of their dues used for political purposes to which they object. The case was *Railway and Steamship Clerks v. Allen*. (See also p. 825 of this issue.)

REVERSING a U.S. court of appeals decision in the *Erie Resistor* case (Chron. item for May 15, MLR, July 1962), the U.S. Supreme Court ruled that an employer violated the Labor Management Relations Act by offering 20-year seniority credit for determining layoffs to new employees hired as strikebreakers or to strikers returning to work. The Court held that since the National Labor Relations Board found that the "consequences upon employees'

rights" outweighed the employer's claimed lawful business purpose, it need not consider his motive. (See also p. 824 of this issue.)

GEORGE M. HARRISON retired as president of the Railway Clerks at the organization's 22d convention in Los Angeles to the newly created advisory post of chief executive. (See also p. 837 of this issue.)

May 14

IN *Locomotive Firemen v. Southern Ry. Co.*, the U.S. District Court for the District of Columbia ruled that past practice of operating locomotives with a fireman or helper established a working condition within the meaning of Sec. 6 of the Railway Labor Act. The railroad may not modify this practice until the National Railroad Adjustment Board so rules under existing contract provisions relating to the employment of firemen. The carrier had contended that the contract requires only that it "endeavor to man . . . trains with firemen currently in the seniority ranks. Or in other words, if firemen are not available, the railroad may operate without firemen."

A 4-YEAR CONTRACT providing a \$65 minimum for a 35-hour workweek for 5,000 nonmedical employees of the Metropolitan New York Nursing Home Association was signed with the Building Service Employees' International Union. The contract also provided in the first year \$6 to \$15 weekly increases and \$3 increases in each subsequent year, with additional improvements in meals, vacations, pensions, sick leave, and holidays. (See also p. 833 of this issue.)

May 15

THE INTERNATIONAL ASSOCIATION OF MACHINISTS announced ratification by a 14,205 to 4,688 vote of a 3-year contract with the Boeing Co. for 40,000 production and maintenance workers. Wage increases from 11 to 14 cents an hour are included, retroactive to September 16, 1962, and 5 to 9 cents on September 16 of 1963 and 1964. Changes in the performance rating system (which provides that employees with lowest ratings are laid off first) are to protect workers whose jobs are downgraded. Union security and job evaluation provisions are also included in the contract.

THE SELECTION of trial examiner Arthur Leff as Chief Counsel for the National Labor Relations Board was announced. Mr. Leff succeeds Arnold Ordman, who resigned to become NLRB General Counsel. (See Chron. item for Apr. 24, MLR, June 1963.)

AT ITS QUARTERLY Executive Council meeting in St. Louis, the AFL-CIO resolved to oppose tax cuts not concentrated among low and middle income taxpayers, asked for Federal aid for urban renewal and other building programs, announced plans for coordinated organizing in the Washington-Baltimore area, and established a committee to study use of union funds for urban renewal projects. (See also p. 836 of this issue.)

May 18

UNDER THE Federal Salary Reform Act of 1962 (Chron. item for Oct. 11, MLR, Dec. 1962) and Executive Order 11073, the Civil Service Commission increased minimum salary rates and rate ranges for Internal Revenue agents and accountants. The minimum and maximum rates for affected grades are GS-5, \$5,525 to \$6,965; GS-6, \$5,885 to \$7,415; GS-7, \$6,280 to \$7,945; GS-8, \$6,705 to \$8,550; and GS-9, \$7,125 to \$9,150. The new starting rates range from \$450 (for GS-9) to \$1,035 (for GS-8) above regular rates for these grades.

May 21

A PRESIDENTIAL MEMORANDUM set out standards of conduct for employee organizations and a code of fair labor practices for the Federal service. This extended the policy of encouraging recognition of unions set forth in Executive Order 10988 (Chron. item for Jan. 17, MLR, Mar. 1962). Employee organizations are to be recognized only if they subscribe to provisions which call explicitly for democratic procedures, the exclusion of Communists from office, the prohibition of conflict of interest on the part of officers, and fiscal integrity. Unfair practices prohibited to management include abridging the exercise of rights guaranteed in the Executive order, encouraging or discouraging membership through discrimination, controlling an employee organization, disciplining an employee because of compliance with the order or the code, refusing to recognize a qualified organization, and refusing to bargain. Employee organizations are prohibited from interfering with or attempting to induce management to interfere with the rights assured by the order, coercing or disciplining any member in hindrance of the discharge of his duties as a Federal employee, striking, discriminating because of race, color, creed, or national origin. Although it became effective immediately, the order allowed 6 months for agencies to adopt needed procedures. (See also pp. 835-836 of this issue.)

The President also requested the Civil Service Commission to develop "regulations, standards, and procedures" for Federal agencies to withhold union dues from pay checks of employees authorizing such deductions. The cost is to be paid by the employee organization, and the program is to be operative by January 1, 1964. (See also p. 836 of this issue.)

May 23

A MINIMUM WAGE in the machine tools industry of \$1.65 an hour for blueprint machine operators and draftsmen and \$1.80 for employees in other occupations took effect for contracts covered by the Walsh-Healey Act. There was no previous determination made specifically for the industry. No provision was made for learners.

May 25

PRESIDENT KENNEDY appointed a 12-member panel authorized by the Labor Management Relations Act to advise the director of the Federal Mediation and Conciliation Service. The panel has been dormant since the early 1950's. (See also p. 836 of this issue.)

Developments in Industrial Relations*

Wages and Collective Bargaining

Apparel. On May 12, 1963, the Amalgamated Clothing Workers, representing 125,000 workers, and the Clothing Manufacturers Association of the United States, representing 700 manufacturers of men's and boy's clothing across the country, announced agreement on a 3-year contract which the employers estimated would cost 26 cents an hour. The settlement called for a 17½-cent-an-hour wage increase effective June 1; health and welfare improvements, also effective June 1, which include higher disability benefits, an increase in the hospital room allowance to \$23 from \$18 a day, an increase in incidental hospital benefits, and a higher surgical fee schedule; and effective in 1964, a third week of vacation (4 additional days during Christmas week) for employees with more than 1 year of service. The preceding wage increase for these workers was 17½ cents effective on June 1, 1960. Among the union's initial demands were a reduction in the workweek from 40 to 35 hours (with no loss in pay) and a 25-cent-an-hour increase.

The International Ladies' Garment Workers' Union and Maidenform, Inc., on May 14 announced a plan designed to insure that any expansion in company production in Puerto Rico will not be at the expense of current jobs on the mainland. If demand remains stable, the company will not cut the number of production workers below the March 16, 1963, level (job vacancies from attrition will be filled). If production falls below the March 16, 1963, level, job reduction will be equal on the mainland and the island, and any increase in production can be allocated to Puerto Rico so long as the number of mainland jobs does not fall below the March 16, 1963, level. The agreement covers 2,500 workers in plants in Bayonne and Perth Amboy, N.J., Princeton, Clarksburg, and Huntington, W. Va., and in Puerto Rico.

New rules adopted by the ILGWU Supplementary Unemployment-Severance Benefit Fund raised by 50 percent weekly benefits for workers who remain unemployed more than 26 weeks and provided a new lump-sum payment for those who remain unemployed a full year. These lump-sum-payments, ranging from \$12.50 to \$400, are the same as those paid when firms go out of business. Weekly benefit rates were not changed for the first 26 weeks of unemployment (\$12.50 to \$25) or for workers having at least 9 years' service with an employer who goes out of business (3 weeks' benefits for each year of employment). The fund, covering approximately 412,000 workers, is the only national severance pay fund which compensates workers losing their jobs because of business failure.

The United Hatters, Cap and Millinery Workers, representing approximately 1,000 workers, and the John B. Stetson Co. of Philadelphia, agreed May 14 on a contract providing inequity adjustments ranging from 7 to 20 cents an hour to some 400 workers, a third week of vacation (4 additional days to be taken in the Christmas-New Year season) for all workers with 10 years' seniority, an eighth paid holiday, and pay for jury duty.

Footwear. J. F. McElwain Co. of Manchester and Nashua, N.H., and the New Hampshire Shoe Workers Union (Ind.), representing about 2,500 employees, reached agreement in mid-April on a 2-year contract. Major improvements included a 3-cent general wage increase and an increase in the minimum wage to \$1.25 an hour, retroactive to April 1, 1963, with funds allocated for future wage adjustments to lower classified jobs; a ninth paid holiday; an increase in weekly sickness and accident benefits (from \$25 to \$30) and daily hospitalization allowances (from \$15 to \$18), with the duration of hospital benefits doubled, to 120 days.

Metalworking. The Omaha works of the Western Electric Co. and Local 1974 of the International Brotherhood of Electrical Workers negotiated a 1-year extension of their contract due to expire May 12 that provided 6- to 12-cent-an-hour wage increases (averaging nearly 9 cents) effective

*Prepared in the Division of Wage Economics, Bureau of Labor Statistics on the basis of currently available published material.

May 13 for 3,500 workers. Negotiations continued on health insurance, pensions, holidays, and vacation schedules. Later in the month, the union rejected an employer offer to establish a jointly financed hospital-surgical-medical plan, with increased death benefits for retired employees and a liberalized major medical plan. A contract reached in April between the company and the Communications Workers for telephone equipment installers had provided a 90-day reopener on these same issues, which will also be subject to negotiation between the CWA and Bell System affiliates of American Telephone and Telegraph Co. this summer.¹

In mid-April, the Kohler Co. of Kohler, Wis., and the United Automobile Workers negotiated a general 3-percent wage increase under a quarterly wage reopening clause for 2,500 employees, retroactive to April 8; skilled workers received an additional 3 percent. The increases ranged from 5 to 14 cents an hour, according to a union spokesman.

The Gibson Refrigerator Division of the Hupp Corp. and the United Automobile Workers reached an agreement that halted a move of the plant from Greenville, Mich., to northern Mississippi, reportedly planned by the company to reduce costs. The agreement—ratified by the union membership on May 27—extends to November 2, 1965, the wage scales which are now in effect under a contract due to expire November 2, 1963, and increases severance pay from \$30 to \$45 per year of service. The union agreed to cooperate with management to raise productivity and lower costs, and the company agreed to give 6 months' notice of intention to move after termination of the contract. The workers earlier rejected various proposals for reductions in wages and supplementary benefits. Over 17 percent of Greenville's 7,400 inhabitants are employed at the Gibson plant. The agreement also affected a smaller air-conditioner plant at Belding, Mich.

A 3-year contract between Cutler-Hammer, Inc., of Milwaukee and the International Association of Machinists, representing about 2,400 workers, was ratified by union members on May 3. The settlement provided a 9-cent-an-hour wage increase immediately and a 3-percent increase after 18 months. Length-of-service requirements for vacations were reduced from 25 to 20 years for 4 weeks effective immediately, and from 15

to 10 years for 3 weeks effective in the next vacation period. Holiday and pension provisions were also improved.

Automatic cost-of-living increases amounting to 1 cent an hour were put into effect in late May or early June for about 950,000 workers, as a result of the Bureau of Labor Statistics Consumer Price Index for April of 106.2 (1957-59=100). Of these, 800,000 are employed in the automobile and automotive parts industries. Others include some 50,000 workers in the farm equipment industry and 75,000 in the aerospace industry.

Other Manufacturing. In mid-April, the International Woodworkers of America and five lumber firms represented by the Timber Products Manufacturers Association negotiated a 10-cent-an-hour wage increase retroactive to April 1 for 700 workers in Spokane, Wash., and Coeur d'Alene and Sandpoint, Idaho. The agreement extended existing contracts to June 1, 1964.

The Chicago Lithographers Association and the Amalgamated Lithographers (Ind.) agreed in May on a 3-year contract affecting about 5,000 employees. The contract provided a \$3-a-week increase effective August 1, 1963, and additional increases of 3½ percent on May 1 of 1964 and 1965. Employees will receive 4 weeks' vacation after 1 year of service (rather than after 25 years, as in the previous agreement). The employer has the option, however, of (1) paying for the fourth week in lieu of time off or (2) giving the week off a day or two at a time. Employers' contributions to the health and welfare fund will be increased to \$5 a week from \$4.50 on May 1, 1964, and to \$5.50 on May 1, 1965. Contributions for the lithographic technical and training school were also increased to \$2 a week from \$1.50 effective May 1, 1963, and to \$2.50 a year later.

Merck and Co., Inc., and the Oil, Chemical and Atomic Workers Union, representing approximately 2,600 workers at three plants in Pennsylvania and New Jersey, reached agreement on 8- to 10-cents hourly wage increases effective May 1. The agreement was reached under a reopener of a contract expiring in May 1964.

Construction. As bargaining in the construction industry neared its peak for the year, a number of major settlements were reported.

¹ See *Monthly Labor Review*, June 1963, p. 713.

Carpenters. A \$1-an-hour wage increase spread over 5 years and 5 cents an hour for the health and welfare fund were provided for about 5,000 carpenters in the Boston area. The previous scale was \$3.85 an hour plus 25 cents an hour in contributions for supplementary benefits.

Increases of 10 cents an hour in wages and in health and welfare contributions for carpenters engaged in bridge and highway construction in upstate New York are retroactive to January 1, 1963, and a 20-cent wage increase goes into effect in January 1964. The previous scale was \$3.95 an hour plus 10 cents in contributions to the welfare and health fund.

Increases in wage scales of 14½ cents an hour on May 1, 1963, and 15 cents on May 1 of 1964 and 1965, plus a ½-cent increase in contractors' contributions to the union's apprentice training fund, were agreed to in a 3-year contract for about 4,500 carpenters in the Denver area. The previous scale was \$3.97 an hour and contributions to the training fund were one-half cent an hour.

Eight thousand carpenters in the Philadelphia area received a 10-cent-an-hour increase effective May 1, 1963, with 15 cents more due May 1, 1964. Contributions of 7 cents an hour for a pension fund and 3 cents for welfare were effective May 1, 1963.

Laborers. Increases of 15 cents on May 1 of 1963, 1964, and 1965 are to go to 7,500 building laborers in the Philadelphia area. The previous scale was \$2.70 plus 25 cents for supplementary benefits.

About 15,000 laborers in the Chicago area are to receive a 12½-cent-an-hour wage increase effective June 1, 1963, and 17½ cents effective June 1, 1964, and a pension plan is to be established with employer contributions of 7½ cents an hour from June 1, 1963, rising to 10 cents on June 1, 1964. The previous scale was \$3.22½ plus a 7½-cent contribution to the health and welfare fund.

Painters. On May 15, wages for about 3,500 painters in the Detroit area were increased 10 cents an hour and contributions to the vacation fund were increased 5 cents an hour. The previous scale was \$3.70 an hour plus 40 cents for benefits. The union reduced rates for weekend industrial repainting work from November through April from time and one-half for all weekend hours to 7 hours' work for 8 hours' pay.

Steamfitters. Wage increases of 10 cents an hour effective in May 1963 and 25 cents in May 1964 and 1965 were negotiated for 2,200 steamfitters in the Philadelphia area. The union has the option to apply the increases to wages or fringe benefits. The previous scale was \$4.47 an hour plus 39½ cents for fringe benefits.

Sheet-Metal Workers. Effective June 1, 1963 and 1964, 20-cent-an-hour wage increases will go to 5,500 sheet metal workers in the Chicago area. Also included in the agreement were 2-cent-an-hour increases in contributions effective on the same dates to the health and welfare fund. The previous scale was \$4.45 an hour plus 25 cents for fringe benefits.

Multicraft Settlements. A 40-cent-an-hour package increase over 3 years was agreed to for 6,000 laborers, carpenters, hoisting engineers, iron workers, and cement masons in Peoria, Ill.

A 59-cent-an-hour package increase—39 cents in wages and 20 cents in fringes—over a 3-year period was negotiated for carpenters, laborers, and cement masons in the St. Louis area.

Theodore W. Kheel, in a report at a meeting on automation in New York City sponsored by the City Central Labor Council and the American Foundation on Automation and Employment, said that the shorter workweek negotiated in 1962 in the New York City electrical industry had created 800 to 1,000 jobs. Mr. Kheel had predicted that 1,600 jobs would be added; he attributed the smaller number to a decline in construction activity in New York City. Labor costs have been held in check by increasing the number of apprentices, staggering hours, lowering wage rates for residential maintenance and repair jobs, and stressing greater efficiency and productivity, he said.

Trade and Services. The Teamsters on May 6 ratified a 50-month contract with Montgomery Ward and Co. that will provide wage increases of about 27 cents an hour over the life of the contract. The first increases, averaging 9.8 cents, were retroactive to April 18. The agreement covered an estimated 18,000 employees in warehouses, retail stores, and mail-order houses, nearly one-fourth of Ward's 75,000 employees. Thirty-five locals were covered by the national settlement, which will be effective from June 1 until August 1,

1967. The contract also incorporated the recently approved company savings and profit-sharing plan,² which ties the company's contributions to its annual earnings.

A 2-year contract covering about 2,500 clerks in independent St. Louis food stores, and ratified May 12, provided a \$10-a-week wage increase over the term of the contract. The workers, represented by Local 655 of the Retail Clerks, got a \$3-a-week increase on May 1, effective date of the contract, and will receive \$2 on August 4, \$2 on May 1, 1964, and \$3 on September 14, 1964.

The Chicago Residential Hotel Association and the Building Service Employees' Union on May 15 signed a 3-year contract reducing the workweek from 45 hours in 6 days to 37½ hours in 5 days for about 4,000 employees outside the downtown area. The contract calls for a \$6-a-month wage increase on May 1, 1963, additional \$3-a-month increases in the remaining 2 years, and coverage of employees by a comprehensive medical program.

The Metropolitan New York Nursing Home Association and the Building Service Employees' Union on May 14 signed a 4-year contract affecting about 5,000 nonmedical employees. The contract provides \$65 minimum pay for a 35-hour workweek. Pay increases ranging from \$6 to \$15 a week the first year and additional \$3-a-week increases in each succeeding year were included, as well as meals and pension contributions of \$1 a week, to be increased to \$2 in 1965. Other benefits include improvements in vacations and holidays and an increase in sick leave.

Local 174 of the Meat Cutters union in New York City ratified a contract ending a 19-day strike. The union, representing about 3,500 employees of three wholesale meat associations, gained a 37½-hour week with no loss in pay in the third year of the contract. The shorter workweek had been the main source of controversy between the parties. A \$3-a-week wage increase in the second year and improved supplementary benefits were also provided.

Teachers and other professional people who appear as experts and not as entertainers on WNDT, an educational television station in New York City, voted 57 to 14 against the American

Federation of Television and Radio Artists in a union representation election, it was announced on May 21. The election was a condition of settlement of a strike by the union against the station in late 1962.³

The ballots were sent to 154 persons; 86 were returned and 15 of these were challenged. The election excluded staff announcers, specialists who appeared no more than twice in the past 6 months, and New York City public school teachers, who are represented by the United Federation of Teachers. On commercial television stations in the New York metropolitan area, AFTRA represents professional experts, together with performers, masters of ceremonies, and announcers.

Transportation. The Teamsters union reportedly reached agreement with Motor Transport Labor Relations, Inc., and other truckers on a 3-year contract covering about 30,000 employees in the Philadelphia area to replace one that expired December 31, 1962. The contract provided a 43-cent-an-hour increase for local cartage drivers, with 20 cents retroactive to January 1, 1963, an additional 10 cents effective July 1, 1963, and 13 cents effective January 1, 1964. Platform employees and helpers received a 20-cent-an-hour increase retroactive to January 1, 1963, and an additional 3 cents effective July 1, 1963. Provision was made for elimination of differentials for over-the-road drivers which had ranged to 21 cents, depending on destination of runs. Runs formerly paid \$2.80 an hour were increased by 20 cents retroactive to January 1, 1963, 10 cents July 1, 1963, and 3 cents January 1, 1964. Rates of \$2.90 an hour were also increased 20 cents, retroactive to January 1, 1963, but the increase due July 1, 1963, was 3 cents. Rates of \$3.01 an hour were to be increased 12 cents retroactive to January 1, 1963. Other contract changes were a fourth week of vacation after 18 years, increased contributions to the health and welfare and pension funds, improved funeral leave provisions, and the establishment of a cost-of-living escalator. The contract may be reopened in September 1964, to coincide with expiration dates of most contracts in the Eastern Conference of Teamsters.

The American Maritime Association and the Marine Engineers' Beneficial Association in early May agreed to increase monthly pensions to \$300

² See *Monthly Labor Review*, June 1963, pp. 711-712.

³ See *Monthly Labor Review*, November 1962, p. 1284.

from \$200 for engineers retiring at any age after 20 years' service. The agreement also provided a \$46.22-a-month pay increase for chief engineers on Class B vessels. All other basic scales remained the same. Penalty rates and overtime pay for all categories were increased, as was compensation for nonwatch standers and night relief engineers. The agreement was negotiated under the reopening clause of a 3-year contract negotiated in 1961 which provided annual reviews but limited any changes to 3½ percent of basic monthly wages. The contract was extended to June 16, 1965, with a reopener in June 1964, again limiting changes to 3½ percent. The union still had not negotiated with the American Merchant Marine Institute and the Tanker Service Committee, whose contracts are also subject to reopening in June 1963.

The Metropolitan Transit Authority of Boston and the Street, Electric Railway and Motor Coach Employes Union in early May negotiated a 3-year contract providing a 29-cent-an-hour wage increase for about 4,400 employees. The first increase of 9 cents an hour was retroactive to January 1, 1963, with additional increases of 10 cents an hour effective January 1, 1964, and 1965. Hospital room benefits were increased to \$24 a day from \$20, with a guarantee that benefits would not be reduced during the agreement term. The 10½-cent cost-of-living allowance under the previous contract was incorporated into base rates, and the escalator clause was discontinued. The settlement was reportedly the first agreement negotiated by the parties in more than a decade; previous negotiations had ended in arbitration.

American Airlines, Inc., and the Air Line Stewards and Stewardesses Association, an affiliate of the Transport Workers Union, in mid-May signed an agreement covering about 1,500 employees which modified a company policy that stewardesses must retire at age 32. Stewardesses now may fly until age 33, but if they do they lose rights to severance pay or a guaranteed ground job at no less than their basic monthly pay as stewardesses plus 5 hours of premium pay. The contract reduced basic monthly pay scales slightly but also cut from 75 to 70 the flight hours required. Stewardesses flying more than 70 hours monthly will receive premium pay, with total flying time limited to 80 hours and, beginning in January 1964, to 78½ hours. Operational

duty over-ride pay of 20 cents for each hour of flight time was also established for stewardesses, and they were to receive 7 percent of total earnings from July 1, 1962, when the former contract expired, through May 31, 1963. The company assumed 30 percent of the cost of the group insurance plan, advancing to 75 percent in November 1963. Three weeks' vacation was provided after 10 years' service instead of 12, and a fourth week of vacation was added after 20 years.

Food. Reduction of the existing 40-hour workweek to 37½ hours with no loss in take-home pay in the first contract year and a 10-cent-an-hour general wage increase in the second year were provided for plant workers in a contract concluded on May 2 by 22 major dairies in Minneapolis-St. Paul and the Milk Drivers and Dairy Employees Union Local 471, a Teamster affiliate. The agreement, covering about 1,300 workers, increased the base pay rates of wholesale drivers but, at the same time, reduced commissions for mass-volume routes, some of which had reportedly yielded about \$12,000 a year. The contract also improved health and welfare and vacation schedules.

About 50 dairies of the Associated Milk Dealers, Inc., of Chicago and the Milk Wagon Drivers Union, Local 754, a Teamster affiliate representing approximately 2,500 inside dairy employees, agreed on April 28 to a new 1-year contract which increased fringe benefits by 10 cents an hour, but provided no pay increase.

Local 753 of the Milk Wagon Drivers Union, representing about 5,000 regular drivers, and the same association agreed on May 18 to a 1-year contract retroactive to May 1, which retained 6-day deliveries. The dairies had sought to eliminate Wednesday deliveries, a plan the union charged would cost the jobs of 500 to 600 drivers. The agreement also provided a \$1.60-a-week increase (4 cents hourly) to regular drivers and a \$7-a-week increase to 200 extra drivers—raising the contractual minimum weekly pay to \$125. Additional benefits include a 50-cent-a-week per capita increase in company contributions to the drivers' fund for severance pay and pension benefits and an additional 50 cents a week to the health and welfare fund. The agreement was preceded by a 12-hour strike lockout which had followed a 2½-week contract extension.

About 300 Chicago area meatpackers and food chains and another Teamster affiliate, Local 710 of the Meat Drivers and Helpers Union representing approximately 1,800 drivers, agreed on May 9 to a 2-year contract, which will run through April 1965. The agreement provided raises of 11 cents an hour for tractor-trailer drivers and 6 cents for straight truckdrivers, retroactive to May 1, 1963, with an additional 6 cents for all drivers on May 1, 1964. A 5-cent-an-hour cost-of-living allowance was incorporated into base rates, and employer contributions to the union health and welfare and pension funds were increased to \$3.50 per man-week, from \$3, and to \$6, from \$4, respectively.

Utilities. Building Service Local 555, representing 2,900 employees in northeastern Ohio, and the East Ohio Gas Co. agreed in May to a 2-year contract calling for wage raises of 2.25 percent retroactive to June 1, 1962, and an additional 4.85 percent effective May 1, 1963, together with improvements in hospitalization, vacation, and other benefits. Employees were also guaranteed existing pay if forced to transfer to another job after 10 or more years' service. Negotiation of the contract was delayed 11 months because the company challenged the representation rights of the Building Service Employees; formerly the Independent Natural Gas Workers Union held bargaining rights.

Other Developments

Government. A Fair Labor Standards amendment Act guaranteeing equal pay for equal work passed both Houses of Congress in late May and was signed by the President on June 10. The legislation, intended primarily to raise pay of women, requires employers engaged in interstate commerce to provide equal pay for "equal work on jobs the performance of which requires equal skill, effort, and responsibility and which are performed under similar working conditions." Exceptions are provided where there is a seniority or merit system or where earnings vary with quality and quantity of production. Employers are prohibited from equalizing pay by reducing men's pay. The legislation is to take effect on June 10, 1964, or no later than 2 years after its

date of signature for employees under collective bargaining contracts.

President John F. Kennedy issued a memorandum May 21, 1963, promulgating Standards of Conduct for Employee Organizations in the Civil Service and a Code of Fair Labor Practices governing agency-employee organization relationships, both effective immediately. The memorandum was issued under Executive Order 10988 of January 17, 1962.⁴

Under the Standards of Conduct, employee organizations must:

1. Maintain union democracy by periodic elections, member participation in union affairs, fair and equal treatment of members, and fair discipline procedure.
2. Exclude from union office Communists, members of other totalitarian movements, and people subject to corrupt influences.
3. Prohibit business or financial interests by officers and agents that conflict with their duty to the union.
4. Maintain fiscal integrity through accounting controls and regular financial reports to members.

The penalty for noncompliance will be loss of union recognition.

The Code of Fair Labor Practices prohibits agency management from:

1. Interfering with any employee's exercising rights assured by Executive Order 10988.
2. Encouraging or discouraging membership in a union by discrimination in regard to hiring, tenure, promotion, and other conditions of employment.
3. Exerting control over or assisting any union.
4. Disciplining or discriminating against any employee who has filed a complaint or testified under the Executive Order, the Standards of Conduct, or the Code.
5. Refusing to recognize any union qualified for recognition.
6. Refusing to negotiate with the unions.

Unions are prohibited from:

1. Interfering with any employee's exercising rights assured by the Executive Order.
2. Attempting to influence agency management to coerce any employee asserting his rights under the Order.
3. Punishing or hindering any member who does or is doing his duties as an officer or employee of the United States.
4. Calling or engaging in any strike, work stoppage, slowdown, or related picketing against the Government.
5. Discriminating against any employee with regard to terms or conditions of membership because of race, color, creed, or national origin.

In addition, a union may not deny membership to any employee except for failure to meet uniform occupational standards or failure to pay an initiation fee or dues. The union may, how-

⁴ See *Monthly Labor Review*, February 1962, p. III.

ever, impose discipline by democratic means under its constitution and bylaws.

Each agency was requested to adopt permanent procedures implementing enforcement of these prohibitions within 6 months.

In other actions affecting Federal employees, the President ordered the Civil Service Commission to draft regulations authorizing the check-off of union dues upon employee request, effective January 1, 1964. Expenses entailed by withholding are to be borne by the unions. The President also directed the Commission to develop a plan for withholding contributions to charities.

President Kennedy announced May 25 the appointment of a 12-man labor-management panel, provided for in the Taft-Hartley Act, to advise Federal Mediation and Conciliation Service Director William E. Simkin on settlement of labor disputes. President Harry S. Truman had appointed such a panel after passage of the act, but the panel has been inactive since 1950. Representing labor and management on the panel for 3-year terms were Cornelius J. Haggerty, president of the Building and Construction Trades Department of the AFL-CIO; Leonard Woodcock, vice-president of the UAW; Gerry E. Morse, vice president, Minneapolis-Honeywell Regulator Co., and J. Paul St. Sure, president of the Pacific Maritime Association. Selected for 2-year terms were Thomas E. Harris, AFL-CIO counsel; Jesse C. McGlon, general vice president of the Machinists; Wayne T. Brooks, director of industrial relations, Wheeling Steel Corp.; and J. Curtis Counts, manager, employee relations, Douglas Aircraft Corp. Selected for 1-year terms were John H. Lyons, Jr., president of the Iron Workers Union; Marvin J. Miller, special assistant to the President of the Steelworkers; Joseph V. Cairns, director of industrial relations, Firestone Tire and Rubber Co.; and Jesse Freidin, of Poletti & Freidin, labor-management consultants.

Governor John A. Burns of Hawaii signed a Fair Employment Practices law on June 3, despite objections from businessmen and industry representatives that the law was unnecessary. To take effect January 1, 1964, the law prohibits employers and labor unions from discriminating against an employee or union member because of age, race, sex, color, or ancestry. It will be

administered by the State Department of Labor and Industrial Relations.

The President's Advisory Committee on Labor-Management Policy met April 29 in Washington, D.C., to consider a report from the President's Committee on Youth Employment entitled "The Challenge of Jobless Youth" and sent a statement to President Kennedy. The Committee stressed today's youth's lack of preparation for employment and stated that the problem was aggravated by an increasing supply of young workers competing for a decreasing number of entrance level jobs. The Committee urged that labor, management, and the public act on the need for more training and education of youth. It recommended that government, especially at the State and local level, review its policies and practices to increase the number of opportunities for jobs for youth, as a supplement to efforts of labor and management.

Union. The AFL-CIO Executive Council, at its quarterly meeting in St. Louis in mid-May resolved that "any tax reduction policy that fails to concentrate its benefits among low- and middle-income taxpayers—that fails to focus on creating jobs and reducing unemployment—will be opposed by organized labor." The Council asked for Federal aid for school and hospital construction, urban renewal, and mass transportation. Plans were also announced for an organizing campaign in the Washington-Baltimore area patterned after the Los Angeles campaign.⁵ The Council also established a committee to study use of union funds for urban renewal projects. During the month, the Dayton, Ohio, AFL-CIO announced plans for an apartment building for senior citizens. In Boston, Local 254 of the Building Service Employees' International Union announced plans to invest its pension funds in a housing project for families displaced by urban renewal.

Delegates to the 47th annual convention of the American Federation of Hosiery Workers held in Milwaukee during May resolved in favor of a 35-hour workweek with double time for longer hours and for employees who hold a second job after working full time. The convention elected

⁵ See *Monthly Labor Review*, May 1963, p. 560.

Adolph Benet, of Chattanooga, Tenn., as international president, over Andrew J. Janaskie, the incumbent.

At the 22d convention of the Railway Clerks in Los Angeles May 13-18, retiring President George M. Harrison said in his address that technological progress had caused a 36-percent drop in employment of railway clerks during the past 10 years. He urged a shorter workweek—in the absence of full employment at 40 hours a week—improvement in railroad retirement, social security, and unemployment insurance benefits, and continued opposition to railroad mergers and “right-to-work” laws. Senator Wayne Morse of Oregon warned delegates against compulsory arbitration, but pointed out that the rights of the public must be respected if free collective bargaining is to be maintained. C. L. Dennis of Chicago was elected president to succeed Mr. Harrison, who was named to the new advisory position of chief executive.

The Arizona State AFL-CIO convention at Phoenix in early May voted to give financial support to the teaching of basic conversational English to non-English speaking children in Phoenix and Tucson. The object of the program was to reduce the number of repeaters among first and second graders.

Utah public school teachers, members of the Utah Education Association, refused to sign contracts for the 1963-64 school year providing salary increases averaging \$500 unless their demands were met for additional professional staff, elimination of double sessions, provision of full-day first grades, and establishment of regular kindergartens instead of summer kindergartens. The refusal to sign contracts was considered by the Association as being “more professional” than a strike; the National Education Association warned teachers in other States that they would be expelled if they filled jobs in Utah. It was reported that Utah, with 65 children for each 100 adults, ranks 36th in per pupil expenditures, although 80 percent of the State’s budget is spent for education. Governor George D. Clyde estimated that the teachers’ demands would cost \$24,700,000 a year.

After a 1-day strike by 1,400 teachers on May 28, the Gary, Ind., School Board agreed to formally recognize Local 4 of the AFL-CIO affiliated

American Federation of Teachers as bargaining representative for the system’s teachers. The strike had been precipitated by the Board’s decision to discontinue a 26-year-old informal arrangement under which the union had negotiated on salaries and working conditions. Recognition of the union included dues checkoff; the union will negotiate with the school superintendent, representing the school board, on salaries, professional standards, working conditions, and fringe benefits.

Civil Rights. One week’s picketing of a public school construction site in Philadelphia, sponsored by the National Association for the Advancement of Colored People to protest union discrimination against Negro skilled workers, resulted in an agreement on May 31 to hire a Negro plumber, a steamfitter, and two apprentice electricians, with two sheet-metal workers to be added later. The agreement, to which the Steamfitters union protested it was not a party, provided that other nonwhite journeymen or apprentices would be hired as the work progressed and that the new workers would become union members if they qualify “by meeting union requirements.” It also provided for further negotiations on the employment of Negroes on public and private construction throughout the city. Violence had broken out earlier when police officers had cleared a path through the pickets so workers could enter the site. A survey by the Philadelphia Commission on Human Rights in April 1962 had found that on city projects the only craft unions not practicing discrimination were the Carpenters and Cement Finishers; the rest of the nonwhite workers were in the Laborers union.

Most of the carpenters and laborers did not report for work during the picketing; the few Negroes who did so would be ostracized by the Negro community, according to the NAACP. Later, the NAACP announced plans to use the same tactics at construction sites in major northern and western cities, especially those financed by Federal and State funds.

In early May, sit-in demonstrations in the reception room of Philadelphia Mayor James H. J. Tate had caused him to stop construction on the municipal services building where, it was admitted, discrimination existed.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

So Much Alive: The Life and Work of Wladimir S. Woytinsky. Edited by Emma S. Woytinsky. New York, Vanguard Press, Inc., 1962. 272 pp., bibliography. \$6.

Gunnar Myrdal recently expressed keen disappointment over the nearsightedness of contemporary economic thinking and debate in this country. "There is an astonishing number of people who can offhand give a detailed and comprehensive analysis of how all important economic indexes have recently been moving and how they are likely to move in the months ahead. . . . In regard to the long-range development there is a corresponding lack of interest. . . . Not only the President and the Congress, but also leaders in business are left without that image of what the future holds in store which is needed for rational action. . . ."

Whether justified or not, Myrdal's indictment underscores the vanishing role of the socioeconomic generalist in an age of increasing specialization—a role Wladimir Woytinsky filled to an impressive degree. This book of articles and reminiscences by professional colleagues and friends testifies admirably to Woytinsky's remarkable and broad-ranging abilities—a high order of scientific and technical competence in analysis of economic problems, deep concern with human welfare here and abroad, and a unique capacity to penetrate and clarify complex issues and reduce them to meaningful terms. A pragmatist, Woytinsky permitted no unnecessary abstractions and mathematical elegance to intrude to the point where

they would begin to obfuscate, rather than illuminate, the broad social and economic policy questions which were his concern.

Woytinsky's involvement in the historic events and issues of this century was recounted a few years ago in *Stormy Passage*, memoirs completed before, but published after, his death in 1960. It receives further attention in this volume: Anti-Czarist revolutionary activities in his native Russia in the first decade of the century; counter-revolutionary resistance to the Bolshevik *coup d'état* in 1917; economic adviser to German trade unions and his start on comprehensive empirical research during the twenties and early thirties; following emigration to the United States in 1935, consultant to, and later, staff member of, the Social Security Board; and, in the last decade of his life, research activities—largely for the Twentieth Century Fund—resulting in those comprehensive studies of U.S. labor, world production, and world commerce which became standard and familiar items on reference shelves.

This book, edited by his lifelong and major collaborator, includes 23 original articles on varied aspects of his life and professional career. There are selections by Bertram D. Wolfe, Jacob Marschak, Ewan Clague, Wilbur Cohen, Raymond Goldsmith, Gerhard Colm, Louis H. Bean, and numerous others, as well as contributions by Mrs. Woytinsky. A complete bibliography of Woytinsky's writings is a useful addition.

The articles fully reveal Woytinsky's unique ability to sense long-range developments and emerging problems. This was the case in his pre-Keynesian, unorthodox, and therefore rejected (perhaps with painful consequences for German democracy) proposals in 1932–33 to combat unemployment with tools of public policy. It was demonstrated again some years later while Woytinsky was working on the statistical and philosophical underpinnings of United States social security. His actuarial analysis of the unemployment compensation trust account led to the observation that a tendency toward overfinancing was likely to hold back the economic benefit of these funds when they might be needed. Perhaps his most notable projection was a minority assessment, toward the end of World War II, that

inflation, rather than depression and large-scale unemployment, was the principal danger during the initial postwar decade. Even then, however, his gaze into the future did not leave him with untempered optimism.

Perhaps the essence of Woytinsky's career is most fittingly described in this passage from Bertram D. Wolfe's title essay: "Wladimir Woytinsky lived more fully and deeply, and in a very real sense lived longer and lived more than it is given to most of men to live, for he put so much into every moment of living, gave so much and got so much from every moment, every situation, every human being with whom his crowded and wide-wandering life brought him in touch."

—JOEL DARMSTADTER

National Planning Association
Washington, D.C.

The Great Ascent: The Struggle for Economic Development in Our Times. By Robert L. Heilbroner. New York, Harper & Row, Publishers, 1963. 189 pp. \$4.

Mr. Heilbroner argues in clear prose the following thesis: Americans such as government officials, university scholars, and foundation bureaucrats do not fully understand the consequences of economic development. By consequences, he means the divergence from American experience that political, social, and economic institutions of the developing countries are taking. In short, "the sophisticated American view shares with the popular view a disregard of the possibility that the propensities, capabilities, and characteristics of the great Ascent may be far removed from our own experience, may be, in fact, highly un-American."

In a book, the play is the thing rather than the apology for writing it. In this respect, Mr. Heilbroner's essay represents a competent presentation to the layman of the antecedents, problems, processes, and consequences of economic development. I should like to mention in summary his treatment of these matters.

Political and Social Impact of Development. The argument here is that development is not only an economic process but also a social and political one which implies revolutionary changes

in the structure of society in the developing countries and indicates that the price for change is likely to be some form of political and economic authoritarianism.

Social and Environmental Causes of Poverty in Developing Areas. The volume discusses how particular configurations of poverty are shaped by such factors as climatic conditions, natural resources, population explosion, low productivity, and social attitudes that inhibit capital formation.

Imperialist and Nationalist Origins of Development. In such a short volume, justice cannot be done to such a complex history. Some of Heilbroner's assertions are questionable. Less arguable is his observation that colonialism stimulated development (albeit an unbalanced variety), its inheritance being a hostile image of capitalism and a belief in "socialism" as the wave of the future.

Mechanism of Economic Growth. The author discusses the launching process of development through the raising of productivity by the creation of private, social, and industrial capital, by the displacement of agricultural labor, and by the creation of an agricultural surplus. The speed of growth, he states, is affected by such factors as population increase, extent of savings, terms of trade for developing countries, foreign aid, the flow of private capital to developing nations, and the extent to which income generation is maximized out of given investment allocations.

Social Costs of Development. A fundamental question is raised as to whether free enterprise can be the agent of development. He presents effectively the revolutionary upheaval that is latent in development areas.

Policy Implications. America will be able to control development, he writes, only by accepting some degree of authoritarianism and economic collectivism during its early stages. He suggests increased internationalization of foreign aid and domestic reform to improve the image of America abroad.

The danger of short reviews is superficiality. Hit-and-run quarrels can be picked easily. I wish, nevertheless, the author had developed more extensively his view on the danger of reducing returns from economic investment by taking social deterrents to change for granted. Judging from

the reviewer's experience in Sicily, the assumption that social inhibitions to development vanish with economic innovation is unwarranted. Whether social or economic investment should come first or whether the one can be expected to issue from the other is a dangerous form of purism that policy-makers can best avoid. On the Alliance for Progress and its implication as a new approach to foreign aid, there is less than one line. The author's assertion that evidence controverts the notion that mass poverty is anthropological rather than social in character is questionable. Also, when he urges his readers to remove from their minds the making of comparisons through American standards, he relies on such comparisons to make his point. What is needed is a method that would interpret poverty through the eyes of the impoverished themselves. But this is beyond the scope of his book.

His warning that American political appeals in support of foreign aid rest on quicksand is well taken. Exhortations in the name of altruism and self-interest suggest, as an end result, the acquisition of friends and institutions similar to those of the United States. Appeals of this type are laying the groundwork for disillusionment in the future. In fact, considerable Americanization is going on in the world through development. In some instances, sad to say, technological and mass market attitudes have been exported effectively.

Mr. Heilbroner is at his best in explaining the intricate mechanism and impact of development to those without economic training. The overall message of his essay is so important one hopes his work will be read extensively by the public. Since the book lacks comprehensive analysis of the social characteristics of poverty, it cannot be considered a complete short survey of the subject.

But there is no quarreling with his message that the question in developing economies is not whether to have or not have a revolution, but whether it will be violent or no, who will be its managers, and with what results. Whether the foreign aid organization in its present formulation can provide leadership for a democratic revolution remains to be seen.

—JOSEPH A. RAFFAELE
Professor of Economics
Drexel Institute of Technology

Labor in Developing Economies. Edited by Walter Galenson. Berkeley, University of California Press, 1962. 299 pp. \$6.

Once again we are in debt to the Inter-University Study of Labor Problems in Economic Development for an excellent series of case histories on the problems of labor in developing economies. The individual contributions in this volume are the equal of the studies which appeared in the first of this two-volume series, *Labor and Economic Development*, also edited by Walter Galenson.

The countries selected for study run the gamut of size and diversity. Irvin Sobel presents what is undoubtedly the most useful study of the Israeli labor movement yet to appear in the United States. He carefully sketches the manner in which the traditional Western European social democratic background of Histadrut (the Israel Labor Federation) has given way to—or better, has been modified by—the harsh realities and needs of Israel's economic development. Sobel shows how Histadrut has had to function as a quasi-state as well as a labor organization.

The contributions of Willis D. Weatherford, Jr., (on Pakistan) and Everett D. Hawkins (on Indonesia) demonstrate the problems of a struggling labor movement in a newly independent nation whose basic political structure still remains unsettled. It is not surprising to find the state playing a formidable role in industrial relations in both these nations. This is true even though *union* development in these two countries has followed a somewhat different path. In Pakistan, the unions have, at least formally, developed in clear separation from all political parties. In Indonesia, on the other hand, the union movements tend to be the industrial expression of different political groups. Yet in both countries, the needs of economic development (the desire to accumulate capital, the effort to curtail inflation, etc.) and the enormous handicaps to the spread of unionism (illiteracy, redundant population, etc.) compel the government to intervene directly in the labor market with the result that relatively little discretion is left to either labor or management.

Sumner Rosen's chapter on Turkey is particularly interesting for its excellent treatment of the background economic development aspects

of the labor "question" in Turkey. Here again is shown the heavy hand of government on both labor relations and union development.

In all of the countries under study in this volume, however, there are at least important aspects in which labor is independent of government controls. Indeed, as Walter Galenson concludes, the transcending question that emerges from the studies is whether labor relations and union development in these and other developing countries will follow the Western course which "starts with the basic assumption that sectional interests may on occasion diverge from the national interest, and permits the establishment of organizational means by which parochial interests may be furthered." Under this concept, collective bargaining becomes the "classic *modus operandi*" in labor relations and "trade unions must be basically independent of state and employer influence."

Alternatively, there is the other conception of the "labor market organization" that prevails in the Communist bloc and in certain countries with corporate systems, such as Egypt and Spain. This concept regards "the interests of labor, as well as of other social groups, as subordinate to the interests of the state, which is conceived of as the only legitimate representative of parochial interests. Trade unions, or similar bodies, are regarded accordingly as administrative arms of the state."

As a choice is made consciously or unconsciously in the developing countries, the chapter of Robert J. Alexander on labor experience to date in Argentina, Brazil, and Chile should have much relevance. Alexander's analysis of these relatively more advanced countries shows that although there have been many difficult labor problems in them, the labor-management systems which have evolved, and under which "the workers could at least partially defend their own interests," have helped these countries to avoid some of the worst human abuses which have usually been associated with the early phases of industrialization.

—EVERETT M. KASSALOW

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AFL-CIO

Economic Development and the Price Level. By Geoffrey Maynard. London, Macmillan & Co., Ltd., 1962. 296 pp. \$7.50, St. Martin's Press, New York.

Geoffrey Maynard, Lecturer in Economics at the University College of South Wales and Monmouthshire, Cardiff, divides his book into two parts: *some* theoretical considerations and *some* historical evidence. The four chapters in part 1 attempt to set a theoretical framework for developmental-price level relationships for underdeveloped economies, countries possessing backward economies, economies in an advanced stage of development, and countries which he describes as possessing an "institutional economy." This is no mean task to be performed within 113 pages and the author's *some* is used advisedly.

The some historical evidence of part 2 cursorily examines a few countries to establish empirically a connection between the rate of economic growth and the behavior of the price level. The countries examined include the United States, the United Kingdom, Japan, the U.S.S.R., and selected countries of Latin America. Though it may be important, historical fact can, however, seldom be relied upon, observes the author, to reject conclusively one hypothesis in favor of another.

The study emphasizes the relative rates of growth of agriculture and industry. Unless an appropriate relationship obtains between these two growth rates, the terms of exchange between them change. Generally, agricultural prices respond more rapidly than the prices of industrial goods to changes in supply and demand forces. Therefore, when agricultural growth tends to lag materially behind industrial output and the growth of real income, excessive demand pressures are likely to appear in the agricultural product market. The tendency for the price of agricultural products to rise generates increased costs of industrial products and produces a rise in the general price level. This phenomenon can be particularly expected in the case of an underdeveloped country which engages in an excessive rate of industrialization. The author observes: "The moral is that, whilst underdeveloped countries may be well advised to court the risk of some inflation in the

interests of growth, there is a better chance that inflation will be useful in this direction if agriculture is encouraged to develop at a rate appropriate to the growth of industry."

The same analysis applies to developed countries. However, the inflation of prices in such countries is likely to be less violent since the products of agriculture are a smaller percentage of total national output, and developed countries are in a strong trading position in worldwide agricultural markets. The author further observes that many agricultural and other primary product prices are largely determined in international markets—implying that the price level of a particular country may be subject to the control of forces external in character. The modern development of Britain is a case in point. Finally, all other things being equal, specialized industrial countries are likely to enjoy faster rates of growth when the prices of primary products are falling. Rising primary product prices appear to deter the growth of a specialized industrial economy.

Modern governments often are faced with an economic policy dilemma in choosing between fast economic growth and stability in the price level. The author presents a choice of either of two solutions for the dilemma. In the first alternative, economic policy objectives must not be stated or pursued in absolute terms. Governments should not insist on maximum growth. When concerned with the problem of unemployment, they should not insist on employment rising to an absolute fixed level. The other alternative is additional governmental intervention in free private enterprise economies. For example, a government might use the tax system to regulate employment and production, or it might fix prices and wages and impose other controls in order to maximize production and growth. He concludes that policy decisions involve compromise among many objectives, such as economic growth, full employment, stability of the price level, and economic freedom—all of which are desirable but cannot be completely achieved at one and the same time.

—ALONZO B. MAY

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Economic Backwardness in Historical Perspective: A Book of Essays. By Alexander Gerschenkron. Cambridge, Mass., Belnap Press of Harvard University Press, 1962. 456 pp. \$8.75.

It is a pleasure to be able to read Mr. Gerschenkron's collection of essays. They are written beautifully and cover a wide area, indicative of the author's catholicity of scholarship. The general problem of economic backwardness is Gerschenkron's general theme, but he does not permit himself to be tied down to any artificial discipline and its jargonese. The essays are written in English. They display a command of statistics where appropriate, the skills of the economic historian where they fit, and, perhaps most important of all, the insights of the humanist at all times.

Fourteen essays cover the wide range of the problem of economic growth. They include Reflections on the Concept of Prerequisites of Modern Industrialization; Social Attitudes, Entrepreneurship, and Economic Development; Economic Development in Russian Intellectual History of the Nineteenth Century; Reflections on Soviet Novels; and Notes on Dr. Zhivago.

Gerschenkron goes armed with rapier and shuttle. With the first he punctures obsolete concepts, while with the other he weaves exciting new ideas of his own to take their place. For example, in discussing the limitations of Soviet statistics, he writes, "an economic historian, once the importance of the index-number problem has been called to his attention, does not necessarily view it—as does the statistician—simply as a regrettable failure of our tools. He will realize that the longrun changes in weights of output indices are themselves an integral part of economic history and as such a very worthwhile object of historical study."

Gerschenkron does not waste his time generating fashionable mathematical economic models. Instead, he has taken to heart Aristotle's dictum that every area deserves a methodological treatment specifically appropriate to the material with which he is dealing.

His approach is that of the institutionalist. He sees and reports what he sees; he is most modest in the scale of his theories. For example,

writing about our current thinking on economic backwardness, he sweeps aside many of the unconscious clichés we have inherited from the Marxists, according to which the history of advanced countries presents to the underdeveloped country a picture of the latter's failure. He spells out the institutional uniqueness of each country in these terms: "Differences in the speed and character of industrial development were to a considerable extent the result of application of institutional instruments for which there was little or no counterpart in an established industrial country."

His comparison of the roots of French and German entrepreneurial thinking enriches David Landes' pictures of the uniqueness of the French. His analysis of the *Crédit Mobilier*, his portrayal of its founder as a follower of the "Socialist Saint-Simon" leads him to ask why this socialist form was so readily accepted by the greatest capitalist entrepreneurs in France.

It seems to me this is because the French understand the uses of government. They can use this partnership in two different ways. The earlier method was to use the government's power to underpin their cartels to restrict production. Now they have joined with the government in semi-voluntary national planning to bring to the French economy the American concept of the mass market. The French businessmen understand that the government is a force to be used. They are not hampered by the antigovernment ideology of their American counterparts.

Insight after insight follow one another in these essays. They are a must for the student of entrepreneurial history.

—WILLIAM GOMBERG

Wharton School of Finance and Commerce
University of Pennsylvania

Foreign Trade and the National Economy. By Charles P. Kindleberger. New Haven, Yale University Press, 1962. 265 pp., bibliography. (Studies in Comparative Economics, 2.) \$6, cloth; \$1.45, paper.

Professor Kindleberger's fine survey is the second volume of *Studies in Comparative Economics*, a series produced under the sponsorship of the Inter-University Committee on Comparative Economics.

"Modern economics," write the sponsors of the series, "has been bred chiefly in Western Europe

and the United States and despite its aspiration toward generality it bears the stamp of institutions and issues characteristic of these areas." As a result, questions have been raised as to the relevance of its principles to socialist nations and underdeveloped nations struggling toward economic independence and industrial growth under institutional arrangements quite unlike those of the West.

"A concern with comparative experience," concludes the Committee, "can profitably be infused into any of the standard branches of economic study"—of which, of course, international trade is one of the most important. "This series is inspired by the hope that a rethinking of particular branches of economics in world perspective, combined with a bibliography of available material from many countries, may help teachers give their courses a broader and more comparative orientation."

In this book, Professor Kindleberger has more than achieved the hope of the Committee. As he points out in his introduction, "the analysis of foreign trade, which forms the subject of the present study, has always been comparative. Its foremost principle is embodied in a generalization called 'the law of comparative costs,' signifying that what a country exports and imports is determined not by its character in isolation but only in relation to those of its trading partners."

Kindleberger here concerns himself only with merchandise trade, which he deals with in broad terms. He excludes factors determining capital movements, monetary problems, and the adjustment mechanism in the balance of payments. The author addresses his investigation to two specific questions: (1) What determines the nature and amount of goods a country buys and sells in international trade? (2) What is the impact of foreign trade on national economic life?

He examines these questions extremely well in the 14 chapters of the volume. The first of the questions posed above is examined in the first 11 chapters. Many of the topics in these chapters are traditional; for example, chapter 2 considers the impact of transportation costs on trade; chapters 3-5, factor endowments; and chapter 6, technology.

All are freshly treated, however, and incorporate the most recent work in the field. Kindleberger discusses the relevance and validity of the Hecks-

cher-Ohlin theory which explains comparative advantage in terms of factor endowments. (He finds a basic flaw in the Ohlin thesis in the "assumption of relatively fixed proportions of factor inputs in different commodities" in different countries. However, he still considers the theorem "useful.") The second section of the book consists of three chapters and deals with the effects of trade on the national economy.

Altogether this is a most useful and stimulating piece of work. It is an incisive review of the most recent theoretical developments. Although it is brief, the interested reader is referred to extensive sources should he wish to investigate further. It is a "must" for professionals in international trade and will certainly be included in many reading lists of courses, both graduate and undergraduate.

—CHARLES J. WALSH

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The Professional Scientist—A Study of American Chemists. By Anselm L. Strauss and Lee Rainwater. Chicago, Aldine Publishing Co., 1962. 282 pp. \$6.

The American Chemical Society, the sponsor of this sociological study, was interested in having the views of its members on three issues: To what extent do its members believe that the public does not give them sufficient professional recognition? What meaning does professional status have for chemists? What can and should the chemists' own society do about the problems and difficulties connected with their status as professionals?

These questions arise from the trend in industrialized society toward a more complex technology and the growth of investment in science and scientists. While chemists contribute significantly to technology, diversity and change mark their roles. Tasks may be menial or creative; men may be "bench" chemists, research administrators, or university professors; educational qualifications extend from B.S. to Ph. D. degrees. Such variety and the rapid changes in the careers of chemists justify the author's decision to place the questions in a broad sociological context as a basis for a comprehensive analysis of both behavior and attitudes of chemists. Approximately 2,700 detailed questionnaires and 325 interviews were analyzed.

The first part of the study reviews the development of the professions and industrialization in

general terms, describes the evolving pattern of employment opportunities for chemists, and characterizes chemists by differences in both academic and nonacademic locales and by position, i.e., bench chemist, researcher, administrator. The most interesting segment of the study is part II, which describes the work world of chemists—their social origins, how they are recruited into chemistry, career patterns, and elements in work morale. Also discussed are income; opportunities for freedom of judgment, learning in work, and communication with scientific colleagues; and prospects for advancement. Part III concentrates on professional status and the members' views of the chemical society as a professional organization.

The book contains much interesting information. An illustration is the finding that chemists generally oppose unions and, at the lower levels, are overly optimistic about personal career opportunities in the light of the work and wage experiences of chemists with Ph. D.'s. A typical view is that the rapid expansion of the field will continue. At the same time, chemists express concern about insufficient money and status rewards. The prospect that specialization and the development of ever newer techniques may threaten individual careers is also of concern.

The value of the report lies in its careful analysis of the multiple roles of chemists—as employees, scientists, professionals, and association members. The expansion in numbers of other "new men" in scientific and technical specialties points to the need for additional similar studies.

—LOUIS H. ORZACK

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The Soviet Economy—A Book of Readings. Edited by Morris Bornstein and Daniel R. Fufeld. Homewood, Ill., Richard D. Irwin, Inc., 1962. 382 pp., bibliography. \$6.

The core of the book of readings prepared by Professors Bornstein and Fufeld of the University of Michigan is a compilation of papers of the Joint Economic Committee published in 1959. Their choices from the committee papers, editing, and omission of technical footnotes are all to be commended. Their selection of supplementary readings, which is also well conceived, draws on material appearing in journals and other publications which are not easily accessible to the

nonspecialist in the Soviet field. Who would know to look in the *Lloyd's Bank Review* for the excellent article on Soviet economic development by Alec Nove?

The articles chosen are grouped together in five major categories: Soviet Economic Growth; Economic Planning; Management, Labor, and Foreign Trade; Soviet Consumer; and Implications for U.S. Policy. Certainly no economist specializing on the Soviet economy would agree on the same choice of categories or individual subjects to be covered in a book of readings on the Soviet economy. A good standard of comparison, however, is the 1962 compilation of the Joint Economic Committee entitled *Dimensions of Soviet Economic Power*. Noteworthy additions in that publication are discussions of the economic claims of the Soviet military establishment, comparisons of Soviet growth rates with other rapidly growing economies, and discussions of the administration and distribution of Soviet industry. This is not a valid criticism of the Bornstein-Fusfeld choice, but in a revised version of these readings, such additional material might well be considered.

For the non-Soviet specialist student of the Soviet economy who wishes to obtain a representative sample of research covering Soviet economic development, these readings of Professors Bornstein and Fusfeld supply the best answer available to date.

—JOHN P. HARDT
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Safety Guides for Unions. Chicago, National Safety Council, 1962. 230 pp.

The purpose and objective of this guide for organized labor is to support labor's safety efforts and projects on and off the job. It spells out methods of participation by the international union, the state and local central body, and the local union in occupational safety.

Safety and health resolutions adopted by the American Federation of Labor and the Congress of Industrial Organizations and by various international unions, a policy statement of the Labor Conference of the National Safety Council, and statements of outstanding labor leaders emphasize cooperation with management on safety matters.

This is not a technical handbook. It covers many areas briefly; but, with frequent references

to specific safety standards and organizations, it provides a roadmap containing many avenues of aid and interest to the union representative who is interested. The text reads easily but requires considerable study and effort for effective utilization.

There is a lot of material in the Guide's 230 pages. An index of Safety Information Sources lists the organizations having consulting services and the publications which are available. If labor takes up the gauntlet, it should do much to stem the tide of accidental injury which threatens us at home, at work, on the road, and at play.

—ROBERT D. GIDEL
Assistant Director for Safety
Bureau of Labor Standards

Education and Training

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¹ This table is included in the January, April, July, and October issues of the *Review*.

NOTE: With the exceptions noted, the statistical series here from the Bureau of Labor Statistics are described in *Techniques of Preparing Major BLS Statistical Series* (BLS Bulletin 1168, 1954), and cover the United States without Alaska and Hawaii.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status and sex

[In thousands]

Employment status	Estimated number of persons 14 years of age and over ¹														Annual average	
	1963					1962										
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960	
	Total, both sexes															
Total labor force.....	75,864	74,897	74,382	73,999	73,323	74,142	74,532	74,923	74,914	76,554	76,437	76,857	74,797	74,175	73,126	
Civilian labor force.....	73,127	72,161	71,650	71,275	70,607	71,378	71,782	72,187	72,179	73,695	73,582	74,001	71,922	71,603	70,612	
Unemployment.....	4,066	4,063	4,501	4,918	4,672	3,817	3,801	3,294	3,512	3,932	4,018	4,463	3,719	4,806	3,931	
Unemployment rate seasonally adjusted ²	5.9	5.7	5.6	6.1	5.8	5.6	5.8	5.5	5.8	6.3	6.3	5.5	5.4	6.7	5.6	
Unemployed 4 weeks or less.....	1,833	1,597	1,553	1,814	1,996	1,697	1,960	1,546	1,681	1,702	1,805	2,536	1,523	1,897	1,799	
Unemployed 5-10 weeks.....	679	672	963	1,315	1,162	840	684	654	630	940	1,037	664	709	664	823	
Unemployed 11-14 weeks.....	262	371	598	455	361	300	292	295	358	255	230	212	411	353		
Unemployed 15-26 weeks.....	649	743	696	684	612	525	469	418	428	341	345	449	608	728		
Unemployed over 26 weeks.....	643	681	691	619	541	453	397	447	477	593	576	584	666	804		
Employment.....	69,061	68,097	67,148	66,358	65,935	67,561	67,981	68,893	68,668	69,762	69,564	69,539	68,203	66,796		
Nonagricultural.....	63,883	63,424	62,812	62,309	61,730	63,495	63,098	63,418	63,103	63,993	63,500	63,249	62,775	61,333		
Worked 35 hours or more.....	50,383	46,505	48,669	47,063	48,480	49,175	45,107	48,047	49,684	47,264	46,372	49,209	49,711	47,257		
Worked 15-34 hours.....	7,261	10,455	7,588	8,573	7,235	7,932	11,804	9,426	7,265	6,849	6,598	6,927	7,209	7,522		
Worked 1-14 hours.....	4,144	3,856	4,119	4,238	3,545	4,143	4,074	3,811	3,475	3,222	3,185	3,305	3,912	3,610		
With a job but not at work ³	2,093	2,608	2,436	2,432	2,172	2,243	2,021	2,133	2,080	1,657	1,743	1,748	1,944	2,946		
Agricultural.....	5,178	4,673	4,337	4,049	4,206	4,066	4,883	5,475	5,504	5,770	6,064	6,290	5,428	5,463		
Worked 35 hours or more.....	3,489	3,193	2,587	2,261	2,522	2,352	3,262	3,688	3,693	3,900	4,270	4,377	3,801	3,540		
Worked 15-34 hours.....	1,196	1,041	1,042	1,040	987	907	1,069	1,232	1,310	1,285	1,215	1,346	1,149	1,245		
Worked 1-14 hours.....	415	305	407	453	444	490	398	426	462	404	447	446	388	477		
With a job but not at work ³	80	129	241	267	249	316	153	129	101	182	133	122	89	200		
	Males															
Total labor force.....	50,483	50,010	49,675	49,508	49,269	49,574	49,719	49,974	50,110	51,657	51,733	51,832	50,272	49,918	49,507	
Civilian labor force.....	47,778	47,306	46,975	46,816	46,585	46,841	47,001	47,269	47,406	48,830	48,911	49,009	47,430	47,378		
Unemployment.....	2,434	2,600	3,013	3,293	3,080	2,522	2,259	1,881	1,991	2,327	2,406	2,698	2,296	3,060		
Employment.....	45,345	44,706	43,962	43,523	43,505	44,319	44,743	45,387	45,415	46,503	46,505	46,310	45,134	44,318		
Nonagricultural.....	41,205	40,762	40,251	39,994	39,839	40,782	40,703	41,131	41,052	41,899	41,732	41,421	40,687	39,811		
Worked 35 hours or more.....	35,055	32,806	33,648	32,710	33,648	33,946	31,704	33,774	34,769	33,493	32,952	34,624	34,579	32,984		
Worked 15-34 hours.....	3,161	4,941	3,439	4,028	3,251	3,612	6,130	4,428	3,261	3,316	3,133	3,244	3,223	3,587		
Worked 1-14 hours.....	1,795	1,658	1,688	1,779	1,593	1,760	1,618	1,628	1,433	1,449	1,337	1,518	1,713	1,511		
With a job but not at work ³	1,193	1,357	1,476	1,451	1,351	1,461	1,250	1,302	1,588	1,652	1,723	1,535	1,729			
Agricultural.....	4,140	3,945	3,711	3,529	3,666	3,537	4,040	4,256	4,363	4,604	4,773	4,889	4,447	4,508		
Worked 35 hours or more.....	3,071	2,888	2,383	2,074	2,281	2,181	2,908	3,168	3,180	3,327	3,634	3,743	3,365	3,365		
Worked 15-34 hours.....	702	700	730	786	751	656	692	694	780	819	687	733	706	827		
Worked 1-14 hours.....	296	247	384	423	400	424	307	281	309	293	332	305	291	370		
With a job but not at work ³	68	112	216	246	232	276	133	114	92	165	121	109	85	179		
	Females															
Total labor force.....	25,381	24,886	24,707	24,492	24,054	24,568	24,812	24,949	24,804	24,897	24,703	25,026	24,525	24,257	23,619	
Civilian labor force.....	25,349	24,854	24,675	24,460	24,022	24,637	24,781	24,918	24,773	24,865	24,671	24,993	24,492	24,225		
Unemployment.....	1,632	1,463	1,489	1,625	1,592	1,295	1,543	1,413	1,520	1,605	1,611	1,764	1,423	1,747		
Employment.....	23,717	23,391	23,186	22,835	22,430	23,242	23,238	23,505	23,253	23,260	23,059	23,228	23,069	22,478		
Nonagricultural.....	22,679	22,663	22,560	22,315	21,890	22,714	22,395	22,287	22,051	22,094	21,768	21,827	22,088	21,523		
Worked 35 hours or more.....	15,327	13,699	15,022	14,356	14,855	15,228	13,404	14,273	14,014	13,782	13,420	14,583	15,130	14,273		
Worked 15-34 hours.....	4,099	5,515	4,149	4,547	3,983	4,319	5,763	4,998	4,004	3,583	3,415	3,682	3,985	3,934		
Worked 1-14 hours.....	2,352	2,198	2,430	2,459	2,252	2,383	2,457	2,184	2,042	1,773	1,848	1,847	2,199			
With a job but not at work ³	900	1,251	960	950	820	782	771	832	1,092	3,005	3,092	1,713	773			
Agricultural.....	1,038	728	625	520	540	528	843	1,219	1,201	1,166	1,291	1,491	982			
Worked 35 hours or more.....	418	311	204	187	243	172	355	520	512	573	636	634	438			
Worked 15-34 hours.....	493	341	312	255	236	252	377	538	529	466	530	613	443			
Worked 1-14 hours.....	117	59	83	57	44	66	91	145	152	110	116	141	7			
With a job but not at work ³	12	17	26	20	17	40	27	15	9	17	12	13	4			

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

Because of rounding, sums of individual items do not necessarily equal totals.

² Unemployment as a percent of labor force.

³ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had

new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

NOTE: For a description of these series, see Explanatory Notes (In *Employment and Earnings*, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

Figures for periods prior to April 1962 are not strictly comparable with current data because of the introduction of 1960 Census data into the estimation procedure. The change primarily affected the labor force and employment totals, which were reduced by about 200,000. The unemployment totals were virtually unchanged.

TABLE A-2. Employees in nonagricultural establishments, by industry¹

[In thousands]

Industry	1963				1962								Annual average		
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960
Total employees	56,167	55,822	55,068	54,780	54,833	56,444	56,214	56,333	56,252	55,709	55,493	55,777	55,209	54,077	54,347
Mining	635	627	612	614	617	628	638	645	651	658	648	661	657	666	709
Metal mining.....		81.7	79.8	80.7	78.9	78.3	78.9	79.4	80.3	83.8	87.8	89.2	88.5	87.1	93.3
Iron ores.....		26.0	25.1	25.0	23.3	24.4	25.1	25.9	26.4	28.3	29.0	29.8	29.7	27.5	33.2
Copper ores.....		28.1	28.0	28.0	28.0	28.0	27.8	27.7	27.9	28.8	28.8	29.2	28.9	28.9	28.3
Coal mining.....		135.6	134.5	139.7	140.4	140.2	142.2	143.8	142.6	141.9	129.9	142.8	145.0	155.5	182.2
Bituminous.....		127.6	126.3	131.3	131.9	131.6	133.4	135.2	134.2	133.4	120.7	134.2	135.9	145.1	168.2
Crude petroleum and natural gas.....		297.1	294.5	294.1	295.3	301.2	300.1	303.0	307.2	309.2	310.1	307.9	304.0	308.9	313.9
Crude petroleum and natural gas fields.....		171.9	170.8	171.5	171.6	171.6	172.1	172.8	175.5	178.0	178.0	177.5	174.9	176.8	181.7
Oil and gas field services.....		125.2	123.7	122.6	123.7	129.6	128.0	130.2	131.7	131.2	132.1	130.4	129.1	132.2	132.2
Quarrying and nonmetallic mining.....		112.3	102.7	99.3	102.2	108.2	116.4	119.1	121.0	122.9	120.2	120.6	119.3	114.9	119.5
Contract construction	2,749	2,589	2,315	2,241	2,349	2,532	2,801	2,936	2,978	3,031	2,982	2,839	2,749	2,760	2,882
General building contractors.....		809.6	718.0	693.7	731.4	786.2	861.7	889.1	903.2	929.2	916.4	873.0	843.0	860.8	911.7
Heavy construction.....		514.7	412.5	383.8	409.6	471.1	579.3	648.4	667.6	685.4	675.0	624.5	594.7	565.0	581.3
Highway and street construction.....		284.1	207.8	185.5	201.4	244.9	326.9	379.0	394.5	405.2	393.6	359.6	335.4	302.8	302.4
Other heavy construction.....		230.6	204.7	198.3	208.2	228.2	252.4	269.4	273.1	280.2	281.4	264.9	259.3	262.9	278.9
Special trade contractors.....		1,264.5	1,184.5	1,163.0	1,207.8	1,274.4	1,300.4	1,398.8	1,407.1	1,416.5	1,390.9	1,341.0	1,311.2	1,333.2	1,388.8
Manufacturing	16,775	16,693	16,613	16,546	16,551	16,727	16,891	17,028	17,127	16,931	16,782	16,870	16,682	16,267	16,762
Durable goods.....	9,585	9,505	9,430	9,399	9,407	9,473	9,533	9,562	9,571	9,402	9,463	9,547	9,475	9,042	9,441
Nondurable goods.....	7,190	7,188	7,183	7,147	7,144	7,254	7,358	7,466	7,556	7,529	7,319	7,323	7,207	7,225	7,321
<i>Durable goods</i>															
Ordnance and accessories.....	212.7	214.2	217.5	219.2	220.3	221.0	221.6	220.4	220.7	221.6	217.0	211.8	211.6	200.6	187.3
Ammunition, except for small arms.....		111.8	113.7	114.3	114.1	114.8	114.7	114.2	114.0	115.0	113.7	110.7	108.5	103.1	93.9
Sighting and fire control equipment.....		48.5	49.8	51.1	52.1	52.0	52.6	52.5	53.0	53.4	53.3	52.5	52.4	51.1	50.0
Other ordnance and accessories.....		53.9	54.0	53.8	54.1	54.2	54.3	53.7	53.7	53.2	50.0	48.6	50.7	46.5	43.4
Lumber and wood products, except furniture.....	612.1	590.0	579.1	574.7	579.2	592.0	608.6	620.7	629.9	639.6	632.9	635.8	609.6	600.5	636.8
Logging camps and logging contractors.....		81.0	78.7	80.6	82.4	83.1	84.0	87.2	101.2	104.5	103.7	101.8	90.3	91.5	92.6
Sawmills and planing mills.....		265.0	261.1	257.5	259.7	261.9	269.2	273.9	277.1	280.1	279.0	281.6	272.5	268.9	294.7
Millwork, plywood, and related products.....		145.0	141.3	140.0	140.6	143.6	146.4	148.9	150.7	152.9	149.2	149.6	145.8	141.3	146.6
Wooden containers.....		38.7	37.6	37.4	37.5	38.7	39.0	40.0	39.6	40.5	40.8	41.2	40.3	40.8	43.2
Miscellaneous wood products.....		60.3	60.4	59.2	59.0	59.7	60.0	60.7	61.3	61.6	60.2	61.6	60.7	58.0	59.6
Furniture and fixtures.....	376.4	377.4	378.1	377.1	379.5	383.3	388.2	388.0	387.6	387.6	378.3	382.3	379.3	367.4	383.4
Household furniture.....		271.6	271.7	270.4	270.3	273.5	275.8	276.9	276.0	273.3	266.5	269.1	268.8	259.6	271.1
Office furniture.....		28.5	28.8	28.9	30.0	30.5	30.7	28.5	28.2	30.3	29.2	29.7	29.1	27.4	28.3
Partitions, office and store fixtures.....		33.8	34.6	34.8	35.4	34.9	35.7	37.8	38.0	37.7	37.2	37.1	36.4	36.2	39.0
Other furniture and fixtures.....		43.5	43.0	43.0	43.8	44.4	44.9	45.0	45.8	46.3	45.4	46.4	45.0	44.2	45.1
Stone, clay, and glass products.....	583.9	574.3	550.4	540.7	545.2	560.3	578.2	588.0	592.8	595.6	590.1	589.5	579.1	566.8	595.3
Flat glass.....		29.5	28.8	29.0	29.2	30.3	31.0	30.5	30.4	30.1	29.7	29.6	28.6	27.9	31.1
Glass and glassware, pressed or blown.....		102.6	101.2	100.0	98.4	99.7	100.4	101.8	102.8	103.1	103.0	103.9	101.8	100.6	102.9
Cement, hydraulic.....		39.0	35.5	34.6	36.3	37.9	40.3	40.8	41.4	41.7	41.5	41.3	40.0	40.0	42.8
Structural clay products.....		69.6	65.9	64.8	65.9	68.6	70.6	71.4	72.5	73.1	72.1	71.8	71.0	70.7	76.1
Pottery and related products.....		44.4	43.6	43.4	43.4	43.7	44.5	45.3	44.8	44.2	43.5	43.9	43.5	43.4	47.1
Concrete, gypsum, and plaster products.....		153.7	141.5	136.0	138.3	144.9	154.7	160.7	163.2	165.1	163.0	162.2	157.9	150.2	156.4
Other stone and mineral products.....		120.8	119.0	118.3	118.8	120.2	121.4	122.2	122.7	123.5	123.0	122.4	122.0	119.5	124.0
Primary metal industries	1,188.9	1,175.0	1,153.5	1,137.6	1,124.2	1,124.4	1,118.7	1,123.1	1,136.4	1,134.7	1,134.7	1,166.0	1,193.8	1,142.3	1,228.7
Blast furnace and basic steel products.....		602.1	583.9	569.4	555.8	555.3	550.8	555.2	566.3	567.5	570.8	594.9	622.5	599.9	652.5
Iron and steel foundries.....		199.0	196.9	196.2	195.3	195.3	194.9	195.5	196.6	193.8	194.0	196.9	196.5	186.0	203.6
Nonferrous smelting and refining.....		68.2	67.1	66.9	67.4	68.2	68.7	69.1	69.4	68.9	67.8	68.8	68.6	67.4	70.8
Nonferrous rolling, drawing, and extruding.....		177.5	177.3	176.8	176.6	176.8	176.7	177.5	177.5	176.8	177.3	178.0	177.6	169.9	175.6
Nonferrous foundries.....		68.1	68.2	68.1	68.4	68.4	67.5	67.1	67.1	67.1	64.7	66.0	67.4	61.4	65.1
Miscellaneous primary metal industries.....		60.1	60.1	60.2	60.7	60.4	60.1	58.7	59.5	60.6	60.1	61.4	61.2	57.8	61.1
Fabricated metal products	1,135.1	1,121.8	1,109.5	1,108.1	1,111.3	1,122.1	1,128.3	1,134.1	1,135.7	1,115.5	1,115.8	1,129.0	1,121.2	1,076.4	1,128.6
Metal cans.....		62.7	60.4	59.0	58.3	57.6	57.9	61.0	65.3	65.4	65.7	65.2	62.9	60.6	62.5
Cutlery, handtools, and general hardware.....		140.5	140.0	140.7	141.0	141.5	141.3	140.0	138.4	134.7	133.6	138.7	138.4	129.7	136.0
Heating equipment and plumbing fixtures.....		78.0	77.2	77.2	76.0	77.0	77.8	79.0	78.6	78.8	76.7	77.0	76.3	75.2	79.0
Fabricated structural metal products.....		320.5	315.1	313.9	317.0	322.3	325.8	330.9	335.1	333.7	334.4	332.3	326.9	325.8	334.3
Screw machine products, bolts, etc.....		87.9	88.4	88.3	87.9	88.0	87.8	87.7	87.0	87.0	86.1	87.1	87.5	80.4	85.6
Metal stampings.....		193.5	191.8	192.2	195.3	197.1	196.4	196.4	193.2	180.2	184.3	188.3	191.1	179.4	197.7
Coating, engraving, and allied services.....		67.4	65.7	66.1	66.0	67.3	70.0	69.6	69.2	67.8	67.4	68.9	67.6	63.9	64.2
Miscellaneous fabricated wire products.....		56.4	56.4	56.1	56.2	57.0	57.4	57.7	56.8	55.7	55.6	57.1	56.8	53.7	56.9
Miscellaneous fabricated metal products.....		114.9	114.5	114.6	113.6	114.3	113.9	111.8	112.1	112.2	112.0	114.4	113.7	107.8	112.4

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	[In thousands]														Annual average	
	1963				1962										1961	1960
	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May			
Manufacturing—Continued																
<i>Durable goods—Continued</i>																
Machinery.....	1,485.4	1,485.0	1,481.5	1,474.0	1,469.3	1,464.2	1,462.9	1,463.1	1,466.7	1,463.9	1,468.1	1,479.5	1,468.6	1,401.1	1,471.4	
Engines and turbines.....	87.9	88.1	88.3	88.5	88.5	87.0	86.3	86.5	86.8	86.8	85.7	86.6	86.7	80.0	86.8	
Farm machinery and equipment.....	132.3	132.3	130.5	125.1	120.8	117.4	118.0	117.4	118.7	117.7	119.0	120.5	121.0	112.4	114.1	
Construction and related machinery.....	210.7	209.4	208.8	208.7	209.0	208.6	207.8	211.1	212.3	212.3	212.0	209.0	198.1	219.7		
Metalworking machinery and equipment.....	262.6	262.1	260.7	259.5	259.5	258.3	256.4	255.0	253.1	256.7	259.7	260.5	243.8	258.2		
Special industrial machinery.....	170.3	169.9	169.2	169.9	170.8	170.8	171.6	171.6	172.4	172.9	173.5	171.5	167.9	173.8		
General industrial machinery.....	221.7	221.8	221.2	222.2	222.5	222.5	223.4	222.9	222.9	222.0	222.8	220.1	211.1	223.0		
Office, computing, and accounting machines.....	148.2	148.8	148.7	149.6	150.0	150.4	150.5	151.9	152.1	151.0	151.8	151.7	149.3	145.7		
Service industry machines.....	99.2	97.3	95.9	95.3	95.3	96.0	96.2	96.7	96.3	99.7	101.0	99.6	94.1	99.8		
Miscellaneous machinery.....	152.1	151.8	150.7	150.5	151.3	152.6	152.7	151.7	150.3	149.9	151.6	148.5	144.6	150.4		
Electrical equipment and supplies.....	1,526.1	1,515.9	1,524.0	1,533.7	1,543.5	1,556.0	1,561.1	1,561.2	1,556.7	1,538.9	1,529.1	1,534.2	1,513.1	1,436.0	1,445.6	
Electric distribution equipment.....	160.2	159.9	160.7	161.9	163.1	163.5	163.5	163.3	163.2	161.7	162.2	159.3	160.9	163.2		
Electrical industrial apparatus.....	174.3	174.1	174.8	175.3	176.4	176.4	176.9	176.6	176.9	175.7	177.0	178.3	175.5	170.5	177.4	
Household appliances.....	154.6	154.0	154.4	154.6	155.2	154.8	155.6	155.6	155.0	151.9	150.7	154.3	154.8	151.0	157.2	
Electric lighting and wiring equipment.....	137.8	138.3	138.2	137.6	138.6	138.9	139.4	138.8	138.1	133.6	135.4	134.8	128.5	132.7		
Radio and TV receiving sets.....	118.8	120.6	122.1	124.6	128.2	132.9	135.7	135.2	132.2	129.9	127.8	122.9	113.1	111.5		
Communication equipment.....	413.3	419.4	423.9	426.5	428.9	427.4	424.7	422.6	420.4	415.7	416.2	412.3	378.4	366.9		
Electronic components and accessories.....	240.8	241.1	241.8	244.5	246.5	247.6	247.6	248.0	246.5	246.7	245.7	240.0	227.2	225.2		
Miscellaneous electrical equipment and supplies.....	116.1	116.6	117.8	118.5	119.1	119.1	118.1	116.9	113.3	113.8	114.3	113.5	106.4	111.4		
Transportation equipment.....	1,714.8	1,709.9	1,698.4	1,702.5	1,709.2	1,705.6	1,695.4	1,683.9	1,668.7	1,536.2	1,647.4	1,660.4	1,650.6	1,522.5	1,617.3	
Motor vehicles and equipment.....	759.9	748.0	751.3	761.2	762.4	762.4	765.4	746.8	731.8	607.3	727.5	746.4	738.3	647.9	727.6	
Aircraft and parts.....	720.4	724.2	728.2	730.8	729.7	726.5	719.7	719.0	709.7	705.1	695.6	692.8	669.4	673.8		
Ship and boat building and repairing.....	152.9	152.2	150.1	148.5	145.1	144.0	145.5	144.3	144.3	141.8	142.6	144.1	142.2	141.0		
Railroad equipment.....	45.0	45.3	44.4	42.8	41.9	42.0	43.2	44.8	45.5	43.6	45.5	44.4	35.8	43.8		
Other transportation equipment.....	30.7	28.7	28.5	25.9	26.5	27.8	28.7	28.8	29.4	29.0	30.3	31.0	27.3	31.1		
Instruments and related products.....	363.9	363.2	362.0	361.2	361.3	362.0	362.1	361.6	361.3	361.3	357.4	358.2	355.8	346.4	354.2	
Engineering and scientific instruments.....	72.7	73.2	73.3	74.2	74.2	74.4	74.3	74.4	74.1	73.6	72.3	72.6	72.5	73.9	75.7	
Mechanical measuring and control devices.....	97.7	97.6	97.6	97.0	96.5	96.3	95.8	95.7	95.9	95.0	94.7	95.2	91.8	95.1		
Optical and ophthalmic goods.....	42.1	42.0	41.9	41.6	41.7	41.6	41.8	41.8	41.7	41.8	42.4	42.1	39.3	40.6		
Surgical, medical, and dental equipment.....	50.7	50.3	50.3	50.0	49.7	49.7	49.6	49.6	49.5	49.2	49.0	48.2	47.6	47.3		
Photographic equipment and supplies.....	71.1	70.8	70.3	70.6	71.1	71.2	71.0	71.0	71.8	71.4	70.5	69.2	68.4	69.0		
Watches and clocks.....	28.9	28.1	27.8	27.9	28.6	29.0	29.0	29.1	28.8	27.7	29.0	28.6	25.3	26.6		
Miscellaneous manufacturing industries.....	385.5	378.2	375.7	370.2	363.9	382.4	409.0	418.1	414.5	407.3	392.4	399.9	391.8	381.6	392.1	
Jewelry, silverware, and plated ware.....	40.4	40.6	41.0	40.9	41.8	42.8	42.6	42.3	41.5	40.0	41.2	41.2	41.8	43.2		
Toys, amusement, and sporting goods.....	95.3	95.0	89.1	84.1	95.3	116.1	123.1	119.7	117.1	112.4	112.2	107.6	101.9	102.3		
Pens, pencils, office and art materials.....	34.5	34.2	33.5	33.7	34.2	34.9	35.1	34.6	34.1	32.6	33.2	32.6	31.2	31.0		
Costume jewelry, buttons, and notions.....	51.8	52.9	53.3	52.8	55.2	57.1	56.9	56.8	56.0	53.1	56.3	55.1	54.0	57.5		
Other manufacturing industries.....	153.2	153.0	153.3	152.6	155.9	158.1	160.4	161.1	158.6	154.3	157.0	155.3	152.7	158.1		
<i>Nondurable goods</i>																
Food and kindred products.....	1,682.6	1,679.4	1,674.7	1,665.1	1,686.9	1,738.8	1,780.7	1,858.5	1,931.1	1,910.5	1,829.6	1,777.9	1,711.5	1,780.2	1,792.7	
Meat products.....	300.0	298.6	300.8	304.1	311.5	316.0	315.9	312.7	314.7	313.4	314.4	307.7	317.0	321.1		
Dairy products.....	301.6	298.9	297.4	298.4	301.2	303.0	306.1	312.3	320.5	322.3	318.8	311.5	313.3	316.6		
Canned and preserved food, except meats.....	189.7	188.3	181.1	187.4	202.2	227.5	298.1	379.1	359.1	359.9	236.3	204.1	243.5	241.8		
Grain mill products.....	122.7	124.3	123.7	124.4	124.8	124.9	128.2	130.5	131.1	131.0	128.7	127.4	128.6	128.4		
Bakery products.....	302.4	303.3	302.3	303.2	307.0	308.9	308.0	307.3	308.0	308.1	308.8	302.1	305.7	307.5		
Sugar.....	28.1	27.0	28.5	34.8	44.1	45.7	45.1	32.1	30.0	29.3	28.8	27.2	34.3	36.9		
Confectionery and related products.....	76.0	78.3	78.7	79.9	84.0	87.5	85.1	83.0	76.9	69.1	73.2	73.8	80.0	79.6		
Beverages.....	217.7	214.5	210.1	212.2	217.9	219.7	223.5	228.6	227.2	229.1	227.7	217.8	216.5	218.2		
Miscellaneous food and kindred products.....	141.2	141.5	142.5	142.5	146.1	147.5	148.5	145.5	143.0	140.6	141.2	139.9	141.4	142.8		
Tobacco manufactures.....	76.7	77.2	79.5	85.2	88.3	94.1	96.2	111.2	117.6	102.6	76.9	76.2	75.7	90.5	94.1	
Cigarettes.....	37.2	37.2	36.8	37.1	37.2	37.2	37.0	37.0	37.9	37.9	37.6	37.0	37.0	37.2		
Cigars.....	21.8	22.0	22.1	22.0	23.0	22.9	22.6	22.8	22.6	22.0	22.9	23.1	24.8	27.9		
Textile mill products.....	857.8	858.0	857.3	854.4	855.2	867.5	876.2	881.3	883.7	885.8	872.9	890.9	884.4	879.8	914.6	
Cotton broad woven fabrics.....	238.3	238.8	238.7	240.2	242.2	243.1	243.2	244.2	245.0	243.4	247.0	246.1	251.2	260.4		
Silk and synthetic broad woven fabrics.....	69.8	69.7	69.8	70.1	70.6	70.3	70.1	70.5	70.6	68.7	70.4	69.7	69.8	73.4		
Weaving and finishing broad wools.....	50.1	50.3	50.2	48.6	48.8	49.6	50.8	51.5	52.2	52.2	52.9	52.2	52.3	56.0		
Narrow fabrics and smallwares.....	26.5	26.5	26.5	26.6	27.3	27.5	27.2	27.4	27.3	26.5	27.4	27.6	26.6	27.6		
Knitting.....	202.5	201.9	199.2	198.1	203.5	210.3	214.4	215.3	217.2	213.0	217.6	214.2	211.1	214.4		
Finishing textiles, except wool and knit.....	70.6	70.6	70.4	70.6	71.6	71.5	71.6	71.2	71.1	70.6	72.2	71.8	70.8	74.3		
Floor covering.....	33.8	33.8	34.2	34.6	35.0	35.1	34.7	34.2	33.1	33.0	33.4	33.5	33.1	35.9		
Yarn and thread.....	101.1	100.7	100.9	100.7	102.2	102.3	102.9	103.0	103.8	103.8	103.6	103.1	100.4	103.7		
Miscellaneous textile goods.....	65.3	65.0	64.5	65.7	66.3	66.5	66.4	66.4	65.5	64.1	66.4	66.2	64.6	69.0		

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1963					1962								Annual average	
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,243.4	1,245.6	1,267.0	1,250.6	1,219.2	1,235.6	1,252.7	1,258.5	1,264.2	1,266.7	1,207.8	1,230.5	1,216.3	1,199.5	1,228.4
Men's and boys' suits and coats.....	116.2	118.2	118.5	118.5	119.1	118.5	119.3	119.3	120.2	119.8	115.2	119.4	115.6	116.4	121.5
Men's and boys' furnishings.....	335.7	332.2	330.7	330.7	327.5	331.8	334.9	335.2	336.4	336.1	324.7	331.2	324.7	302.2	307.5
Women's, misses', and juniors' outerwear.....	350.4	363.7	356.0	337.9	339.5	343.4	342.3	349.7	356.7	335.5	342.2	355.5	348.3	361.3	
Women's and children's undergarments.....	122.4	122.7	121.7	120.2	123.6	126.0	126.7	124.6	123.3	116.7	120.0	119.2	118.0	119.7	
Hats, caps, and millinery.....	33.8	39.9	39.3	36.8	34.5	32.9	35.8	36.2	36.8	32.0	31.7	31.8	34.9	36.2	
Girls' and children's outerwear.....	74.4	79.5	79.0	76.3	75.1	76.8	77.2	77.2	78.6	78.2	79.2	75.3	74.4	76.1	
Fur goods and miscellaneous apparel.....	66.5	66.7	65.0	62.9	68.2	72.3	73.3	72.2	71.6	67.8	68.7	66.2	69.5	69.0	
Miscellaneous fabricated textile products.....	146.2	144.1	140.4	139.1	143.8	147.9	148.7	147.7	143.8	137.7	138.1	142.5	135.8	136.9	
Paper and allied products.....	601.7	599.8	597.0	600.3	605.7	606.4	608.8	610.7	610.4	602.2	607.3	598.7	589.5	593.3	
Paper and pulp.....	224.6	223.7	223.4	225.2	226.2	226.8	227.9	229.0	231.4	228.5	228.5	224.9	224.5	224.4	
Paperboard.....	67.6	68.3	68.3	68.5	68.5	68.3	68.3	67.7	66.7	66.4	68.1	67.5	66.8	69.3	
Converted paper and paperboard products.....	130.3	129.8	128.6	128.9	130.2	129.7	130.5	130.6	130.4	129.3	130.2	128.6	124.3	124.4	
Paperboard containers and boxes.....	178.5	178.0	176.7	177.7	180.8	181.6	182.1	183.4	181.9	178.8	180.5	177.7	174.0	175.1	
Printing, publishing, and allied industries.....	934.7	931.8	913.5	909.2	912.2	920.1	945.7	945.0	941.3	934.0	930.7	933.4	929.0	926.3	917.2
Newspaper publishing and printing.....	342.0	322.2	321.0	320.6	323.7	343.5	346.6	345.1	345.5	343.1	343.7	341.0	339.1	332.6	
Periodical publishing and printing.....	67.9	68.8	68.7	69.5	69.1	69.4	68.9	68.3	66.1	66.4	66.4	68.5	71.0	71.0	
Books.....	76.2	75.6	75.1	75.4	75.4	75.7	76.0	76.4	75.8	76.1	75.4	74.4	73.0	71.1	
Commercial printing.....	289.1	290.6	288.6	291.2	294.7	293.8	293.9	292.2	288.9	289.2	292.0	291.1	289.8	289.2	
Bookbinding and related industries.....	48.7	48.4	47.8	48.0	48.4	48.4	48.7	49.3	49.5	48.3	48.0	47.3	47.1	47.0	
Other publishing and printing industries.....	107.9	107.9	108.0	107.5	108.8	109.9	111.0	110.0	108.2	107.6	107.9	106.7	106.3	106.3	
Chemicals and allied products.....	865.5	870.8	860.6	852.7	850.1	849.9	852.0	853.6	855.9	858.0	855.0	851.2	851.9	830.2	829.6
Industrial chemicals.....	286.6	285.4	284.4	284.4	284.6	284.9	285.2	284.9	285.1	287.8	288.9	287.7	284.6	284.8	286.8
Plastics and synthetics, except glass.....	164.6	163.5	163.2	163.4	162.9	163.3	163.2	164.3	163.4	163.9	163.9	158.4	159.7	152.3	153.2
Drugs.....	112.9	112.5	112.0	111.6	111.7	111.3	110.6	110.5	111.4	110.7	110.0	108.7	106.6	107.4	
Soap, cleaners, and toilet goods.....	100.3	100.7	99.9	99.9	100.2	101.2	101.8	101.8	101.2	99.2	99.4	98.0	96.5	92.2	
Paints, varnishes, and allied products.....	63.4	62.6	62.0	61.6	61.7	62.0	62.8	63.6	64.7	64.5	64.2	63.0	62.4	63.5	
Agricultural chemicals.....	56.3	49.3	45.4	43.5	42.3	41.6	42.9	42.7	40.7	40.5	43.3	52.5	44.7	44.8	
Other chemical products.....	86.7	86.6	85.8	85.5	86.2	87.4	87.4	87.9	88.8	88.3	88.2	85.4	82.9	81.8	
Petroleum refining and related industries.....	189.7	188.3	186.3	185.4	185.4	186.9	189.1	190.7	192.8	199.9	200.9	200.9	199.3	203.0	211.7
Petroleum refining.....	155.0	155.2	154.6	153.0	153.5	154.3	154.9	156.4	163.5	165.0	165.3	164.6	170.0	177.6	
Other petroleum and coal products.....	33.3	31.1	31.7	32.4	33.4	34.8	35.8	36.2	36.4	35.9	35.6	34.7	33.0	34.1	
Rubber and miscellaneous plastic products.....	393.7	393.2	392.1	391.5	394.7	395.8	398.2	399.9	397.7	392.1	384.5	391.4	385.0	365.1	374.0
Tires and inner tubes.....	105.0	104.3	104.4	105.3	105.7	105.3	105.3	105.7	104.5	103.5	104.5	103.0	101.0	106.8	
Other rubber products.....	160.4	160.8	161.0	163.9	164.4	164.4	164.7	164.3	161.4	157.1	161.5	158.8	149.1	163.3	
Miscellaneous plastic products.....	127.8	127.0	126.1	125.5	125.7	128.5	129.9	127.7	126.2	123.9	125.4	123.2	114.9	113.8	
Leather and leather products.....	344.0	342.8	352.2	354.6	351.4	359.3	361.0	358.6	360.8	368.6	358.4	363.5	355.4	361.0	365.8
Leather tanning and finishing.....	31.4	31.7	32.1	32.9	33.1	33.1	32.9	32.8	32.8	31.6	32.7	32.2	33.0	34.1	
Footwear, except rubber.....	229.9	235.1	237.6	236.1	238.4	235.8	233.4	236.9	243.5	239.2	241.7	236.6	239.3	242.6	
Other leather products.....	81.5	85.4	84.9	82.4	87.8	92.1	92.3	91.1	92.3	87.6	89.1	86.6	88.7	89.1	
Transportation and public utilities.....	3,910	3,884	3,868	3,862	3,794	3,937	3,934	3,959	3,959	3,963	3,948	3,965	3,924	3,923	4,017
Railroad transportation.....	773.2	765.0	761.4	760.4	760.4	786.7	781.8	792.5	784.4	810.2	811.1	819.2	815.1	819.5	886.9
Class I railroads.....	674.4	666.9	664.4	663.4	661.6	681.6	683.1	692.9	685.0	710.6	711.8	719.0	715.0	717.4	780.5
Local and interurban passenger transit.....	265.8	267.7	268.8	270.0	269.3	266.9	266.9	265.2	265.6	254.4	261.0	266.0	270.0	282.6	
Local and suburban transportation.....	85.5	86.0	86.2	86.5	86.9	87.1	87.7	87.9	87.7	87.8	88.6	88.6	91.5	94.6	
Taxis.....	107.5	110.0	110.7	110.2	109.4	107.0	105.7	105.0	103.0	102.7	104.2	105.5	109.5	120.4	
Intercity and rural buslines.....	47.6	46.6	46.7	48.2	47.9	47.9	48.4	49.7	50.1	50.4	49.6	48.7	48.2	47.2	
Motor freight transportation and storage.....	902.6	890.4	888.2	884.8	925.4	939.0	947.9	942.1	927.5	930.3	919.2	893.2	875.2	873.5	
Air transportation.....	213.2	212.6	211.9	212.4	210.5	209.2	210.8	210.0	199.2	193.1	207.6	206.7	197.3	191.0	
Air transportation, common carriers.....	190.3	190.2	190.3	190.8	189.1	188.3	189.5	188.5	177.8	172.0	185.0	184.0	175.6	171.6	
Pipeline transportation.....	19.9	19.9	19.9	20.2	20.5	20.6	20.8	21.2	21.6	21.6	21.6	21.3	22.2	23.1	
Other transportation.....	295.5	299.0	301.0	293.8	306.0	296.6	296.0	300.7	302.6	299.9	301.2	302.6	302.1	308.0	
Communication.....	815.6	813.0	811.3	811.5	815.8	816.9	818.8	823.6	829.1	829.1	822.3	816.9	826.2	838.7	
Telephone communication.....	687.1	684.8	682.7	683.3	685.9	687.5	688.3	693.2	699.1	698.5	692.5	687.9	694.8	706.0	
Telegraph communication.....	34.1	34.4	34.7	34.9	35.7	35.7	35.8	36.2	36.6	36.8	36.7	36.6	37.1	38.3	
Radio and television broadcasting.....	92.5	91.9	92.0	91.4	92.3	91.8	92.8	92.3	91.5	91.9	91.2	90.5	92.4	92.4	
Electric, gas, and sanitary services.....	598.0	599.9	599.8	600.5	602.5	603.4	604.9	612.1	619.2	618.3	612.7	602.3	610.7	613.0	
Electric companies and systems.....	244.6	247.5	247.4	247.4	247.7	247.7	247.7	248.3	251.4	253.8	253.9	247.6	252.2	254.3	
Gas companies and systems.....	150.3	150.0	150.2	150.5	151.2	151.7	151.8	153.4	155.3	154.9	153.7	151.1	153.1	153.4	
Combined utility systems.....	172.7	172.4	172.4	172.8	173.6	174.0	174.5	176.8	178.7	178.1	176.5	173.2	175.3	175.0	
Water, steam, and sanitary systems.....	30.4	30.0	29.8	29.8	30.0	30.0	30.3	30.5	31.4	31.4	30.9	30.4	30.1	30.3	

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	[In thousands]										Annual average				
	1963					1962					1961	1960			
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May		
Wholesale and retail trade	11,685	11,730	11,477	11,415	11,520	12,401	11,842	11,682	11,627	11,553	11,540	11,582	11,476	11,368	11,412
Wholesale trade.....	3,092	3,089	3,082	3,078	3,086	3,129	3,113	3,113	3,105	3,107	3,091	3,074	3,034	3,008	3,009
Motor vehicles and automotive equipment.....		228.0	226.8	225.9	224.9	226.7	226.0	226.4	226.9	226.8	226.3	224.2	221.1	215.6	213.6
Drugs, chemicals, and allied products.....		198.8	198.5	197.9	197.4	199.3	199.2	198.4	196.8	196.9	195.4	194.4	193.2	188.3	183.8
Dry goods and apparel.....		134.3	134.5	134.0	134.8	135.2	135.1	135.7	135.1	135.9	135.8	134.5	132.5	130.7	130.8
Groceries and related products.....		485.6	490.1	487.8	491.6	502.9	502.7	497.9	492.8	491.8	498.9	499.7	490.1	491.5	494.0
Electrical goods.....		219.2	217.6	217.6	217.2	216.5	215.8	214.1	214.1	215.3	215.2	215.2	210.2	204.8	205.1
Hardware, plumbing and heating goods.....		144.5	143.3	142.8	142.7	143.6	144.1	144.8	145.0	145.4	145.3	144.9	143.1	142.6	145.1
Machinery, equipment, and supplies.....		525.0	521.3	519.0	514.8	514.8	512.2	511.9	514.5	513.5	512.1	508.5	502.6	483.6	479.1
Retail trade.....	8,593	8,641	8,395	8,337	8,434	9,272	8,729	8,569	8,522	8,451	8,449	8,508	8,442	8,361	8,403
General merchandise stores.....		1,555.9	1,482.5	1,461.2	1,534.2	2,045.5	1,700.9	1,590.5	1,556.8	1,512.8	1,501.5	1,526.8	1,523.9	1,554.8	1,563.1
Department stores.....		916.9	875.2	861.9	915.0	1,242.8	1,014.2	936.2	911.0	885.7	878.1	898.5	897.4	910.6	914.4
Limited price variety stores.....		330.8	309.7	302.2	313.0	417.6	347.8	329.7	326.9	311.5	308.4	312.3	317.9	330.0	335.4
Food stores.....		1,404.1	1,393.4	1,397.6	1,386.4	1,417.5	1,396.7	1,383.6	1,368.7	1,365.0	1,376.6	1,374.9	1,370.1	1,358.3	1,356.1
Grocery, meat, and vegetable stores.....		1,225.2	1,224.4	1,223.2	1,218.4	1,239.1	1,226.2	1,216.5	1,204.0	1,202.2	1,211.3	1,208.8	1,201.4	1,186.9	1,181.6
Apparel and accessories stores.....		732.9	645.9	661.2	661.2	801.2	696.7	674.6	663.3	630.5	630.2	663.0	668.5	665.7	637.2
Men's and boys' apparel stores.....		113.8	107.5	109.9	117.3	146.3	117.1	111.0	108.9	106.6	107.9	113.2	108.9	107.7	104.3
Women's ready-to-wear stores.....		271.9	252.2	244.3	252.7	304.1	268.4	259.9	252.8	241.1	242.0	251.7	256.9	246.2	243.1
Family clothing stores.....		103.6	97.9	96.9	102.6	130.9	106.7	101.6	100.8	95.7	95.8	100.3	99.6	96.8	94.7
Shoe stores.....		154.7	114.6	111.0	113.7	132.2	119.4	119.7	121.7	114.7	114.7	120.5	123.5	116.0	119.0
Furniture and appliance stores.....		415.1	416.0	413.3	416.5	492.4	419.6	414.5	413.0	409.1	407.8	410.0	407.6	405.4	409.2
Eating and drinking places.....		1,663.3	1,622.9	1,610.9	1,607.9	1,651.0	1,658.7	1,670.5	1,686.0	1,700.9	1,699.2	1,706.3	1,663.7	1,617.6	1,628.5
Other retail trade.....		2,870.0	2,834.1	2,820.3	2,828.1	2,924.4	2,857.6	2,834.8	2,834.2	2,832.7	2,833.5	2,826.7	2,808.5	2,776.9	2,811.1
Motor vehicle dealers.....		710.6	707.5	706.0	701.9	696.4	692.3	687.3	683.4	683.9	681.8	675.3	669.5	656.5	674.6
Other vehicle and accessory dealers.....		138.5	133.2	132.0	134.2	142.1	138.3	133.9	134.7	135.6	136.3	136.4	132.9	138.3	142.8
Drug stores.....		383.6	382.7	379.6	383.2	402.7	386.9	384.7	382.2	382.5	378.0	379.5	377.1	372.9	369.5
Finance, insurance, and real estate	2,845	2,834	2,821	2,810	2,803	2,807	2,808	2,807	2,813	2,841	2,839	2,808	2,780	2,748	2,684
Banking.....		730.5	728.9	727.0	722.7	723.4	720.9	720.0	719.9	729.0	725.1	715.4	705.1	695.1	674.7
Credit agencies other than banks.....		272.4	271.0	270.8	270.3	270.1	268.6	267.3	268.3	271.2	271.5	268.2	264.9	262.5	256.2
Savings and loan associations.....		89.5	88.8	88.5	88.6	87.4	87.0	86.6	86.1	86.6	87.4	85.1	83.6	78.6	72.4
Security dealers and exchanges.....		142.4	142.0	142.2	141.4	142.3	141.2	140.5	142.2	143.9	143.5	143.0	141.5	145.2	146.0
Insurance carriers.....		120.3	120.8	120.2	119.3	120.4	121.1	122.8	125.6	130.8	132.4	131.9	131.8	126.8	114.2
Life insurance.....		873.2	875.4	873.2	869.9	870.6	869.9	868.5	869.4	875.0	871.7	864.0	859.0	856.7	839.0
Accident and health insurance.....		475.8	477.4	476.1	474.4	473.5	473.1	472.3	472.5	474.0	472.3	469.6	468.7	468.4	459.0
Fire, marine, and casualty insurance.....		52.8	52.8	52.7	52.5	52.7	52.8	52.7	52.8	53.3	53.3	52.8	52.0	51.6	50.9
Insurance agents, brokers, and services.....		302.0	302.4	301.8	300.3	301.8	301.6	300.9	301.7	304.2	302.8	298.9	296.4	295.1	287.3
Real estate.....		203.0	202.8	202.9	202.1	202.3	202.3	201.0	201.2	204.0	203.0	201.0	198.8	199.8	196.2
Operative builders.....		559.7	547.0	541.2	543.6	545.0	549.6	551.9	553.0	554.9	559.4	552.6	545.2	531.4	527.3
Other finance, insurance, and real estate.....		32.2	30.3	28.4	28.7	29.6	30.8	32.2	31.8	32.4	32.7	30.3	31.0	32.5	36.1
Services and miscellaneous.....	8,009	7,931	7,826	7,782	7,761	7,805	7,830	7,870	7,856	7,867	7,884	7,881	7,769	7,516	7,361
Hotels and lodging places.....		620.4	608.8	606.4	599.6	603.1	605.9	616.5	654.1	745.6	742.1	672.6	604.6	587.7	567.7
Hotels, tourist courts, and motels.....		575.2	567.1	564.3	558.5	560.5	562.1	570.1	597.9	640.3	638.9	612.7	554.4	531.3	511.1
Personal services.....		499.0	490.1	487.3	492.8	494.5	498.2	503.4	503.9	504.6	514.1	518.8	513.3	510.5	521.0
Laundries, cleaning and dyeing plants.....		111.4	111.7	111.1	111.8	112.4	112.4	111.6	111.4	112.1	111.6	110.4	112.1	110.4	109.9
Miscellaneous business services.....		169.0	161.5	158.2	160.5	164.3	167.7	174.5	180.7	183.2	182.0	179.8	178.1	184.4	189.3
Advertising.....		31.3	33.1	33.9	35.5	36.5	36.3	36.2	37.2	36.9	36.1	35.2	35.0	43.5	43.5
Motion pictures.....		137.7	128.4	124.3	124.9	127.8	131.4	133.3	143.5	146.3	145.9	144.6	143.1	140.9	145.8
Motion picture filming and distributing.....		31.3	33.1	33.9	35.5	36.5	36.3	36.2	37.2	36.9	36.1	35.2	35.0	43.5	43.5
Motion picture theaters and services.....		137.7	128.4	124.3	124.9	127.8	131.4	133.3	143.5	146.3	145.9	144.6	143.1	140.9	145.8
Medical services.....		1,224.3	1,222.2	1,215.9	1,204.6	1,201.6	1,202.4	1,196.9	1,192.8	1,192.3	1,194.5	1,186.5	1,174.2	1,141.7	1,105.0
Hospitals.....		9,534	9,536	9,510	9,438	9,607	9,470	9,406	9,241	8,860	8,870	9,171	9,172	8,828	8,520
Government.....	9,559	2,349	2,344	2,335	2,332	2,327	2,492	2,348	2,333	2,356	2,368	2,354	2,313	2,279	2,270
Federal Government ³		2,314.2	2,305.0	2,302.3	2,297.5	2,462.4	2,318.8	2,303.8	2,306.4	2,335.5	2,338.5	2,324.2	2,284.0	2,250.9	2,242.6
Executive.....		951.4	952.5	957.0	959.1	961.9	965.1	964.0	962.6	972.9	973.4	970.2	961.3	943.7	940.6
Department of Defense.....		583.3	582.2	580.6	582.5	742.7	587.8	583.9	587.1	589.2	589.9	587.0	582.2	596.7	586.7
Post Office Department.....		779.5	770.3	764.7	755.9	757.8	765.9	755.9	756.7	773.4	775.2	767.0	740.5	710.5	715.3
Other agencies.....		23.8	23.8	23.8	23.6	23.7	23.9	24.0	23.9	24.1	23.9	23.4	23.2	22.6	
Legislative.....		5.6	5.7	5.6	5.6	5.6	5.6	5.6	5.6	5.5	5.5	5.5	5.5	5.1	4.9
Judicial.....		7,190	7,201	7,178	7,111	7,115	7,122	7,073	6,905	6,495	6,502	6,817	6,859	6,648	6,260
State and local government ⁴		1,802.0	1,803.5	1,800.0	1,786.8	1,784.2	1,786.2	1,779.9	1,725.2	1,670.7	1,677.6	1,729.9	1,731.8	1,663.6	1,592.7
State government.....		5,388.2	5,397.3	5,377.6	5,324.2	5,330.3	5,336.0	5,293.0	5,180.1	4,824.3	4,824.4	5,087.5	5,127.3	4,884.6	4,657.0
Local government.....		3,717.3	3,746.7	3,723.1	3,699.2	3,674.5	3,677.0	3,629.0	3,410.9	2,938.4	2,949.2	3,318.7	3,438.7	3,175.4	2,983.3
Education.....		3,472.9	3,454.1	3,454.5	3,441.8	3,440.0	3,445.2	3,443.9	3,494.4	3,556.6	3,552.8	3,498.7	3,420.4	3,372.9	3,266.4
Other State and local government.....															

¹ Beginning with the December 1961 issue, figures differ from those previously published for three reasons. The industry structure has been converted to the 1957 Standard Industrial Classification; the series have been adjusted to March 1959 benchmark levels indicated by data from government social insurance programs; and, beginning with January 1959, the estimates are prepared from a sample stratified by establishment size and, in some cases, region. For comparable back data, see *Employment and Earnings Statistics for the United States, 1909-60*. (BLS Bulletin 1312). Statistics from April 1959 forward are subject to further revision when new benchmarks become available.

In addition, data include Alaska and Hawaii beginning in January 1959. This inclusion increased the nonagricultural total by 212,000 (0.4 percent) for the March 1959 benchmark month, with increases for industry divisions ranging from 0.1 percent in mining to 0.8 percent in government.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during,

or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

TABLE A-3. Production workers in nonagricultural establishments, by industry ¹

[In thousands]

Industry	1963					1962								Annual average	
	May ¹	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960
Mining		489	476	476	479	491	501	507	512	517	508	520	517	527	567
Metal mining.....		67.5	65.5	66.0	64.2	63.6	64.4	64.7	65.4	68.5	72.7	73.9	73.1	71.5	76.9
Iron ores.....		21.8	21.9	20.7	19.2	20.0	20.8	21.6	22.1	23.8	24.4	25.1	25.0	22.8	28.6
Copper ores.....		23.0	22.9	22.9	22.9	23.0	22.8	22.6	22.7	23.5	23.7	24.0	23.8	23.7	22.6
Coal mining.....		119.3	118.3	123.0	123.6	123.4	125.0	126.6	125.0	124.7	113.7	125.0	127.1	136.7	161.2
Bituminous.....		112.3	111.1	115.6	116.2	115.8	117.3	118.9	117.6	117.3	105.6	117.4	119.1	127.5	148.9
Crude petroleum and natural gas.....		209.6	208.4	207.5	209.0	215.0	214.0	215.8	219.8	221.2	221.5	220.1	216.4	223.1	229.1
Crude petroleum and natural gas fields.....		102.0	102.1	102.3	102.5	102.5	103.0	103.2	105.2	107.2	107.0	107.2	105.0	108.4	113.8
Oil and gas field services.....		107.6	106.3	105.2	106.5	112.5	111.0	112.6	114.6	114.0	114.5	112.9	111.4	114.6	115.3
Quarrying and nonmetallic mining.....		92.8	83.4	79.8	82.6	89.1	97.2	99.6	101.3	102.8	100.2	100.8	99.9	95.4	99.6
Contract construction		2,182	1,915	1,841	1,947	2,128	2,397	2,529	2,570	2,621	2,673	2,431	2,344	2,344	2,458
General building contractors.....		689.3	599.2	573.9	611.4	656.1	742.0	769.2	784.2	809.4	796.5	753.4	724.6	740.4	788.3
Heavy construction.....		445.7	345.9	317.6	342.1	402.6	510.0	577.8	596.1	612.2	602.3	552.9	523.6	492.8	609.0
Highway and street construction.....		251.7	176.6	154.9	170.4	213.6	295.2	346.6	361.8	372.4	361.2	327.8	303.7	271.2	270.6
Other heavy construction.....		194.0	169.3	162.7	171.7	189.0	214.8	231.2	234.3	239.8	241.1	225.1	219.9	221.6	238.4
Special trade contractors.....		1,046.9	970.3	949.0	993.0	1,059.1	1,145.2	1,181.6	1,189.6	1,199.6	1,173.9	1,125.0	1,095.5	1,110.8	1,160.7
Manufacturing	12,387	12,319	12,240	12,173	12,187	12,358	12,518	12,661	12,751	12,544	12,403	12,516	12,372	12,044	12,562
Durable goods.....	7,037	6,967	6,883	6,848	6,862	6,929	6,994	7,027	7,034	6,862	6,925	7,025	6,975	6,613	7,021
Nondurable goods.....	5,350	5,352	5,357	5,325	5,325	5,429	5,524	5,634	5,717	5,682	5,478	5,491	5,397	5,431	5,541
<i>Durable goods</i>															
Ordnance and accessories.....	95.8	96.3	98.4	98.8	100.2	101.0	101.7	100.9	101.3	101.5	98.6	96.7	97.5	94.3	89.4
Ammunition, except for small arms.....		39.2	40.3	40.6	40.8	41.5	41.7	41.5	41.8	42.7	43.0	41.7	40.5	39.6	37.0
Sighting and fire control equipment.....		20.3	21.1	21.4	22.2	22.0	22.4	22.2	22.2	21.8	21.9	21.8	21.2	22.5	22.7
Other ordnance and accessories.....		36.8	37.0	36.8	37.2	37.5	37.6	37.2	37.3	37.0	33.7	33.2	34.9	32.2	29.7
Lumber and wood products, except furniture.....	550.6	527.7	518.2	513.5	518.0	529.9	546.9	558.4	567.2	576.0	568.4	571.4	546.0	534.8	570.8
Logging camps and logging contractors.....		75.1	73.6	75.4	77.3	82.7	89.2	92.3	96.3	99.5	98.3	96.4	84.8	85.2	87.1
Sawmills and planing mills.....		242.1	238.1	234.4	236.7	238.8	245.7	250.1	253.1	255.6	254.3	256.9	248.3	243.4	268.5
Millwork, plywood, and related products.....		123.1	120.0	118.8	119.3	121.9	124.7	127.0	128.6	130.4	126.7	127.3	123.9	119.4	124.1
Wooden containers.....		35.1	34.1	33.7	33.8	34.9	35.3	36.3	35.9	36.9	36.9	37.5	36.5	36.8	39.1
Miscellaneous wood products.....		52.3	52.4	51.2	50.9	51.6	52.0	52.7	53.3	53.6	52.2	53.3	52.5	49.9	51.4
Furniture and fixtures.....	311.4	313.5	313.2	312.7	315.2	318.9	322.5	323.7	323.0	322.7	313.3	316.9	314.1	308.9	318.9
Household furniture.....		232.5	232.0	230.8	230.8	233.7	236.1	237.3	235.9	233.8	226.9	229.4	229.3	221.5	232.3
Office furniture.....		22.6	22.7	22.8	24.1	24.6	24.7	22.6	22.4	24.4	23.2	23.9	23.3	21.8	22.8
Partitions, office and store fixtures.....		25.0	25.6	26.0	26.7	26.3	27.0	28.9	29.1	28.8	28.3	27.8	27.0	26.6	29.2
Other furniture and fixtures.....		33.4	32.9	33.1	33.6	34.3	34.7	34.9	35.6	35.7	34.9	35.8	34.0	34.0	34.5
Stone, clay, and glass products.....	468.9	460.1	436.4	427.5	432.2	446.5	465.1	474.2	478.9	480.9	476.4	476.1	466.6	455.1	483.2
Flat glass.....		23.8	23.2	23.5	23.9	24.9	25.6	25.3	25.0	24.8	24.4	24.5	23.8	23.7	27.0
Glass and glassware, pressed or blown.....		88.4	86.7	85.5	83.9	84.8	85.8	87.0	87.8	87.5	87.6	88.6	86.5	84.5	86.9
Cement, hydraulic.....		31.0	27.8	26.9	28.5	30.0	32.5	32.9	33.5	33.9	33.7	33.4	32.1	32.2	34.9
Structural clay products.....		59.1	55.6	54.5	55.6	58.4	60.4	61.0	62.3	62.8	62.0	61.4	60.8	60.4	65.9
Pottery and related products.....		37.6	36.7	36.5	36.6	36.8	37.8	38.6	38.0	37.5	37.1	37.2	36.9	36.9	40.3
Concrete, gypsum, and plaster products.....		120.0	108.0	103.0	105.2	111.7	121.3	126.9	129.4	131.4	129.6	129.0	125.4	118.1	123.5
Other stone and mineral products.....		88.2	86.3	85.6	86.2	87.5	89.0	89.7	90.5	90.8	90.3	90.1	89.4	87.4	91.8
Primary metal industries.....	964.2	952.2	930.6	915.4	900.5	900.3	894.2	897.5	910.9	906.3	903.4	935.5	964.5	914.5	992.0
Blast furnace and basic steel products.....		491.4	473.0	458.8	443.9	442.3	437.4	440.8	451.9	450.3	451.9	475.4	503.3	482.0	529.3
Iron and steel foundries.....		168.6	166.6	165.9	165.0	165.0	164.5	165.0	166.1	163.4	163.1	166.6	166.5	166.0	172.4
Nonferrous smelting and refining.....		52.7	51.5	51.3	51.7	52.7	53.0	53.5	53.8	53.0	51.8	52.9	53.0	51.7	54.9
Nonferrous rolling, drawing, and extruding.....		135.3	135.0	134.9	134.9	135.2	135.4	135.8	136.2	135.3	135.4	136.9	136.5	129.0	133.6
Nonferrous foundries.....		56.7	56.9	56.8	56.9	57.1	56.0	55.9	55.9	56.1	53.4	54.7	56.4	50.4	53.7
Miscellaneous primary metal industries.....		47.5	47.6	47.7	48.1	48.0	47.9	46.5	47.0	48.2	47.8	49.0	48.8	45.4	48.2
Fabricated metal products.....	869.0	858.0	846.4	844.2	848.2	859.2	864.7	870.7	872.1	850.9	851.6	867.6	860.7	819.6	869.0
Metal cans.....		52.6	50.0	48.6	47.8	47.3	47.5	50.4	54.8	54.9	55.2	55.0	52.9	51.7	54.1
Cutlery, handtools, and general hardware.....		110.7	110.2	110.7	111.3	111.8	111.8	110.6	108.8	105.1	104.4	109.4	109.4	101.4	107.3
Heating equipment and plumbing fixtures.....		58.2	57.8	57.5	56.3	57.2	58.1	58.9	58.6	58.5	56.8	56.9	56.3	55.2	58.7
Fabricated structural metal products.....		224.8	219.7	218.4	221.3	226.3	229.0	234.7	238.4	236.7	237.2	236.2	231.3	230.3	238.1
Screw machine products, bolts, etc.....		69.1	69.4	69.6	69.3	69.4	69.2	68.9	68.5	68.2	67.4	68.8	69.1	62.6	67.2
Metal stampings.....		156.6	154.9	155.2	158.2	160.1	159.4	159.3	156.3	143.4	147.5	152.3	154.8	143.7	160.7
Coating, engraving, and allied services.....		55.7	54.3	54.6	54.9	56.2	58.7	58.4	57.9	56.3	56.0	57.6	56.4	53.0	53.8
Miscellaneous fabricated wire products.....		44.7	44.7	44.3	44.6	45.4	46.0	46.3	45.3	44.2	43.9	45.3	45.1	42.2	45.5
Miscellaneous fabricated metal products.....		85.6	85.4	85.3	84.5	85.5	85.0	83.2	83.5	83.6	83.2	86.1	85.4	79.6	83.6

See footnotes at end of table.

TABLE A-3. Production workers in nonagricultural establishments, by industry¹—Continued

Industry	1963					1962					Annual average				
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960
	[In thousands]														
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery.....	1,033.9	1,033.6	1,028.3	1,023.5	1,020.9	1,017.5	1,016.7	1,018.1	1,020.7	1,015.3	1,019.6	1,034.5	1,026.5	964.5	1,030.4
Engines and turbines.....	58.6	58.6	58.6	58.8	59.5	58.0	57.5	57.7	57.5	57.8	56.8	58.2	58.6	51.2	56.1
Farm machinery and equipment.....	97.4	97.2	95.6	91.1	87.1	87.1	83.9	84.5	85.1	83.8	84.9	86.7	87.2	78.6	79.6
Construction and related machinery.....	140.6	139.4	138.5	138.6	138.6	138.7	138.3	137.6	140.8	141.3	140.3	141.7	139.5	128.2	144.6
Metalworking machinery and equipment.....	196.1	194.5	194.3	193.2	193.5	192.5	191.2	189.8	189.8	187.4	191.1	194.2	195.2	180.1	194.0
Special industry machinery.....	117.1	116.6	116.1	116.8	118.1	117.9	119.0	118.7	118.7	119.0	119.2	120.1	118.6	116.2	122.3
General industrial machinery.....	149.4	149.0	148.8	150.1	148.2	151.0	151.7	151.6	151.6	151.6	150.9	152.3	150.0	143.0	154.9
Office, computing and accounting machines.....	89.3	90.1	90.5	91.9	92.8	93.3	93.4	94.4	94.4	94.3	93.1	94.9	95.2	94.5	95.2
Service industry machines.....	68.1	66.2	65.3	64.2	64.5	64.8	65.3	66.0	66.0	65.3	68.7	70.1	69.1	63.8	69.7
Miscellaneous machinery.....	117.0	116.7	115.7	115.5	116.6	117.5	117.7	116.8	116.8	114.6	114.6	116.3	113.1	109.0	114.2
Electrical equipment and supplies.....	1,026.6	1,019.2	1,023.9	1,031.5	1,042.3	1,052.9	1,060.1	1,062.0	1,059.2	1,041.1	1,031.4	1,038.9	1,024.7	963.3	986.9
Electric distribution equipment.....	105.7	105.7	106.5	107.3	108.6	109.1	109.1	109.0	109.0	108.6	107.0	107.6	104.8	105.3	108.3
Electrical industrial apparatus.....	119.0	118.5	119.1	119.7	120.3	120.8	120.3	120.7	120.7	119.5	120.6	122.0	119.7	114.8	121.5
Household appliances.....	117.9	117.2	117.9	118.2	118.8	118.8	119.5	118.8	118.8	118.4	114.3	117.7	118.6	114.8	120.7
Electric lighting and wiring equipment.....	107.5	107.9	107.9	107.8	108.5	108.9	109.5	109.2	109.2	106.1	104.2	105.8	105.6	99.9	103.6
Radio and TV receiving sets.....	86.3	87.7	89.0	91.5	95.5	100.2	102.7	102.3	102.3	99.7	97.6	95.4	90.8	82.6	82.2
Communication equipment.....	219.1	222.4	225.1	227.4	228.1	227.7	226.7	226.3	225.3	222.4	217.8	219.5	219.0	200.4	201.4
Electronic components and accessories.....	176.0	176.4	176.8	179.8	182.0	183.4	183.8	184.5	184.5	183.1	183.3	183.3	179.6	165.5	164.4
Miscellaneous electrical equipment and supplies.....	87.7	88.1	89.2	90.6	91.1	91.2	90.4	89.4	89.4	86.0	86.8	87.6	86.6	79.9	84.9
Transportation equipment.....	1,176.6	1,172.6	1,158.5	1,159.1	1,168.3	1,167.8	1,159.6	1,149.8	1,133.3	1,007.7	1,120.6	1,136.6	1,132.8	1,035.0	1,132.7
Motor vehicles and equipment.....	590.9	579.7	583.3	592.8	595.8	589.3	589.3	581.0	566.3	441.2	561.3	580.0	573.1	491.7	566.5
Aircraft and parts.....	392.1	392.0	394.0	398.7	398.7	396.4	396.4	389.3	388.0	384.2	378.4	380.4	378.7	378.7	392.5
Ship and boat building and repairing.....	129.9	129.5	126.0	124.9	121.6	120.7	122.2	121.0	120.7	118.6	119.6	121.0	117.8	117.8	116.6
Railroad equipment.....	34.5	33.8	33.0	31.3	30.7	30.8	31.9	33.3	33.8	32.5	33.9	33.0	34.0	24.8	32.0
Other transportation equipment.....	25.2	23.5	22.8	20.6	21.1	22.4	23.3	23.4	24.0	24.0	24.0	24.7	25.3	21.9	25.1
Instrument and related products.....	231.3	231.1	229.5	228.9	229.2	229.9	230.5	230.5	229.9	229.4	225.8	228.5	226.8	221.6	232.0
Engineering and scientific instruments.....	38.2	38.5	38.6	39.3	39.3	39.5	39.4	39.3	39.1	38.6	37.7	38.4	38.2	40.4	42.8
Mechanical measuring and control devices.....	63.5	63.5	63.4	63.2	62.8	62.7	62.4	62.3	62.2	61.2	61.3	61.9	61.9	59.8	63.2
Optical and ophthalmic goods.....	30.4	30.2	30.3	30.0	30.1	30.2	30.5	30.2	30.4	30.3	31.1	30.8	29.1	30.7	
Surgical, medical, and dental equipment.....	35.5	35.2	35.0	34.6	34.3	34.5	34.4	34.5	34.3	33.9	33.8	33.2	33.0	33.1	33.1
Photographic equipment and supplies.....	40.1	39.5	39.3	39.6	40.1	40.5	40.5	40.4	40.7	40.5	40.4	39.5	39.4	41.1	
Watches and clocks.....	23.4	22.6	22.3	22.5	22.8	23.4	23.4	23.4	23.2	22.2	23.5	23.2	20.1	21.1	
Miscellaneous manufacturing industries.....	308.8	302.3	299.5	293.1	287.1	305.2	332.4	341.6	337.8	330.6	316.1	322.4	314.7	306.2	316.0
Jewelry, silverware, and plated ware.....	31.2	31.3	31.7	31.7	32.5	33.4	33.3	33.0	32.3	30.8	32.0	31.9	32.7	33.9	
Toys, amusement, and sporting goods.....	81.4	77.9	71.9	66.7	77.6	99.0	105.8	102.2	99.6	95.3	94.4	90.1	85.3	86.4	
Pens, pencils, office and art materials.....	26.0	25.6	24.9	24.8	25.7	26.3	26.6	26.2	25.8	24.3	24.9	24.3	23.0	23.0	
Costume jewelry, buttons, and notions.....	42.8	43.8	44.0	43.7	45.8	47.8	47.5	47.4	46.7	43.8	46.5	45.6	44.5	47.3	
Other manufacturing industries.....	120.9	120.9	120.6	120.2	123.6	125.9	123.4	129.0	126.2	121.9	124.6	122.8	120.7	125.4	
<i>Nondurable goods</i>															
Food and kindred products.....	1,091.3	1,089.5	1,086.1	1,076.9	1,098.9	1,146.6	1,187.6	1,265.6	1,329.7	1,303.5	1,223.8	1,175.8	1,121.0	1,190.8	1,211.3
Meat products.....	239.3	237.8	240.1	243.3	250.9	254.7	255.0	251.0	253.1	251.5	253.0	246.4	254.3	257.9	
Dairy products.....	149.9	147.0	145.7	146.3	148.3	149.9	152.1	156.9	162.4	164.8	163.2	168.6	163.0	169.7	
Canned and preserved food, except meats.....	153.0	151.5	144.3	150.6	165.2	190.4	260.6	338.1	318.2	246.4	197.8	166.5	206.2	206.1	
Grain mill products.....	85.0	86.4	86.0	86.8	86.8	86.9	90.2	91.8	92.1	92.0	90.1	88.6	89.6	89.8	
Bakery products.....	173.3	174.5	173.3	173.6	176.7	178.7	179.2	177.8	177.2	173.3	176.4	172.6	174.7	176.6	
Sugar.....	21.9	21.0	22.5	28.9	38.4	39.8	38.9	26.1	24.1	23.4	22.8	21.5	28.4	30.3	
Confectionery and related products.....	60.1	62.4	62.8	63.9	67.7	71.0	69.4	67.3	61.4	63.7	57.2	57.8	62.8	63.5	
Beverages.....	113.1	111.2	100.6	110.0	114.2	115.7	118.9	122.4	119.3	121.4	120.9	114.7	115.6	118.3	
Miscellaneous food and kindred products.....	93.9	94.3	95.6	95.5	98.4	100.5	101.3	98.3	95.7	93.3	94.4	94.3	96.2	99.0	
Tobacco manufactures.....	65.2	65.7	67.8	73.2	76.5	81.9	84.1	98.7	105.1	90.4	65.2	64.7	64.5	79.4	83.8
Cigarettes.....	31.0	31.0	30.7	31.0	31.1	30.9	30.8	31.7	31.8	31.7	31.5	31.5	31.5	31.5	32.2
Cigars.....	20.3	20.5	20.5	20.5	21.2	21.3	20.9	21.1	20.9	20.3	21.3	21.5	23.1	26.0	
Textile mill products.....	770.3	769.9	769.2	766.1	767.0	778.9	787.7	792.5	795.7	798.2	786.0	803.4	797.4	793.2	826.7
Cotton broad woven fabrics.....	220.5	221.2	221.4	223.0	224.8	224.8	225.4	226.5	227.8	226.5	226.0	229.7	228.8	234.7	244.1
Silk and synthetic broad woven fabrics.....	62.9	62.8	62.9	63.4	63.8	63.6	63.3	63.9	63.9	62.1	63.7	63.1	63.1	66.9	
Weaving and finishing broad woolsens.....	44.2	44.5	44.9	42.8	43.0	43.8	44.9	45.7	46.3	46.3	47.2	46.5	46.2	49.5	
Narrow fabrics and smallwares.....	23.3	23.2	23.2	23.4	24.0	24.2	23.9	24.1	23.9	23.3	24.1	24.2	23.2	24.1	
Knitting.....	182.4	181.7	178.8	177.2	182.4	189.4	193.2	194.2	196.3	192.5	196.7	193.6	190.7	194.3	
Finishing textiles, except wool and knit.....	60.3	60.2	60.1	60.3	61.2	61.2	61.3	61.1	61.0	60.5	62.1	61.6	60.9	64.1	
Floor covering.....	27.9	27.9	28.2	28.6	29.2	29.2	28.8	28.4	27.4	27.4	27.8	27.9	27.8	30.4	
Yarn and thread.....	93.3	93.0	93.0	93.1	94.6	94.8	95.4	95.5	96.2	93.9	96.2	95.9	93.0	95.9	
Miscellaneous textile goods.....	55.1	54.7	54.1	55.2	55.9	56.1	56.2	56.3	55.4	54.0	55.9	55.8	53.7	57.5	

See footnotes at end of table.

TABLE A-3. Production workers in nonagricultural establishments, by industry¹—Continued

[In thousands]

Industry	1963					1962							Annual average		
	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Apparel and related products.....	1,102.1	1,105.7	1,127.5	1,112.3	1,081.3	1,096.8	1,113.1	1,118.5	1,125.3	1,128.7	1,071.2	1,092.6	1,079.9	1,066.8	1,094.2
Men's and boys' suits and coats.....	103.9	105.6	105.9	106.1	106.3	106.3	105.8	106.4	107.6	107.5	103.1	106.7	103.6	104.3	108.9
Men's and boys' furnishings.....	305.2	301.6	300.0	297.2	300.4	303.7	304.4	305.7	305.8	305.8	294.2	300.6	294.7	273.7	279.6
Women's, misses' and juniors' outerwear.....	313.8	327.6	320.2	301.9	304.4	307.5	305.7	313.5	320.9	300.2	306.7	305.0	313.7	325.8	
Women's and children's undergarments.....	108.2	108.3	107.5	106.0	109.3	111.5	112.0	110.2	109.2	103.0	106.2	105.2	104.8	106.2	
Hats, caps, and millinery.....	29.4	35.6	34.9	32.4	30.2	28.8	31.8	32.1	32.7	28.2	27.8	28.0	31.1	32.4	
Girls' and children's outerwear.....	66.0	71.0	70.7	68.0	67.2	68.7	69.1	69.1	70.5	69.9	70.5	67.1	66.4	67.5	
Fur goods and miscellaneous apparel.....	57.6	58.4	56.7	54.5	59.4	63.2	64.1	63.0	62.3	58.8	59.4	57.5	60.2	60.2	
Miscellaneous fabricated textile products.....	121.6	119.4	116.4	115.2	119.5	123.9	125.0	124.1	119.8	118.8	114.7	118.8	112.6	113.6	
Paper and allied products.....	475.8	474.7	473.3	471.1	474.4	479.5	480.8	483.9	485.3	484.0	476.3	482.7	475.4	469.5	474.0
Paper and pulp.....	180.9	179.7	179.8	181.3	182.5	183.1	183.9	184.9	186.6	183.0	183.9	181.2	181.4	181.9	
Paperboard.....	53.8	54.5	54.4	54.8	54.9	54.8	54.9	54.4	53.4	52.8	55.2	54.6	54.0	56.4	
Converted paper and paperboard products.....	98.0	97.7	96.6	96.8	97.6	97.5	98.6	98.6	98.3	97.5	98.7	97.3	94.9	95.7	
Paperboard containers and boxes.....	142.0	141.4	140.3	141.5	144.5	145.4	146.5	147.4	145.7	143.0	144.9	142.3	139.1	140.1	
Printing, publishing, and allied industries.....	591.6	589.5	579.9	576.3	579.2	587.3	604.3	605.6	602.6	595.9	592.1	596.8	594.6	595.7	591.5
Newspaper publishing and printing.....	172.1	161.8	160.7	160.8	163.7	163.7	179.9	178.9	177.9	177.4	175.0	177.1	176.4	175.5	172.4
Periodical publishing and printing.....	27.7	27.9	27.9	28.0	27.9	27.9	28.2	28.2	27.8	26.7	26.4	26.4	27.4	29.7	29.8
Books.....	46.7	46.0	45.8	45.9	45.7	46.2	46.7	46.7	46.0	46.0	46.1	46.1	45.6	44.4	43.0
Commercial printing.....	226.8	228.6	226.8	229.3	232.8	232.0	231.4	231.4	228.0	228.0	230.8	230.2	230.3	229.5	
Bookbinding and related industries.....	39.3	38.9	38.4	38.7	39.1	39.1	39.3	39.8	40.1	39.0	38.5	38.0	38.0	38.1	
Other publishing and printing industries.....	76.9	76.7	76.7	76.5	78.1	78.9	80.2	79.0	77.7	77.3	77.9	77.0	77.9	78.8	
Chemicals and allied products.....	526.0	532.1	522.7	517.3	515.4	515.4	518.6	520.3	522.7	522.9	521.0	520.4	524.6	506.1	510.8
Industrial chemicals.....	165.6	164.5	163.7	164.1	164.2	164.9	164.6	165.3	166.9	167.6	167.3	165.8	164.7	169.0	
Plastics and synthetics, except glass.....	110.2	109.5	109.8	110.7	110.4	111.0	110.8	111.9	110.8	110.7	107.0	108.9	102.6	103.5	
Drugs.....	60.8	60.6	60.5	60.3	60.1	60.1	59.4	59.2	60.0	59.6	58.7	58.7	58.2	58.8	
Soap, cleaners, and toilet goods.....	61.2	61.4	61.1	60.6	61.3	62.2	62.8	62.9	62.2	60.0	60.9	60.9	59.4	56.1	
Paints, varnishes, and allied products.....	36.3	35.6	35.1	34.7	34.7	35.2	35.8	36.6	37.3	37.6	37.3	36.3	35.5	36.7	
Agricultural chemicals.....	41.5	34.7	31.0	29.3	28.0	27.5	28.9	28.4	26.5	26.4	26.0	38.4	30.9	31.0	
Other chemical products.....	56.5	56.4	56.1	55.7	56.7	57.7	58.0	58.4	59.2	59.1	59.3	57.1	55.8	55.6	
Petroleum refining and related industries.....	121.6	120.1	117.7	117.7	117.2	118.7	120.4	121.3	122.5	128.4	129.7	129.9	128.7	130.6	137.7
Petroleum refining.....	96.7	96.7	96.1	94.9	95.4	95.8	95.9	96.8	102.6	104.2	104.5	104.1	107.1	113.1	
Other petroleum and coal products.....	23.4	21.0	21.6	22.3	23.3	24.6	25.4	25.7	25.8	25.5	25.4	24.6	23.5	24.6	
Rubber and miscellaneous plastic products.....	303.7	303.2	302.3	301.6	304.8	306.4	308.9	310.9	308.5	303.4	296.1	303.5	297.6	280.2	288.7
Tires and inner tubes.....	76.4	75.7	75.7	76.7	76.9	76.9	76.5	76.5	77.0	75.8	75.0	76.1	74.8	73.0	78.2
Other rubber products.....	125.8	126.1	126.2	129.0	129.8	129.8	130.1	130.7	129.9	127.5	122.9	127.7	125.1	117.0	120.8
Miscellaneous plastic products.....	101.0	100.5	99.7	99.1	99.7	102.3	103.7	101.6	100.1	98.2	99.7	97.7	90.2	89.7	
Leather and leather products.....	302.6	301.1	310.2	312.8	310.2	317.6	318.8	316.6	319.1	326.6	316.4	321.3	313.3	318.8	322.9
Leather tanning and finishing.....	27.5	27.7	28.2	28.2	28.9	29.3	29.1	29.0	28.8	28.8	27.7	28.7	28.1	28.9	29.9
Footwear, except rubber.....	204.4	209.5	211.9	211.1	213.1	210.3	208.1	211.6	218.1	218.1	213.8	216.4	211.3	213.8	216.4
Other leather products.....	69.2	73.0	72.7	70.2	75.2	79.4	79.5	78.7	79.7	74.9	76.2	73.9	76.2	76.5	
Transportation and public utilities:															
Local and interurban passenger transit:															
Local and suburban transportation.....	81.5	82.2	82.4	82.9	83.3	83.5	83.9	84.2	83.9	84.1	85.0	85.0	86.7	89.2	
Intercity and rural buslines.....	44.0	43.1	43.3	44.8	44.4	44.4	44.9	46.2	46.6	46.9	46.4	45.5	45.0	44.6	
Motor freight transportation and storage.....	818.2	806.3	804.1	801.5	843.1	857.8	867.1	862.7	848.7	840.8	840.5	814.8	800.0	801.8	
Pipeline transportation.....	17.1	17.1	17.0	17.4	17.6	17.7	17.9	18.2	18.5	18.6	18.5	18.2	18.8	19.3	
Communication:															
Telephone communication.....	556.2	554.2	553.3	554.0	556.8	558.2	559.1	563.5	569.3	568.7	563.3	560.2	568.7	581.9	
Telegraph communication.....	24.3	24.6	24.8	25.2	25.9	26.0	26.0	26.4	26.7	26.9	26.7	26.6	26.9	27.9	
Radio and television broadcasting.....	75.1	75.6	75.5	75.3	75.4	76.1	77.3	76.8	76.6	76.1	76.4	75.4	78.3	77.9	
Electric, gas, and sanitary services.....	521.9	523.7	524.1	525.9	528.5	530.1	531.7	538.7	545.8	544.8	539.3	529.3	538.7	543.6	
Electric companies and systems.....	208.9	211.5	211.5	211.7	212.2	212.6	213.2	216.1	218.5	218.0	215.7	211.8	216.8	220.2	
Gas companies and systems.....	132.6	132.4	132.6	133.1	133.9	134.5	134.5	136.0	137.9	137.9	136.6	134.1	136.4	137.3	
Combined utility systems.....	153.8	153.6	154.0	155.1	156.2	156.8	157.5	159.9	161.9	161.4	160.0	156.9	159.4	159.4	
Water, steam, and sanitary systems.....	26.6	26.2	26.0	26.0	26.2	26.2	26.5	26.7	27.5	27.5	27.0	26.5	26.1	26.7	

See footnotes at end of table.

TABLE A-3. Production workers in nonagricultural establishments, by industry¹—Continued

Industry	[In thousands]												Annual average	
	1963				1962								1961	1960
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961
Wholesale and retail trade⁴	8,961	8,749	8,710	8,822	9,657	9,100	8,939	8,868	8,791	8,775	8,817	8,757	8,744	8,810
Wholesale trade	2,641	2,636	2,633	2,643	2,689	2,676	2,677	2,668	2,671	2,657	2,642	2,603	2,597	2,610
Motor vehicles and automotive equipment	192.9	191.6	191.0	189.9	191.3	190.7	191.4	191.6	191.5	191.5	189.6	186.6	182.0	181.5
Drugs, chemicals, and allied products	165.3	164.7	164.3	163.8	166.1	166.2	165.4	164.5	165.0	165.0	162.8	161.8	158.7	155.6
Dry goods and apparel	111.2	111.4	110.5	111.4	112.0	112.3	113.0	112.5	113.0	113.0	112.1	110.6	111.1	112.0
Groceries and related products	427.4	431.9	430.3	433.8	445.6	445.5	440.5	435.8	434.8	442.1	442.4	433.0	435.7	439.1
Electrical goods	190.3	189.5	189.5	189.5	189.4	188.8	188.1	187.4	188.9	188.7	187.2	183.9	179.5	183.6
Hardware, plumbing and heating goods	125.0	124.1	123.8	123.5	124.6	124.9	125.3	125.7	126.2	125.9	125.6	123.4	124.0	127.7
Machinery, equipment, and supplies	446.0	442.5	439.9	438.5	438.8	437.2	437.2	438.3	437.4	436.6	434.1	428.6	414.1	412.0
Retail trade⁴	6,320	6,113	6,077	6,179	6,968	6,424	6,262	6,200	6,120	6,118	6,175	6,154	6,147	6,201
General merchandise stores	1,425.5	1,352.0	1,331.6	1,404.0	1,910.3	1,567.6	1,462.8	1,430.2	1,388.2	1,377.1	1,402.4	1,399.9	1,433.5	1,447.9
Department stores	841.1	798.6	785.6	837.3	1,163.8	935.2	859.3	834.7	810.2	802.5	823.0	822.4	837.6	843.6
Limited price variety stores	306.3	284.8	278.2	289.0	390.8	322.5	307.7	304.9	290.4	287.3	291.9	297.5	309.3	316.8
Food stores	1,308.0	1,296.7	1,302.3	1,292.7	1,321.5	1,301.1	1,290.4	1,275.2	1,272.6	1,283.9	1,283.1	1,279.5	1,273.4	1,273.1
Grocery, meat, and vegetable stores	1,138.3	1,137.0	1,136.4	1,133.2	1,152.4	1,139.9	1,131.8	1,119.1	1,118.5	1,127.6	1,126.0	1,119.7	1,109.7	1,106.5
Apparel and accessories stores	669.4	582.9	572.1	599.3	737.7	632.7	611.9	601.0	569.5	569.6	601.9	607.3	586.9	582.3
Men's and boy's apparel stores	103.0	96.9	99.4	107.1	135.3	106.3	100.5	98.6	96.2	98.0	103.1	98.9	97.9	95.6
Women's ready-to-wear stores	248.5	229.4	221.6	230.0	281.0	245.2	236.6	229.9	218.4	219.4	229.1	234.2	225.0	223.3
Family clothing stores	96.1	90.2	89.5	95.2	123.2	99.2	94.2	93.1	88.5	88.2	92.5	92.0	89.8	88.1
Shoe stores	141.2	100.9	97.5	100.1	118.6	105.9	106.4	108.3	101.5	101.6	107.5	110.6	102.9	106.3
Furniture and appliance stores	368.7	369.1	367.7	370.4	387.2	373.9	368.9	367.8	364.0	363.4	365.4	362.7	364.2	368.9
Other retail trade⁴	2,548.5	2,512.4	2,503.3	2,512.4	2,611.4	2,548.4	2,527.7	2,525.7	2,526.1	2,524.2	2,522.2	2,504.9	2,489.7	2,528.3
Motor vehicle dealers	618.0	616.3	614.8	611.8	607.0	603.6	600.0	596.2	596.8	594.6	589.0	583.6	576.1	596.2
Other vehicle and accessory dealers	118.2	113.0	111.6	113.5	122.9	118.8	114.1	114.3	115.4	116.2	116.3	112.9	117.7	123.1
Drug stores	355.5	354.2	352.5	355.9	375.0	359.8	357.5	355.5	355.1	351.1	353.1	351.0	348.4	347.5
Finance, insurance, and real estate:														
Banking	617.4	616.3	614.2	610.9	613.3	611.5	610.8	610.7	619.9	616.8	607.5	598.2	592.0	575.9
Security dealers and exchanges	110.4	111.1	110.5	109.8	110.6	111.5	113.3	116.1	121.4	123.1	122.7	122.7	119.0	107.0
Insurance carriers	782.4	786.0	784.1	781.0	783.2	782.8	781.6	783.8	789.7	786.8	779.6	774.9	777.0	763.9
Life insurance	429.0	431.8	430.7	429.3	429.2	428.5	428.2	429.5	431.3	429.2	427.0	426.0	428.8	420.7
Accident and health insurance	46.9	47.1	46.9	46.7	46.9	47.2	47.2	47.3	47.8	47.8	47.5	46.9	46.4	46.0
Fire, marine, and casualty insurance	269.7	270.1	269.7	268.2	270.0	270.1	269.2	270.2	272.7	271.4	267.8	265.4	265.2	260.3
Services and miscellaneous:														
Hotels and lodging places:														
Hotels, tourist courts, and motels	541.4	533.7	531.7	525.2	528.0	529.7	538.3	565.4	606.3	605.0	579.9	521.9	503.8	485.0
Personal services:														
Laundries, cleaning and dyeing plants	365.4	356.7	355.2	360.0	361.0	364.6	368.0	369.4	369.9	378.1	390.3	376.1	377.9	389.2
Motion pictures:														
Motion picture filming and distributing	20.8	21.6	22.2	23.4	24.7	23.9	24.1	24.1	24.2	23.9	23.6	23.4	23.1	29.0

¹ For comparability of data with those published in issues prior to December 1961 and coverage of these series, see footnote 1, table A-2.

For mining, manufacturing, and laundries, cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for all other industries, to nonsupervisory workers.

² Production and related workers include working foremen and all nonsupervisory workers (including leadman and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial and watchmen services, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the above production operations.

Construction workers include working foremen, journeymen, mechanics, apprentices, laborers, etc., engaged in new work, alterations, demolition, repair, and maintenance, etc., at the site of construction or working in shop or yards at jobs (such as precutting and preassembling) ordinarily performed by members of the construction trades.

³ Nonsupervisory workers include employees (not above the working supervisory level) such as office and clerical workers, repairmen, salespersons, operators, drivers, attendants, service employees, linemen, laborers, janitors, watchmen, and similar occupational levels, and other employees whose services are closely associated with those of the employees listed.

⁴ Preliminary.

⁵ Data relate to nonsupervisory employees except messengers.

⁶ Excludes eating and drinking places.

The revised series on employment, hours and earnings, and labor turnover in non-agricultural establishments should not be compared with those published in issues prior to December 1961. (See footnote 1, table A-2, and "Technical Note, The 1961 Revision of the BLS Payroll Employment Statistics," *Monthly Labor Review*, January 1962, pp. 59-62.) Moreover, if future benchmark adjustments require further revisions, the figures presented in this issue should not be compared with those in later issues which reflect the adjustments.

Comparable data for earlier periods are published in *Employment and Earnings Statistics for the United States, 1909-60* (BLS Bulletin 1312), which is available at depository libraries or which may be purchased from the Superintendent of Documents for \$3. For an individual industry, earlier data may be obtained upon request to the Bureau.

TABLE A-4. Employees in nonagricultural establishments, by industry division and selected groups, seasonally adjusted¹

[In thousands]

Industry division and group	1963					1962							
	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May
Total	56,359	56,189	55,963	55,730	55,536	55,580	55,597	55,647	55,583	55,536	55,617	55,535	55,403
Mining	637	635	625	625	623	625	636	638	641	646	648	652	659
Contract construction	2,716	2,734	2,634	2,646	2,651	2,654	2,696	2,716	2,715	2,731	2,738	2,671	2,716
Manufacturing	16,984	16,908	16,771	16,665	16,632	16,681	16,695	16,781	16,805	16,795	16,908	16,923	16,891
Durable goods	9,653	9,575	9,478	9,423	9,399	9,418	9,413	9,470	9,486	9,461	9,552	9,555	9,544
Ordinance and accessories	214	214	218	219	220	220	221	222	220	222	217	213	213
Lumber and wood products, except furniture	611	610	617	610	608	603	605	602	603	609	607	611	609
Furniture and fixtures	384	382	381	378	380	380	380	378	380	385	386	386	387
Stone, clay, and glass products	584	579	566	561	562	565	572	579	576	583	581	581	579
Primary metal industries	1,194	1,177	1,151	1,136	1,121	1,121	1,115	1,119	1,134	1,141	1,149	1,163	1,199
Fabricated metal products	1,149	1,136	1,117	1,109	1,104	1,111	1,110	1,117	1,129	1,122	1,132	1,131	1,135
Machinery	1,476	1,472	1,464	1,461	1,466	1,468	1,481	1,482	1,471	1,480	1,474	1,470	1,460
Electrical equipment and supplies	1,554	1,539	1,536	1,534	1,533	1,535	1,527	1,546	1,528	1,541	1,555	1,554	1,541
Transportation equipment	1,727	1,715	1,680	1,671	1,662	1,669	1,652	1,674	1,694	1,619	1,688	1,687	1,663
Instruments and related products	367	364	362	361	360	359	358	359	358	362	362	359	359
Miscellaneous manufacturing industries	393	387	386	383	383	387	392	392	393	397	401	400	399
Nondurable goods	7,331	7,333	7,293	7,242	7,233	7,263	7,282	7,311	7,319	7,334	7,356	7,368	7,347
Food and kindred products	1,746	1,767	1,780	1,768	1,770	1,773	1,763	1,769	1,770	1,763	1,777	1,774	1,776
Tobacco manufactures	89	88	88	88	87	90	93	96	96	93	89	87	88
Textile mill products	864	864	861	858	860	866	868	871	874	879	885	891	890
Apparel and related products	1,276	1,273	1,253	1,229	1,220	1,229	1,231	1,242	1,243	1,246	1,249	1,257	1,248
Paper and allied products	607	605	605	602	602	604	601	603	603	606	606	606	604
Printing, publishing, and allied industries	941	935	915	911	913	914	938	937	938	937	937	937	935
Chemicals and allied products	863	863	859	856	853	853	855	855	853	855	858	853	849
Petroleum refining and related industries	190	189	188	188	187	189	189	191	191	198	199	199	199
Rubber and miscellaneous plastic products	401	397	394	392	391	389	389	390	393	395	396	399	392
Leather and leather products	354	352	350	350	350	356	358	360	358	362	360	365	366
Transportation and public utilities	3,922	3,915	3,915	3,913	3,836	3,921	3,918	3,935	3,928	3,932	3,913	3,934	3,936
Wholesale and retail trade	11,807	11,764	11,765	11,679	11,637	11,573	11,600	11,594	11,612	11,627	11,652	11,621	11,596
Wholesale trade	3,136	3,123	3,110	3,093	3,083	3,074	3,076	3,085	3,090	3,082	3,100	3,096	3,077
Retail trade	8,671	8,641	8,655	8,586	8,554	8,499	8,524	8,509	8,522	8,545	8,552	8,525	8,519
Finance, insurance, and real estate	2,851	2,843	2,844	2,836	2,828	2,821	2,822	2,813	2,799	2,796	2,792	2,788	2,786
Service and miscellaneous	7,930	7,915	7,937	7,917	7,895	7,876	7,846	7,831	7,809	7,805	7,783	7,749	7,692
Government	9,512	9,475	9,472	9,449	9,434	9,429	9,384	9,339	9,274	9,204	9,183	9,197	9,127
Federal	2,380	2,363	2,363	2,356	2,379	2,391	2,381	2,371	2,369	2,374	2,375	2,366	2,343
State and local	7,132	7,112	7,109	7,093	7,055	7,038	7,003	6,968	6,905	6,830	6,808	6,831	6,784

¹ For coverage of the series, see footnote 1, table A-2.² Preliminary.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.TABLE A-5. Production workers in manufacturing industries, by major industry group, seasonally adjusted¹

[In thousands]

Major industry group	1963					1962							
	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May
Manufacturing	12,578	12,521	12,386	12,284	12,257	12,311	12,324	12,416	12,446	12,432	12,551	12,581	12,566
Durable goods	7,097	7,036	6,930	6,874	6,853	6,880	6,875	6,933	6,953	6,925	7,024	7,035	7,037
Ordinance and accessories	96	96	98	99	99	100	101	102	101	103	100	97	98
Lumber and wood products, except furniture	549	548	556	549	547	541	543	539	541	545	543	546	544
Furniture and fixtures	318	319	316	314	315	317	317	315	315	320	320	321	321
Stone, clay, and glass products	469	465	451	447	448	451	459	465	462	468	467	467	467
Primary metal industries	971	956	929	914	898	898	885	892	906	910	920	934	972
Fabricated metal products	881	871	852	846	842	849	847	854	866	858	868	871	875
Machinery	1,025	1,021	1,012	1,011	1,016	1,021	1,031	1,035	1,026	1,034	1,029	1,027	1,013
Electrical equipment and supplies	1,053	1,040	1,035	1,032	1,032	1,034	1,029	1,047	1,032	1,045	1,057	1,058	1,051
Transportation equipment	1,186	1,178	1,141	1,127	1,122	1,131	1,119	1,139	1,160	1,090	1,164	1,161	1,142
Instruments and related products	234	232	230	229	228	228	228	228	228	231	231	231	230
Miscellaneous manufacturing industries	315	310	310	306	306	310	316	317	316	321	325	322	321
Nondurable goods	5,481	5,485	5,456	5,410	5,404	5,431	5,449	5,483	5,493	5,507	5,527	5,546	5,529
Food and kindred products	1,152	1,171	1,182	1,169	1,173	1,175	1,168	1,178	1,179	1,170	1,181	1,180	1,184
Tobacco manufactures	76	77	76	75	76	78	82	84	81	81	77	76	76
Textile mill products	776	775	774	771	772	777	780	783	787	791	798	803	803
Apparel and related products	1,134	1,131	1,114	1,090	1,081	1,089	1,093	1,105	1,105	1,109	1,110	1,120	1,111
Paper and allied products	480	479	478	476	476	478	476	478	477	481	481	482	479
Printing, publishing, and allied industries	596	592	581	579	581	582	597	598	599	598	599	600	599
Chemicals and allied products	522	523	520	519	518	517	520	519	521	524	528	523	521
Petroleum refining and related industries	122	121	119	120	118	120	120	121	121	127	128	128	128
Rubber and miscellaneous plastic products	310	306	304	302	301	300	300	301	304	306	307	312	304
Leather and leather products	313	310	308	309	308	315	316	318	316	320	318	322	323

¹ For definition of production workers, see footnote 1, table A-3.² Preliminary.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.

TABLE A-6. Unemployment insurance and employment service program operations ¹

[All items except average benefit amounts are in thousands]

Item	1963				1962								
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.
Employment service:²													
New applications for work.....	904	861	904	1,097	766	907	948	856	879	914	1,102	899	847
Nonfarm placements.....	581	496	423	459	434	533	643	652	642	580	605	656	577
State unemployment insurance programs:													
Initial claims ³	1,216	1,127	1,308	2,102	1,747	1,353	1,267	956	1,197	1,395	1,083	1,133	1,147
Insured unemployment ⁴ (average weekly volume).....	1,918	2,298	2,546	2,591	2,063	1,625	1,385	1,331	1,469	1,543	1,469	1,570	1,831
Rate of insured unemployment ⁵	4.7	5.6	6.2	6.3	5.1	4.0	3.4	3.3	3.6	3.8	3.6	3.9	4.5
Weeks of unemployment compensated.....	7,919	9,091	9,025	10,002	6,307	5,702	5,207	4,695	5,781	5,563	5,507	6,391	7,088
Average weekly benefit amount for total unemployment.....	\$35.54	\$35.80	\$35.70	\$35.52	\$35.11	\$34.95	\$34.69	\$34.42	\$34.29	\$34.01	\$34.20	\$34.04	\$34.52
Total benefits paid.....	\$274,798	\$316,422	\$313,272	\$342,411	\$214,203	\$193,551	\$176,608	\$160,559	\$197,414	\$186,965	\$188,871	\$215,015	\$239,562
Unemployment compensation for ex-servicemen:⁷													
Initial claims ⁸	23	25	27	39	31	29	31	27	39	30	25	22	25
Insured unemployment ⁴ (average weekly volume).....	58	71	77	77	65	57	52	52	52	46	40	40	45
Weeks of unemployment compensated.....	267	303	306	338	235	222	214	200	211	175	165	177	190
Total benefits paid.....	\$8,797	\$9,932	\$10,027	\$11,100	\$7,679	\$7,298	\$7,019	\$6,549	\$6,934	\$5,659	\$5,420	\$5,703	\$6,036
Unemployment compensation for Federal civilian employees:⁸													
Initial claims ⁹	13	11	12	20	12	12	14	10	12	15	10	11	11
Insured unemployment ⁴ (average weekly volume).....	31	35	38	37	31	29	27	25	26	26	24	26	29
Weeks of unemployment compensated.....	137	150	148	156	116	115	111	98	114	97	107	114	123
Total benefits paid.....	\$5,241	\$5,591	\$5,433	\$5,744	\$4,262	\$4,282	\$4,182	\$3,797	\$4,354	\$3,653	\$4,172	\$4,297	\$4,711
Railroad unemployment insurance:													
Applications ¹⁰	4	5	7	19	12	16	16	32	22	65	7	4	4
Insured unemployment (average weekly volume).....	49	57	64	73	61	61	60	65	50	52	44	52	64
Number of payments ¹¹	118	138	137	173	132	133	148	124	129	98	108	125	155
Average amount of benefit payment ¹²	\$77.11	\$80.24	\$80.58	\$79.97	\$79.56	\$78.73	\$74.47	\$83.26	\$78.53	\$75.84	\$71.91	\$73.03	\$76.76
Total benefits paid ¹³	\$9,005	\$11,004	\$10,881	\$13,732	\$10,358	\$10,373	\$11,081	\$10,134	\$10,081	\$7,256	\$7,825	\$9,052	\$11,807
All programs:¹⁴													
Insured unemployment ⁴	2,089	2,465	2,726	2,778	2,223	1,780	1,539	1,497	1,628	1,699	1,614	1,719	1,986

¹ Includes data for Puerto Rico, beginning January 1961 when the Commonwealth's program became part of the Federal-State UI system.

² Includes Guam and the Virgin Islands.

³ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.

⁴ Includes interstate claims for the Virgin Islands.

⁵ Number of workers reporting the completion of at least 1 week of unemployment.

⁶ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

⁷ Excludes data on claims and payments made jointly with other programs.

⁸ Includes the Virgin Islands.

⁹ Excludes data on claims and payments made jointly with State programs.

¹⁰ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.

¹¹ Payments are for unemployment in 14-day registration periods.

¹² The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.

¹³ Adjusted for recovery of overpayments and settlement of underpayments.

¹⁴ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs and the Railroad Unemployment Insurance Act.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group ¹

[Per 100 employees]

Major industry group	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Accessions: Total ³															
Manufacturing:															
Actual.....	3.7	3.5	3.3	3.6	2.4	3.0	3.9	4.9	5.1	4.5	5.0	4.3	4.0	4.1	3.8
Seasonally adjusted.....	4.1	4.1	5.9	5.9	3.6	3.6	4.0	3.8	4.0	4.1	3.9	4.3	4.4	-----	-----
Durable goods.....	3.7	3.5	3.2	3.5	2.3	2.8	3.6	4.5	4.6	3.8	4.5	4.1	4.0	3.9	3.5
Ordnance and accessories.....	2.1	2.0	2.2	2.4	1.6	1.9	2.4	2.5	2.6	3.0	3.9	2.9	2.8	2.8	2.6
Lumber and wood products, except furniture.....	6.1	5.9	4.5	4.7	2.5	3.2	4.5	5.4	5.4	6.3	8.8	7.5	7.3	5.3	4.8
Furniture and fixtures.....	4.3	3.7	3.9	4.1	2.5	3.3	4.3	5.0	6.0	5.2	4.7	5.1	4.6	4.1	3.9
Stone, clay, and glass products.....	5.1	4.7	3.4	3.5	1.9	2.4	2.8	3.3	4.0	3.8	4.8	4.6	5.4	3.6	3.4
Primary metal industries.....	3.8	3.6	3.6	3.4	2.3	2.5	2.7	2.7	3.3	2.8	2.8	2.5	2.2	3.4	2.4
Fabricated metal products.....	4.1	3.8	3.2	3.7	2.5	3.0	3.9	4.5	5.5	4.0	4.6	4.5	4.3	4.4	3.9
Machinery.....	2.6	2.6	2.7	3.0	2.1	2.3	2.8	2.9	3.2	2.9	3.7	3.1	3.1	3.0	2.9
Electrical equipment and supplies.....	3.0	2.7	2.6	3.0	2.1	2.7	3.4	3.8	4.0	3.5	4.4	3.8	3.6	3.6	3.2
Transportation equipment.....	3.6	3.4	3.2	3.7	2.8	3.5	4.5	8.0	6.1	4.2	4.4	4.3	4.5	4.7	4.3
Instruments and related products.....	2.5	2.4	2.4	2.6	1.7	2.4	2.6	2.6	3.4	2.8	3.9	2.7	2.6	2.6	2.4
Miscellaneous manufacturing industries.....	5.4	5.2	5.1	6.3	2.4	3.6	5.8	6.8	6.9	6.0	6.2	6.4	6.4	5.6	5.3
Nondurable goods.....	3.8	3.5	3.4	3.7	2.5	3.1	4.2	5.3	5.8	5.4	5.7	4.5	4.0	4.2	4.1
Food and kindred products.....	4.7	4.2	3.8	4.1	3.2	3.9	6.4	9.2	10.0	9.1	9.0	6.6	5.6	5.9	6.0
Tobacco manufactures.....	1.5	2.7	2.6	3.7	5.9	5.5	4.4	16.0	19.8	8.9	3.2	3.0	2.7	6.1	5.6
Textile mill products.....	3.6	3.5	3.3	3.3	1.9	2.7	3.5	3.8	4.2	3.9	4.2	4.1	3.7	3.5	3.2
Apparel and related products.....	5.1	4.6	5.3	5.8	3.1	4.4	5.3	5.2	6.2	6.7	6.6	6.1	5.1	5.6	5.3
Paper and allied products.....	2.6	2.4	2.1	2.2	1.6	1.9	2.4	2.8	3.0	2.9	4.1	2.8	2.8	2.6	2.6
Printing, publishing, and allied industries.....	2.6	2.6	2.6	2.9	2.0	2.5	3.2	3.7	3.4	3.2	4.1	2.9	2.7	2.9	3.0
Chemicals and allied products.....	2.6	2.4	1.9	2.0	1.3	1.4	1.8	2.1	2.0	2.0	3.3	2.2	2.4	2.1	2.0
Petroleum refining and related industries.....	2.1	1.6	.9	1.3	.6	.8	1.2	1.5	1.7	1.5	2.7	1.6	1.5	1.3	1.2
Rubber and miscellaneous plastic products.....	3.7	3.3	2.9	3.1	2.2	3.0	3.7	4.5	4.3	4.1	4.4	4.1	3.6	3.8	3.1
Leather and leather products.....	4.4	4.1	4.2	5.9	3.5	4.4	4.8	4.7	5.5	6.1	6.1	5.3	4.2	5.0	4.8
Nonmanufacturing:															
Metal mining.....	3.3	3.0	2.9	3.2	2.0	2.9	2.7	2.9	2.4	2.4	3.8	3.4	4.1	2.7	3.4
Coal mining.....	1.8	2.4	2.2	2.2	1.4	1.5	1.7	2.5	2.5	1.4	1.2	1.8	1.6	2.1	1.6
Accessions: New hires															
Manufacturing:															
Actual.....	2.2	2.0	1.8	1.9	1.2	1.8	2.5	3.1	3.2	2.9	3.4	2.8	2.4	2.2	2.2
Seasonally adjusted.....	2.5	2.4	2.1	2.3	2.2	2.3	2.3	2.3	2.4	2.5	2.5	2.9	2.7	-----	-----
Durable goods.....	2.0	1.8	1.7	1.7	1.1	1.6	2.2	2.6	2.6	2.4	3.1	2.6	2.3	1.9	1.9
Ordnance and accessories.....	1.2	1.1	1.3	1.4	.9	1.2	1.5	1.8	1.8	2.2	2.9	2.0	2.0	1.9	1.8
Lumber and wood products, except furniture.....	4.0	3.7	3.0	2.7	1.7	2.5	3.6	4.4	4.6	4.7	6.2	5.4	4.7	3.3	3.4
Furniture and fixtures.....	3.3	2.7	2.7	2.7	1.5	2.5	3.4	4.3	4.8	4.2	3.9	4.1	3.3	2.7	2.8
Stone, clay, and glass products.....	2.5	2.1	1.5	1.3	.9	1.3	1.8	2.1	2.5	2.5	3.3	3.1	2.8	1.8	2.0
Primary metal industries.....	1.3	1.0	.9	.9	.6	.7	.9	1.0	1.0	.9	1.3	1.1	1.0	.9	.8
Fabricated metal products.....	2.4	2.0	1.7	1.9	1.3	1.8	2.6	3.0	2.9	2.5	3.2	2.9	2.4	2.1	2.1
Machinery.....	1.8	1.8	1.8	1.9	1.1	1.4	1.7	1.9	1.9	1.9	2.7	2.2	2.1	1.6	1.7
Electrical equipment and supplies.....	1.5	1.5	1.5	1.6	1.2	1.7	2.2	2.7	2.6	2.2	3.2	2.6	2.3	2.0	2.0
Transportation equipment.....	1.6	1.7	1.6	1.6	1.2	1.8	2.4	2.9	2.1	2.0	2.5	2.2	2.1	1.6	1.7
Instruments and related products.....	1.8	1.7	1.6	1.8	1.1	1.7	2.0	2.0	2.2	2.2	3.3	2.1	2.0	1.7	1.7
Miscellaneous manufacturing industries.....	2.8	2.6	2.6	2.6	1.5	2.4	4.3	5.3	5.2	4.2	4.7	4.3	3.7	3.6	3.4
Nondurable goods.....	2.4	2.1	1.9	2.1	1.3	1.9	2.8	3.7	3.9	3.5	3.9	2.9	2.5	2.5	2.5
Food and kindred products.....	2.6	2.1	1.9	2.1	1.7	2.2	4.1	6.0	6.5	5.8	6.0	3.9	2.9	3.4	3.5
Tobacco manufactures.....	1.0	1.6	1.1	2.0	3.3	2.3	3.1	10.5	7.8	2.5	1.6	1.3	.8	3.2	2.9
Textile mill products.....	2.4	2.2	2.0	1.9	1.2	1.8	2.5	2.8	3.2	2.7	3.1	3.0	2.6	2.2	2.0
Apparel and related products.....	3.4	3.1	3.1	3.2	1.5	2.7	3.6	3.8	4.5	4.2	4.0	3.9	3.4	3.1	3.2
Paper and allied products.....	1.6	1.4	1.2	1.3	.9	1.2	1.8	2.2	2.2	2.1	3.2	2.0	1.9	1.7	1.8
Printing, publishing, and allied industries.....	1.9	1.9	1.8	2.1	1.3	1.9	2.5	3.0	2.7	2.6	3.3	2.3	2.1	2.1	2.4
Chemicals and allied products.....	1.8	1.6	1.2	1.2	.7	1.0	1.2	1.5	1.4	1.5	2.6	1.6	1.7	1.4	1.4
Petroleum refining and related industries.....	1.2	.9	.5	.7	.4	.6	.9	1.1	1.3	1.2	2.2	1.2	.9	.9	.8
Rubber and miscellaneous plastic products.....	2.0	1.8	1.7	1.6	1.1	1.7	2.5	3.3	3.0	2.3	3.1	2.6	2.1	1.9	1.7
Leather and leather products.....	2.7	2.3	2.4	3.3	2.1	2.8	3.1	3.2	3.9	3.7	4.1	3.2	2.5	2.9	2.9
Nonmanufacturing:															
Metal mining.....	1.6	1.5	1.3	1.6	1.1	1.2	1.4	1.4	1.3	1.3	2.8	2.0	1.8	1.2	1.9
Coal mining.....	.7	.7	1.0	.6	.4	.6	.8	.7	.7	.5	.4	.5	.4	.6	.4

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Major industry group	1963				1962									Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
	Separations: Total ³														
Manufacturing:															
Actual.....	3.4	3.5	3.2	3.9	3.8	4.0	4.3	5.0	5.2	4.4	3.8	3.8	3.6	4.0	4.3
Seasonally adjusted.....	3.5	3.7	3.7	3.9	3.9	3.9	3.8	4.1	4.8	4.6	4.3	4.1	3.7		
Durable goods.....	3.2	3.3	3.1	3.7	3.4	3.6	3.9	4.3	5.4	4.4	3.8	3.6	3.3	3.9	4.3
Ordnance and accessories.....	3.0	4.2	3.1	3.2	2.1	2.7	2.7	3.4	2.9	2.2	2.7	2.5	2.5	2.3	2.4
Lumber and wood products, except furniture.....	5.0	5.5	4.7	5.0	5.5	6.2	5.6	6.7	6.8	5.7	4.7	4.7	5.0	5.5	6.1
Furniture and fixtures.....	4.3	4.4	3.8	4.5	3.6	4.2	4.6	5.2	5.7	5.2	4.6	4.7	4.2	4.3	4.6
Stone, clay, and glass products.....	2.9	2.9	3.3	4.9	5.1	4.0	4.1	4.9	4.5	3.5	3.3	3.7	3.3	3.8	4.1
Primary metal industries.....	1.9	2.1	2.2	2.6	2.5	2.9	3.5	3.8	3.6	4.1	4.4	4.5	3.2	2.8	4.0
Fabricated metal products.....	3.4	3.8	3.6	4.2	3.5	3.9	4.7	4.9	4.7	5.4	4.1	3.6	3.4	4.5	4.8
Machinery.....	2.3	2.5	2.3	2.8	2.1	2.6	2.9	3.5	3.8	3.0	3.0	2.9	2.6	3.2	3.4
Electrical equipment and supplies.....	3.2	3.5	3.0	3.6	2.8	3.1	3.4	4.0	3.9	3.3	3.2	3.1	2.9	3.2	3.5
Transportation equipment.....	3.7	3.4	3.3	3.7	3.0	3.4	3.8	4.1	10.6	6.5	3.9	3.6	3.5	5.0	5.2
Instruments and related products.....	2.2	2.4	2.4	2.6	2.1	2.8	3.0	3.3	3.1	2.4	2.6	2.3	2.1	2.6	2.7
Miscellaneous manufacturing industries.....	4.7	4.2	3.8	5.6	12.2	8.2	5.6	5.6	6.1	5.4	5.2	4.8	4.6	5.8	5.9
Nondurable goods.....	3.8	3.7	3.3	4.3	4.3	4.5	5.0	5.8	4.8	4.3	3.8	4.1	4.0	4.2	4.4
Food and kindred products.....	4.7	4.8	4.6	6.3	6.2	6.8	8.2	9.3	6.7	5.9	5.0	5.1	5.1	5.9	6.0
Tobacco manufactures.....	3.8	7.2	9.5	7.0	10.8	16.9	10.8	5.4	2.9	2.3	2.4	2.7	5.4	5.9	5.9
Textile mill products.....	3.6	3.5	3.1	3.9	3.4	3.7	3.8	4.5	4.5	3.9	3.4	3.6	3.6	3.4	3.7
Apparel and related products.....	5.7	4.8	4.2	5.4	5.9	5.1	5.7	5.9	5.8	6.3	5.2	6.2	6.0	5.7	6.1
Paper and allied products.....	2.5	2.4	2.3	2.8	2.5	2.7	2.8	4.2	3.4	2.5	2.4	2.6	2.5	2.7	2.9
Printing, publishing, and allied industries.....	2.5	2.7	2.3	2.9	2.7	2.9	3.1	4.1	3.5	2.5	3.0	2.9	2.5	2.9	2.8
Chemicals and allied products.....	1.9	1.7	1.4	1.7	1.6	2.0	1.8	3.1	2.4	1.9	2.3	2.5	2.0	2.0	2.1
Petroleum refining and related industries.....	1.5	1.8	1.9	1.8	2.1	2.2	1.8	2.7	2.5	1.5	1.6	1.6	1.5	1.6	1.6
Rubber and miscellaneous plastic products.....	3.1	3.5	2.9	3.5	2.8	3.5	3.9	4.5	4.1	4.0	3.2	3.2	3.2	3.5	3.9
Leather and leather products.....	5.5	4.7	3.8	5.2	5.4	4.5	5.4	5.9	5.9	5.3	4.2	5.2	5.7	5.0	5.0
Nonmanufacturing:															
Metal mining.....	2.2	3.1	2.6	3.5	5.6	3.8	3.6	6.0	4.9	3.2	3.2	2.6	2.5	3.1	3.8
Coal mining.....	3.2	2.5	2.0	2.1	1.8	3.2	2.6	2.0	2.3	5.2	3.4	4.5	2.1	2.5	3.6
	Separations: Quits														
Manufacturing:															
Actual.....	1.3	1.2	1.0	1.1	0.8	1.1	1.5	2.4	2.1	1.4	1.5	1.5	1.3	1.2	1.3
Seasonally adjusted.....	1.3	1.5	1.4	1.4	1.2	1.3	1.4	1.4	1.5	1.3	1.5	1.6	1.3		
Durable goods.....	1.1	1.0	.8	.9	.7	.9	1.2	2.0	1.8	1.2	1.3	1.3	1.2	1.0	1.1
Ordnance and accessories.....	.8	.9	.8	.9	.6	.8	1.0	1.7	1.5	1.1	1.3	1.0	1.2	1.0	1.0
Lumber and wood products except furniture.....	2.3	2.2	1.6	1.7	1.3	1.9	2.6	4.2	3.7	2.6	2.5	2.6	2.6	1.9	2.3
Furniture and fixtures.....	2.3	1.9	1.5	1.7	1.1	1.6	2.1	3.0	3.1	2.2	2.1	2.5	2.2	1.5	1.7
Stone, clay, and glass products.....	1.0	.9	.7	.8	.6	.8	1.2	2.0	1.9	1.2	1.2	1.3	1.1	1.0	1.1
Primary metal industries.....	.6	.5	.4	.4	.3	.4	.5	.9	.9	.6	.6	.6	.6	.5	.6
Fabricated metal products.....	1.2	1.1	.8	.9	.6	.9	1.3	2.2	1.9	1.2	1.4	1.4	1.2	1.0	1.1
Machinery.....	1.0	.9	.7	.8	.6	.8	.9	1.5	1.4	.9	1.1	1.1	1.0	.8	.9
Electrical equipment and supplies.....	1.1	1.1	1.0	1.0	.8	1.1	1.3	2.2	1.9	1.3	1.5	1.4	1.2	1.1	1.2
Transportation equipment.....	.8	.8	.7	.7	.5	.7	1.0	1.6	1.4	.9	1.0	1.0	1.0	.8	.9
Instruments and related products.....	1.0	1.0	1.0	1.1	.8	1.1	1.4	1.9	1.6	1.2	1.3	1.2	1.1	1.0	1.1
Miscellaneous manufacturing industries.....	1.6	1.5	1.3	1.3	1.0	1.6	2.2	3.0	3.0	1.9	2.2	1.9	1.8	1.8	1.9
Nondurable goods.....	1.5	1.4	1.2	1.3	1.0	1.3	1.8	2.9	2.5	1.7	1.7	1.7	1.5	1.4	1.6
Food and kindred products.....	1.4	1.4	1.2	1.3	1.1	1.3	2.1	4.0	2.9	1.9	1.8	1.8	1.4	1.6	1.7
Tobacco manufactures.....	.7	.7	.7	.9	.6	.8	.9	2.1	1.4	.8	.6	.6	.6	.9	1.0
Textile mill products.....	2.0	1.7	1.4	1.6	1.1	1.6	2.0	2.6	2.8	2.1	2.0	2.1	2.0	1.6	1.6
Apparel and related products.....	2.3	2.1	1.9	2.0	1.4	1.9	2.4	3.1	3.2	2.6	2.4	2.5	2.2	2.0	2.3
Paper and allied products.....	1.0	.9	.7	.8	.6	.8	1.1	2.5	1.8	1.0	1.1	1.1	1.0	1.0	1.2
Printing, publishing, and allied industries.....	1.3	1.2	1.1	1.2	.9	1.3	1.5	2.5	2.1	1.4	1.7	1.5	1.3	1.4	1.5
Chemicals and allied products.....	.7	.6	.5	.6	.5	.5	.7	1.8	1.2	.6	.8	.8	.8	.7	.8
Petroleum refining and related industries.....	.7	.5	.5	.4	.4	.6	.7	1.4	1.2	.6	.7	.6	.5	.5	.5
Rubber and miscellaneous plastic products.....	1.2	1.1	.9	1.0	.8	1.0	1.5	2.2	1.9	1.3	1.5	1.5	1.3	1.1	1.1
Leather and leather products.....	2.3	2.0	1.6	2.0	1.5	1.9	2.5	3.1	3.3	2.4	2.4	2.4	2.3	2.1	2.2
Nonmanufacturing:															
Metal mining.....	1.2	1.2	1.1	1.2	.8	.9	1.1	2.2	1.8	1.3	1.1	1.2	1.4	1.0	1.5
Coal mining.....	.4	.3	.3	.3	.3	.3	.4	.5	.6	.4	.3	.3	.3	.4	.3

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Major industry group	1963				1962									Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
	Separations: Layoffs														
Manufacturing:															
Actual.....	1.5	1.6	1.6	2.2	2.5	2.3	2.2	1.9	2.3	2.2	1.6	1.6	1.6	2.2	2.4
Seasonally adjusted.....	1.5	1.6	1.8	2.0	2.0	1.9	1.8	2.0	2.6	2.4	2.0	1.8	1.6	2.2	2.4
Durable goods.....	1.4	1.6	1.6	2.0	2.2	2.0	1.8	1.6	2.8	2.4	1.7	1.6	1.4	2.2	2.6
Ordnance and accessories.....	1.7	2.6	1.8	1.7	1.1	1.3	1.1	1.1	1.0	.5	.7	1.0	.8	.7	.9
Lumber and wood products, except furniture.....	2.0	2.5	2.4	2.6	3.6	3.5	2.1	1.6	2.2	2.2	1.3	1.3	1.7	2.8	3.1
Furniture and fixtures.....	1.2	1.7	1.7	2.1	1.9	2.0	1.6	1.4	1.7	2.2	1.8	1.3	1.3	2.1	2.1
Stone, clay, and glass products.....	1.2	1.4	2.1	3.4	4.0	2.7	2.2	2.1	1.9	1.7	1.4	1.7	1.5	2.2	2.4
Primary metal industries.....	.8	1.0	1.1	1.4	1.7	2.0	2.4	2.3	2.1	2.8	3.1	3.2	1.9	1.7	3.0
Fabricated metal products.....	1.5	2.0	2.1	2.5	2.3	2.4	2.7	2.0	2.0	3.4	1.9	1.5	1.6	2.9	3.1
Machinery.....	.8	.9	.9	1.3	.9	1.2	1.3	1.3	1.5	1.4	1.3	1.1	.9	1.7	1.9
Electrical equipment and supplies.....	1.5	1.7	1.4	1.8	1.4	1.3	1.3	1.0	1.2	1.3	.9	.9	.9	1.4	1.6
Transportation equipment.....	1.9	1.8	1.9	2.1	1.8	1.9	1.9	1.8	8.3	4.4	2.0	1.7	1.7	3.5	3.0
Instruments and related products.....	.7	.7	.9	.9	.8	1.1	.9	.7	.8	.7	.7	.5	.5	.9	1.0
Miscellaneous manufacturing industries.....	2.4	2.0	1.8	3.6	10.6	5.8	2.4	1.7	2.0	2.4	2.0	2.0	2.0	3.2	3.2
Non-durable goods.....	1.7	1.7	1.6	2.4	2.8	2.7	2.6	2.2	1.6	1.9	1.4	1.7	1.9	2.2	2.2
Food and kindred products.....	2.8	2.8	2.8	4.4	4.7	5.0	5.4	4.5	3.1	3.2	2.4	2.7	3.1	3.7	3.6
Tobacco manufactures.....	2.7	6.0	8.4	5.6	9.8	15.7	9.3	2.5	1.0	1.1	1.3	1.6	4.5	4.6	4.5
Textile mill products.....	1.0	1.2	1.1	1.6	1.9	1.6	1.2	1.2	1.0	1.2	.8	.9	1.0	1.3	1.5
Apparel and related products.....	2.8	2.0	1.7	2.6	4.0	2.6	2.5	2.2	1.7	2.9	2.1	2.9	3.2	3.1	3.2
Paper and allied products.....	.9	1.1	1.1	1.5	1.3	1.3	1.2	1.2	.9	.9	.7	.8	.8	1.1	1.2
Printing, publishing and allied industries.....	.7	.9	.8	1.2	1.3	1.2	1.1	1.1	.9	.7	.8	.9	.8	1.0	.9
Chemicals and allied products.....	.8	.6	.5	.7	.8	1.1	.8	.8	.7	.8	1.0	1.2	.7	.9	.9
Petroleum refining and related industries.....	.4	.7	.9	.8	.9	1.0	.6	.7	.6	.5	.3	.5	.5	.6	.6
Rubber and miscellaneous plastic products.....	1.2	1.7	1.2	1.8	1.6	1.9	1.6	1.5	1.4	1.9	1.0	.9	1.2	1.7	2.2
Leather and leather products.....	2.5	2.0	1.6	2.5	3.4	2.0	2.3	2.0	1.6	1.9	1.1	2.1	2.6	2.3	2.1
Nonmanufacturing:															
Metal mining.....	.4	1.4	.9	1.4	4.2	2.3	1.8	3.0	2.4	1.2	1.4	.7	.4	1.4	1.5
Coal mining.....	2.3	1.6	1.3	1.4	1.1	2.2	1.7	1.0	1.4	4.2	2.6	3.7	1.0	1.7	2.9

¹ Beginning with the December 1961 issue, figures differ from those previously published. The industry structure has been converted to the 1957 Standard Industrial Classification, and the printing and publishing industry and some seasonal manufacturing industries previously excluded are now included.

Data include Alaska and Hawaii beginning in January 1959; this inclusion has not significantly affected the labor turnover rates.

Month-to-month changes in total employment in manufacturing and non-manufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons: (1) the labor turnover series measures changes during the

calendar month, while the employment series measures changes from mid-month to midmonth; and (2) the turnover series excludes personnel changes caused by strikes, but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of "other accessions" and "other separations," the rates for which are not shown separately.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Mining.....	\$113.16	\$111.38	\$112.88	\$112.34	\$112.07	\$110.43	\$111.78	\$112.88	\$111.90	\$110.02	\$111.10	\$109.61	\$110.70	\$107.18	\$105.44
Metal mining.....	117.38	118.49	117.26	116.16	116.57	116.44	116.16	118.12	116.00	116.88	118.86	119.28	118.01	113.44	111.19
Iron ores.....	119.27	116.73	116.05	118.95	115.36	119.56	117.87	122.61	119.87	124.43	127.51	126.28	125.86	115.80	114.73
Copper ores.....	124.26	125.71	121.69	121.12	121.41	120.13	119.14	120.98	117.99	117.46	121.24	120.40	119.84	119.03	116.77
Coal mining.....	119.25	114.87	122.46	121.29	119.57	111.24	114.39	113.62	113.15	102.30	115.69	108.15	116.12	111.34	110.76
Bituminous.....	120.96	115.29	123.56	121.76	120.71	111.65	115.13	114.39	114.25	103.60	117.06	109.47	117.50	112.73	112.77
Crude petroleum and natural gas.....	111.19	110.77	110.51	110.51	112.04	109.30	109.20	110.99	109.56	110.83	107.74	108.52	109.20	105.75	103.32
Crude petroleum and natural gas fields.....	118.90	117.45	117.33	120.38	118.28	114.37	113.00	116.69	113.98	118.14	112.72	112.31	114.37	113.15	108.54
Oil and gas field services.....	103.94	104.49	103.76	100.67	105.71	104.40	105.90	103.82	104.84	103.82	102.67	105.03	104.35	98.67	98.31
Quarrying and nonmetallic mining.....	107.25	102.67	98.77	100.14	98.66	107.21	110.86	113.24	113.01	110.66	107.62	107.38	102.93	100.09	96.58
Contract construction.....	123.79	121.99	117.29	120.01	117.97	120.88	126.82	128.21	127.26	125.57	121.45	123.44	120.01	117.71	112.67
General building contractors.....	116.16	113.34	108.85	111.11	108.55	113.34	117.12	117.81	116.92	115.92	111.91	114.14	112.10	108.83	103.72
Heavy construction.....	121.06	114.95	108.12	113.54	109.20	117.61	127.20	129.38	130.50	127.67	122.13	124.07	116.33	118.48	114.77
Highway and street construction.....	117.18	109.03	99.64	107.16	104.24	115.02	126.58	128.62	129.65	126.44	119.13	120.70	110.09	113.40	110.00
Other heavy construction.....	125.87	120.96	116.49	120.05	115.63	121.13	128.86	129.68	131.04	128.54	126.48	128.86	124.09	125.11	119.60
Special trade contractors.....	130.67	129.60	125.24	128.13	127.41	127.45	133.16	134.23	132.38	131.65	127.72	129.46	126.34	123.08	118.11
Manufacturing.....	97.76	98.09	97.20	97.44	98.42	97.36	96.72	97.68	95.75	96.80	97.27	96.80	96.56	92.34	89.72
Durable goods.....	106.37	106.49	106.23	105.82	107.53	106.19	105.37	105.88	103.89	104.45	105.47	105.22	105.22	100.10	97.44
Nondurable goods.....	86.19	87.07	86.24	86.24	86.94	86.72	85.72	86.80	86.18	86.80	87.02	86.37	85.54	82.92	80.36
Average weekly hours															
Mining.....	41.3	40.5	40.9	41.0	40.9	40.9	41.4	41.5	41.6	40.9	41.3	40.9	41.0	40.6	40.4
Metal mining.....	40.9	41.0	41.0	40.9	40.9	41.0	40.9	41.3	40.7	41.3	42.0	42.0	41.7	41.4	41.8
Iron ores.....	38.6	37.9	37.8	39.0	37.7	39.2	38.9	40.2	39.3	40.4	41.4	41.0	40.6	38.6	39.7
Copper ores.....	43.6	43.8	43.0	42.8	42.9	42.6	42.1	42.3	41.4	41.8	43.0	43.0	42.8	43.6	44.4
Coal mining.....	38.1	36.7	39.0	39.0	38.2	36.0	36.9	36.3	36.5	-----	37.2	35.0	37.1	35.8	35.5
Bituminous.....	38.4	36.6	39.1	38.9	38.2	35.9	36.9	36.2	36.5	-----	37.4	35.2	37.3	35.9	35.8
Crude petroleum and natural gas.....	41.8	41.8	41.7	41.7	42.6	42.2	42.0	42.2	42.3	42.3	41.6	41.9	42.0	41.8	42.0
Crude petroleum and natural gas fields.....	41.0	40.5	40.6	41.8	41.5	40.7	40.5	41.5	41.0	41.6	40.4	40.4	40.7	40.7	40.5
Oil and gas field services.....	42.6	43.0	42.7	41.6	43.5	43.5	43.4	42.9	43.5	42.9	42.6	43.4	43.3	42.9	43.5
Quarrying and nonmetallic mining.....	44.5	42.6	41.5	41.9	40.6	44.3	46.0	46.6	46.7	46.3	45.6	45.5	43.8	43.9	43.7
Contract construction.....	37.4	36.2	34.7	35.4	34.8	36.3	38.2	38.5	38.8	38.4	37.6	38.1	36.7	36.9	36.7
General building contractors.....	36.3	35.2	33.7	34.4	33.4	35.2	36.6	36.7	37.0	36.8	36.1	36.7	35.7	35.8	35.4
Heavy construction.....	41.6	39.1	36.9	38.1	36.4	39.6	42.4	42.7	43.5	42.7	41.4	42.2	39.3	40.3	40.7
Highway and street construction.....	42.0	38.8	36.1	37.6	35.7	39.8	43.2	43.6	44.4	43.6	41.8	42.8	38.9	40.5	41.2
Other heavy construction.....	41.0	39.4	37.7	38.6	37.3	39.2	41.3	41.3	42.0	41.2	40.8	41.3	39.9	40.1	40.0
Special trade contractors.....	36.5	35.8	34.5	35.2	35.1	35.6	37.3	37.6	37.5	37.4	36.7	37.2	36.2	36.2	35.9
Manufacturing.....	39.9	40.2	40.0	40.1	40.5	40.4	40.3	40.7	40.4	40.5	40.7	40.5	40.4	39.8	39.7
Durable goods.....	40.6	40.8	40.7	40.7	41.2	41.0	41.0	41.2	40.9	40.8	41.2	41.1	41.1	40.2	40.1
Nondurable goods.....	39.0	39.4	39.2	39.2	39.7	39.6	39.5	40.0	39.9	40.0	40.1	39.8	39.6	39.3	39.2
Average hourly earnings															
Mining.....	\$2.74	\$2.75	\$2.76	\$2.74	\$2.74	\$2.70	\$2.70	\$2.72	\$2.69	\$2.69	\$2.69	\$2.68	\$2.70	\$2.64	\$2.61
Metal mining.....	2.87	2.89	2.86	2.84	2.85	2.84	2.84	2.86	2.85	2.83	2.83	2.84	2.83	2.74	2.66
Iron ores.....	3.09	3.08	3.07	3.05	3.06	3.05	3.03	3.05	3.05	3.08	3.08	3.08	3.10	3.00	2.89
Copper ores.....	2.85	2.87	2.83	2.83	2.83	2.82	2.83	2.86	2.85	2.81	2.80	2.80	2.80	2.73	2.63
Coal mining.....	3.13	3.13	3.14	3.11	3.13	3.09	3.10	3.13	3.10	-----	3.11	3.09	3.13	3.11	3.12
Bituminous.....	3.15	3.15	3.16	3.13	3.16	3.11	3.12	3.16	3.13	-----	3.13	3.11	3.15	3.14	3.15
Crude petroleum and natural gas.....	2.66	2.65	2.65	2.65	2.63	2.59	2.60	2.63	2.59	2.62	2.59	2.59	2.60	2.53	2.46
Crude petroleum and natural gas fields.....	2.90	2.90	2.89	2.88	2.85	2.81	2.79	2.86	2.78	2.84	2.79	2.78	2.81	2.78	2.68
Oil and gas field services.....	2.44	2.43	2.43	2.42	2.43	2.40	2.44	2.42	2.41	2.42	2.41	2.42	2.41	2.30	2.26
Quarrying and nonmetallic mining.....	2.41	2.41	2.38	2.39	2.43	2.42	2.41	2.43	2.42	2.39	2.36	2.36	2.35	2.28	2.21
Contract construction.....	3.31	3.37	3.38	3.39	3.39	3.33	3.32	3.33	3.28	3.27	3.23	3.24	3.27	3.19	3.07
General building contractors.....	3.20	3.22	3.23	3.23	3.25	3.22	3.20	3.21	3.16	3.15	3.10	3.11	3.14	3.04	2.93
Heavy construction.....	2.91	2.94	2.93	2.98	3.00	2.97	3.00	3.03	3.00	2.99	2.95	2.94	2.96	2.94	2.82
Highway and street construction.....	2.79	2.81	2.76	2.85	2.92	2.89	2.93	2.95	2.92	2.90	2.85	2.82	2.83	2.80	2.67
Other heavy construction.....	3.07	3.07	3.09	3.11	3.10	3.09	3.12	3.14	3.12	3.12	3.10	3.12	3.11	3.12	2.99
Special trade contractors.....	3.58	3.62	3.63	3.64	3.63	3.58	3.57	3.57	3.53	3.52	3.48	3.48	3.49	3.40	3.29
Manufacturing.....	2.45	2.44	2.43	2.43	2.43	2.41	2.40	2.40	2.37	2.39	2.39	2.39	2.39	2.32	2.26
Durable goods.....	2.62	2.61	2.61	2.60	2.61	2.59	2.57	2.57	2.54	2.56	2.56	2.56	2.56	2.49	2.43
Nondurable goods.....	2.21	2.21	2.20	2.20	2.19	2.19	2.17	2.17	2.16	2.17	2.17	2.17	2.16	2.11	2.05

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962										Annual average	
	Apr.†	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960	
Average weekly earnings																
Manufacturing—Continued																
Durable goods																
Ordnance and accessories.....	\$116.52	\$119.19	\$120.35	\$120.64	\$120.96	\$118.69	\$117.01	\$117.01	\$115.34	\$115.18	\$116.88	\$117.16	\$118.43	\$113.42	\$108.67	
Ammunition except for small arms.....	116.93	117.86	119.31	119.02	120.06	118.37	116.69	117.38	116.00	114.97	116.00	116.72	117.26	115.49	110.29	
Sighting and fire control equipment.....	122.91	127.98	128.29	128.35	131.24	128.87	125.58	125.40	122.78	122.36	126.48	126.60	129.60	117.27	113.16	
Other ordnance and accessories.....	112.31	116.05	117.59	117.74	116.06	113.44	111.79	112.06	110.70	110.70	112.19	111.65	112.88	108.39	103.17	
Lumber and wood products, except furniture.....	78.41	77.42	77.03	76.83	78.01	79.00	79.60	82.01	81.80	80.40	80.40	79.59	77.82	77.03	73.71	
Sawmills and planing mills.....	72.00	71.16	70.80	70.77	71.02	72.31	72.98	75.30	74.48	73.75	73.60	73.12	70.59	68.99	67.20	
Millwork, plywood, and related products.....	87.74	87.12	86.48	86.48	87.53	86.90	86.48	88.81	88.82	87.12	87.56	88.81	87.13	84.03	81.19	
Wooden containers.....	67.13	65.01	64.91	64.02	64.12	65.76	67.06	68.21	68.30	68.71	67.89	67.73	66.90	63.12	62.17	
Miscellaneous wood products.....	72.36	73.12	72.90	73.08	72.80	73.71	73.44	74.62	73.49	72.00	73.49	72.85	72.62	69.77	69.32	
Furniture and fixtures.....	78.01	79.19	78.79	78.60	81.58	80.16	81.34	81.54	80.54	78.18	79.95	78.38	78.76	76.21	75.20	
Household furniture.....	74.21	75.36	74.96	74.19	78.02	76.63	77.38	77.15	75.99	73.38	74.85	73.75	74.30	71.46	70.45	
Office furniture.....	92.63	93.15	92.29	94.07	95.40	91.77	91.39	92.57	92.34	92.52	93.61	92.80	92.57	90.54	90.42	
Partitions, office and store fixtures.....	98.28	101.20	100.58	101.85	99.04	100.65	107.01	107.87	108.38	105.16	106.01	104.17	100.85	100.53	96.72	
Other furniture and fixtures.....	81.19	79.98	81.18	80.99	82.21	81.20	81.61	82.41	81.79	80.39	83.43	81.20	81.00	80.20	78.78	
Average weekly hours																
Ordnance and accessories.....	40.6	41.1	41.5	41.6	42.0	41.5	41.2	41.2	40.9	40.7	41.3	41.4	41.7	40.8	40.7	
Ammunition except for small arms.....	40.6	40.5	41.0	40.9	41.4	41.1	40.8	40.9	40.7	40.2	40.7	41.1	41.0	41.1	41.0	
Sighting and fire control equipment.....	40.7	42.1	42.2	42.5	43.6	43.1	42.0	41.8	41.2	41.2	42.3	42.2	43.2	40.3	41.0	
Other ordnance and accessories.....	40.4	41.3	41.7	41.9	41.6	41.1	41.1	41.2	41.0	41.0	41.4	41.2	41.5	40.9	40.3	
Lumber and wood products except furniture.....	39.6	39.3	39.3	39.2	39.2	39.5	40.0	40.8	40.9	40.4	40.4	40.4	39.5	39.5	39.0	
Sawmills and planing mills.....	40.0	39.1	38.9	39.1	38.6	39.3	40.1	40.7	40.7	40.3	40.0	40.4	39.0	39.2	39.3	
Millwork, plywood, and related products.....	41.0	40.9	40.6	40.6	40.9	40.8	40.6	41.5	41.7	40.9	41.3	41.5	41.1	40.4	39.8	
Wooden containers.....	40.2	39.4	39.1	38.8	39.1	40.1	40.4	40.6	40.9	40.9	40.9	40.8	40.3	39.7	39.6	
Miscellaneous wood products.....	40.2	40.4	40.5	40.6	40.0	40.5	40.8	41.0	40.6	40.0	40.6	40.7	40.8	40.1	40.3	
Furniture and fixtures.....	39.8	40.2	40.2	40.1	41.2	40.9	41.5	41.6	41.3	40.3	41.0	40.4	40.6	39.9	40.0	
Household furniture.....	39.9	40.3	40.3	40.1	41.5	41.2	41.6	41.7	41.3	40.1	40.9	40.3	40.6	39.7	39.8	
Office furniture.....	40.1	40.5	40.3	40.9	41.3	39.9	40.8	40.6	40.5	40.4	40.7	40.7	40.6	40.6	41.1	
Partitions, office and store fixtures.....	39.0	40.0	39.6	40.1	39.3	40.1	41.8	42.3	42.5	41.4	41.9	41.5	40.5	40.7	40.3	
Other furniture and fixtures.....	39.8	39.4	39.6	39.7	40.3	40.2	40.4	41.0	41.1	40.6	41.3	40.2	40.1	40.3	40.4	
Average hourly earnings																
Ordnance and accessories.....	\$2.87	\$2.90	\$2.90	\$2.90	\$2.88	\$2.86	\$2.84	\$2.84	\$2.82	\$2.83	\$2.83	\$2.83	\$2.84	\$2.78	\$2.67	
Ammunition except for small arms.....	2.88	2.91	2.91	2.91	2.90	2.88	2.86	2.87	2.85	2.86	2.85	2.84	2.86	2.81	2.69	
Sighting and fire control equipment.....	3.02	3.04	3.04	3.02	3.01	2.99	2.99	3.00	2.98	2.97	2.99	3.00	3.00	2.91	2.76	
Other ordnance and accessories.....	2.78	2.81	2.82	2.81	2.79	2.76	2.72	2.72	2.70	2.70	2.71	2.71	2.72	2.65	2.56	
Lumber and wood products except furniture.....	1.98	1.97	1.96	1.96	1.99	2.00	1.99	2.01	2.00	1.99	1.99	1.97	1.97	1.95	1.89	
Sawmills and planing mills.....	1.80	1.82	1.82	1.81	1.84	1.84	1.82	1.85	1.83	1.82	1.84	1.81	1.81	1.76	1.71	
Millwork, plywood, and related products.....	2.14	2.13	2.13	2.13	2.14	2.13	2.13	2.14	2.13	2.13	2.12	2.14	2.12	2.08	2.04	
Wooden containers.....	1.67	1.65	1.66	1.65	1.64	1.64	1.66	1.68	1.67	1.68	1.66	1.66	1.66	1.59	1.57	
Miscellaneous wood products.....	1.80	1.81	1.80	1.80	1.82	1.82	1.80	1.82	1.81	1.80	1.81	1.79	1.78	1.74	1.72	
Furniture and fixtures.....	1.96	1.97	1.96	1.96	1.98	1.96	1.96	1.96	1.95	1.94	1.95	1.94	1.94	1.91	1.88	
Household furniture.....	1.86	1.87	1.86	1.85	1.88	1.86	1.86	1.85	1.84	1.83	1.83	1.83	1.83	1.80	1.77	
Office furniture.....	2.31	2.30	2.29	2.30	2.31	2.30	2.24	2.28	2.28	2.29	2.30	2.28	2.28	2.23	2.20	
Partitions, office and store fixtures.....	2.52	2.53	2.54	2.54	2.52	2.51	2.56	2.55	2.55	2.54	2.53	2.51	2.49	2.47	2.40	
Other furniture and fixtures.....	2.04	2.03	2.05	2.04	2.04	2.02	2.02	2.01	1.99	1.98	2.02	2.02	2.02	1.99	1.95	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Stone, clay, and glass products.....	\$101.11	\$99.23	\$97.36	\$97.11	\$97.84	\$100.28	\$100.85	\$101.50	\$101.57	\$100.67	\$100.43	\$99.60	\$98.16	\$95.24	\$92.97
Flat glass.....	131.66	130.65	127.92	129.26	130.42	133.06	127.59	126.94	125.78	126.81	127.92	125.02	120.01	122.68	127.85
Glass and glassware, pressed or blown.....	98.00	100.40	100.40	100.15	99.14	99.14	98.49	97.76	98.09	98.00	100.37	99.06	98.98	95.44	91.94
Cement, hydraulic.....	119.99	112.87	111.63	112.16	111.50	115.21	114.26	116.62	115.93	117.60	114.12	113.85	110.02	106.52	102.87
Structural clay products.....	90.06	86.67	84.56	85.41	85.81	86.90	87.56	87.34	87.97	87.54	88.17	88.60	87.54	84.45	82.21
Pottery and related products.....	89.77	89.70	88.53	88.08	89.67	90.45	90.68	89.82	87.64	87.69	86.85	85.58	85.80	82.30	81.87
Concrete, gypsum, and plaster products.....	104.11	99.07	93.93	94.40	95.60	102.96	105.36	108.14	108.66	105.67	104.28	103.60	99.64	97.10	93.04
Other stone and mineral products.....	100.78	100.28	100.04	98.15	99.14	99.88	99.55	99.80	100.12	100.60	99.87	99.29	99.05	96.05	93.79
Primary metal industries.....	127.82	122.91	122.21	120.80	120.39	117.91	116.92	118.80	116.23	116.62	119.10	118.50	123.11	114.95	109.59
Blast furnace and basic steel products.....	141.02	131.27	129.89	128.44	126.68	123.39	122.42	125.00	122.68	121.77	123.71	124.68	132.84	122.92	116.13
Iron and steel foundries.....	110.15	110.56	110.83	108.54	109.88	107.73	106.52	107.45	103.34	106.90	109.41	106.90	106.37	98.81	96.61
Nonferrous smelting and refining.....	120.56	116.62	116.05	116.20	117.04	116.47	114.52	116.47	116.03	114.80	116.05	113.85	113.02	109.48	108.09
Nonferrous rolling, drawing, and extruding.....	115.51	116.62	116.34	116.47	118.00	116.62	115.09	116.05	113.98	115.35	118.80	115.90	117.85	111.76	105.01
Nonferrous foundries.....	103.79	104.96	105.63	105.88	105.73	103.79	103.94	103.12	101.30	101.25	104.42	103.73	104.33	100.35	97.61
Miscellaneous primary metal industries.....	126.07	126.99	128.02	130.09	128.94	125.14	123.60	126.12	123.49	121.88	124.38	123.19	123.79	116.98	112.92
Average weekly hours															
Stone, clay, and glass products.....	41.1	40.5	39.9	39.8	40.1	41.1	41.5	41.6	41.8	41.6	41.5	41.5	40.9	40.7	40.6
Flat glass.....	39.3	39.0	38.3	38.7	38.7	39.6	38.9	38.7	38.7	38.9	39.0	38.0	36.7	38.7	40.3
Glass and glassware, pressed or blown.....	39.2	40.0	40.0	39.9	40.3	40.3	40.2	39.9	40.2	40.0	40.8	40.6	40.4	40.1	39.8
Cement, hydraulic.....	42.1	40.6	40.3	40.2	40.4	41.0	41.1	41.5	41.7	42.0	41.2	41.4	40.9	40.5	40.5
Structural clay products.....	41.5	40.5	39.7	40.1	40.1	40.8	41.3	41.2	41.3	41.1	41.2	41.4	41.1	40.6	40.3
Pottery and related products.....	39.2	39.0	39.0	38.8	39.5	40.2	40.3	40.1	39.3	38.8	38.6	38.9	39.0	38.1	38.2
Concrete, gypsum, and plaster products.....	43.2	41.8	39.8	40.0	40.0	42.9	43.9	44.5	44.9	44.4	44.0	43.9	42.4	42.4	42.1
Other stone and mineral products.....	40.8	40.6	40.5	39.9	40.3	40.6	40.8	40.9	41.2	41.4	41.1	41.2	41.1	40.7	40.6
Primary metal industries.....	41.5	40.7	40.6	40.4	40.4	39.7	39.5	40.0	39.4	39.4	40.1	39.9	40.9	39.5	39.0
Blast furnace and basic steel products.....	41.6	39.9	39.6	39.4	39.1	38.2	37.9	38.7	38.1	37.7	38.3	38.6	40.5	38.9	38.2
Iron and steel foundries.....	41.1	41.1	41.2	40.5	41.0	40.5	40.5	40.7	39.9	40.8	41.0	40.8	40.6	38.9	38.8
Nonferrous smelting and refining.....	42.3	41.5	41.3	41.5	41.8	41.3	40.9	41.3	41.0	41.0	41.3	41.1	40.8	40.7	41.1
Nonferrous rolling, drawing, and extruding.....	41.7	42.1	42.0	42.2	42.6	42.1	41.7	42.2	41.6	42.1	43.2	42.3	42.7	41.7	40.7
Nonferrous foundries.....	40.7	41.0	41.1	41.2	41.3	40.7	40.6	40.6	40.2	40.5	41.6	41.0	41.4	40.3	39.8
Miscellaneous primary metal industries.....	41.2	41.5	41.7	42.1	42.0	41.3	41.2	41.9	41.3	40.9	41.6	41.2	41.4	40.2	39.9
Average hourly earnings															
Stone, clay, and glass products.....	\$2.46	\$2.45	\$2.44	\$2.44	\$2.44	\$2.44	\$2.43	\$2.44	\$2.43	\$2.42	\$2.42	\$2.40	\$2.40	\$2.34	\$2.29
Flat glass.....	3.35	3.35	3.34	3.34	3.37	3.36	3.28	3.28	3.25	3.26	3.28	3.29	3.27	3.17	3.16
Glass and glassware, pressed or blown.....	2.50	2.51	2.51	2.51	2.46	2.46	2.45	2.45	2.44	2.45	2.46	2.44	2.45	2.38	2.31
Cement, hydraulic.....	2.85	2.78	2.77	2.79	2.76	2.81	2.78	2.81	2.78	2.80	2.77	2.75	2.69	2.63	2.54
Structural clay products.....	2.17	2.14	2.13	2.13	2.14	2.13	2.12	2.12	2.13	2.13	2.14	2.14	2.13	2.08	2.04
Pottery and related products.....	2.29	2.30	2.27	2.27	2.27	2.25	2.25	2.24	2.23	2.26	2.25	2.20	2.20	2.16	2.13
Concrete, gypsum, and plaster products.....	2.41	2.37	2.36	2.36	2.39	2.40	2.40	2.43	2.42	2.38	2.37	2.36	2.35	2.29	2.21
Other stone and mineral products.....	2.47	2.47	2.47	2.46	2.46	2.46	2.44	2.44	2.43	2.43	2.43	2.41	2.41	2.36	2.31
Primary metal industries.....	3.08	3.02	3.01	2.99	2.98	2.97	2.96	2.97	2.95	2.96	2.97	2.97	3.01	2.91	2.81
Blast furnace and basic steel products.....	3.39	3.29	3.28	3.26	3.24	3.23	3.23	3.23	3.22	3.23	3.23	3.23	3.28	3.16	3.04
Iron and steel foundries.....	2.68	2.69	2.69	2.68	2.68	2.66	2.63	2.64	2.69	2.62	2.63	2.62	2.62	2.54	2.49
Nonferrous smelting and refining.....	2.85	2.81	2.81	2.80	2.80	2.82	2.80	2.82	2.83	2.80	2.81	2.77	2.77	2.69	2.63
Nonferrous rolling, drawing, and extruding.....	2.77	2.77	2.77	2.76	2.77	2.77	2.76	2.75	2.74	2.74	2.75	2.74	2.76	2.68	2.58
Nonferrous foundries.....	2.55	2.56	2.57	2.57	2.56	2.55	2.56	2.54	2.52	2.50	2.51	2.53	2.52	2.49	2.45
Miscellaneous primary metal industries.....	3.06	3.06	3.07	3.09	3.07	3.03	3.00	3.01	2.99	2.98	2.99	2.99	2.99	2.91	2.83

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Average weekly earnings															
Fabricated metal products.....	\$104.75	\$105.67	\$105.26	\$105.78	\$106.30	\$105.63	\$105.73	\$106.66	\$105.32	\$104.30	\$106.75	\$105.73	\$104.39	\$100.85	\$98.82
Metal cans.....	124.42	122.59	120.88	122.29	122.48	119.99	123.26	133.11	131.60	133.15	131.67	127.02	125.28	121.80	114.68
Cutlery, hand tools, and general hardware.....	99.94	102.00	101.59	102.84	103.50	103.34	101.27	100.37	96.88	97.53	101.43	100.70	98.09	93.93	93.03
Heating equipment and plumbing fixtures.....	97.07	98.46	98.31	98.80	98.21	98.80	100.94	101.34	100.69	98.65	100.78	97.27	96.14	94.56	91.26
Fabricated structural metal products.....	105.04	104.52	104.26	103.86	105.04	104.75	106.19	107.38	107.49	105.37	106.40	105.37	105.01	102.47	99.47
Screw machine products, bolts, etc.	105.50	106.68	107.19	108.46	108.89	106.09	104.75	107.60	105.00	104.75	105.58	105.33	105.65	98.90	95.58
Metal stampings.....	112.06	113.30	112.74	113.01	113.40	113.13	112.56	112.56	111.45	109.21	111.72	113.25	110.92	105.01	107.74
Coating, engraving, and allied services.....	92.57	94.12	91.53	92.39	93.98	92.70	93.79	92.55	90.94	91.62	95.57	94.02	95.49	90.32	86.43
Miscellaneous fabricated wire products.....	95.27	97.34	97.34	98.06	97.70	96.17	96.64	97.29	96.64	95.94	98.65	97.53	97.11	94.48	90.50
Miscellaneous fabricated metal products.....	103.57	104.60	103.83	104.49	105.41	104.75	105.41	105.67	102.51	100.15	104.30	102.72	102.82	100.19	96.96
Machinery.....	113.58	115.51	114.82	113.98	114.26	112.75	112.61	112.74	112.32	112.59	114.09	114.09	113.67	107.16	104.55
Engines and turbines.....	117.91	123.82	122.70	120.58	121.99	120.80	120.80	120.80	119.69	115.34	120.77	121.04	120.54	114.11	109.69
Farm machinery and equipment.....	112.07	113.03	113.58	112.07	110.84	108.94	108.81	107.87	107.33	106.67	107.46	107.45	109.03	103.46	99.85
Construction and related machinery.....	113.57	113.85	113.44	112.75	112.48	111.66	112.75	112.61	112.88	113.42	113.42	113.42	111.78	106.52	102.66
Metalworking machinery and equipment.....	127.74	130.52	128.33	126.58	126.44	123.25	122.26	123.12	123.12	125.86	128.04	128.48	128.62	116.90	117.27
Special industry machinery.....	107.17	108.88	107.94	108.71	109.08	106.43	106.43	108.38	106.01	106.43	108.46	108.03	106.42	101.43	99.72
General industrial machinery.....	110.29	111.38	111.38	110.84	112.06	111.52	111.79	111.38	111.24	111.37	112.86	112.17	111.49	105.04	101.71
Office, computing and accounting machines.....	113.93	114.90	114.21	113.81	114.09	112.84	112.31	113.68	111.78	114.96	112.06	111.78	111.78	111.24	106.23
Service industry machines.....	100.75	102.31	100.90	100.50	100.35	100.75	99.94	100.04	99.55	102.01	103.57	99.87	100.04	95.84	93.43
Miscellaneous machinery.....	108.94	110.30	109.62	110.66	112.14	109.72	109.82	109.39	108.29	108.45	108.29	108.63	108.54	104.00	101.26
Average weekly hours															
Fabricated metal products.....	40.61	40.8	40.8	41.0	41.2	41.1	41.3	41.5	41.3	40.9	41.7	41.3	41.1	40.5	40.5
Metal cans.....	41.2	41.0	40.7	40.9	41.1	40.4	41.5	43.5	43.4	43.8	43.6	42.2	41.9	42.0	41.4
Cutlery, hand tools, and general hardware.....	40.3	40.8	40.8	41.3	41.4	41.5	41.0	40.8	40.2	40.3	41.4	41.1	40.7	39.8	40.1
Heating equipment and plumbing fixtures.....	39.3	39.7	39.8	40.0	39.6	40.0	40.7	40.7	40.6	40.1	40.8	39.7	39.4	39.4	39.0
Fabricated structural metal products.....	40.4	40.2	40.1	40.1	40.4	40.6	41.0	41.3	41.5	41.0	41.4	41.0	40.7	40.5	40.6
Screw machine products, bolts, etc.	41.7	42.0	42.2	42.7	42.7	42.1	41.9	42.7	42.0	41.9	42.4	42.3	42.6	40.7	40.5
Metal stampings.....	41.2	41.5	41.6	41.7	42.0	41.9	42.0	42.0	41.9	40.6	42.0	42.1	41.7	40.7	41.6
Coating, engraving, and allied services.....	40.6	41.1	40.5	40.7	41.4	41.2	41.5	41.5	40.6	40.9	42.1	41.6	41.7	40.5	40.2
Miscellaneous fabricated wire products.....	40.2	40.9	40.9	41.2	41.4	41.1	41.3	41.4	41.3	41.0	41.8	41.5	41.5	40.9	40.4
Miscellaneous fabricated metal products.....	40.3	40.7	40.4	40.5	40.7	40.6	40.7	40.8	40.2	39.9	40.9	40.6	40.8	40.4	39.9
Machinery.....	41.3	41.7	41.6	41.6	41.7	41.3	41.4	41.6	41.6	41.7	42.1	42.1	42.1	40.9	41.0
Engines and turbines.....	39.7	41.0	40.9	40.6	40.8	40.4	40.4	40.4	40.3	39.5	40.8	40.9	41.0	39.9	39.6
Farm machinery and equipment.....	40.9	41.1	41.3	40.9	40.6	40.2	40.3	40.4	40.5	40.1	40.4	40.7	41.3	40.1	40.1
Construction and related machinery.....	41.0	41.1	41.1	41.0	40.9	40.9	41.3	41.4	41.5	41.7	41.7	41.7	41.4	40.5	40.1
Metalworking machinery and equipment.....	43.3	43.8	43.5	43.2	43.3	42.5	42.6	42.9	42.9	43.4	44.0	44.0	44.2	41.9	42.8
Special industry machinery.....	41.7	42.2	42.0	42.3	42.6	41.9	41.9	42.5	41.9	41.9	42.7	42.7	44.2	41.4	41.9
General industrial machinery.....	40.4	40.8	40.8	40.9	41.2	41.0	41.1	41.1	41.2	41.4	41.8	41.7	41.6	40.4	40.2
Office, computing and accounting machines.....	40.4	40.6	40.5	40.5	40.6	40.3	40.4	40.6	40.5	41.5	40.6	40.5	40.5	41.2	40.7
Service industry machines.....	40.3	40.6	40.2	40.2	40.3	40.3	40.3	40.5	40.8	41.3	42.1	41.1	41.0	40.1	40.1
Miscellaneous machinery.....	41.9	42.1	42.0	42.4	42.8	42.2	42.4	42.3	42.2	42.3	42.6	42.4	41.6	41.5	41.5
Average hourly earnings															
Fabricated metal products.....	\$2.58	\$2.59	\$2.58	\$2.58	\$2.58	\$2.57	\$2.56	\$2.57	\$2.55	\$2.56	\$2.56	\$2.54	\$2.49	\$2.44	\$2.44
Metal cans.....	3.02	2.99	2.97	2.99	2.98	2.97	2.97	3.06	3.03	3.04	3.02	3.01	2.99	2.90	2.77
Cutlery, hand tools, and general hardware.....	2.48	2.50	2.49	2.49	2.50	2.49	2.47	2.46	2.41	2.42	2.45	2.45	2.41	2.36	2.32
Heating equipment and plumbing fixtures.....	2.47	2.48	2.47	2.47	2.48	2.47	2.48	2.49	2.48	2.46	2.47	2.45	2.44	2.40	2.34
Fabricated structural metal products.....	2.60	2.60	2.60	2.59	2.60	2.58	2.59	2.60	2.59	2.57	2.57	2.57	2.58	2.53	2.45
Screw machine products, bolts, etc.	2.53	2.54	2.54	2.54	2.55	2.52	2.50	2.52	2.50	2.50	2.49	2.49	2.48	2.43	2.36
Metal stampings.....	2.72	2.73	2.71	2.71	2.70	2.70	2.68	2.68	2.66	2.69	2.66	2.69	2.66	2.58	2.59
Coating, engraving, and allied services.....	2.28	2.29	2.26	2.27	2.27	2.25	2.26	2.23	2.24	2.24	2.27	2.26	2.29	2.23	2.15
Miscellaneous fabricated wire products.....	2.37	2.38	2.38	2.38	2.36	2.34	2.34	2.35	2.34	2.34	2.36	2.35	2.34	2.31	2.24
Miscellaneous fabricated metal products.....	2.57	2.57	2.57	2.58	2.59	2.58	2.59	2.59	2.55	2.51	2.55	2.53	2.52	2.48	2.43
Machinery.....	2.75	2.77	2.76	2.74	2.74	2.73	2.72	2.71	2.70	2.70	2.71	2.71	2.70	2.62	2.55
Engines and turbines.....	2.97	3.02	3.00	2.97	2.99	2.99	2.99	2.99	2.97	2.92	2.96	2.96	2.94	2.86	2.77
Farm machinery and equipment.....	2.74	2.75	2.75	2.74	2.73	2.71	2.70	2.67	2.65	2.66	2.66	2.64	2.64	2.58	2.49
Construction and related machinery.....	2.77	2.77	2.76	2.75	2.75	2.73	2.73	2.72	2.72	2.72	2.72	2.72	2.70	2.63	2.56
Metalworking machinery and equipment.....	2.95	2.98	2.95	2.93	2.92	2.90	2.87	2.87	2.87	2.90	2.91	2.92	2.91	2.79	2.74
Special industry machinery.....	2.57	2.58	2.57	2.57	2.56	2.54	2.54	2.55	2.53	2.54	2.54	2.53	2.51	2.45	2.38
General industrial machinery.....	2.73	2.73	2.73	2.71	2.72	2.72	2.72	2.71	2.70	2.69	2.70	2.69	2.68	2.60	2.53
Office, computing and accounting machines.....	2.82	2.83	2.82	2.81	2.81	2.80	2.78	2.80	2.76	2.77	2.76	2.76	2.76	2.70	2.61
Service industry machines.....	2.50	2.52	2.51	2.50	2.49	2.50	2.48	2.47	2.44	2.47	2.46	2.43	2.44	2.39	2.33
Miscellaneous machinery.....	2.60	2.62	2.61	2.61	2.62	2.60	2.59	2.58	2.56	2.57	2.56	2.55	2.56	2.50	2.44

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
<i>Durable goods—Continued</i>															
Electrical equipment and supplies.....	\$96.87	\$97.84	\$98.33	\$97.93	\$99.96	\$98.66	\$98.49	\$99.22	\$97.20	\$96.72	\$98.16	\$97.68	\$97.44	\$94.47	\$90.74
Electric distribution equipment.....	103.60	104.78	104.23	102.91	107.12	104.75	104.60	105.22	102.97	103.94	104.81	102.72	100.50	101.00	97.77
Electrical industrial apparatus.....	102.36	103.38	104.81	103.48	103.38	103.63	103.07	103.98	102.41	102.16	104.33	103.57	103.32	99.38	95.44
Household appliances.....	105.85	107.71	104.92	104.14	108.36	105.41	105.67	105.67	106.08	105.04	105.15	103.72	104.38	101.30	96.23
Electric lighting and wiring equipment.....	90.46	90.91	90.29	90.52	92.52	92.52	91.66	93.25	90.68	89.95	91.30	90.45	90.68	87.91	84.71
Radio and TV receiving sets.....	83.44	85.97	86.63	85.75	87.34	85.67	87.64	89.76	87.67	85.75	87.89	84.32	85.72	82.50	80.11
Communication equipment.....	103.34	105.04	106.49	106.86	108.05	106.86	107.12	107.90	105.26	103.94	105.47	106.66	106.40	102.31	98.82
Electronic components and accessories.....	82.35	83.79	82.56	82.37	83.20	82.80	82.40	83.02	81.39	80.58	83.03	82.82	82.21	80.40	76.24
Miscellaneous electrical equipment and supplies.....	102.54	102.54	106.19	108.94	110.30	107.33	108.26	105.98	100.35	105.41	105.92	105.41	104.08	96.32	93.93
Transportation equipment.....	121.66	123.85	123.55	124.74	129.73	128.27	126.10	124.49	119.19	121.93	121.09	121.96	119.97	113.81	111.52
Motor vehicles and equipment.....	125.44	128.71	127.38	129.63	138.40	137.33	132.24	131.02	121.47	127.25	125.38	128.01	124.66	115.09	115.21
Aircraft and parts.....	118.90	120.18	121.76	122.64	123.94	123.09	122.80	120.38	119.11	118.40	118.56	118.14	118.71	115.09	110.43
Ship and boat building and repairing.....	118.84	119.66	118.15	118.20	119.02	115.49	116.06	116.35	118.49	116.28	114.74	113.68	111.72	110.92	103.75
Railroad equipment.....	118.40	121.47	115.44	118.48	115.15	114.07	115.63	118.89	119.99	118.60	121.99	122.70	120.99	108.39	107.86
Other transportation equipment.....	90.54	88.66	87.38	85.46	86.51	83.85	88.07	88.78	89.01	86.24	89.24	87.33	87.91	83.71	80.13
Average weekly hours															
Electrical equipment and supplies.....	39.7	40.1	40.3	40.3	40.8	40.6	40.7	41.0	40.5	40.3	40.9	40.7	40.6	40.2	39.8
Electric distribution equipment.....	40.0	40.3	40.4	40.2	41.2	40.6	40.7	41.1	40.7	40.6	41.1	40.6	40.2	40.4	40.4
Electrical industrial apparatus.....	40.3	40.7	41.1	40.9	40.7	40.8	40.9	41.1	40.8	40.7	41.4	41.1	41.0	40.4	40.1
Household appliances.....	40.4	40.8	40.2	39.9	41.2	40.7	40.8	40.8	40.8	40.4	40.6	40.2	40.3	40.2	39.6
Electric lighting and wiring equipment.....	39.5	39.7	39.6	39.7	40.4	40.4	40.2	40.9	40.3	39.8	40.4	40.2	40.3	39.6	39.4
Radio and TV receiving sets.....	38.1	38.9	39.2	38.8	39.7	39.3	40.2	40.8	40.4	39.7	40.5	39.4	39.5	39.1	38.7
Communication equipment.....	39.9	40.4	40.8	41.1	41.4	41.1	41.2	41.5	40.8	40.6	41.2	41.5	41.5	40.6	40.5
Electronic components and accessories.....	39.4	39.9	39.5	39.6	40.0	40.0	40.0	40.3	39.7	39.5	40.5	40.4	40.3	40.2	39.5
Miscellaneous electrical equipment and supplies.....	39.9	39.9	41.0	41.9	42.1	41.6	41.8	41.4	40.3	41.5	41.7	41.5	41.3	39.8	39.8
Transportation equipment.....	41.1	41.7	41.6	42.0	43.1	42.9	42.6	42.2	41.1	41.9	41.9	42.2	41.8	40.5	40.7
Motor vehicles and equipment.....	41.4	42.2	41.9	42.5	44.5	44.3	43.5	43.1	40.9	42.7	42.5	43.1	42.4	40.1	41.0
Aircraft and parts.....	41.0	41.3	41.7	42.0	42.3	42.3	42.2	41.8	41.5	41.4	41.6	41.6	41.8	41.4	40.9
Ship and boat building and repairing.....	40.7	40.7	40.6	40.9	40.9	40.1	40.3	40.4	41.0	40.8	40.4	40.6	39.9	39.9	39.3
Railroad equipment.....	40.0	40.9	39.4	40.3	39.3	39.2	39.6	40.3	40.4	39.8	40.8	40.9	40.6	38.3	38.8
Other transportation equipment.....	40.6	40.3	39.9	39.2	39.5	39.0	40.4	41.1	41.4	40.3	41.7	41.0	40.7	39.3	38.9
Average hourly earnings															
Electrical equipment and supplies.....	\$2.44	\$2.44	\$2.44	\$2.43	\$2.45	\$2.43	\$2.42	\$2.42	\$2.40	\$2.40	\$2.40	\$2.40	\$2.40	\$2.35	\$2.28
Electric distribution equipment.....	2.59	2.60	2.58	2.56	2.60	2.58	2.57	2.56	2.53	2.56	2.55	2.53	2.50	2.50	2.42
Electrical industrial apparatus.....	2.54	2.54	2.55	2.53	2.54	2.54	2.52	2.53	2.51	2.51	2.52	2.52	2.52	2.46	2.38
Household appliances.....	2.62	2.64	2.61	2.61	2.63	2.59	2.59	2.59	2.60	2.60	2.59	2.58	2.59	2.52	2.43
Electric lighting and wiring equipment.....	2.29	2.29	2.28	2.28	2.29	2.29	2.28	2.28	2.25	2.26	2.26	2.25	2.25	2.22	2.15
Radio and TV receiving sets.....	2.19	2.21	2.21	2.21	2.20	2.18	2.18	2.20	2.17	2.16	2.17	2.14	2.17	2.11	2.07
Communication equipment.....	2.59	2.60	2.61	2.60	2.61	2.60	2.60	2.60	2.58	2.56	2.56	2.57	2.57	2.52	2.44
Electronic components and accessories.....	2.09	2.10	2.09	2.08	2.08	2.07	2.06	2.06	2.05	2.04	2.05	2.05	2.04	2.00	1.93
Miscellaneous electrical equipment and supplies.....	2.57	2.57	2.59	2.60	2.62	2.58	2.59	2.56	2.49	2.54	2.54	2.54	2.52	2.42	2.36
Transportation equipment.....	2.96	2.97	2.97	2.97	3.01	2.99	2.96	2.95	2.90	2.91	2.89	2.89	2.87	2.81	2.74
Motor vehicles and equipment.....	3.03	3.05	3.04	3.05	3.11	3.10	3.04	3.04	2.97	2.98	2.95	2.97	2.94	2.87	2.81
Aircraft and parts.....	2.90	2.91	2.92	2.92	2.93	2.91	2.91	2.88	2.87	2.86	2.85	2.84	2.84	2.78	2.70
Ship and boat building and repairing.....	2.92	2.94	2.91	2.89	2.91	2.88	2.88	2.88	2.89	2.85	2.84	2.80	2.80	2.78	2.64
Railroad equipment.....	2.96	2.97	2.93	2.94	2.93	2.91	2.92	2.95	2.97	2.98	2.99	3.00	2.98	2.83	2.78
Other transportation equipment.....	2.23	2.20	2.19	2.18	2.19	2.15	2.18	2.16	2.15	2.14	2.14	2.13	2.16	2.13	2.06

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Instruments and related products.....	\$99.54	\$101.59	\$101.59	\$100.28	\$102.18	\$101.76	\$100.61	\$100.61	\$100.04	\$99.55	\$100.94	\$99.80	\$100.04	\$97.27	\$93.73
Engineering and scientific instruments.....	115.26	119.23	120.10	117.71	118.71	119.28	119.00	118.43	118.44	117.03	118.02	115.79	114.39	112.48	110.95
Mechanical measuring and control devices.....	100.50	101.50	100.10	99.14	101.43	100.85	99.79	98.80	98.98	99.23	98.98	98.74	98.82	95.91	92.00
Optical and ophthalmic goods.....	92.80	93.46	93.02	92.80	92.60	90.64	91.30	89.84	88.78	87.29	90.27	89.01	89.87	87.33	81.80
Surgical, medical, and dental equipment.....	82.97	84.40	84.40	83.37	85.05	85.47	84.42	85.89	85.69	85.27	86.31	85.47	85.27	82.21	80.40
Photographic equipment and supplies.....	113.00	115.77	117.03	115.08	118.02	119.14	115.09	115.37	114.13	115.09	116.06	116.06	116.62	111.61	106.14
Watches and clocks.....	82.29	83.53	83.74	82.29	83.13	83.82	83.79	84.00	83.41	82.95	84.00	83.16	84.00	80.68	76.83
Miscellaneous manufacturing industries.....	78.98	80.39	80.19	79.58	80.19	78.01	78.60	78.60	77.42	77.03	78.60	78.60	78.80	75.84	74.28
Jewelry, silverware, and plated ware.....	86.94	87.60	86.37	87.20	93.04	90.20	88.51	86.88	84.77	82.68	86.27	86.67	86.24	82.62	80.40
Toys, amusement and sporting goods.....	71.63	72.94	73.34	73.15	71.44	70.77	72.07	71.28	70.35	69.89	70.98	71.74	72.10	70.17	67.73
Pens, pencils, and office and art materials.....	76.42	77.02	78.59	76.44	76.76	75.98	75.55	75.52	74.61	74.07	74.82	74.58	74.99	72.86	71.92
Costume jewelry, buttons, and notions.....	72.52	73.05	72.65	71.39	72.47	69.30	70.98	71.64	71.06	72.25	74.07	72.72	73.02	68.60	66.13
Other manufacturing industries.....	85.10	86.40	85.97	84.53	86.22	84.80	85.01	85.46	84.40	83.79	85.03	84.02	84.23	81.78	79.99
Average weekly hours															
Instruments and related products.....	40.3	40.8	40.8	40.6	41.2	41.2	40.9	40.9	41.0	40.8	41.2	40.9	41.0	40.7	40.4
Engineering and scientific instruments.....	40.3	41.4	41.7	41.3	41.8	42.0	41.9	41.7	42.0	41.5	42.0	41.5	41.0	40.9	41.4
Mechanical measuring and control devices.....	40.2	40.6	40.2	40.3	40.9	40.5	40.4	40.0	40.4	40.5	40.4	40.3	40.5	40.3	40.0
Optical and ophthalmic goods.....	41.8	42.1	41.9	41.8	41.9	41.2	41.5	41.4	41.1	40.6	41.6	41.4	41.8	41.0	40.1
Surgical, medical, and dental equipment.....	39.7	40.0	40.0	39.7	40.5	40.7	40.2	40.9	41.0	40.8	41.1	40.7	40.8	40.3	40.0
Photographic equipment and supplies.....	40.5	41.2	41.5	41.1	42.0	42.4	41.4	41.5	41.5	41.7	41.9	41.6	41.8	41.8	41.3
Watches and clocks.....	39.0	39.4	39.5	39.0	39.4	40.3	39.9	40.0	40.1	39.5	40.0	39.6	40.0	39.5	39.0
Miscellaneous manufacturing industries.....	39.1	39.6	39.5	39.2	39.7	39.6	39.9	40.1	39.7	39.3	39.9	39.9	40.0	39.5	39.3
Jewelry, silverware, and plated ware.....	39.7	40.0	39.8	40.0	42.1	41.0	40.6	40.6	39.8	39.0	40.5	40.5	40.3	40.3	40.2
Toys, amusement and sporting goods.....	38.1	38.8	38.4	38.3	38.0	39.1	39.6	39.6	39.3	38.4	39.0	39.2	39.4	39.2	38.7
Pens, pencils, and office and art materials.....	39.8	39.7	40.3	39.4	40.4	40.2	40.4	40.3	39.9	39.4	39.8	39.8	40.1	39.6	39.3
Costume jewelry, buttons, and notions.....	39.2	39.7	39.7	38.8	39.6	38.5	39.0	39.8	39.7	39.7	40.7	40.4	39.9	39.2	38.9
Other manufacturing industries.....	39.4	40.0	39.8	39.5	40.1	40.0	40.1	40.5	40.0	39.9	40.3	40.2	40.3	39.7	39.6
Average hourly earnings															
Instruments and related products.....	\$2.47	\$2.49	\$2.49	\$2.47	\$2.48	\$2.47	\$2.46	\$2.46	\$2.44	\$2.44	\$2.45	\$2.44	\$2.44	\$2.39	\$2.32
Engineering and scientific instruments.....	2.86	2.88	2.88	2.85	2.84	2.84	2.84	2.84	2.82	2.82	2.81	2.79	2.79	2.75	2.68
Mechanical measuring and control devices.....	2.50	2.50	2.49	2.46	2.48	2.49	2.47	2.47	2.45	2.45	2.45	2.45	2.44	2.38	2.30
Optical and ophthalmic goods.....	2.22	2.22	2.22	2.22	2.21	2.20	2.20	2.17	2.16	2.15	2.17	2.15	2.15	2.13	2.04
Surgical, medical, and dental equipment.....	2.09	2.11	2.11	2.10	2.10	2.10	2.10	2.10	2.09	2.09	2.10	2.10	2.09	2.04	2.01
Photographic equipment and supplies.....	2.79	2.81	2.82	2.80	2.81	2.81	2.78	2.78	2.75	2.76	2.77	2.79	2.79	2.67	2.57
Watches and clocks.....	2.11	2.12	2.12	2.11	2.11	2.08	2.10	2.10	2.08	2.10	2.10	2.10	2.10	2.04	1.97
Miscellaneous manufacturing industries.....	2.02	2.03	2.03	2.03	2.02	1.97	1.97	1.96	1.95	1.96	1.97	1.97	1.97	1.92	1.89
Jewelry, silverware, and plated ware.....	2.19	2.19	2.17	2.18	2.21	2.20	2.18	2.14	2.13	2.12	2.13	2.14	2.14	2.05	2.00
Toys, amusement and sporting goods.....	1.88	1.88	1.91	1.91	1.88	1.81	1.82	1.80	1.79	1.82	1.82	1.83	1.83	1.79	1.78
Pens, pencils, and office and art materials.....	1.92	1.94	1.95	1.94	1.90	1.89	1.87	1.87	1.87	1.88	1.88	1.88	1.87	1.84	1.83
Costume jewelry, buttons, and notions.....	1.85	1.84	1.83	1.84	1.83	1.80	1.82	1.80	1.79	1.82	1.82	1.80	1.83	1.75	1.70
Other manufacturing industries.....	2.16	2.16	2.16	2.14	2.15	2.12	2.12	2.11	2.11	2.10	2.11	2.09	2.09	2.06	2.02

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
	A average weekly earnings														
Manufacturing—Continued															
<i>Nondurable goods</i>															
Food and kindred products.....	\$93.03	\$93.73	\$92.86	\$93.15	\$94.12	\$93.52	\$91.21	\$92.80	\$91.46	\$93.66	\$92.70	\$92.48	\$91.13	\$89.16	\$86.30
Meat products.....	99.35	100.55	98.89	101.66	103.34	103.58	100.86	100.04	98.42	101.63	101.26	100.60	98.09	97.58	94.83
Dairy products.....	97.25	97.48	96.37	97.29	97.10	96.64	95.79	98.01	95.63	98.08	96.54	95.63	94.53	92.65	89.63
Canned and preserved food, except meats.....	73.33	75.40	73.83	73.50	72.36	70.88	72.96	79.07	76.00	75.81	71.06	74.69	75.04	71.04	68.71
Grain mill products.....	101.01	102.86	103.81	104.28	105.23	106.65	104.41	105.33	103.51	104.20	101.47	99.01	99.39	99.46	94.15
Bakery products.....	91.83	91.20	90.91	90.29	92.11	93.20	91.71	93.48	92.21	92.89	92.66	91.35	89.65	87.64	83.81
Sugar.....	112.06	111.30	107.53	102.09	99.89	101.23	91.76	108.36	108.88	111.02	112.40	104.08	102.01	97.65	93.70
Confectionery and related products.....	75.64	77.62	76.64	76.04	77.59	77.18	78.14	79.71	77.78	75.86	76.82	76.63	74.68	73.23	69.34
Beverages.....	105.97	105.06	102.05	101.39	104.01	103.88	103.46	105.30	104.30	107.94	104.81	103.02	101.75	99.85	96.72
Miscellaneous food and kindred products.....	90.27	91.36	92.02	91.81	92.45	92.00	90.50	91.37	91.38	91.59	90.10	89.68	88.41	87.13	83.95
Tobacco manufactures.....	69.10	73.11	69.70	73.15	75.39	72.35	68.17	70.72	68.04	73.28	76.03	75.65	74.10	69.03	64.94
Cigarettes.....	82.72	88.22	85.51	90.32	95.53	95.94	86.56	93.03	89.38	88.01	91.31	91.77	90.00	85.72	80.29
Cigars.....	54.32	58.56	58.99	59.57	59.14	61.23	60.60	59.82	59.28	55.18	57.56	56.06	55.85	56.02	53.86
Textile mill products.....	67.43	68.51	68.00	67.26	68.45	68.45	68.45	67.54	68.21	68.21	69.46	69.12	68.38	65.04	63.60
Cotton broad woven fabrics.....	66.66	66.33	65.84	66.66	67.49	67.16	67.16	65.27	66.99	66.99	67.65	67.49	67.24	63.20	62.56
Silk and synthetic broad woven fabrics.....	72.49	73.35	73.35	73.35	74.99	74.47	74.47	73.35	74.04	73.53	75.17	73.70	72.76	68.72	68.31
Weaving and finishing broad woollens.....	74.62	76.86	76.49	75.35	74.80	73.67	74.44	76.80	77.96	79.06	80.89	80.41	78.62	72.28	69.83
Narrow fabrics and smallwares.....	69.49	69.77	70.18	70.69	70.69	70.07	70.07	71.45	70.76	71.10	72.98	70.93	71.28	68.11	66.07
Knitting.....	60.10	61.24	60.59	59.57	60.32	61.82	61.99	62.15	62.08	62.24	62.56	62.24	61.76	59.21	56.93
Finishing textiles, except wool and knit.....	78.35	80.09	79.15	75.48	80.46	80.04	77.98	76.59	75.26	76.04	80.97	79.55	79.79	74.70	71.73
Floor covering.....	72.50	76.68	75.83	72.45	75.90	77.33	76.72	75.58	74.45	71.10	73.69	72.16	70.75	72.04	70.62
Yarn and thread.....	62.16	62.56	61.69	60.61	61.29	61.69	62.00	61.85	62.52	62.22	63.55	63.24	62.99	59.55	58.05
Miscellaneous textile goods.....	78.76	80.15	79.73	79.17	80.73	81.12	79.73	79.32	78.72	80.10	80.67	79.52	77.74	75.36	73.60
A average weekly hours															
Food and kindred products.....	40.1	40.4	40.2	40.5	41.1	41.2	40.9	41.8	41.2	42.0	41.2	41.1	40.5	40.9	40.9
Meat products.....	39.9	39.9	39.4	40.5	41.5	41.6	41.0	41.0	40.5	41.5	41.5	41.4	40.2	41.0	40.7
Dairy products.....	42.1	42.2	41.9	42.3	42.4	42.2	42.2	42.8	42.5	43.4	43.1	42.5	42.2	42.5	42.3
Canned and preserved food, except meats.....	36.3	37.7	37.1	37.5	37.3	37.5	38.4	41.4	40.0	41.2	37.4	38.5	37.9	38.4	38.6
Grain mill products.....	42.8	43.4	43.8	44.0	44.4	45.0	45.2	45.4	45.4	45.7	45.3	44.2	43.4	44.8	44.2
Bakery products.....	40.1	40.0	39.7	39.6	40.4	40.7	40.4	41.0	40.8	41.1	41.0	40.6	40.2	40.2	40.1
Sugar.....	41.2	42.0	41.2	41.5	45.2	45.6	40.6	42.0	42.2	42.7	42.9	41.3	41.3	43.4	44.2
Confectionery and related products.....	38.2	39.6	39.3	39.4	40.2	40.2	40.7	41.0	40.3	38.9	39.6	39.5	39.1	39.8	39.4
Beverages.....	40.6	40.1	39.4	39.3	39.7	39.8	40.1	40.5	40.9	42.0	41.1	40.4	39.9	40.1	40.3
Miscellaneous food and kindred products.....	41.6	42.1	42.6	42.7	43.2	43.6	43.3	43.1	42.7	42.8	42.3	42.3	42.3	42.5	42.4
Tobacco manufactures.....	34.9	37.3	36.3	38.5	40.1	38.9	40.1	41.6	37.8	37.2	38.4	38.4	38.0	39.0	38.2
Cigarettes.....	35.5	37.7	36.7	39.1	41.0	41.0	37.8	40.1	39.2	38.6	39.7	39.9	39.3	39.5	38.6
Cigars.....	34.6	37.3	37.1	37.7	38.4	39.0	38.6	38.1	38.0	35.6	36.9	36.4	36.5	37.6	37.4
Textile mill products.....	39.9	40.3	40.0	39.8	40.5	40.5	40.5	40.2	40.6	40.6	41.1	40.9	40.7	39.9	39.5
Cotton broad woven fabrics.....	40.4	40.2	39.9	40.4	40.9	40.7	40.7	39.8	40.6	40.6	41.0	40.9	41.0	40.0	40.1
Silk and synthetic broad woven fabrics.....	41.9	42.4	42.4	42.4	43.1	42.8	42.8	42.4	42.8	42.5	43.2	42.6	42.3	41.4	41.4
Weaving and finishing broad woollens.....	41.0	42.0	41.8	41.4	41.1	40.7	40.9	42.2	42.6	43.2	44.2	43.7	43.2	41.3	40.6
Narrow fabrics and smallwares.....	40.4	40.8	40.8	41.1	41.1	40.5	40.5	41.3	40.9	41.1	41.7	41.0	41.2	40.3	39.8
Knitting.....	37.1	37.8	37.4	37.0	37.7	38.4	38.5	38.6	38.8	38.9	39.1	38.9	38.6	38.2	37.7
Finishing textiles, except wool and knit.....	41.9	42.6	42.1	40.8	42.8	42.8	41.7	41.4	40.9	41.1	43.3	43.0	42.9	41.5	40.3
Floor covering.....	40.5	42.6	42.6	40.7	42.4	43.2	43.1	42.7	42.3	40.4	41.4	41.0	40.2	40.7	39.9
Yarn and thread.....	40.1	40.1	39.8	39.1	39.8	39.8	40.0	39.9	40.6	40.4	41.0	40.8	40.9	39.7	38.7
Miscellaneous textile goods.....	40.6	41.1	41.1	40.6	41.4	41.6	41.1	41.1	41.0	41.5	41.8	41.2	40.7	40.3	40.0
A average hourly earnings															
Food and kindred products.....	\$2.32	\$2.32	\$2.31	\$2.30	\$2.29	\$2.27	\$2.23	\$2.22	\$2.22	\$2.23	\$2.25	\$2.25	\$2.25	\$2.18	\$2.11
Meat products.....	2.49	2.52	2.51	2.51	2.49	2.49	2.46	2.44	2.43	2.45	2.44	2.43	2.44	2.38	2.33
Dairy products.....	2.31	2.31	2.30	2.30	2.29	2.29	2.27	2.29	2.25	2.26	2.24	2.25	2.24	2.18	2.12
Canned and preserved food, except meats.....	2.02	2.00	1.99	1.96	1.94	1.89	1.90	1.91	1.90	1.84	1.90	1.94	1.98	1.85	1.78
Grain mill products.....	2.35	2.37	2.37	2.37	2.37	2.37	2.31	2.32	2.28	2.28	2.24	2.24	2.29	2.22	2.13
Bakery products.....	2.29	2.28	2.29	2.28	2.28	2.29	2.27	2.28	2.26	2.26	2.26	2.25	2.23	2.18	2.09
Sugar.....	2.72	2.65	2.61	2.46	2.21	2.22	2.26	2.58	2.58	2.60	2.62	2.62	2.47	2.25	2.12
Confectionery and related products.....	1.98	1.96	1.95	1.93	1.93	1.92	1.92	1.93	1.93	1.95	1.94	1.94	1.91	1.84	1.76
Beverages.....	2.61	2.62	2.59	2.58	2.62	2.61	2.58	2.60	2.55	2.57	2.55	2.55	2.55	2.49	2.40
Miscellaneous food and kindred products.....	2.17	2.17	2.16	2.15	2.14	2.11	2.09	2.12	2.14	2.14	2.13	2.12	2.09	2.05	1.98
Tobacco manufactures.....	1.98	1.96	1.92	1.90	1.88	1.86	1.70	1.70	1.80	1.97	1.98	1.97	1.95	1.77	1.70
Cigarettes.....	2.33	2.34	2.33	2.31	2.33	2.34	2.29	2.32	2.28	2.28	2.30	2.29	2.29	2.17	2.08
Cigars.....	1.57	1.57	1.59	1.58	1.54	1.57	1.57	1.57	1.56	1.55	1.56	1.54	1.53	1.49	1.44
Textile mill products.....	1.69	1.70	1.70	1.69	1.69	1.69	1.69	1.68	1.68	1.68	1.69	1.69	1.68	1.63	1.61
Cotton broad woven fabrics.....	1.65	1.65	1.65	1.65	1.65	1.65	1.65	1.64	1.65	1.65	1.65	1.65	1.64	1.58	1.56
Silk and synthetic broad woven fabrics.....	1.73	1.73	1.73	1.73	1.74	1.74	1.74	1.73	1.73	1.73	1.74	1.73	1.72	1.66	1.65
Weaving and finishing broad woollens.....	1.82	1.83	1.83	1.82	1.82	1.81	1.82	1.82	1.83	1.83	1.83	1.84	1.82	1.75	1.72
Narrow fabrics and smallwares.....	1.72	1.71	1.72	1.72	1.72	1.73	1.73	1.73	1.73	1.73	1.75	1.73	1.73	1.69	1.66
Knitting.....	1.62	1.62	1.62	1.61	1.60	1.61	1.61	1.61	1.60	1.60	1.60	1.60	1.60	1.55	1.51
Finishing textiles, except wool and knit.....	1.87	1.88	1.88	1.85	1.88	1.87	1.87	1.85	1.84	1.85	1.87	1.85	1.86	1.80	1.78
Floor covering.....	1.79	1.80	1.78	1.78	1.79	1.79	1.78	1.77	1.76	1.76	1.78	1.76	1.76	1.77	1.77
Yarn and thread.....	1.55	1.56	1.55	1.55	1.54	1.55	1.55	1.55	1.54	1.54	1.55	1.55	1.54	1.50	1.50
Miscellaneous textile goods.....	1.94	1.95	1.94	1.95	1.95	1.95	1.94	1.93	1.92	1.93	1.93	1.93	1.91	1.87	1.84

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963					1962								Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Average weekly earnings															
Apparel and related products.....	\$59.45	\$61.85	\$60.82	\$59.64	\$60.12	\$60.62	\$59.95	\$61.32	\$62.16	\$60.76	\$61.09	\$60.59	\$60.96	\$57.70	\$56.45
Men's and boys' suits and coats.....	70.56	73.48	72.93	71.57	73.13	72.54	71.57	74.09	73.89	73.53	74.09	73.50	72.17	67.78	68.27
Men's and boys' furnishings.....	52.48	53.28	53.14	52.25	53.20	53.77	53.77	54.48	54.81	53.58	54.95	53.58	53.30	49.87	48.55
Women's, misses', and juniors' outerwear.....	64.33	68.00	65.93	63.46	62.60	63.17	62.32	65.23	67.16	65.74	63.64	64.73	66.72	61.61	58.76
Women's and children's undergarments.....	53.70	56.36	55.23	54.32	55.18	57.22	56.92	57.07	56.47	55.12	55.02	54.77	55.39	53.87	51.91
Hats, caps, and millinery.....	60.50	69.56	67.12	64.05	65.34	62.46	63.68	66.79	69.00	68.26	65.70	61.60	66.07	63.19	60.54
Girls' and children's outerwear.....	52.29	55.69	55.85	54.67	52.15	53.61	53.35	54.72	55.69	55.63	56.30	54.51	54.36	52.75	51.54
Fur goods and miscellaneous apparel.....	57.95	61.05	59.81	61.05	64.61	64.79	63.89	64.05	62.59	62.29	63.70	61.23	62.47	60.86	58.74
Miscellaneous fabricated textile products.....	63.24	63.88	63.34	62.53	64.73	64.90	64.68	63.96	63.03	61.38	63.96	63.71	61.92	61.45	60.48
Paper and allied products.....	102.90	104.55	103.21	103.64	104.68	103.28	103.28	104.40	103.82	103.58	102.96	101.34	101.10	99.45	95.37
Paper and pulp.....	114.49	116.42	115.02	115.46	115.46	114.23	113.45	114.06	113.36	114.58	112.75	111.10	110.85	109.69	105.46
Paperboard.....	114.75	117.40	115.02	114.93	119.08	115.01	113.45	116.77	117.64	116.59	115.58	112.46	112.46	109.44	105.16
Converted paper and paperboard products.....	89.69	91.02	90.58	91.43	91.94	90.20	90.42	91.52	91.10	89.60	90.69	89.60	89.40	87.13	83.23
Paperboard containers and boxes.....	92.34	93.25	92.34	91.98	94.24	94.05	95.15	97.13	94.73	94.05	94.08	92.74	91.88	90.47	86.10
Printing, publishing, and allied industries.....	108.97	110.21	108.20	106.58	109.24	108.49	107.82	109.62	108.29	107.34	107.62	107.90	107.90	105.05	102.80
Newspaper publishing and printing.....	111.13	109.38	108.06	107.10	112.85	113.04	111.08	111.38	109.99	109.87	110.23	110.90	110.23	107.38	105.33
Periodical publishing and printing.....	114.26	116.87	113.37	106.92	113.83	111.83	114.11	118.55	115.83	111.95	114.62	108.58	110.15	110.09	109.18
Books.....	103.28	103.57	100.98	100.84	100.04	97.64	98.11	102.16	101.18	98.64	100.00	101.75	99.54	99.06	95.82
Commercial printing.....	110.58	113.18	110.87	109.52	111.50	110.37	109.70	111.11	110.64	109.87	109.87	109.87	110.04	106.20	103.88
Bookbinding and related industries.....	88.24	88.01	86.56	86.71	87.01	85.19	85.63	88.53	87.30	84.75	85.31	86.36	85.58	82.13	78.87
Other publishing and printing industries.....	111.43	115.33	114.17	113.30	111.84	110.01	108.77	110.21	109.35	110.11	110.11	109.16	110.88	108.19	106.37
Average weekly hours															
Apparel and related products.....	35.6	36.6	36.2	35.5	36.0	36.3	35.9	36.5	37.0	36.6	36.8	36.5	36.5	35.4	35.5
Men's and boys' suits and coats.....	36.0	37.3	37.4	36.7	37.5	37.2	36.7	37.8	37.7	38.1	37.8	37.5	37.2	35.3	36.9
Men's and boys' furnishings.....	36.7	37.0	36.9	36.7	37.2	37.6	37.6	38.1	38.6	38.0	38.7	38.0	37.8	36.4	36.5
Women's, misses', and juniors' outerwear.....	34.4	35.6	34.7	33.4	33.3	33.6	32.8	33.8	34.8	34.6	34.4	34.8	35.3	33.3	33.2
Women's and children's undergarments.....	35.1	36.6	36.1	35.5	36.3	37.4	37.2	37.3	37.4	36.5	36.2	35.8	36.2	36.4	35.8
Hats, caps, and millinery.....	33.8	37.0	35.7	35.0	36.5	34.7	34.8	36.3	37.5	36.5	36.0	36.3	36.3	35.2	35.2
Girls' and children's outerwear.....	34.4	36.4	36.5	35.5	35.0	35.5	35.1	36.0	36.4	36.6	36.8	36.1	36.0	35.4	35.3
Fur goods and miscellaneous apparel.....	34.7	35.7	35.6	35.7	36.3	36.4	36.3	36.6	36.6	35.8	36.4	35.6	35.9	35.8	35.6
Miscellaneous fabricated textile products.....	37.2	37.8	37.7	37.0	38.3	38.4	38.5	38.3	38.2	37.2	38.3	37.7	37.3	37.7	37.8
Paper and allied products.....	42.0	42.5	42.3	42.3	42.9	42.5	42.5	43.0	42.9	42.8	42.9	42.7	42.3	42.5	42.2
Paper and pulp.....	43.7	44.1	43.9	43.9	43.9	43.6	43.3	43.7	43.6	43.9	43.7	43.4	43.3	43.7	43.4
Paperboard.....	43.3	44.3	43.9	43.7	44.6	43.4	43.3	44.4	44.9	44.5	44.8	44.1	44.1	43.6	43.1
Converted paper and paperboard products.....	40.4	41.0	40.8	41.0	41.6	41.0	41.1	41.6	41.6	41.1	41.6	41.1	41.2	41.1	40.8
Paperboard containers and boxes.....	40.5	40.9	40.5	40.7	41.7	41.8	42.1	42.6	42.1	41.8	42.0	41.4	41.2	41.5	41.0
Printing, publishing, and allied industries.....	38.1	38.4	38.1	37.9	38.6	38.2	38.1	38.6	38.4	38.2	38.3	38.4	38.4	38.2	38.5
Newspaper publishing and printing.....	36.2	36.1	35.9	35.7	37.0	36.7	36.3	36.4	36.3	36.5	36.5	36.6	36.5	36.4	36.7
Periodical publishing and printing.....	39.4	40.3	39.5	38.6	39.8	39.1	39.9	40.6	40.5	39.7	40.5	39.2	39.2	39.6	39.7
Books.....	40.5	40.3	39.6	39.7	39.7	38.9	39.4	40.7	40.8	39.3	40.0	40.7	40.3	40.6	40.6
Commercial printing.....	38.8	39.3	38.9	38.7	39.4	39.0	38.9	39.4	39.2	39.1	39.1	39.1	39.3	38.9	39.2
Bookbinding and related industries.....	38.7	38.6	38.3	38.2	38.5	38.2	38.4	39.7	39.5	38.7	38.6	38.9	38.9	38.2	38.1
Other publishing and printing industries.....	37.9	38.7	38.7	38.8	38.7	38.6	38.3	38.4	38.1	38.1	38.5	38.3	38.5	38.5	38.4
Average hourly earnings															
Apparel and related products.....	\$1.67	\$1.69	\$1.68	\$1.68	\$1.67	\$1.67	\$1.67	\$1.68	\$1.68	\$1.66	\$1.66	\$1.66	\$1.67	\$1.63	\$1.59
Men's and boys' suits and coats.....	1.96	1.97	1.95	1.95	1.95	1.95	1.95	1.96	1.96	1.93	1.96	1.96	1.94	1.92	1.85
Men's and boys' furnishings.....	1.43	1.44	1.44	1.44	1.43	1.43	1.43	1.43	1.42	1.41	1.42	1.41	1.41	1.37	1.33
Women's, misses', and juniors' outerwear.....	1.87	1.91	1.90	1.90	1.88	1.88	1.90	1.93	1.93	1.90	1.85	1.86	1.89	1.85	1.77
Women's and children's undergarments.....	1.53	1.54	1.53	1.53	1.52	1.53	1.53	1.53	1.51	1.51	1.52	1.53	1.53	1.48	1.45
Hats, caps, and millinery.....	1.79	1.88	1.88	1.83	1.79	1.80	1.83	1.84	1.84	1.87	1.80	1.76	1.82	1.77	1.72
Girls' and children's outerwear.....	1.52	1.53	1.53	1.54	1.49	1.51	1.52	1.52	1.53	1.52	1.53	1.51	1.51	1.47	1.46
Fur goods and miscellaneous apparel.....	1.67	1.71	1.68	1.71	1.78	1.78	1.76	1.75	1.71	1.74	1.75	1.72	1.74	1.70	1.65
Miscellaneous fabricated textile products.....	1.70	1.69	1.68	1.69	1.69	1.69	1.68	1.67	1.65	1.65	1.67	1.69	1.66	1.63	1.60
Paper and allied products.....	2.45	2.46	2.44	2.45	2.44	2.43	2.43	2.43	2.42	2.42	2.40	2.39	2.39	2.34	2.26
Paper and pulp.....	2.62	2.64	2.62	2.63	2.63	2.62	2.62	2.61	2.60	2.61	2.58	2.56	2.56	2.51	2.43
Paperboard.....	2.65	2.65	2.62	2.63	2.67	2.65	2.62	2.63	2.62	2.62	2.58	2.55	2.55	2.51	2.44
Converted paper and paperboard products.....	2.22	2.22	2.22	2.23	2.21	2.20	2.20	2.20	2.19	2.18	2.18	2.18	2.17	2.12	2.04
Paperboard containers and boxes.....	2.28	2.28	2.28	2.26	2.26	2.25	2.26	2.28	2.25	2.25	2.24	2.24	2.23	2.18	2.10
Printing, publishing, and allied industries.....	2.86	2.87	2.84	2.82	2.83	2.84	2.83	2.84	2.82	2.81	2.81	2.81	2.81	2.75	2.67
Newspaper publishing and printing.....	3.07	3.03	3.01	3.00	3.05	3.03	3.06	3.06	3.03	3.01	3.02	3.03	3.02	2.95	2.87
Periodical publishing and printing.....	2.90	2.90	2.87	2.77	2.86	2.86	2.88	2.92	2.86	2.82	2.83	2.77	2.81	2.78	2.75
Books.....	2.55	2.57	2.55	2.54	2.52	2.51	2.49	2.51	2.48	2.51	2.50	2.50	2.47	2.44	2.36
Commercial printing.....	2.85	2.88	2.85	2.83	2.83	2.83	2.82	2.82	2.82	2.81	2.81	2.81	2.80	2.73	2.65
Bookbinding and related industries.....	2.28	2.28	2.26	2.27	2.26	2.23	2.23	2.23	2.21	2.19	2.21	2.22	2.20	2.15	2.07
Other publishing and printing industries.....	2.94	2.98	2.95	2.92	2.89	2.85	2.84	2.87	2.87	2.89	2.86	2.85	2.88	2.81	2.77

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Chemicals and allied products.....	\$113.40	\$111.37	\$110.83	\$111.10	\$112.17	\$111.37	\$110.95	\$110.81	\$110.12	\$110.81	\$111.19	\$109.52	\$108.84	\$106.81	\$103.25
Industrial chemicals.....	130.93	126.88	126.16	126.05	127.56	126.65	126.05	125.52	124.09	124.80	125.16	123.73	123.43	120.93	117.81
Plastics and synthetics, except glass.....	114.66	110.68	110.15	110.00	111.61	109.86	109.59	110.24	110.24	111.41	112.52	109.62	109.62	107.74	104.17
Drugs.....	97.93	100.70	100.45	100.85	100.60	100.12	100.19	98.16	98.23	97.92	98.88	98.57	97.10	93.96	90.68
Soap, cleaners, and toilet goods.....	102.62	103.28	102.91	103.02	103.73	103.98	103.48	105.32	103.98	103.79	103.73	101.50	101.59	98.98	94.77
Paints, varnishes, and allied products.....	103.73	103.38	102.21	101.71	102.31	101.66	100.75	101.75	102.34	102.09	104.25	105.00	102.42	98.25	95.65
Agricultural chemicals.....	99.70	91.08	89.89	89.89	90.52	89.46	89.68	90.31	86.72	88.20	87.77	92.57	87.12	84.15	82.37
Other chemical products.....	106.04	104.86	105.06	106.24	107.52	105.66	105.57	106.17	105.08	104.42	104.75	103.09	102.67	101.19	97.06
Petroleum refining and related industries.....	134.41	128.61	126.36	130.62	128.99	127.71	127.19	131.09	126.35	129.44	127.68	126.05	125.55	124.42	118.78
Petroleum refining.....	141.53	134.97	132.68	137.52	132.48	132.57	130.88	135.24	129.34	133.54	131.65	130.60	129.97	129.24	123.22
Other petroleum and coal products.....	105.00	99.35	98.60	102.50	105.59	108.03	113.48	115.57	113.40	113.70	111.95	106.27	104.73	102.10	99.26
Rubber and miscellaneous plastic products.....	99.70	101.34	100.69	101.34	103.00	101.84	101.02	101.76	101.02	101.84	104.58	101.19	99.63	96.72	92.97
Tires and inner tubes.....	127.20	129.36	128.32	129.52	134.55	132.75	132.11	131.78	131.70	136.83	138.13	130.19	125.83	121.88	116.33
Other rubber products.....	94.64	95.82	95.82	96.29	97.47	96.59	95.30	96.46	94.42	93.90	98.05	96.05	95.17	91.53	87.82
Miscellaneous plastic products.....	84.84	86.72	85.89	86.51	86.10	85.26	85.48	86.53	85.28	85.89	87.96	85.90	85.08	82.82	79.40
Leather and leather products.....	62.66	64.58	65.08	65.60	65.05	64.03	62.63	64.36	65.53	65.84	65.88	63.98	63.81	62.83	60.52
Leather tanning and finishing.....	89.60	88.58	88.36	88.84	88.84	87.78	88.44	88.26	87.82	85.89	88.70	88.29	86.80	84.35	81.74
Footwear, except rubber.....	59.67	61.83	62.33	63.54	62.66	60.67	59.30	61.69	63.67	64.46	64.01	61.66	61.32	60.15	58.04
Other leather products.....	60.35	63.04	63.24	62.70	62.79	64.05	61.79	62.75	62.37	62.21	63.08	61.55	62.37	61.07	58.62
Average weekly hours															
Chemicals and allied products.....	42.0	41.4	41.2	41.3	41.7	41.4	41.4	41.5	41.4	41.5	41.8	41.8	41.7	41.4	41.3
Industrial chemicals.....	42.1	41.6	41.5	41.6	42.1	41.8	41.6	41.7	41.5	41.6	42.0	41.8	41.7	41.7	41.6
Plastics and synthetics, except glass.....	42.0	41.3	41.1	41.2	41.8	41.3	41.2	41.6	41.6	42.2	42.3	42.0	42.0	41.6	41.5
Drugs.....	40.3	41.1	41.0	41.5	41.4	41.2	41.4	40.9	41.1	40.8	41.2	40.9	40.8	40.5	40.3
Soap, cleaners, and toilet goods.....	40.4	40.5	40.2	40.4	41.0	41.1	40.9	41.3	41.1	40.7	41.0	40.6	40.8	40.9	40.5
Paints, varnishes, and allied products.....	41.0	40.7	40.4	40.2	40.6	40.5	40.3	40.7	41.1	41.0	41.7	42.0	41.3	40.6	40.7
Agricultural chemicals.....	48.4	44.0	42.6	42.4	42.1	42.0	42.5	42.6	41.1	42.2	42.4	45.6	44.0	42.5	42.9
Other chemical products.....	41.1	40.8	41.2	41.5	42.0	41.6	41.4	41.8	41.7	41.6	41.9	41.4	41.4	41.3	41.3
Petroleum refining and related industries.....	42.4	40.7	40.5	41.6	41.5	41.6	41.7	42.7	41.7	42.3	42.0	41.6	41.3	41.2	41.1
Petroleum refining.....	42.5	40.9	40.7	41.8	41.4	41.3	40.9	42.0	40.8	41.6	41.4	41.2	41.0	40.9	40.8
Other petroleum and coal products.....	42.0	39.9	39.6	41.0	41.9	42.7	44.5	45.5	45.0	45.3	44.6	43.2	42.4	42.9	42.6
Rubber and miscellaneous plastic products.....	40.2	40.7	40.6	40.7	41.2	40.9	40.9	41.2	40.9	40.9	42.0	41.3	41.0	40.3	39.9
Tires and inner tubes.....	40.0	40.3	40.1	40.1	41.4	41.1	40.9	40.8	40.9	42.1	42.5	41.2	40.2	39.7	39.3
Other rubber products.....	40.1	40.6	40.6	40.8	41.3	41.1	40.9	41.4	40.7	40.3	41.9	41.4	41.2	40.5	40.1
Miscellaneous plastic products.....	40.4	41.1	40.9	41.0	41.0	40.6	40.9	41.4	41.0	40.9	41.8	41.3	41.3	40.6	40.1
Leather and leather products.....	35.6	36.9	37.4	37.7	37.6	36.8	36.2	37.2	38.1	38.5	38.3	37.2	37.1	37.4	36.9
Leather tanning and finishing.....	40.0	39.9	39.8	40.2	40.2	39.9	40.2	40.3	40.1	39.4	40.5	40.5	40.0	39.6	39.3
Footwear, except rubber.....	35.1	36.4	37.1	37.6	37.3	35.9	35.3	36.5	37.9	38.6	38.1	36.7	36.5	36.9	36.5
Other leather products.....	35.5	37.3	37.2	37.1	37.6	37.9	37.0	37.8	37.8	37.7	38.0	37.3	37.8	37.7	37.1
Average hourly earnings															
Chemicals and allied products.....	\$2.70	\$2.69	\$2.69	\$2.69	\$2.69	\$2.69	\$2.68	\$2.67	\$2.66	\$2.67	\$2.66	\$2.62	\$2.61	\$2.58	\$2.50
Industrial chemicals.....	3.11	3.05	3.04	3.03	3.03	3.03	3.03	3.01	2.99	3.00	2.98	2.96	2.96	2.90	2.82
Plastics and synthetics, except glass.....	2.73	2.68	2.68	2.67	2.67	2.66	2.66	2.65	2.65	2.64	2.66	2.61	2.61	2.59	2.51
Drugs.....	2.43	2.45	2.45	2.43	2.43	2.43	2.42	2.40	2.39	2.40	2.40	2.41	2.38	2.32	2.25
Soap, cleaners, and toilet goods.....	2.54	2.55	2.56	2.55	2.53	2.53	2.53	2.55	2.53	2.55	2.53	2.50	2.49	2.42	2.34
Paints, varnishes, and allied products.....	2.53	2.54	2.53	2.53	2.52	2.51	2.50	2.50	2.49	2.49	2.50	2.50	2.48	2.42	2.35
Agricultural chemicals.....	2.06	2.07	2.11	2.12	2.15	2.13	2.11	2.12	2.11	2.09	2.07	2.03	1.98	1.98	1.92
Other chemical products.....	2.58	2.57	2.55	2.56	2.56	2.54	2.55	2.54	2.52	2.51	2.50	2.49	2.48	2.45	2.35
Petroleum refining and related industries.....	3.17	3.16	3.12	3.14	3.06	3.07	3.05	3.07	3.03	3.06	3.04	3.03	3.04	3.02	2.89
Petroleum refining.....	3.33	3.30	3.26	3.29	3.20	3.21	3.20	3.22	3.17	3.21	3.18	3.17	3.17	3.16	3.02
Other petroleum and coal products.....	2.50	2.49	2.49	2.50	2.52	2.53	2.55	2.54	2.52	2.51	2.51	2.46	2.47	2.38	2.33
Rubber and miscellaneous plastic products.....	2.48	2.49	2.48	2.49	2.50	2.49	2.47	2.47	2.47	2.49	2.49	2.45	2.43	2.40	2.33
Tires and inner tubes.....	3.18	3.21	3.20	3.23	3.25	3.23	3.23	3.23	3.22	3.25	3.25	3.16	3.13	3.07	2.96
Other rubber products.....	2.36	2.36	2.36	2.36	2.36	2.35	2.33	2.33	2.32	2.33	2.34	2.32	2.31	2.26	2.19
Miscellaneous plastic products.....	2.10	2.11	2.10	2.11	2.10	2.10	2.09	2.09	2.08	2.10	2.09	2.08	2.06	2.04	1.98
Leather and leather products.....	1.76	1.75	1.74	1.74	1.73	1.74	1.73	1.73	1.72	1.71	1.72	1.72	1.72	1.68	1.64
Leather tanning and finishing.....	2.24	2.22	2.22	2.21	2.21	2.20	2.20	2.19	2.19	2.18	2.19	2.18	2.17	2.13	2.08
Footwear, except rubber.....	1.70	1.70	1.68	1.69	1.68	1.69	1.68	1.69	1.68	1.67	1.68	1.68	1.68	1.63	1.59
Other leather products.....	1.70	1.69	1.70	1.69	1.67	1.69	1.67	1.66	1.65	1.65	1.66	1.65	1.65	1.62	1.58

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³						\$117.85	\$117.94	\$114.26	\$118.21	\$116.45	\$115.33	\$114.65	\$112.02	\$112.41	\$108.84
Local and interurban passenger transit:															
Local and suburban transportation.....	\$100.74	\$100.32	\$100.91	\$99.42	\$100.86	100.62	100.38	100.20	101.01	100.49	101.48	100.58	100.11	98.24	94.82
Intercity and rural buslines.....	123.69	119.13	122.97	125.12	116.33	117.73	119.14	125.65	129.44	126.62	121.80	117.85	115.37	112.14	105.22
Motor freight transportation and storage.....	114.39	114.67	113.98	111.52	114.54	113.30	113.30	115.78	115.35	114.81	114.39	112.61	112.06	108.16	104.17
Pipeline transportation.....	138.17	135.94	138.63	138.58	139.52	131.78	130.07	135.05	130.09	137.37	133.50	130.17	129.85	131.78	124.53
Communication:															
Telephone communication.....	99.68	100.58	101.09	99.94	101.35	103.07	102.06	102.31	99.29	99.54	97.66	96.14	95.65	93.38	89.50
Telegraph communication ⁴	108.16	107.38	108.05	108.05	106.97	105.78	107.74	109.98	110.08	111.11	111.28	108.61	105.42	104.08	100.01
Radio and television broadcasting.....	132.05	131.99	131.93	134.30	130.93	132.78	131.14	130.81	126.10	127.53	124.68	126.16	126.51	119.74	121.13
Electric, gas, and sanitary services:															
Electric companies and systems.....	119.84	119.43	120.01	119.60	121.18	119.48	118.78	118.94	116.85	117.14	115.87	115.46	115.46	112.48	108.65
Gas companies and systems.....	121.13	120.13	119.43	120.42	121.60	119.89	120.30	120.06	118.82	119.11	117.14	116.31	116.03	112.75	109.45
Combined utility systems.....	112.19	112.48	113.44	111.38	114.40	111.11	110.70	111.51	106.92	107.73	106.80	107.06	107.20	104.19	100.69
Water, steam, and sanitary systems.....	128.11	128.43	129.68	128.64	130.94	129.27	128.23	127.82	125.97	125.87	125.26	125.66	125.46	121.77	117.25
Water, steam, and sanitary systems.....	97.58	97.34	98.47	97.64	96.70	97.34	95.47	97.29	95.06	96.59	94.37	93.96	94.37	93.02	89.84
Average weekly hours															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³						42.7	43.2	41.1	43.3	42.5	42.4	43.1	41.8	42.1	41.7
Local and interurban passenger transit:															
Local and suburban transportation.....	41.8	41.8	41.7	41.6	42.2	42.1	42.0	42.1	42.8	42.4	43.0	42.8	42.6	42.9	43.1
Intercity and rural buslines.....	42.8	41.8	43.3	43.9	41.4	41.6	42.4	44.4	45.9	44.9	43.5	42.7	41.8	42.8	42.6
Motor freight transportation and storage.....	41.0	41.1	41.0	40.7	41.5	41.2	41.5	42.1	42.1	41.9	41.9	41.4	41.2	41.6	41.5
Pipeline transportation.....	40.4	40.1	40.3	41.0	41.4	40.3	39.9	40.8	40.4	41.5	40.7	40.3	40.2	40.3	40.8
Communication:															
Telephone communication.....	39.4	39.6	39.8	39.5	39.9	40.9	40.5	40.6	40.2	40.3	39.7	39.4	39.2	39.4	39.6
Telegraph communication ⁴	41.6	41.3	41.4	41.4	41.3	41.0	41.6	42.3	42.5	42.9	42.8	43.1	42.0	41.8	42.2
Radio and television broadcasting.....	39.3	39.4	39.5	39.5	39.2	39.4	39.5	39.4	38.8	39.0	38.6	38.7	38.9	38.5	38.7
Electric, gas, and sanitary services:															
Electric companies and systems.....	40.9	40.9	41.1	41.1	41.5	41.2	41.1	41.3	41.0	41.1	40.8	40.8	40.8	40.9	41.0
Gas companies and systems.....	41.2	41.0	40.9	41.1	41.5	41.2	41.2	41.4	41.4	41.5	41.1	41.1	41.0	41.0	41.3
Combined utility systems.....	40.5	40.9	41.1	41.1	41.6	41.0	41.0	41.3	40.5	40.5	40.3	40.4	40.3	40.7	40.6
Water, steam, and sanitary systems.....	40.8	40.9	41.3	41.1	41.7	41.3	41.1	41.1	40.9	41.0	40.8	40.8	41.0	41.0	41.0
Water, steam, and sanitary systems.....	41.0	40.9	41.2	41.2	40.8	40.9	40.8	41.4	40.8	41.1	40.5	40.5	40.5	40.8	41.4
Average hourly earnings															
Transportation and public utilities:															
Railroad transportation:															
Class I railroads ³						\$2.76	\$2.73	\$2.78	\$2.73	\$2.74	\$2.72	\$2.66	\$2.68	\$2.67	\$2.61
Local and interurban passenger transit:															
Local and suburban transportation.....	\$2.41	\$2.40	\$2.42	\$2.39	\$2.39	2.39	2.39	2.38	2.36	2.37	2.36	2.35	2.35	2.29	2.20
Intercity and rural buslines.....	2.89	2.85	2.84	2.85	2.81	2.83	2.81	2.83	2.82	2.82	2.80	2.76	2.76	2.62	2.47
Motor freight transportation and storage.....	2.79	2.79	2.78	2.74	2.76	2.75	2.73	2.75	2.74	2.74	2.73	2.72	2.72	2.60	2.51
Pipeline transportation.....	3.42	3.39	3.44	3.38	3.37	3.27	3.26	3.31	3.22	3.31	3.28	3.23	3.23	3.27	3.09
Communication:															
Telephone communication.....	2.53	2.54	2.54	2.53	2.54	2.52	2.52	2.52	2.47	2.47	2.46	2.44	2.44	2.37	2.26
Telegraph communication ⁴	2.60	2.60	2.61	2.61	2.59	2.58	2.59	2.60	2.59	2.60	2.60	2.52	2.51	2.49	2.37
Radio and television broadcasting.....	3.36	3.35	3.34	3.40	3.34	3.37	3.32	3.32	3.25	3.27	3.23	3.26	3.26	3.11	3.13
Electric, gas, and sanitary services:															
Electric companies and systems.....	2.93	2.92	2.92	2.91	2.92	2.90	2.89	2.88	2.85	2.85	2.84	2.83	2.83	2.75	2.65
Gas companies and systems.....	2.94	2.93	2.92	2.93	2.93	2.91	2.92	2.90	2.87	2.87	2.85	2.83	2.83	2.75	2.65
Combined utility systems.....	2.77	2.75	2.76	2.71	2.75	2.71	2.70	2.70	2.64	2.66	2.65	2.65	2.66	2.56	2.48
Water, steam, and sanitary systems.....	3.14	3.14	3.14	3.13	3.14	3.13	3.12	3.11	3.08	3.07	3.07	3.08	3.06	2.97	2.86
Water, steam, and sanitary systems.....	2.38	2.38	2.39	2.37	2.37	2.38	2.34	2.35	2.33	2.35	2.33	2.32	2.33	2.28	2.17

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Wholesale and retail trade ³	\$76.62	\$76.42	\$76.42	\$76.22	\$75.47	\$75.65	\$75.46	\$76.05	\$76.44	\$76.44	\$75.86	\$74.88	\$74.31	\$72.94	\$70.98
Wholesale trade.....	98.58	98.58	97.93	97.36	98.74	97.44	97.03	98.09	96.87	97.10	96.87	96.22	95.82	93.56	91.13
Motor vehicles and automotive equipment.....	94.02	93.15	92.74	92.06	93.83	93.41	93.86	93.86	93.26	93.04	92.84	93.46	92.84	89.46	86.53
Drugs, chemicals, and allied products.....	99.90	100.15	99.75	98.40	99.45	99.70	98.80	99.94	97.84	98.09	96.96	96.47	97.04	94.24	91.20
Dry goods and apparel.....	91.76	91.85	91.96	91.10	92.68	92.12	92.74	93.25	92.74	91.99	91.37	91.85	94.96	92.86	90.68
Groceries and related products.....	92.70	91.84	90.98	91.05	92.20	91.96	91.30	92.35	91.96	91.76	90.49	89.66	88.60	87.14	84.67
Electrical goods.....	101.71	102.21	102.87	102.56	103.48	102.97	102.97	102.91	100.04	101.84	100.12	100.12	100.37	97.53	95.11
Hardware, plumbing, and heating goods.....	94.83	93.96	93.50	94.66	95.30	94.54	94.60	94.83	92.92	93.79	92.57	92.80	92.03	89.91	86.36
Machinery, equipment, and supplies.....	107.57	107.16	106.08	105.93	108.65	106.19	105.37	107.38	103.98	103.66	106.04	104.14	102.75	101.59	99.80
Retail trade ³	67.48	66.93	66.93	67.30	66.85	66.38	66.55	66.88	67.55	67.33	66.85	65.98	65.42	64.01	62.37
General merchandise stores.....	53.32	53.01	52.51	52.86	54.06	51.68	52.67	53.48	53.35	53.55	53.09	52.48	52.29	50.52	48.88
Department stores.....	57.97	57.12	56.45	57.46	58.06	55.61	57.80	58.82	58.12	58.12	58.13	57.28	56.77	55.04	53.09
Limited price variety stores.....	39.69	39.36	39.16	38.96	39.58	38.32	38.20	39.15	40.00	39.96	39.12	38.16	38.44	37.28	35.53
Food stores.....	65.61	64.89	64.54	64.91	64.95	65.66	64.94	65.80	66.25	66.43	65.16	63.88	63.35	63.01	60.98
Grocery, meat, and vegetable stores.....	67.01	66.47	66.12	66.69	66.36	67.45	66.53	66.95	67.71	68.26	67.15	65.66	64.77	64.44	62.95
Apparel and accessories stores.....	55.52	53.35	54.19	55.36	56.05	53.54	53.35	54.13	54.82	54.87	54.13	53.35	52.88	52.40	51.30
Men's and boys' apparel stores.....	66.02	64.40	64.78	66.77	67.23	64.06	64.59	65.45	66.70	67.44	64.93	65.65	64.75	64.67	63.20
Women's ready-to-wear stores.....	49.68	48.19	48.38	49.35	50.05	48.10	48.05	48.33	48.23	48.85	48.08	47.67	47.24	46.24	44.41
Family clothing stores.....	53.81	52.20	53.55	53.94	54.96	52.55	52.00	53.04	53.58	53.64	53.04	51.60	51.83	51.98	51.01
Shoe stores.....	59.19	55.59	55.61	56.45	57.61	54.28	53.77	56.95	56.83	57.93	56.28	55.23	53.80	52.81	52.33
Average weekly hours															
Wholesale and retail trade ³	38.5	38.4	38.4	38.5	38.9	38.4	38.5	38.8	39.2	39.2	38.9	38.6	38.5	38.8	39.0
Wholesale trade.....	40.4	40.4	40.3	40.4	40.8	40.6	40.6	40.7	40.7	40.8	40.7	40.6	40.6	40.5	40.8
Motor vehicles and automotive equipment.....	41.6	41.4	41.4	41.5	41.7	41.7	41.9	41.9	42.2	42.1	42.2	42.1	42.2	42.0	41.8
Drugs, chemicals, and allied products.....	39.8	39.9	39.9	40.0	40.1	40.2	40.0	40.3	40.1	40.2	39.9	39.7	40.1	40.1	40.0
Dry goods and apparel.....	37.3	37.8	38.0	37.8	38.1	37.6	37.7	37.3	37.7	37.7	37.6	37.8	38.6	37.9	38.1
Groceries and related products.....	41.2	41.0	40.8	41.2	42.1	41.8	41.5	41.6	41.8	41.9	41.7	41.7	41.4	41.3	41.3
Electrical goods.....	40.2	40.4	40.5	40.7	40.9	40.7	40.7	41.0	40.5	40.9	40.7	40.7	40.8	40.3	40.3
Hardware, plumbing, and heating goods.....	40.7	40.5	40.3	40.8	40.9	40.4	40.6	40.7	40.4	40.6	40.6	40.7	40.9	40.5	40.4
Machinery, equipment, and supplies.....	40.9	40.9	40.8	40.9	41.0	41.0	41.0	41.3	41.1	41.3	41.1	41.0	41.1	40.8	40.9
Retail trade ³	37.7	37.6	37.6	37.6	38.2	37.5	37.6	38.0	38.6	38.5	38.2	37.7	37.6	38.1	38.5
General merchandise stores.....	34.4	34.2	34.1	34.1	35.8	34.0	34.2	34.5	35.1	35.0	34.7	34.3	34.4	34.6	34.7
Department stores.....	34.1	33.8	33.6	33.6	35.4	33.5	34.0	34.4	34.8	34.8	34.6	34.3	34.2	34.4	34.7
Limited price variety stores.....	32.8	32.0	32.1	32.2	34.1	32.2	32.1	32.9	33.9	33.3	32.6	31.8	32.3	32.7	32.6
Food stores.....	34.9	34.7	34.7	34.7	34.9	35.3	35.3	35.1	35.6	36.4	36.5	35.8	35.1	35.0	36.8
Grocery, meat, and vegetable stores.....	34.9	34.8	34.8	35.1	35.3	35.5	35.2	35.8	36.6	36.7	36.1	35.3	35.2	36.0	36.6
Apparel and accessories stores.....	34.7	34.2	34.3	34.6	35.7	34.1	34.2	34.7	35.6	35.4	34.7	34.2	33.9	34.7	34.9
Men's and boys' apparel stores.....	37.3	36.8	36.6	37.3	38.2	36.4	36.7	37.4	37.9	38.1	37.1	37.3	37.0	37.6	37.9
Women's ready-to-wear stores.....	34.5	33.7	33.6	33.8	35.0	33.4	33.6	33.8	34.7	34.4	34.1	33.5	33.5	34.0	33.9
Family clothing stores.....	35.4	34.8	35.0	34.8	36.4	34.8	34.9	35.6	36.2	36.0	35.6	35.1	35.5	36.1	36.7
Shoe stores.....	32.7	32.7	33.5	33.4	33.8	32.5	32.2	33.5	35.3	34.9	33.3	32.3	31.1	32.8	32.8
Average hourly earnings															
Wholesale and retail trade ³	\$1.99	\$1.99	\$1.99	\$1.98	\$1.94	\$1.97	\$1.96	\$1.96	\$1.95	\$1.95	\$1.95	\$1.94	\$1.93	\$1.88	\$1.82
Wholesale trade.....	2.44	2.44	2.43	2.41	2.42	2.40	2.39	2.41	2.38	2.38	2.38	2.37	2.36	2.31	2.25
Motor vehicles and automotive equipment.....	2.26	2.25	2.24	2.24	2.25	2.24	2.24	2.24	2.21	2.21	2.20	2.22	2.20	2.13	2.07
Drugs, chemicals, and allied products.....	2.51	2.51	2.50	2.46	2.48	2.48	2.47	2.48	2.44	2.44	2.43	2.43	2.42	2.35	2.28
Dry goods and apparel.....	2.46	2.43	2.42	2.41	2.43	2.45	2.46	2.50	2.46	2.44	2.43	2.43	2.46	2.45	2.38
Groceries and related products.....	2.25	2.24	2.23	2.21	2.19	2.20	2.20	2.22	2.20	2.19	2.17	2.15	2.14	2.11	2.05
Electrical goods.....	2.53	2.53	2.54	2.52	2.53	2.53	2.53	2.51	2.47	2.49	2.46	2.46	2.42	2.36	
Hardware, plumbing, and heating goods.....	2.33	2.32	2.32	2.32	2.33	2.34	2.33	2.33	2.30	2.31	2.28	2.28	2.25	2.22	2.15
Machinery, equipment, and supplies.....	2.63	2.62	2.60	2.59	2.65	2.59	2.57	2.60	2.53	2.51	2.58	2.54	2.50	2.49	2.44
Retail trade ³	1.79	1.78	1.78	1.79	1.75	1.77	1.77	1.76	1.75	1.75	1.75	1.74	1.74	1.68	1.62
General merchandise stores.....	1.55	1.55	1.54	1.55	1.51	1.52	1.54	1.55	1.52	1.53	1.53	1.53	1.52	1.46	1.40
Department stores.....	1.70	1.69	1.68	1.71	1.64	1.66	1.70	1.71	1.67	1.67	1.68	1.67	1.66	1.60	1.53
Limited price variety stores.....	1.21	1.23	1.22	1.21	1.16	1.19	1.19	1.19	1.18	1.20	1.20	1.20	1.19	1.14	1.09
Food stores.....	1.88	1.87	1.86	1.86	1.84	1.86	1.85	1.84	1.82	1.82	1.82	1.82	1.81	1.76	1.68
Grocery, meat, and vegetable stores.....	1.92	1.91	1.90	1.90	1.88	1.90	1.89	1.87	1.85	1.86	1.86	1.86	1.84	1.79	1.72
Apparel and accessories stores.....	1.60	1.56	1.58	1.60	1.57	1.57	1.56	1.56	1.54	1.55	1.56	1.56	1.56	1.51	1.47
Men's and boys' apparel stores.....	1.77	1.75	1.77	1.79	1.76	1.76	1.76	1.75	1.76	1.77	1.75	1.76	1.75	1.72	1.67
Women's ready-to-wear stores.....	1.44	1.43	1.44	1.46	1.43	1.44	1.43	1.43	1.39	1.42	1.41	1.42	1.41	1.36	1.31
Family clothing stores.....	1.52	1.50	1.53	1.55	1.51	1.51	1.49	1.49	1.48	1.49	1.49	1.47	1.46	1.44	1.39
Shoe stores.....	1.81	1.70	1.66	1.69	1.73	1.67	1.67	1.70	1.61	1.66	1.69	1.71	1.73	1.61	1.61

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1963				1962									Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Average weekly earnings															
Wholesale and retail trade ⁴ —Continued															
Retail trade ⁴ —Continued															
Furniture and appliance stores.....	\$81.00	\$80.60	\$80.40	\$82.21	\$83.63	\$81.39	\$80.38	\$81.38	\$81.56	\$82.17	\$80.54	\$79.90	\$79.93	\$77.64	\$74.98
Other retail trade.....	77.83	76.63	76.63	76.82	77.19	76.63	76.22	75.76	76.68	76.49	76.54	75.76	75.17	73.57	71.67
Motor vehicle dealers.....	96.80	93.74	92.87	92.43	93.96	95.05	93.08	90.48	93.07	93.73	94.60	93.73	92.64	88.44	87.91
Other vehicle and accessory dealers.....	80.85	80.66	80.91	82.47	81.84	78.58	79.64	80.70	81.77	81.51	80.70	80.15	79.82	78.59	77.26
Drug stores.....	58.24	57.72	57.88	58.40	58.30	57.31	57.31	57.72	58.75	58.06	57.13	56.58	56.06	55.80	53.34
Finance, insurance, and real estate:															
Banking.....	74.23	74.23	74.03	74.23	73.30	72.72	72.54	71.97	71.80	72.56	71.80	71.42	71.62	69.19	67.15
Security dealers and exchanges.....	117.81	116.34	119.10	117.26	116.09	112.66	109.10	111.25	110.68	116.29	123.73	117.09	120.03	133.35	117.12
Insurance carriers.....	95.32	95.81	95.79	95.41	94.60	94.26	94.07	93.76	94.35	94.89	93.21	93.25	93.20	89.83	87.41
Life insurance.....	99.93	100.83	100.64	100.98	100.14	99.57	99.44	98.92	100.61	100.82	98.65	98.70	98.55	95.11	93.32
Accident and health insurance.....	81.26	81.13	81.53	81.77	80.20	79.14	78.20	78.45	78.30	77.97	78.00	78.22	78.34	74.41	71.33
Fire, marine, and casualty insurance.....	91.67	91.73	91.82	90.56	89.68	89.58	89.44	89.27	88.50	89.71	88.32	88.09	88.23	85.14	81.96
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ⁶	46.59	47.36	47.62	47.36	47.62	47.99	47.72	46.05	45.89	45.94	47.64	46.77	46.29	45.54	43.89
Personal services:															
Laundries, cleaning and dyeing plants.....	52.40	50.95	50.42	50.69	51.08	50.70	50.83	50.83	50.83	50.70	51.35	51.87	50.83	49.28	48.11
Motion pictures:															
Motion picture filming and distributing.....	117.23	118.11	119.41	120.13	124.01	116.99	120.82	120.01	117.50	115.37	114.19	111.97	115.92	116.45	113.69
Average weekly hours															
Wholesale and retail trade ⁴ —Continued															
Retail trade ⁴ —Continued															
Furniture and appliance stores.....	40.5	40.5	40.4	40.7	41.4	40.9	40.8	41.1	41.4	41.5	41.3	41.4	41.2	41.3	41.2
Other retail trade.....	41.4	41.2	41.2	41.3	41.5	41.2	41.2	41.4	41.9	41.8	41.6	41.4	41.3	41.8	42.1
Motor vehicle dealers.....	43.8	43.6	43.6	43.6	43.7	43.6	43.7	43.5	43.9	43.8	44.0	43.8	43.7	44.0	44.4
Other vehicle and accessory dealers.....	43.7	43.6	43.5	44.1	44.0	43.9	44.0	44.1	44.2	44.3	44.1	43.8	44.1	44.4	44.4
Drug stores.....	36.4	36.3	36.4	36.5	36.9	36.5	36.5	37.0	37.9	37.7	37.1	36.5	36.4	37.2	37.3
Finance, insurance, and real estate:															
Banking.....	37.3	37.3	37.2	37.3	37.4	37.1	37.2	37.1	37.2	37.4	37.2	37.2	37.3	37.0	37.1
Security dealers and exchanges.....															
Insurance carriers.....															
Life insurance.....															
Accident and health insurance.....															
Fire, marine, and casualty insurance.....															
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ⁶	38.5	38.5	38.4	38.5	38.4	38.7	38.8	38.7	39.9	39.6	39.7	39.3	38.9	39.6	39.9
Personal services:															
Laundries, cleaning and dyeing plants.....	39.4	38.6	38.2	38.4	38.7	38.7	39.1	39.1	39.1	39.3	39.5	39.9	39.4	38.8	38.8
Motion pictures:															
Motion picture filming and distributing.....															
Average hourly earnings															
Wholesale and retail trade ⁴ —Continued															
Retail trade ⁴ —Continued															
Furniture and appliance stores.....	\$2.00	\$1.99	\$1.99	\$2.02	\$2.02	\$1.99	\$1.97	\$1.98	\$1.97	\$1.98	\$1.95	\$1.93	\$1.94	\$1.88	\$1.82
Other retail trade.....	1.88	1.86	1.86	1.86	1.86	1.86	1.85	1.83	1.83	1.83	1.84	1.83	1.82	1.76	1.70
Motor vehicle dealers.....	2.21	2.15	2.13	2.12	2.15	2.18	2.13	2.08	2.12	2.14	2.15	2.14	2.12	2.01	1.98
Other vehicle and accessory dealers.....	1.85	1.85	1.86	1.87	1.86	1.79	1.81	1.83	1.85	1.84	1.83	1.83	1.81	1.77	1.74
Drug stores.....	1.60	1.59	1.59	1.60	1.58	1.57	1.57	1.56	1.55	1.54	1.54	1.55	1.54	1.50	1.43
Finance, insurance, and real estate:															
Banking.....	1.99	1.99	1.99	1.99	1.96	1.96	1.95	1.94	1.93	1.94	1.93	1.92	1.92	1.87	1.81
Security dealers and exchanges.....															
Insurance carriers.....															
Life insurance.....															
Accident and health insurance.....															
Fire, marine, and casualty insurance.....															
Services and miscellaneous:															
Hotels and lodging places:															
Hotels, tourist courts, and motels ⁶	1.21	1.23	1.24	1.23	1.24	1.24	1.23	1.19	1.15	1.16	1.20	1.19	1.19	1.15	1.10
Personal services:															
Laundries, cleaning and dyeing plants.....	1.33	1.32	1.32	1.32	1.32	1.31	1.30	1.30	1.30	1.29	1.30	1.30	1.29	1.27	1.24
Motion pictures:															
Motion picture filming and distributing.....															

¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3.

² Preliminary.

³ Based upon monthly data summarized in the M-200 report by the Interstate Commerce Commission, which relate to all employees who received pay during the month, except executives, officials, and staff assistants (IOO Group I).

⁴ Data relate to nonsupervisory employees except messengers.

⁵ Excludes eating and drinking places.

⁶ Money payments only, additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 3.)

TABLE C-2. Average weekly hours, seasonally adjusted, of production workers in selected industries¹

Industry division and group	1963					1962							
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.
Mining.....	41.8	40.9	41.6	41.3	40.6	41.1	41.1	41.3	41.2	40.9	40.6	41.0	41.5
Contract construction.....	37.3	37.4	36.6	36.5	35.4	37.3	37.2	37.7	37.3	37.4	36.7	37.5	36.6
Manufacturing.....	40.3	40.4	40.3	40.2	40.3	40.4	40.1	40.5	40.2	40.5	40.5	40.6	40.8
Durable goods.....	40.8	41.0	41.0	40.7	41.1	41.1	40.7	41.0	40.9	41.0	41.0	41.1	41.3
Ordnance and accessories.....	40.7	41.0	41.5	41.2	41.6	41.4	41.1	41.2	41.4	40.9	41.5	41.3	41.8
Lumber and wood products except furniture.....	39.8	39.7	40.1	40.0	39.7	39.7	39.4	40.2	40.3	40.4	39.6	40.2	39.7
Furniture and fixtures.....	40.7	40.5	40.6	40.5	40.4	40.6	40.5	40.8	40.5	40.6	41.3	41.3	41.5
Stone, clay and glass products.....	41.3	41.2	40.7	40.4	40.5	40.9	41.0	41.3	41.2	41.4	41.0	41.2	41.1
Primary metal industries.....	41.5	40.6	40.7	40.2	40.2	40.1	39.7	39.9	39.7	39.6	39.6	39.9	40.9
Fabricated metal products.....	41.0	41.2	41.3	41.2	40.8	41.3	41.1	41.0	41.0	41.1	41.4	41.3	41.5
Machinery.....	41.2	41.5	41.7	41.6	41.6	41.7	41.5	41.7	41.9	41.8	41.8	41.9	42.0
Electrical equipment and supplies.....	40.1	40.3	40.5	40.3	40.3	40.5	40.5	40.6	40.5	40.7	40.7	40.7	41.1
Transportation equipment.....	41.4	41.7	41.9	41.6	42.3	42.9	42.2	42.4	41.5	42.1	41.9	42.2	42.1
Instruments and related products.....	40.5	40.9	41.0	40.6	41.2	40.9	40.7	40.8	41.0	40.8	41.1	41.1	41.2
Miscellaneous manufacturing industries.....	39.4	39.6	39.7	39.4	39.5	39.3	39.4	40.0	39.7	39.8	39.9	40.1	40.3
Nondurable goods.....	39.6	39.8	39.5	39.4	39.6	39.4	39.3	39.7	39.4	39.8	40.0	40.1	40.2
Food and kindred products.....	40.8	41.1	40.9	40.7	40.9	41.0	40.7	41.1	40.7	41.6	41.1	41.3	41.2
Tobacco manufactures.....	36.4	39.2	37.5	38.5	39.0	39.4	38.7	39.5	37.4	37.1	37.9	38.6	39.6
Textile mill products.....	40.7	40.4	40.1	40.0	40.2	39.9	40.0	40.3	40.3	40.7	41.0	41.3	41.5
Apparel and related products.....	36.2	36.7	36.1	35.8	36.4	36.1	35.8	36.4	36.1	36.4	36.8	36.6	37.1
Paper and allied products.....	42.4	42.7	42.7	42.5	42.8	42.5	42.2	42.6	42.5	42.7	42.8	42.6	42.7
Printing, publishing and allied industries.....	38.3	38.4	38.3	38.1	38.3	38.1	37.9	38.3	38.3	38.3	38.4	38.4	38.6
Chemicals and allied products.....	42.0	41.5	41.4	41.3	41.4	41.4	41.5	41.5	41.5	41.5	41.6	41.7	41.7
Petroleum refining and related industries.....	42.4	40.9	41.0	41.8	41.9	41.6	41.8	42.1	41.7	41.7	41.7	41.6	41.3
Rubber and miscellaneous plastic products.....	41.0	41.1	41.0	40.9	41.0	40.9	40.6	41.0	40.5	40.5	41.5	41.5	41.8
Leather and leather products.....	37.1	36.8	36.8	36.8	37.4	36.9	36.9	37.8	37.5	37.6	38.0	38.0	38.6
Wholesale and retail trade ³	38.7	38.6	38.7	38.7	38.7	38.7	38.6	38.7	38.7	38.7	38.7	38.8	38.7
Wholesale trade.....	40.6	40.6	40.5	40.4	40.6	40.6	40.5	40.6	40.6	40.6	40.7	40.7	40.8
Retail trade ³	37.9	37.8	37.9	37.8	38.0	37.9	37.8	38.0	37.9	37.9	37.9	38.0	37.8

¹ For employees covered, see footnote 1, table A-3.² Preliminary.³ Excludes eating and drinking places.NOTE: The seasonal adjustment method used is described in "New Seasonal Adjustment Factors for Labor Force Components," *Monthly Labor Review*, August 1960, pp. 822-827.TABLE C-3. Average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1963					1962							Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Manufacturing.....	\$2.37	\$2.36	\$2.36	\$2.36	\$2.35	\$2.33	\$2.32	\$2.31	\$2.29	\$2.31	\$2.31	\$2.31	\$2.31	\$2.25	\$2.20
Durable goods.....	2.54	2.53	2.53	2.52	2.52	2.50	2.48	2.48	2.46	2.47	2.47	2.47	2.48	2.42	2.36
Ordnance and accessories.....	2.82	2.83	2.82	2.81	2.78	2.78	2.76	2.77	2.75	2.75	2.76	2.76	2.76	2.71	2.60
Lumber and wood products except furniture.....	1.91	1.90	1.89	1.89	1.92	1.93	1.91	1.93	1.91	1.91	1.91	1.89	1.90	1.88	1.82
Furniture and fixtures.....	1.92	1.91	1.90	1.90	1.90	1.89	1.89	1.88	1.88	1.88	1.88	1.89	1.88	1.86	1.82
Stone, clay, and glass products.....	2.37	2.36	2.36	2.36	2.36	2.35	2.33	2.33	2.32	2.32	2.32	2.30	2.31	2.25	2.20
Primary metal industries.....	2.98	2.93	2.92	2.91	2.90	2.89	2.89	2.89	2.88	2.88	2.88	2.89	2.92	2.84	2.75
Fabricated metal products.....	2.51	2.51	2.50	2.49	2.49	2.48	2.47	2.48	2.46	2.47	2.46	2.47	2.46	2.42	2.36
Machinery.....	2.67	2.66	2.66	2.65	2.65	2.64	2.63	2.62	2.60	2.60	2.60	2.60	2.60	2.54	2.47
Electrical equipment and supplies.....	2.39	2.39	2.39	2.38	2.38	2.36	2.35	2.35	2.33	2.34	2.34	2.34	2.34	2.30	2.23
Transportation equipment.....	2.87	2.87	2.86	2.86	2.86	2.84	2.83	2.83	2.80	2.80	2.78	2.78	2.77	2.72	2.65
Instruments and related products.....	2.41	2.42	2.42	2.40	2.40	2.40	2.39	2.38	2.37	2.37	2.37	2.38	2.37	2.32	2.26
Miscellaneous manufacturing industries.....	1.98	1.97	1.98	1.98	1.96	1.92	1.91	1.90	1.90	1.92	1.91	1.91	1.92	1.87	1.84
Nondurable goods.....	2.15	2.14	2.13	2.14	2.12	2.11	2.10	2.10	2.09	2.10	2.10	2.09	2.09	2.05	1.99
Food and kindred products.....	2.24	2.23	2.23	2.22	2.20	2.17	2.15	2.13	2.13	2.13	2.16	2.16	2.17	2.09	2.02
Tobacco manufactures.....	1.97	1.94	1.91	1.88	1.85	1.83	1.83	1.67	1.78	1.95	1.96	1.95	1.93	1.74	1.67
Textile mill products.....	1.64	1.64	1.64	1.63	1.63	1.63	1.63	1.62	1.62	1.62	1.62	1.62	1.62	1.57	1.56
Apparel and related products.....	1.64	1.66	1.65	1.66	1.64	1.64	1.64	1.65	1.64	1.63	1.62	1.63	1.64	1.61	1.56
Paper and allied products.....	2.34	2.34	2.33	2.33	2.32	2.31	2.31	2.30	2.30	2.29	2.28	2.27	2.27	2.23	2.15
Printing, publishing, and allied industries.....	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)	(³)
Chemicals and allied products.....	2.61	2.61	2.62	2.62	2.62	2.61	2.60	2.59	2.59	2.58	2.57	2.54	2.53	2.51	2.43
Petroleum refining and related industries.....	3.08	3.09	3.06	3.07	2.99	2.98	2.96	2.96	2.95	2.97	2.95	2.95	2.97	2.94	2.82
Rubber and miscellaneous plastic products.....	2.41	2.40	2.40	.41	2.41	2.39	2.38	2.38	2.40	2.38	2.38	2.36	2.35	2.32	2.26
Leather and leather products.....	1.73	1.72	1.70	1.71	1.70	1.71	1.70	1.70	1.69	1.68	1.69	1.69	1.69	1.65	1.61

¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3. Average hourly earnings excluding overtime are derived by assuming that overtime hours are paid for at the rate of time and one-half.² Preliminary.³ Not available because average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable goods total has little effect.

TABLE C-4. Average overtime hours of production workers in manufacturing, by industry¹

Industry	1963				1962								Annual average		
	Apr. ^a	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Manufacturing.....	2.4	2.6	2.5	2.5	2.9	2.9	2.8	3.0	2.8	2.8	2.9	2.8	2.7	2.4	2.4
Durable goods.....	2.5	2.7	2.6	2.6	3.1	3.0	2.9	3.1	2.8	2.8	3.0	2.8	2.7	2.3	2.4
Nondurable goods.....	2.4	2.6	2.5	2.4	2.7	2.8	2.7	2.9	2.7	2.8	2.9	2.8	2.6	2.5	2.5
Durable goods															
Ordnance and accessories.....	1.4	2.1	2.4	2.7	3.1	2.6	2.4	2.2	2.2	2.3	2.1	2.1	2.5	1.9	2.0
Ammunition except for small arms.....	1.5	1.9	2.4	2.4	2.7	2.0	2.1	1.7	1.9	2.0	1.8	1.9	2.0	1.6	1.7
Sighting and fire control equipment.....	1.1	2.1	2.2	2.9	4.0	3.4	2.8	2.7	2.8	3.0	2.4	2.4	3.1	2.2	2.7
Other ordnance and accessories.....	1.4	2.4	2.6	2.9	2.9	2.7	2.5	2.5	2.1	2.2	2.4	2.2	2.6	2.1	1.8
Lumber and wood products except furniture.....	2.9	3.0	2.9	2.8	3.0	2.9	3.2	3.8	3.7	3.5	3.5	3.3	3.0	2.9	2.9
Sawmills and planing mills.....	3.0	3.0	2.9	2.9	2.9	2.9	3.2	3.6	3.6	3.4	3.4	3.5	3.0	2.9	3.0
Millwork, plywood, and related products.....	3.2	3.2	3.0	2.8	3.3	3.2	3.2	3.8	3.7	3.5	3.5	3.4	3.3	2.8	2.6
Wooden containers.....	2.8	2.6	2.2	1.9	2.4	2.5	2.8	3.2	3.3	4.0	3.4	3.3	2.9	2.5	2.6
Miscellaneous wood products.....	2.7	2.9	2.7	2.5	2.7	2.7	3.0	3.1	3.1	2.8	3.2	3.0	3.1	2.6	2.7
Furniture and fixtures.....	2.3	2.6	2.5	2.5	3.3	3.0	3.3	3.4	3.2	2.7	3.1	2.5	2.7	2.4	2.5
Household furniture.....	2.5	2.9	2.7	2.7	3.7	3.2	3.4	3.4	3.2	2.6	3.1	2.6	2.9	2.4	2.5
Office furniture.....	1.4	1.8	1.8	1.8	2.2	1.6	2.0	2.4	2.0	2.4	2.4	1.7	1.8	2.0	2.3
Partitions; office and store fixtures.....	1.1	1.3	1.7	1.9	1.6	2.5	3.7	4.6	4.0	3.6	3.6	2.8	2.2	2.4	2.3
Other furniture and fixtures.....	2.0	2.2	2.0	2.1	2.9	2.9	2.8	3.2	3.4	2.6	3.0	2.4	2.4	2.5	2.7
Stone, clay, and glass products.....	3.4	3.0	2.7	2.7	2.9	3.4	3.7	3.9	3.9	3.8	3.7	3.6	3.2	3.1	3.1
Flat glass.....	2.5	1.3	1.5	1.5	1.8	2.2	1.5	2.0	1.6	1.8	1.6	1.3	1.0	2.1	2.4
Glass and glassware, pressed or blown.....	3.4	3.3	3.3	3.3	3.8	3.6	3.5	3.4	3.4	3.8	3.7	3.5	3.3	3.6	3.6
Cement hydraulic.....	2.3	2.0	1.7	1.6	1.3	1.7	1.8	2.3	2.1	2.1	1.8	1.9	1.6	1.5	1.6
Structural clay products.....	2.8	2.6	2.5	2.4	2.5	2.9	3.0	3.1	3.2	3.2	2.9	3.2	2.8	2.7	2.7
Pottery and related products.....	1.8	1.7	1.6	1.7	1.9	2.1	2.3	2.0	2.1	1.7	1.6	1.2	1.3	1.5	1.5
Concrete, gypsum, and plaster products.....	5.5	4.5	3.6	3.5	3.8	5.0	6.0	6.4	6.7	6.3	6.3	6.2	5.2	5.0	4.8
Other stone and mineral products.....	2.4	2.7	2.5	2.3	2.4	2.7	2.7	2.9	2.8	2.7	2.9	2.8	2.6	2.3	2.4
Primary metal industries.....	2.9	2.5	2.4	2.3	2.3	2.1	2.0	2.2	1.9	2.0	2.3	2.0	2.3	1.9	1.8
Blast furnace and basic steel products.....	2.9	1.8	1.5	1.3	1.1	1.0	.9	1.3	.9	1.1	1.1	1.0	1.7	1.3	1.3
Iron and steel foundries.....	3.2	3.5	3.6	3.1	3.5	3.0	2.9	2.7	2.5	2.8	3.4	3.2	2.8	2.1	2.1
Nonferrous smelting and refining.....	2.8	2.9	2.8	2.8	2.9	2.8	2.3	3.0	3.1	2.6	2.9	2.3	2.2	2.5	3.0
Nonferrous rolling, drawing, and extruding.....	2.5	3.4	3.3	3.5	3.9	3.8	3.4	3.7	3.2	3.3	4.1	3.4	3.8	3.1	2.4
Nonferrous foundries.....	2.8	3.1	3.0	3.2	3.3	2.9	2.9	3.0	2.6	2.8	3.2	2.9	2.9	2.3	2.3
Miscellaneous primary metal industries.....	2.8	2.9	2.9	3.3	3.8	3.2	3.2	3.5	2.9	2.7	3.4	2.8	2.9	2.3	2.3
Fabricated metal products.....	2.4	2.7	2.6	2.7	2.9	3.0	3.0	3.3	3.1	2.9	3.1	2.9	2.8	2.4	2.6
Metal cans.....	3.1	2.3	2.5	2.7	2.4	2.5	2.8	4.9	4.3	4.7	4.0	3.5	3.4	3.2	2.8
Cutlery, hand tools, and general hardware.....	2.2	2.8	2.6	2.9	3.1	3.1	2.4	2.5	2.1	2.3	2.9	2.8	2.3	2.0	2.1
Heating equipment and plumbing fixtures.....	1.3	1.7	1.7	1.8	2.0	1.9	2.5	2.5	2.2	1.9	2.2	1.6	1.4	1.5	1.4
Fabricated structural metal products.....	2.0	2.2	2.1	2.0	2.3	2.5	2.6	3.0	3.0	2.8	2.8	2.6	2.3	2.3	2.4
Screw machine products, bolts, etc.....	3.1	3.5	3.9	4.0	4.3	3.7	3.6	4.2	3.6	3.6	4.0	3.8	4.0	2.6	2.5
Metal stampings.....	3.0	3.3	3.2	3.4	3.6	3.8	3.8	4.1	3.7	3.2	3.4	3.6	3.3	2.9	3.7
Coating, engraving, and allied services.....	2.6	3.1	2.8	3.2	3.5	3.3	3.6	3.6	3.1	2.8	3.7	3.3	3.6	2.8	2.7
Miscellaneous fabricated wire products.....	2.3	2.8	2.8	2.9	3.0	2.9	3.1	3.2	3.0	2.7	3.1	2.9	3.0	2.7	2.6
Miscellaneous fabricated metal products.....	2.1	2.5	2.3	2.4	2.6	2.6	2.7	2.7	2.5	2.2	2.7	2.6	2.6	2.3	1.9
Machinery.....	2.7	3.2	3.0	2.8	3.1	2.8	2.9	3.0	3.0	3.2	3.4	3.3	3.3	2.5	2.7
Engines and turbines.....	1.5	2.7	2.6	2.0	2.5	1.9	1.9	2.3	2.3	2.1	2.3	2.5	2.7	1.7	1.8
Farm machinery and equipment.....	2.2	2.6	2.5	2.0	1.9	1.6	1.8	2.1	1.9	1.7	2.1	2.2	2.5	1.6	1.9
Construction and related machinery.....	2.2	2.4	2.3	2.2	2.3	2.2	2.5	2.7	2.8	3.0	2.9	2.8	2.8	1.9	1.8
Metalworking machinery and equipment.....	4.6	5.1	4.7	4.4	4.7	4.3	4.1	4.2	4.5	4.9	5.2	5.3	5.4	3.4	4.3
Special industry machinery.....	3.0	3.5	3.5	3.5	3.7	3.3	3.3	3.6	3.3	3.4	3.8	3.5	3.6	2.8	3.3
General industrial machinery.....	1.9	2.4	2.3	2.2	2.6	2.5	2.6	2.6	2.7	3.0	3.2	2.9	2.9	2.0	2.1
Office, computing and accounting machines.....	1.3	1.7	1.5	1.3	1.5	1.3	1.4	1.4	1.3	1.6	1.5	1.5	1.4	2.2	1.9
Service industry machines.....	1.8	2.3	1.8	1.6	1.7	1.6	1.8	2.0	2.1	2.5	3.0	2.2	2.2	1.6	1.9
Miscellaneous machinery.....	3.5	4.2	3.9	4.1	4.3	4.2	4.3	4.4	4.1	4.2	4.0	4.0	4.0	3.5	3.4
Electrical equipment and supplies.....	1.5	1.9	1.9	1.9	2.4	2.3	2.3	2.5	2.1	2.0	2.3	2.1	2.1	1.9	1.9
Electric distribution equipment.....	1.6	1.9	1.8	1.5	2.5	2.2	2.3	2.4	2.0	2.2	2.2	1.9	1.6	1.8	1.9
Electrical industrial apparatus.....	1.9	2.2	2.4	2.1	2.2	2.3	2.3	2.3	2.1	2.1	2.6	2.4	2.3	1.9	1.8
Household appliances.....	1.6	2.2	1.6	1.3	2.3	1.9	1.8	2.1	2.2	2.0	2.0	1.6	1.6	1.9	1.6
Electric lighting and wiring equipment.....	1.5	1.7	1.6	1.7	2.0	2.1	2.1	2.4	1.8	1.6	1.9	1.7	1.8	1.6	1.7
Radio and TV receiving sets.....	.8	1.4	1.4	1.2	2.1	1.7	2.2	2.6	2.4	2.0	2.5	1.6	1.4	1.6	1.4
Communication equipment.....	1.2	1.9	2.1	2.2	2.5	2.4	2.5	3.0	2.3	1.8	2.2	2.5	2.5	2.1	2.5
Electronic components and accessories.....	1.5	1.9	1.9	1.7	2.1	2.1	1.9	2.1	1.9	1.8	2.2	2.1	2.0	1.9	1.6
Miscellaneous electrical equipment and supplies.....	1.7	1.8	2.6	3.4	3.8	3.7	3.5	2.9	2.3	3.1	3.3	3.2	3.0	2.1	1.9
Transportation equipment.....	2.6	3.1	3.0	3.3	4.6	4.5	3.9	3.6	3.1	3.3	3.3	3.4	3.0	2.5	2.7
Motor vehicles and equipment.....	3.2	3.7	3.3	3.8	6.1	5.9	4.9	4.5	3.6	4.0	3.9	4.0	3.4	2.6	3.2
Aircraft and parts.....	1.8	2.3	2.6	2.8	3.2	3.2	3.2	3.0	2.7	2.5	2.6	2.7	2.5	2.4	2.2
Ship and boat building and repairing.....	2.9	2.9	3.3	3.1	3.4	3.0	2.9	2.5	3.0	2.8	2.7	2.9	2.6	2.5	2.4
Railroad equipment.....	1.8	2.3	1.6	1.6	1.5	1.2	1.7	1.7	2.1	1.8	2.5	2.8	2.7	.9	1.2
Other transportation equipment.....	2.7	2.9	2.6	1.8	2.1	1.9	2.7	3.0	3.3	2.5	3.6	3.5	2.8	1.8	1.7
Instruments and related products.....	1.9	2.3	2.2	2.2	2.5	2.5	2.5	2.5	2.4	2.4	2.5	2.2	2.3	2.1	2.1
Engineering and scientific instruments.....	1.9	2.5	2.3	2.8	3.1	2.7	2.8	2.9	2.7	2.7	2.6	2.2	2.0	2.2	2.8
Mechanical measuring and control devices.....	1.8	2.1	1.9	1.9	2.6	2.5	2.3	2.3	2.3	2.5	2.3	1.9	1.9	1.9	1.9
Optical and ophthalmic goods.....	2.3	2.5	2.3	2.0	2.1	1.7	2.5	2.5	2.0	2.1	2.5	2.2	2.3	2.0	1.8
Surgical, medical, and dental equipment.....	1.7	2.2	1.9	1.6	2.2	2.2	2.4	2.5	2.5	2.4	2.3	2.1	2.5	2.1	2.2
Photographic equipment and supplies.....	2.2	2.9	3.2	3.1	3.0	3.4	2.7	2.7	2.5	2.6	2.8	2.9	3.2	2.9	2.5
Watches and clocks.....	1.5	1.7	1.7	.5	1.8	2.0	2.1	2.1	2.0	1.6	2.3	1.7	2.1	1.5	1.0

See footnotes at end of table.

TABLE C-4. Average overtime hours of production workers in manufacturing, by industry¹—Continued

Industry	1963				1962								Annual average		
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
Manufacturing—Continued															
Durable goods—Continued															
Miscellaneous manufacturing industries.....	1.9	2.2	2.1	2.0	2.4	2.3	2.5	2.6	2.3	1.9	2.3	2.4	2.2	2.1	2.1
Jewelry, silverware, and plated ware.....	2.3	2.7	2.5	2.5	4.1	3.4	3.4	3.2	2.7	2.2	2.9	3.1	2.9	3.0	2.8
Toys, amusement, and sporting goods.....	1.4	1.7	1.7	1.7	1.5	2.1	2.3	2.4	1.9	1.6	2.0	2.2	1.8	1.9	1.9
Pens, pencils, office and art materials.....	1.4	1.8	2.0	1.9	2.1	1.8	3.1	2.2	2.2	1.6	1.6	1.9	1.9	1.8	1.5
Costume jewelry, buttons, and notions.....	2.1	2.3	2.3	1.7	2.2	1.9	2.0	2.1	2.4	2.0	3.0	2.5	2.5	1.9	1.7
Other manufacturing industries.....	2.1	2.5	2.3	2.3	2.5	2.5	2.6	2.9	2.5	2.1	2.4	2.3	2.3	2.2	2.8
Nondurable goods															
Food and kindred products.....	3.0	3.1	3.0	3.1	3.4	3.6	3.4	3.9	3.4	3.9	3.6	3.5	3.1	3.3	3.3
Meat products.....	3.0	3.2	2.9	3.4	4.2	4.5	3.8	3.8	3.1	3.9	3.8	3.9	3.3	3.7	3.7
Dairy products.....	3.2	3.2	3.0	3.0	3.2	3.2	3.2	3.7	3.4	4.0	3.8	3.6	3.3	3.1	2.9
Canned and preserved food, except meats.....	1.8	2.2	2.2	2.2	2.2	2.1	2.3	3.4	2.6	3.5	2.5	2.5	2.3	2.4	2.3
Grain mill products.....	4.7	5.4	5.6	5.7	6.1	6.4	6.9	7.0	6.9	6.9	6.5	6.2	5.4	6.2	6.0
Bakery products.....	3.0	2.8	2.7	2.6	2.9	3.3	3.1	3.7	3.3	3.4	3.4	3.1	2.8	2.9	2.9
Sugar.....	4.2	3.4	3.2	3.4	3.2	4.5	2.9	4.9	4.4	4.6	4.7	3.9	3.6	4.5	4.2
Confectionery and related products.....	1.7	2.3	2.3	2.3	3.0	3.1	3.3	3.4	2.6	1.7	2.0	1.9	1.7	2.5	2.4
Beverages.....	2.9	2.8	2.4	2.3	2.5	2.5	2.5	3.2	3.1	4.0	3.3	3.2	2.6	2.8	2.8
Miscellaneous food and kindred products.....	3.5	3.7	4.0	3.9	4.3	4.3	4.1	4.1	4.0	4.0	3.9	3.9	3.7	3.9	3.9
Tobacco manufactures.....	.4	.8	.7	.6	1.1	1.2	1.2	1.6	1.0	.6	.9	.7	.7	1.1	1.0
Cigarettes.....	.4	1.0	.5	.5	1.2	1.5	1.0	1.4	.8	.7	.9	.9	.5	1.2	1.1
Cigars.....	.2	.8	1.1	.7	1.0	1.6	1.4	1.3	1.2	.4	.9	.5	.9	1.0	1.0
Textile mill products.....	2.8	3.1	3.0	2.8	3.0	3.3	3.2	3.0	3.1	3.1	3.5	3.3	3.3	2.7	2.6
Cotton broad woven fabrics.....	3.0	3.0	2.9	3.0	3.0	3.2	3.1	2.8	3.0	2.9	3.1	3.3	3.4	2.7	2.8
Silk and synthetic broad woven fabrics.....	3.7	3.9	3.9	4.0	4.3	4.5	4.4	4.2	4.4	4.2	4.6	4.3	4.3	3.2	3.8
Weaving and finishing broad woolsens.....	2.9	3.6	3.7	3.4	3.1	3.2	3.4	3.7	4.1	4.4	5.2	4.9	4.6	3.3	3.1
Narrow fabrics and smallwares.....	2.8	3.0	3.0	3.3	3.2	3.3	3.4	3.2	3.3	3.3	3.4	3.3	3.3	2.9	2.4
Knitting.....	1.7	1.8	1.7	1.6	1.7	2.2	2.3	2.3	2.3	2.4	2.5	2.3	2.2	2.0	1.9
Finishing textiles, except wool and knit.....	3.7	4.6	4.2	3.1	4.4	4.7	4.2	3.7	3.3	3.2	4.7	4.3	4.4	3.7	3.2
Floor covering.....	3.2	4.8	4.9	3.3	4.5	5.1	5.0	4.7	4.9	3.4	3.8	3.4	3.2	3.3	2.8
Yarn and thread.....	2.9	3.1	2.9	2.5	2.6	2.8	3.1	2.8	3.3	3.2	3.5	3.4	3.4	2.8	2.4
Miscellaneous textile goods.....	2.9	3.3	3.4	3.2	3.7	3.8	3.5	3.4	3.2	3.7	4.2	3.4	3.0	2.9	2.8
Apparel and related products.....	1.1	1.4	1.2	1.0	1.2	1.4	1.4	1.4	1.5	1.3	1.4	1.3	1.4	1.1	1.2
Men's and boys' suits and coats.....	.9	1.3	1.3	1.1	1.3	1.1	1.3	1.3	1.2	1.0	1.3	1.2	1.4	.8	1.4
Men's and boys' furnishings.....	.9	1.1	1.0	.9	1.0	1.3	1.3	1.4	1.6	1.3	1.4	1.2	1.1	.9	1.0
Women's, misses', and juniors' outerwear.....	1.4	1.8	1.5	1.1	1.2	1.3	1.2	1.4	1.6	1.5	1.5	1.5	1.6	1.1	1.1
Women's and children's undergarments.....	1.0	1.3	1.1	.9	1.2	1.7	1.7	1.6	1.5	1.2	1.1	1.0	1.3	1.4	1.1
Hats, caps, and millinery.....	1.3	2.1	1.7	1.1	1.2	1.2	1.5	1.2	1.6	1.3	1.2	1.1	1.8	1.5	1.8
Girls' and children's outerwear.....	.7	1.2	1.2	.8	.7	.9	1.1	1.2	1.6	1.5	1.5	1.2	1.4	1.3	1.3
Fur goods and miscellaneous apparel.....	.7	.9	.8	.7	1.1	1.3	1.4	1.2	1.1	1.1	1.1	.9	1.1	1.1	1.1
Miscellaneous fabricated textile products.....	1.5	1.5	1.4	1.3	1.8	2.0	2.2	2.1	1.8	1.5	1.8	1.7	1.4	1.6	1.7
Paper and allied products.....	3.8	4.3	4.2	4.2	4.5	4.5	4.5	4.8	4.6	4.7	4.5	4.4	4.3	4.3	4.1
Paper and pulp.....	4.9	5.4	5.2	5.3	5.2	5.2	5.1	5.3	5.2	5.5	5.2	5.4	5.2	5.0	5.1
Paperboard.....	5.1	5.9	5.6	5.4	6.3	6.0	5.5	6.4	5.9	6.8	6.1	5.4	5.7	5.6	5.1
Converted paper and paperboard products.....	2.5	2.9	2.8	2.9	3.2	2.8	3.0	3.3	3.4	3.0	3.3	2.8	2.8	3.0	2.8
Paperboard containers and boxes.....	3.0	3.3	3.2	3.1	3.8	4.0	4.3	4.6	4.1	4.2	4.0	3.7	3.5	3.6	3.3
Printing, publishing, and allied industries.....	2.4	2.8	2.5	2.4	3.0	2.8	2.8	3.1	2.9	2.7	2.6	2.8	2.7	2.7	2.9
Newspaper publishing and printing.....	2.1	2.0	1.8	1.8	3.1	2.9	2.7	2.8	2.6	2.4	2.6	2.8	2.4	2.4	2.7
Periodical publishing and printing.....	3.1	4.0	3.3	2.3	3.3	3.6	3.8	4.4	3.4	2.6	2.6	2.3	2.5	3.1	3.6
Books.....	3.2	3.6	2.8	2.6	2.8	2.8	3.0	3.6	3.6	3.4	3.3	3.9	3.6	3.7	3.7
Commercial printing.....	2.7	3.2	2.8	2.7	3.2	2.9	3.0	3.2	3.0	2.8	2.7	2.9	3.0	2.9	3.1
Bookbinding and related industries.....	2.1	2.2	1.8	2.2	2.1	2.3	2.4	3.2	2.7	2.4	2.1	2.5	2.4	2.1	2.1
Other publishing and printing industries.....	1.9	2.5	2.7	2.4	2.6	2.4	2.7	2.7	2.8	2.6	2.4	2.2	2.5	2.5	2.6
Chemicals and allied products.....	3.0	2.5	2.4	2.2	2.4	2.3	2.5	2.7	2.4	2.6	2.6	2.7	2.6	2.3	2.8
Industrial chemicals.....	2.7	2.3	2.4	2.2	2.5	2.4	2.4	2.6	2.4	2.6	2.4	2.3	2.3	2.3	2.5
Plastics and synthetics, except glass.....	2.7	2.1	2.0	1.9	2.1	1.9	2.0	2.3	2.3	2.6	2.6	2.3	2.3	2.0	2.0
Drugs.....	1.9	2.6	2.5	2.4	2.4	2.5	2.7	2.5	2.3	2.3	2.4	2.1	2.1	1.9	1.9
Soap, cleaners, and toilet goods.....	2.2	2.4	2.5	2.3	2.4	2.5	2.8	3.2	2.7	2.5	2.8	2.3	2.4	2.6	2.3
Paints, varnishes and allied products.....	2.0	2.0	1.7	1.6	1.6	1.5	1.8	2.3	2.3	2.4	2.8	3.1	2.3	1.9	1.9
Agricultural chemicals.....	9.8	5.6	3.7	3.3	3.5	3.1	3.6	3.9	2.6	3.2	3.3	7.2	6.0	3.8	4.3
Other chemical products.....	2.1	2.4	2.4	2.5	2.7	2.6	2.6	2.8	2.8	2.6	3.0	2.8	2.4	2.5	2.5
Petroleum refining and related industries.....	2.4	1.7	1.6	2.0	2.0	2.5	2.5	3.0	2.2	2.6	2.5	2.2	2.0	2.0	2.0
Petroleum refining.....	2.0	1.5	1.4	1.7	1.5	1.9	1.6	2.0	1.3	1.7	1.6	1.6	1.6	1.5	1.4
Other petroleum and coal products.....	4.3	2.6	2.6	3.2	4.0	4.8	5.9	6.6	5.9	6.2	6.1	4.7	3.8	4.5	4.5
Rubber and miscellaneous plastic products.....	2.4	2.9	2.9	2.7	3.2	3.1	3.0	3.3	3.1	3.0	3.7	3.2	2.9	2.6	2.4
Tires and inner tubes.....	2.4	2.8	2.9	2.8	3.5	3.3	3.3	3.3	3.6	3.5	4.4	3.3	2.5	2.7	2.3
Other rubber products.....	2.2	2.5	2.6	2.6	3.1	3.0	2.8	3.2	2.9	2.6	3.5	3.1	2.8	2.4	2.2
Miscellaneous plastic products.....	2.5	3.4	3.2	3.0	3.0	3.2	3.1	3.3	3.0	3.0	3.5	3.3	3.3	2.9	2.5
Leather and leather products.....	.9	1.3	1.5	1.2	1.3	1.4	1.3	1.4	1.5	1.4	1.5	1.2	1.4	1.4	1.2
Leather tanning and finishing.....	2.4	2.3	2.5	2.4	2.5	2.5	2.7	2.8	2.8	2.3	3.0	2.8	2.6	2.3	2.1
Footwear, except rubber.....	.7	1.2	1.3	1.1	1.1	1.0	.9	.9	1.0	1.2	1.3	1.2	1.0	1.1	1.1
Other leather products.....	1.0	1.4	1.7	1.2	1.6	2.1	1.8	1.8	1.8	1.5	1.8	1.3	1.7	1.7	1.4

¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3.

These series cover premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those paid for at premium rates because (1) they exceeded

either the straight-time workday or workweek or (2) they occurred on weekends or holidays or outside regularly scheduled hours. Hours for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded.

² Preliminary.

TABLE C-5. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹
[1957-59=100]

Activity	1963				1962								Annual average		
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1961	1960
Man-hours															
Total.....	98.9	96.1	94.0	92.4	93.4	96.3	99.2	101.7	103.4	102.0	100.6	100.8	99.1	95.1	99.0
Mining.....	82.1	80.3	76.6	77.3	77.9	79.8	81.3	83.3	84.3	85.4	82.4	85.4	84.0	84.9	91.1
Contract construction.....	97.4	89.0	75.6	69.5	75.1	80.7	94.9	105.3	107.7	110.6	107.7	99.5	97.3	94.3	98.3
Manufacturing.....	100.0	98.2	98.2	97.3	97.5	100.0	100.9	102.0	103.6	101.3	100.2	101.8	100.1	95.8	99.6
Durable goods.....	102.0	99.9	99.1	98.4	98.7	100.7	101.2	101.8	102.4	99.0	99.8	102.2	101.2	93.9	99.4
Ordnance and accessories.....	119.3	119.7	124.1	125.8	127.9	129.9	129.5	127.4	128.0	127.4	123.1	122.4	123.8	118.1	111.7
Lumber and wood products, except furniture.....	98.2	93.2	90.7	90.0	90.6	92.5	96.2	99.6	103.1	105.0	102.3	102.7	98.2	94.0	99.2
Furniture and fixtures.....	100.7	100.4	101.2	101.1	101.7	105.7	106.0	107.9	108.0	107.3	101.6	104.5	102.1	97.7	102.6
Stone, clay, and glass products.....	100.3	96.8	90.6	87.3	88.2	91.7	98.0	100.8	102.1	103.0	101.6	101.3	99.2	94.8	100.4
Primary metal industries.....	100.7	100.1	95.9	94.1	92.2	92.2	90.0	89.8	92.5	90.5	90.3	95.2	97.5	91.6	98.0
Fabricated metal products.....	101.6	98.7	97.9	97.5	98.4	100.2	100.7	101.9	102.7	99.6	98.8	102.6	100.8	94.1	99.9
Machinery.....	101.7	100.9	101.3	100.5	100.2	100.2	99.1	99.6	100.2	99.6	100.4	102.8	101.9	93.2	99.7
Electrical equipment and supplies.....	110.5	109.0	110.7	111.8	113.1	115.8	116.4	116.9	113.4	111.8	114.5	112.2	104.1	105.8	
Transportation equipment.....	99.1	96.5	96.5	96.4	98.2	100.7	99.5	97.9	95.7	82.9	93.9	95.2	95.6	83.8	92.1
Instruments and related products.....	103.1	102.1	102.7	102.4	102.0	103.8	104.1	103.3	103.0	103.1	101.0	103.1	101.6	98.8	102.8
Miscellaneous manufacturing industries.....	99.2	96.4	96.9	94.5	91.8	98.9	107.6	111.2	110.7	107.2	101.5	105.1	102.6	98.8	101.4
Nondurable goods.....	97.5	96.0	97.1	96.0	96.0	99.1	100.6	102.2	105.2	104.3	100.8	101.2	98.8	98.2	99.8
Food and kindred products.....	87.8	86.5	86.9	85.6	88.1	93.3	96.8	102.5	110.0	106.4	101.8	95.9	91.3	96.5	98.0
Tobacco manufactures.....	78.7	69.9	77.1	80.9	89.7	100.0	99.6	120.5	133.2	104.1	74.0	75.6	75.4	94.4	97.1
Textile mill products.....	92.7	90.8	91.6	90.6	90.2	93.2	94.4	94.8	94.6	95.7	94.2	97.7	96.4	93.5	96.5
Apparel and related products.....	105.1	103.2	103.2	105.6	100.7	103.5	105.8	105.4	107.8	109.5	102.7	105.5	103.3	99.1	101.8
Paper and allied products.....	103.7	101.9	102.9	101.7	102.6	105.0	104.4	105.1	106.6	106.1	104.1	105.8	103.0	102.0	102.1
Printing, publishing, and allied industries.....	104.5	103.2	102.3	100.8	100.9	104.2	106.0	106.0	106.8	105.1	104.0	105.1	104.8	104.6	104.4
Chemicals and allied products.....	105.6	107.6	104.1	102.6	102.5	103.5	103.5	103.7	104.5	104.3	104.2	104.8	105.7	100.8	101.6
Petroleum refining and related industries.....	85.2	84.1	79.2	78.8	80.6	81.4	82.7	83.5	86.5	88.4	90.7	90.2	88.4	89.0	93.5
Rubber and miscellaneous plastic products.....	109.2	107.3	108.2	107.8	109.3	111.1	111.3	112.0	112.0	109.2	106.8	112.3	108.2	99.5	101.5
Leather and leather products.....	90.5	87.8	93.7	95.6	95.7	97.8	95.9	93.7	97.0	101.7	99.5	100.6	95.3	97.4	97.5
Payrolls															
Mining.....	-----	88.3	84.4	85.5	85.7	87.6	87.9	90.2	92.0	92.2	88.8	92.0	90.3	89.9	95.2
Contract construction.....	-----	104.4	90.1	83.3	90.3	96.9	111.9	123.9	127.0	128.5	124.8	114.0	111.6	106.4	106.9
Manufacturing.....	-----	115.9	113.7	113.4	112.0	112.1	115.0	115.3	115.7	117.4	113.6	113.2	113.2	105.2	106.6

¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For mining and manufacturing, data refer to production and related workers

and for contract construction, to construction workers, as defined in footnote 1, table A-3. ² Preliminary.

TABLE C-6. Gross and spendable average weekly earnings of production workers in manufacturing¹
[In current and 1957-59 dollars]

Item	1963			1962								Annual average			
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1961	1960
<i>Manufacturing</i>															
Gross average weekly earnings:															
Current dollars.....	\$97.76	\$98.09	\$97.20	\$97.44	\$98.42	\$97.36	\$96.72	\$97.68	\$95.75	\$96.80	\$97.27	\$96.80	\$96.56	\$92.34	\$89.72
1957-59 dollars.....	92.05	92.36	91.61	91.92	93.02	91.85	91.25	92.06	90.76	91.75	92.37	92.02	91.79	88.62	87.02
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars.....	78.36	78.63	77.91	78.11	79.35	78.50	77.99	78.76	77.21	78.05	78.43	78.05	77.86	74.60	72.57
1957-59 dollars.....	73.79	74.04	73.43	73.69	75.00	74.06	73.58	74.23	73.18	73.98	74.48	74.19	74.01	71.59	70.39
Worker with 3 dependents:															
Current dollars.....	86.04	86.31	85.58	85.78	87.05	86.19	85.66	86.45	84.87	85.73	86.11	85.73	85.53	82.18	80.11
1957-59 dollars.....	81.02	81.27	80.66	80.92	82.28	81.31	80.81	81.48	80.45	81.26	81.78	81.49	81.30	78.87	77.70

¹ For comparability of data with those published in issues prior to December 1961, see footnote 1, table A-2. For employees covered, see footnote 1, table A-3.

Spendable average weekly earnings are based on gross average weekly earnings as published in table C-1 less the estimated amount of the workers' Federal social security and income tax liability. Since the amount of tax liability depends on the number of dependents supported by the worker as well as on the level of his gross income, spendable earnings have been com-

puted for 2 types of income receivers: (1) A worker with no dependents, and (2) a worker with 3 dependents.

The earnings expressed in 1957-59 dollars have been adjusted for changes in purchasing power as measured by the Bureau's Consumer Price Index. ² Preliminary.

NOTE: These series are described in "The Calculation and Uses of the Spendable Earnings Series," *Monthly Labor Review*, January 1959, pp. 50-54.

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index.¹—All-city average: *All items, groups, subgroups, and special groups of items

Group	1963				1962										Annual average	
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1962	1961	
	[1957-59=100]															
All items.....	106.2	106.2	106.2	106.1	106.0	105.8	106.0	106.0	106.1	105.5	105.5	105.3	105.2	105.4	104.2	
Food ²	104.2	104.3	104.6	105.0	104.7	103.5	104.1	104.3	104.8	103.8	103.8	103.5	103.2	103.6	102.6	
Food at home.....	102.5	102.6	103.0	103.5	103.2	101.9	102.6	102.9	103.5	102.3	102.4	102.1	101.9	102.2	101.5	
Cereals and bakery products.....	109.3	109.2	109.1	109.2	108.7	108.2	108.4	108.0	107.9	107.8	107.9	107.4	107.5	107.6	105.4	
Meats, poultry, and fish.....	98.0	98.3	100.7	102.1	102.5	102.5	103.5	104.1	106.3	102.6	100.8	99.7	99.6	101.7	99.3	
Dairy products.....	102.8	102.9	103.5	103.6	103.8	103.9	104.2	104.3	104.2	103.9	103.5	102.7	103.0	104.1	104.8	
Fruits and vegetables.....	113.9	112.0	109.6	109.4	106.4	100.2	102.1	102.0	102.2	105.2	109.9	111.9	109.4	105.0	104.2	
Other foods at home ³	94.5	96.2	96.7	97.1	97.6	97.2	97.2	98.1	97.8	95.2	94.1	93.4	94.4	96.1	97.6	
Housing ⁴	105.7	105.8	105.7	105.4	105.4	105.2	105.1	105.0	104.9	104.8	104.8	104.8	104.7	104.8	103.9	
Rent.....	106.6	106.5	106.4	106.4	106.3	106.2	106.2	106.1	105.9	105.8	105.7	105.6	105.5	105.7	104.4	
Gas and electricity.....	107.4	107.5	108.0	108.0	108.2	108.1	108.1	108.0	108.0	108.0	108.0	107.7	107.7	107.9	107.9	
Solid and petroleum fuels.....	102.4	104.2	104.8	104.8	104.9	104.8	103.6	102.4	101.3	100.1	99.7	99.4	100.1	102.1	101.6	
Housefurnishings.....	98.4	98.5	98.6	98.3	97.9	98.6	98.7	98.8	98.7	98.5	99.0	99.1	99.0	98.9	99.5	
Household operation.....	110.0	109.9	109.7	109.3	109.3	108.1	107.8	107.6	107.6	107.4	107.5	107.4	107.4	107.4	105.9	
Apparel.....	103.7	103.8	103.6	103.3	103.0	103.9	104.3	104.9	104.6	102.5	102.9	102.8	102.7	103.2	102.8	
Men's and boys'.....	104.2	104.1	103.9	103.7	103.5	104.3	104.3	104.2	104.0	102.9	103.2	103.1	103.1	103.3	102.8	
Women's and girls'.....	101.1	101.4	101.1	100.7	100.2	101.5	102.5	104.0	103.6	99.9	100.4	100.5	100.0	100.9	101.0	
Footwear.....	110.3	110.2	110.0	109.9	109.8	109.9	109.7	109.6	109.5	109.3	109.2	109.1	109.1	109.3	107.8	
Other apparel ⁵	100.9	100.9	101.1	100.9	100.3	101.3	101.1	101.6	101.2	100.3	100.8	100.4	100.6	100.6	100.9	
Transportation.....	107.4	107.0	107.0	106.8	106.6	108.0	108.3	108.1	107.8	107.4	106.8	107.3	107.3	107.2	105.0	
Private.....	106.0	105.5	105.6	105.3	105.3	106.8	107.2	106.9	106.7	106.2	105.4	106.0	106.0	105.9	104.0	
Public.....	116.5	116.5	116.4	116.3	115.7	115.7	115.4	116.0	115.7	115.7	115.6	115.6	115.6	115.4	111.7	
Medical care.....	116.4	116.1	115.8	115.6	115.5	115.3	115.0	114.9	114.7	114.6	114.6	114.4	114.1	114.2	111.3	
Personal care.....	107.8	107.6	107.3	107.3	107.4	107.6	107.1	106.9	106.8	106.8	106.8	106.1	106.4	106.5	104.6	
Reading and recreation.....	110.7	111.0	110.1	110.0	110.2	110.0	110.1	109.5	110.0	110.3	110.0	109.2	109.5	109.6	107.2	
Other goods and services.....	106.0	105.8	105.7	105.7	105.7	105.6	105.6	105.6	105.6	105.5	105.6	105.2	105.1	105.3	104.6	
Special groups:																
All items less food.....	107.0	107.0	106.8	106.6	106.5	106.7	106.7	106.7	106.6	106.2	106.1	106.1	106.0	106.1	104.8	
All items less shelter.....	106.1	106.1	106.1	106.1	105.9	105.8	106.0	106.1	106.1	105.5	105.4	105.3	105.2	105.4	104.2	
All commodities less food.....	103.0	103.0	102.9	102.7	102.6	103.4	103.5	103.6	103.4	102.6	102.5	102.6	102.6	102.8	102.1	
All commodities.....	103.6	103.6	103.7	103.8	103.6	103.6	103.9	104.0	104.1	103.2	103.1	103.1	103.0	103.2	102.4	
Nondurables ⁶	104.2	104.2	104.4	104.5	104.3	104.0	104.2	104.4	104.7	103.5	103.5	103.4	103.2	103.6	102.8	
Nondurables less food.....	104.2	104.3	104.2	104.1	104.0	104.6	104.4	104.6	104.6	103.2	103.3	103.4	103.5	103.8	103.2	
Nondurables less food and apparel.....	104.7	104.7	104.7	104.6	104.7	105.1	104.5	104.5	104.6	103.7	103.5	103.8	104.0	104.2	103.3	
Durables ⁷	101.0	100.9	100.8	100.6	100.4	101.7	102.2	102.0	101.6	101.7	101.5	101.6	101.5	101.5	100.5	
Durables less cars.....	98.3	98.4	98.5	98.4	98.5	98.6	98.6	98.6	98.6	98.7	98.7	98.8	98.9	98.8	98.6	
All services ⁸	111.1	111.1	110.8	110.5	110.5	110.1	110.0	109.8	109.8	109.9	109.8	109.5	109.4	109.5	107.6	
All services less rent.....	111.9	111.9	111.6	111.2	111.2	110.8	110.6	110.5	110.5	110.6	110.5	110.2	110.1	110.2	108.3	
Household operation services, gas, and electricity.....	110.2	110.2	110.2	109.9	109.9	109.1	108.8	108.7	108.6	108.5	108.6	108.5	108.4	108.5	107.2	
Transportation services.....	112.2	112.0	111.8	111.4	111.1	110.9	110.7	110.8	110.5	111.7	111.7	111.5	111.5	111.2	109.5	
Medical care services.....	119.5	119.2	118.9	118.7	118.5	118.2	118.0	117.8	117.5	117.3	117.2	116.9	116.6	116.8	113.1	
Other services.....	110.3	110.5	110.0	109.6	109.7	109.3	109.3	109.1	109.3	109.3	109.1	108.7	108.7	108.7	106.8	

*The Consumer Price Index for May 1963 calculated from a 1947-49 =100 base was 130.3.

¹The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

²In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵Includes yard goods, diapers, and miscellaneous items.

⁶Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

⁷Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁸Includes rent, home purchase, real estate taxes, mortgage, interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

1957-59=100]

City	1963					1962								Annual average		1963 (1947-49=100)
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1962	1961	May
All Items																
All-city average ²	106.2	106.2	106.2	106.1	106.0	105.8	106.0	106.0	106.1	105.5	105.5	105.3	105.2	105.4	104.2	130.3
Atlanta, Ga.....	(3)	(3)	104.9	(3)	(3)	104.5	(2)	(3)	104.7	(3)	(3)	104.0	(3)	104.1	103.2	(3)
Baltimore, Md.....	(3)	(3)	106.2	(3)	(3)	105.7	(2)	(3)	106.0	(3)	(3)	104.8	(3)	105.2	104.4	(3)
Boston, Mass.....	(3)	109.2	(3)	(3)	108.6	(3)	(3)	108.2	(3)	(3)	107.2	(2)	(3)	107.4	105.1	(3)
Chicago, Ill.....	105.0	105.0	105.2	104.7	104.7	104.7	105.0	105.0	105.2	104.4	104.5	104.5	104.6	104.6	103.6	132.4
Cincinnati, Ohio.....	(3)	(3)	104.5	(3)	(3)	104.0	(3)	(3)	104.3	(3)	(3)	103.3	(3)	103.6	102.6	(3)
Cleveland, Ohio.....	104.3	(3)	(3)	104.3	(3)	(3)	103.7	(3)	(3)	103.8	(3)	(3)	103.5	103.5	103.2	129.5
Detroit, Mich.....	102.4	102.1	102.6	102.6	102.5	102.5	102.6	102.8	102.8	102.3	101.9	101.8	102.0	102.2	101.9	126.3
Houston, Tex.....	104.4	(3)	(3)	105.0	(3)	(3)	104.5	(3)	104.6	(3)	(3)	104.7	(3)	104.6	102.6	128.6
Kansas City, Mo.....	(3)	106.4	(3)	(3)	105.9	(3)	(3)	107.1	(3)	(3)	106.0	(3)	(3)	106.1	104.5	(3)
Los Angeles, Calif.....	107.6	108.0	107.7	107.8	107.3	107.2	107.1	107.2	107.2	106.6	106.8	107.0	106.9	106.6	105.4	134.2
Minneapolis, Minn.....	(3)	106.5	(3)	(3)	106.0	(3)	(3)	105.9	(3)	(3)	105.7	(3)	(3)	105.5	104.2	(3)
New York, N.Y.....	107.8	107.9	107.6	107.6	107.5	106.9	107.1	107.2	107.3	106.6	106.4	105.8	105.7	106.4	104.8	129.9
Philadelphia, Pa.....	106.2	106.4	106.4	106.2	105.9	105.7	105.8	105.8	106.0	105.2	105.3	104.9	104.7	105.2	104.4	130.4
Pittsburgh, Pa.....	(3)	106.3	(3)	(3)	106.5	(3)	(3)	106.3	(3)	(3)	106.0	(3)	(3)	105.9	105.0	(3)
Portland, Ore.....	(3)	106.2	(3)	(3)	105.7	(3)	(3)	105.3	(3)	(3)	104.8	(3)	(3)	104.6	104.1	(3)
St. Louis, Mo.....	(3)	(3)	105.8	(3)	(3)	106.0	(3)	(3)	105.6	(3)	(3)	104.4	(3)	105.1	103.9	(3)
San Francisco, Calif.....	(3)	(3)	108.4	(3)	(3)	107.8	(3)	(3)	107.5	(3)	(3)	107.5	(3)	107.4	105.8	(3)
Scranton, Pa.....	106.7	(3)	(3)	106.9	(3)	(3)	106.5	(3)	(3)	106.0	(3)	(3)	105.7	105.9	104.1	127.3
Seattle, Wash.....	107.4	(3)	(3)	107.2	(3)	(3)	107.0	(3)	(3)	106.7	(3)	(3)	106.3	106.5	104.9	135.0
Washington, D.C.....	106.1	(3)	(3)	105.6	(3)	(3)	105.3	(3)	(3)	104.8	(3)	(3)	104.2	104.6	103.7	127.7
Food																
All-city average ²	104.2	104.3	104.6	105.0	104.7	103.5	104.1	104.3	104.8	103.8	103.8	103.5	103.2	103.6	102.6	-----
Atlanta, Ga.....	102.3	102.7	103.8	104.2	104.0	102.7	103.1	103.9	104.3	103.4	102.9	103.0	103.1	103.0	101.8	-----
Baltimore, Md.....	103.5	103.5	103.7	103.9	104.6	103.4	103.6	104.2	104.5	104.2	103.4	103.0	102.7	103.3	102.4	-----
Boston, Mass.....	106.2	106.6	106.5	106.3	106.4	105.7	106.4	105.7	105.7	105.0	104.3	104.2	103.7	104.6	102.4	-----
Chicago, Ill.....	104.7	105.0	105.7	105.4	105.6	104.3	105.7	105.7	106.7	105.8	105.7	105.2	104.6	105.3	103.2	-----
Cincinnati, Ohio.....	102.3	102.2	102.6	103.7	103.1	101.7	102.8	103.0	103.7	102.2	102.4	101.5	101.2	101.9	101.8	-----
Cleveland, Ohio.....	100.7	100.8	101.7	102.2	101.7	100.8	101.3	101.7	102.4	101.5	101.4	101.2	101.1	101.0	100.9	-----
Detroit, Mich.....	100.7	100.8	101.1	101.7	101.3	100.6	101.6	101.5	101.6	100.8	101.2	100.9	101.4	101.1	101.4	-----
Houston, Tex.....	102.0	101.8	102.3	103.0	103.2	102.4	102.8	103.6	104.0	102.9	103.1	102.2	103.1	102.9	101.3	-----
Kansas City, Mo.....	102.1	103.3	103.6	104.3	103.2	103.2	104.4	104.5	105.1	104.2	103.7	103.0	102.6	103.3	101.9	-----
Los Angeles, Calif.....	105.9	106.6	106.8	107.8	106.8	105.6	105.3	105.6	105.9	104.7	105.0	106.1	106.2	105.5	104.5	-----
Minneapolis, Minn.....	101.7	102.0	101.8	101.7	101.5	100.8	100.9	101.5	102.5	101.8	102.5	102.3	102.4	101.8	101.2	-----
New York, N.Y.....	106.3	106.3	106.6	106.8	106.6	104.9	105.8	106.3	107.0	105.7	104.8	103.7	103.5	104.9	102.9	-----
Philadelphia, Pa.....	103.2	103.1	104.1	104.4	104.5	103.0	103.5	104.8	104.8	103.6	103.8	102.6	102.3	103.1	101.9	-----
Pittsburgh, Pa.....	103.2	103.1	104.1	104.3	103.2	101.7	102.5	102.8	103.4	102.5	102.4	102.5	102.4	102.4	102.3	-----
Portland, Ore.....	104.1	104.5	104.6	105.2	105.3	103.9	104.1	104.5	104.8	103.4	103.6	104.2	104.3	103.6	103.0	-----
St. Louis, Mo.....	103.1	104.0	104.5	105.0	104.9	104.6	104.5	103.8	104.2	102.7	102.8	102.3	102.3	103.0	102.0	-----
San Francisco, Calif.....	105.9	106.5	106.9	107.0	106.7	105.6	105.8	105.6	105.0	104.3	105.5	105.9	105.4	105.4	104.0	-----
Scranton, Pa.....	103.1	103.1	103.3	104.4	104.1	102.9	103.6	104.1	103.8	102.3	103.1	103.5	103.2	103.1	101.3	-----
Seattle, Wash.....	106.7	107.3	107.3	106.9	106.3	105.9	105.9	105.9	106.6	106.0	106.1	106.5	105.5	105.7	104.5	-----
Washington, D.C.....	103.3	102.9	103.6	103.2	103.9	101.8	102.1	103.4	103.0	102.6	102.2	101.1	101.5	102.0	101.6	-----

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.

³ All items indexes are computed monthly for 5 cities and once every month on a rotating cycle for 15 other cities.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities

[1957-59=100, unless otherwise specified]*

Commodity group	1963					1962								Annual Average	
	May ³	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1962 ¹	1961
All commodities.....	100.1	99.7	99.9	100.2	100.5	100.4	100.7	100.6	101.2	100.5	100.4	100.0	100.2	100.6	100.3
Farm products and processed foods.....	98.4	97.6	97.4	98.7	99.8	99.3	100.4	100.3	102.1	99.8	98.9	97.7	98.0	99.6	98.6
Farm products.....	94.4	95.4	95.4	96.5	98.5	97.3	99.3	98.7	100.6	97.6	96.5	95.3	96.2	97.7	96.0
Fresh and dried fruits and vegetables.....	99.8	99.6	99.0	96.5	104.0	88.5	96.4	97.5	94.9	90.9	92.2	98.7	107.1	97.7	93.7
Grains.....	102.9	105.1	103.7	103.0	102.0	101.1	99.5	98.5	98.6	98.1	99.1	99.9	101.0	98.8	95.6
Livestock and live poultry.....	86.8	88.2	85.6	89.5	94.1	96.2	98.3	98.6	104.4	98.5	95.8	91.6	91.4	96.2	92.5
Plant and animal fibers.....	101.7	102.0	101.8	100.8	99.3	98.1	97.6	97.5	97.4	98.4	99.3	99.6	98.9	98.4	94.8
Fluid milk.....	97.5	98.3	99.6	101.1	101.3	101.9	102.1	102.5	101.6	100.8	99.8	97.0	96.7	101.2	103.9
Eggs.....	77.1	81.3	99.8	99.1	100.1	99.3	112.4	103.1	110.7	98.0	86.2	80.0	75.3	95.2	99.0
Hay, bayseeds, and oilseeds.....	112.5	110.7	113.8	113.5	111.9	108.2	106.9	103.1	99.8	105.2	105.3	106.3	107.6	105.4	107.2
Other farm products.....	89.5	89.4	89.0	89.1	87.4	89.0	90.1	89.7	90.8	89.9	92.5	92.5	93.4	91.3	93.2
Processed foods.....	101.5	99.3	99.0	100.5	100.8	100.9	101.3	101.5	103.3	101.5	100.8	99.8	99.6	101.2	100.7
Cereal and bakery products.....	107.6	108.1	108.0	108.6	107.4	107.6	107.7	107.6	107.6	107.8	107.9	107.6	107.4	107.6	105.7
Meats, poultry, and fish.....	91.8	90.3	91.8	95.6	97.9	99.4	100.1	100.0	106.8	101.0	99.0	95.7	95.5	99.1	95.4
Dairy products and ice cream.....	106.5	106.9	107.1	108.0	107.8	108.1	108.0	107.7	106.0	106.1	105.7	105.0	104.5	106.9	107.5
Canned and frozen fruits and vegetables.....	103.4	102.9	101.3	99.8	100.0	95.7	96.3	96.4	96.6	97.1	98.7	99.1	98.6	98.0	101.7
Sugar and confectionery.....	133.6	113.9	106.1	105.1	105.0	102.8	102.5	103.0	102.1	102.7	102.2	102.4	102.1	102.2	101.3
Packaged beverage materials.....	80.9	80.9	79.1	79.1	79.1	79.1	79.1	79.1	82.4	82.6	82.6	82.6	82.6	81.9	83.7
Animal fats and oils.....	77.2	79.1	80.0	86.0	82.8	85.2	92.2	95.2	91.4	89.5	85.8	85.7	87.7	88.4	94.4
Crude vegetable oils.....	84.5	83.3	83.8	82.5	81.0	78.9	79.8	80.9	76.7	77.9	78.2	80.8	87.1	84.5	102.6
Refined vegetable oils.....	85.8	84.1	90.0	89.2	88.4	90.0	88.7	86.2	84.6	85.2	85.5	88.8	89.9	93.1	108.3
Vegetable oil end products.....	87.0	87.2	90.5	91.9	91.9	91.8	91.8	90.9	92.6	92.9	94.5	100.1	101.9	97.3	102.7
Miscellaneous processed foods.....	100.6	101.4	101.5	101.5	100.2	100.4	101.2	104.6	102.8	101.1	101.0	101.8	100.7	101.8	105.8
All commodities except farm products.....	100.7	100.2	100.4	100.6	100.7	100.8	100.8	100.8	101.2	100.8	100.8	100.6	100.7	100.9	100.3
All commodities except farm and foods.....	100.5	100.4	100.6	100.6	100.7	100.7	100.7	100.7	100.8	100.6	100.8	100.7	100.9	100.5	100.3
Textile products and apparel.....	100.0	100.1	100.2	100.3	100.4	100.6	100.5	100.5	100.6	100.8	100.9	100.8	100.7	100.6	99.7
Cotton products.....	99.7	100.1	100.2	100.5	100.6	100.8	100.7	101.0	101.3	101.7	101.9	102.0	102.1	101.7	100.4
Wool products.....	100.5	100.8	100.8	100.7	100.7	100.2	100.1	99.6	99.4	99.3	99.3	99.1	68.9	99.1	97.1
Manmade fiber textile products.....	93.8	93.8	93.8	93.7	93.7	93.7	93.6	93.6	94.0	94.3	94.7	94.6	94.5	93.9	93.4
Silk products.....	144.4	150.9	150.9	151.1	149.8	143.3	130.3	129.5	125.2	132.4	130.2	130.7	126.4	125.9	113.2
Apparel.....	101.3	101.3	101.4	101.4	101.3	101.7	101.7	101.7	101.6	101.8	101.8	101.5	101.4	101.5	101.0
Miscellaneous textile products.....	118.2	116.3	114.9	118.2	123.3	127.9	127.8	121.6	122.1	119.4	121.6	123.9	119.7	122.4	123.8
Hides, skins, leather, and leather products.....	104.8	104.5	105.1	105.1	106.0	106.9	107.3	107.4	107.5	107.0	107.5	108.0	107.2	107.4	106.2
Hides and skins.....	87.4	85.0	88.4	85.9	95.2	101.6	107.1	108.8	110.8	105.1	104.2	108.5	105.4	106.2	107.9
Leather.....	103.2	102.8	103.7	104.7	105.2	106.1	106.8	106.5	106.6	106.9	108.4	110.0	110.6	108.5	106.0
Footwear.....	108.2	108.2	108.3	108.3	108.3	108.5	108.4	108.4	108.8	108.8	108.8	108.7	108.7	108.7	107.4
Other leather products.....	104.5	104.5	104.7	104.8	104.9	105.5	105.0	104.8	104.0	103.9	105.0	104.9	101.7	104.3	103.2
Fuel and related products, and power.....	100.4	100.3	100.8	100.3	100.4	100.8	100.8	100.8	100.8	99.5	100.0	99.6	99.7	100.2	100.7
Coal.....	94.1	95.0	98.1	98.4	98.3	98.3	97.7	97.2	96.6	95.6	95.3	94.6	94.6	96.8	97.7
Coke.....	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6	103.6
Gas fuels.....	120.0	124.1	127.8	127.8	120.8	123.1	122.3	122.7	120.1	117.8	119.7	113.8	116.6	119.2	118.7
Electric power.....	102.1	102.4	102.4	102.5	102.5	102.7	102.7	102.7	102.8	102.8	102.8	102.8	102.9	102.8	102.4
Crude petroleum and natural gasoline.....	(8)	(8)	(8)	(8)	(8)	98.1	98.1	98.1	98.2	98.2	98.2	98.2	98.2	98.2	98.0
Petroleum products, refined.....	99.1	98.2	98.2	97.1	98.2	98.6	98.9	98.9	99.2	97.2	98.0	98.1	97.9	98.2	99.3
Chemicals and allied products.....	96.5	96.5	96.8	96.7	96.9	96.8	97.0	97.1	96.9	97.0	97.2	97.6	97.7	97.5	99.1
Industrial chemicals.....	95.3	95.3	95.4	95.2	96.0	95.9	95.9	96.1	95.9	95.9	96.1	96.2	96.3	96.3	98.4
Prepared paint.....	103.0	103.7	103.7	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.6
Paint materials.....	91.7	91.5	93.0	93.0	93.0	92.9	93.9	93.9	94.5	95.3	96.0	96.2	96.4	95.6	99.6
Drugs and pharmaceuticals.....	95.2	95.1	95.2	95.1	95.2	94.8	95.1	95.1	95.0	95.0	95.1	97.0	97.0	96.0	98.3
Fats and oils, inedible.....	78.5	77.7	74.5	72.7	71.7	72.8	75.9	76.7	72.3	73.0	73.5	73.4	77.1	76.3	87.5
Mixed fertilizer.....	103.6	103.7	103.6	103.6	103.0	102.8	103.1	103.4	103.9	103.9	103.9	103.9	103.9	103.8	102.6
Fertilizer materials.....	102.3	102.3	102.3	102.3	100.8	99.6	99.2	99.0	98.6	98.4	101.0	103.6	103.6	101.9	104.3
Other chemicals and allied products.....	98.6	98.6	99.5	99.5	99.6	99.5	99.5	99.5	99.5	99.4	99.4	99.4	99.4	99.4	99.2
Rubber and rubber products.....	93.2	94.1	94.1	94.2	94.3	94.4	93.7	93.1	92.8	92.7	92.7	93.0	93.2	93.3	96.1
Crude rubber.....	92.6	92.8	92.7	93.7	94.1	94.7	92.8	92.7	92.0	92.3	92.4	93.5	94.9	93.6	96.3
Tires and tubes.....	89.1	89.0	89.0	89.0	89.0	89.0	88.0	86.4	86.4	86.4	86.4	86.4	86.4	87.1	92.4
Miscellaneous rubber products.....	97.5	99.8	99.8	99.7	99.7	99.7	99.7	100.0	99.4	99.1	99.1	99.4	99.4	99.4	100.0
Lumber and wood products.....	97.5	97.0	96.5	96.1	95.9	95.8	96.3	96.6	97.0	97.4	97.5	97.3	97.1	96.5	95.9
Lumber.....	98.4	97.6	96.6	96.2	95.9	95.8	96.3	96.7	97.2	97.7	98.0	97.6	97.5	96.5	94.7
Millwork.....	102.4	102.4	102.5	102.3	102.3	102.1	102.3	102.3	102.3	102.7	102.3	101.9	101.8	101.8	101.9
Plywood.....	90.9	91.0	91.2	90.5	90.5	90.4	91.5	91.9	92.2	92.1	92.4	92.9	92.2	92.4	95.7
Pulp, paper, and allied products.....	99.1	99.0	99.0	99.1	99.0	99.0	99.1	99.3	99.5	99.7	100.0	100.5	100.8	100.0	98.8
Woodpulp.....	91.3	91.3	89.4	89.4	89.4	89.4	89.4	91.3	93.6	93.6	93.6	93.6	93.6	93.2	95.0
Wastepaper.....	89.8	92.5	96.6	96.1	94.7	94.6	96.0	96.1	96.4	95.1	96.8	96.4	96.2	97.5	80.5
Paper.....	102.2	102.2	102.2	102.2	102.2	102.2	102.2	102.2	102.4	102.6	102.6	103.1	103.1	102.6	102.2
Paperboard.....	94.1	94.1	94.1	94.1	94.1	94.1	94.1	94.0	94.0	94.0	94.0	93.8	93.8	93.1	92.5
Converted paper and paperboard products.....	99.9	99.7	99.7	99.9	99.6	99.6	99.7	100.0	100.0	100.4	101.0	101.6	102.1	101.0	99.5
Building paper and board.....	96.1	95.5	94.1	95.5	95.6	96.2	96.6	96.3	97.1	97.1	96.3	95.5	97.7	97.	

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued[1957-59=100, unless otherwise specified]²

Commodity group	1963					1962								Annual Average	
	May ³	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1962 ⁴	1961
All commodities except farm and foods—Continued															
Metals and metal products.....	99.9	99.4	99.4	99.4	99.5	99.3	99.3	99.4	99.7	99.8	99.7	99.8	100.2	100.0	100.7
Iron and steel.....	99.3	98.5	98.4	98.6	98.8	98.7	98.4	98.7	99.0	99.1	98.9	98.9	99.2	99.3	100.7
Nonferrous metals.....	98.7	98.2	98.1	98.0	98.0	97.7	98.3	97.9	98.9	99.0	99.0	99.3	99.9	99.2	100.4
Metal containers.....	104.6	104.5	104.5	104.5	104.5	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	103.7	102.0
Hardware.....	103.9	103.9	103.9	104.0	103.8	103.8	103.8	103.7	103.7	103.7	103.7	104.2	104.1	104.0	103.8
Plumbing fixtures and brass fittings...	100.8	100.8	101.3	101.1	97.5	97.5	97.5	97.2	96.8	96.8	97.1	98.5	103.8	100.1	103.1
Heating equipment.....	92.9	92.9	92.6	92.4	92.5	93.3	92.8	92.7	92.6	92.9	92.9	92.9	93.1	93.2	94.6
Fabricated structural metal products...	98.1	97.6	97.8	98.0	98.1	98.1	98.1	98.2	98.2	98.3	98.3	98.3	98.3	98.3	99.0
Fabricated nonstructural metal products.....	104.0	103.8	103.7	103.7	103.7	103.8	103.9	103.8	103.9	103.9	103.9	103.9	104.1	103.9	103.1
Machinery and motive products.....	102.2	⁴ 101.9	102.0	102.2	102.3	102.3	102.3	102.2	102.2	102.3	102.3	102.4	102.3	102.3	102.3
Agricultural machinery and equipment...	110.9	110.9	111.0	110.8	110.8	110.5	110.2	109.6	109.4	109.4	109.5	109.5	109.3	109.3	107.4
Construction machinery and equipment.....	109.2	108.8	108.8	108.5	108.3	108.3	108.2	108.0	107.7	107.7	107.6	107.7	107.7	107.8	107.5
Metalworking machinery and equipment.....	109.4	109.4	109.1	109.1	109.2	109.3	109.3	109.3	109.3	109.5	109.6	109.7	109.5	109.3	107.0
General purpose machinery and equipment.....	103.5	103.4	103.4	103.6	103.9	103.8	103.7	103.7	103.6	103.3	102.9	103.1	103.2	103.3	102.8
Miscellaneous machinery.....	103.3	⁴ 103.4	103.7	103.4	103.4	103.4	103.3	103.3	103.2	103.5	103.4	103.2	103.1	103.4	102.8
Special industry machinery and equipment.....	103.9	⁴ 103.9	103.1	103.1	102.9	102.8	102.5	102.2	102.0	102.0	102.0	101.8	101.8	101.9	100.4
Electrical machinery and equipment.....	97.7	97.0	97.1	97.8	98.0	98.1	98.1	98.4	98.4	98.0	98.1	98.4	98.6	98.4	100.0
Motor vehicles.....	100.2	⁴ 99.8	100.3	100.4	100.4	100.4	100.4	100.4	100.9	100.9	100.9	100.9	100.1	100.5	100.7
Transportation equipment, railroad rolling stock ¹⁰	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.5	100.2
Furniture and other household durables.....	98.0	⁴ 98.1	98.2	98.2	98.3	98.4	98.6	98.5	98.6	98.7	98.8	98.9	99.0	98.8	99.5
Household furniture.....	104.4	⁴ 104.4	104.6	104.5	104.5	104.2	104.1	104.0	103.9	104.0	104.1	103.9	103.7	103.8	102.8
Commercial furniture.....	102.3	102.3	102.3	102.3	102.3	102.3	102.5	102.5	102.5	102.5	102.4	102.2	102.2	102.3	101.8
Floor coverings.....	95.7	95.9	96.0	95.9	96.2	96.4	96.8	96.8	96.7	96.7	96.7	96.9	97.0	97.0	99.3
Household appliances.....	92.0	⁴ 92.1	92.3	92.3	92.3	93.0	93.1	93.0	93.2	93.6	93.9	94.3	94.0	94.0	95.2
Television, radio receivers, and phonographs.....	88.9	89.4	89.4	90.1	90.1	90.4	90.4	90.7	90.7	90.8	90.8	90.9	92.3	91.1	95.3
Other household durable goods.....	103.1	103.0	102.8	102.8	102.8	102.8	102.9	102.9	103.1	102.9	103.0	103.2	103.2	103.1	102.5
Nonmetallic mineral products.....	101.3	101.5	101.5	101.5	101.4	101.5	101.6	101.6	101.5	101.6	101.6	101.9	102.1	101.8	101.8
Flat glass.....	96.6	96.6	96.6	96.6	96.6	96.6	96.6	96.6	96.6	96.6	98.0	98.0	98.0	97.0	96.8
Concrete ingredients.....	103.0	103.0	103.0	103.0	102.7	103.2	103.3	103.3	103.3	103.3	103.3	103.2	103.2	103.2	102.8
Concrete products.....	101.9	102.2	102.2	102.2	102.5	102.5	102.8	102.7	102.6	102.6	102.7	102.5	102.5	102.6	102.5
Structural clay products.....	103.8	⁴ 103.8	103.6	103.6	103.7	103.5	103.4	103.4	103.6	103.6	103.6	103.6	103.6	103.6	103.2
Gypsum products.....	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	105.0	103.8
Prepared asphalt roofing.....	92.8	94.1	94.1	94.1	89.4	89.4	89.4	89.4	89.4	89.4	89.4	95.3	99.0	94.8	98.6
Other nonmetallic minerals.....	101.4	101.4	101.5	101.5	102.2	102.4	102.4	102.2	101.5	101.7	101.7	102.0	102.0	102.2	102.2
Tobacco products and bottled beverages.....	105.2	⁴ 104.4	104.3	104.3	104.3	104.3	104.5	104.5	104.2	104.2	104.0	104.1	104.1	104.1	103.2
Tobacco products.....	104.5	⁴ 102.3	102.2	102.2	102.2	102.2	102.2	102.2	102.0	102.0	102.0	102.0	102.0	102.1	102.0
Alcoholic beverages.....	101.1	101.1	101.1	101.1	101.1	101.1	101.5	101.5	101.1	101.1	100.7	101.1	101.1	101.1	100.6
Nonalcoholic beverages.....	117.4	117.4	117.4	117.4	117.4	117.4	117.4	117.4	117.1	117.1	116.7	116.7	116.7	116.9	112.8
Miscellaneous products.....	107.6	108.0	110.8	111.5	111.6	110.2	109.8	108.7	109.1	107.2	107.6	105.4	106.0	107.3	103.9
Toys, sporting goods, small arms, ammunition.....	100.7	100.7	100.5	101.1	101.3	101.3	101.2	101.2	101.1	101.0	101.0	100.7	100.5	100.8	100.9
Manufactured animal feeds.....	111.2	111.9	117.1	118.2	118.3	115.7	114.9	112.8	113.7	110.2	111.0	107.2	108.2	110.6	104.6
Notions and accessories.....	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.7	98.9
Jewelry, watches, and photographic equipment.....	103.9	103.8	103.9	104.0	104.0	104.4	104.4	104.4	104.4	104.4	104.3	104.2	104.1	104.2	103.5
Other miscellaneous products.....	101.4	101.4	101.7	101.7	101.8	101.5	101.7	101.6	101.2	101.0	101.0	100.9	100.9	101.3	101.2

¹ As of January 1961, new weights reflecting 1958 values were introduced into the index. See "Weight Revisions in the Wholesale Price Index 1890-1960," *Monthly Labor Review*, February 1962, pp. 175-182.

² As of January 1962, the indexes were converted from the former base of 1947-49=100 to the new base of 1957-59=100. Technical details and earlier data on the 1957-59 base furnished upon request to the Bureau.

³ Preliminary.

⁴ Revised.

⁵ Formerly titled "other processed foods."

⁶ Formerly titled "other textile products."

⁷ January 1958=100.

⁸ Discontinued.

⁹ Formerly titled "other rubber products."

¹⁰ January 1961=100.

TABLE D-4. Indexes of wholesale prices for special commodity groupings¹[1957-59=100, unless otherwise specified]²

Commodity group	1963					1962								Annual average	
	May ³	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1962 ⁴	1961
All foods.....	100.6	98.7	92.0	100.1	101.1	99.9	101.3	101.2	102.9	100.5	99.6	98.9	99.3	100.6	100.0
All fish.....	115.9	113.6	117.3	118.4	121.9	120.9	118.3	119.0	119.8	121.6	119.0	118.3	119.4	119.2	107.9
All commodities except farm products.....	100.7	100.2	100.4	100.6	100.7	100.8	100.8	100.8	101.2	100.8	100.8	100.6	100.7	100.9	100.8
Textile products, excluding hard fiber products.....	98.0	98.2	98.3	98.4	98.4	98.5	98.3	98.4	98.7	99.0	99.2	99.2	99.2	98.8	97.7
Bituminous coal—domestic sizes.....	92.8	95.5	100.6	101.5	101.5	101.5	100.4	99.1	98.1	95.9	95.0	94.0	93.6	98.3	99.9
Refined petroleum products.....	99.1	98.2	98.2	97.1	98.2	98.6	98.6	98.9	99.2	97.2	98.0	98.1	97.9	98.2	99.3
East Coast markets.....	96.2	98.9	98.9	98.9	98.9	100.1	98.9	97.8	97.8	97.8	97.8	97.8	99.0	99.4	100.9
Midcontinent markets.....	102.6	99.7	98.6	98.6	94.4	97.5	101.4	101.4	101.4	101.4	101.4	101.4	98.6	98.2	99.6
Gulf Coast markets.....	99.7	97.7	97.7	97.9	97.9	97.4	95.6	97.9	99.2	99.2	99.2	97.2	96.0	98.6	101.2
Pacific Coast markets.....	90.7	90.7	90.7	90.7	91.7	91.7	91.7	91.4	91.4	91.4	91.4	92.9	92.9	90.9	89.9
Midwest markets ⁴	93.3	94.5	95.5	98.0	97.6	97.7	98.3	97.2	97.2	87.0	90.8	93.4	95.9	94.2	93.5
Soaps.....	103.5	103.5	103.5	103.5	103.5	103.5	103.5	103.5	102.2	102.2	102.2	102.2	102.1	102.6	101.4
Synthetic detergents.....	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.8	99.8	99.8	99.8	99.8	99.8	99.7	100.8
Pharmaceutical preparations.....	96.9	96.8	96.8	96.6	96.6	96.6	96.1	96.4	96.3	96.3	96.3	96.4	98.5	98.4	98.9
Ethical preparations ⁵	95.7	95.7	95.7	95.7	95.7	95.0	95.4	95.4	95.4	95.4	95.5	98.4	98.4	96.9	99.3
Anti-infectives ⁵	88.5	88.5	88.5	88.5	88.5	86.6	87.6	87.6	87.7	87.7	87.9	98.7	98.7	93.1	99.3
Anti-arthritis ⁵	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.3
Sedatives and hypnotics ⁵	113.2	112.5	112.5	112.5	112.5	112.5	112.5	112.5	112.5	112.5	112.5	112.5	112.5	112.5	102.6
Antaractics ⁵	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Anti-spasmodics and anti-cholinergics ⁵	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Cardiovasculars and anti-hypertensives ⁵	101.3	100.7	100.7	100.7	100.7	98.7	101.6	100.9	100.9	100.9	100.9	100.9	100.9	100.5	101.9
Diabetics ⁵	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	103.8	104.2	104.2	104.2	104.0	105.0
Hormones ⁵	100.0	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	99.6	100.0
Diuretics ⁵	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Dermatologicals ⁵	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.8	100.7	100.2
Hermatinics ⁵	108.8	108.8	108.8	108.8	108.8	108.5	108.5	108.5	108.5	108.5	108.5	108.5	108.5	108.5	106.1
Analgesics ⁵	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	101.8	100.9
Anti-obesity preparations ⁵	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Cough and cold preparations ⁵	100.7	100.7	100.7	100.7	100.7	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.6	100.0	99.4
Vitamins ⁵	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	88.1	95.0
Proprietary preparations ⁵	101.6	101.6	101.6	101.0	100.9	100.7	100.7	100.5	100.5	100.5	100.5	100.7	100.7	100.5	100.1
Vitamins ⁵	100.3	100.3	100.3	100.3	100.3	100.3	100.3	99.6	100.3	100.3	100.3	100.3	100.3	100.1	100.0
Cough and cold preparations ⁵	100.1	100.1	100.1	100.1	99.5	100.1	100.1	100.1	100.1	100.1	100.1	100.0	100.0	100.0	100.0
Laxatives and elimination aids ⁵	103.8	103.8	103.8	101.7	101.7	101.6	101.6	101.6	101.6	101.5	101.5	102.0	102.0	101.1	99.8
Internal analgesics ⁵	101.9	101.9	101.9	101.3	101.3	101.3	101.3	101.3	101.1	101.1	101.1	101.1	101.1	101.2	100.4
Tonics and alteratives ⁵	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
External analgesics ⁵	102.3	102.3	102.3	102.3	102.3	101.3	101.3	100.8	100.7	100.7	100.7	101.2	101.2	100.8	100.0
Antiseptics ⁵	102.9	102.9	102.9	102.9	101.7	100.9	100.9	100.1	100.1	100.1	100.1	100.0	100.0	100.2	100.0
Antacids ⁵	100.1	100.1	100.1	100.1	100.1	98.9	98.9	98.9	98.9	98.9	98.9	100.6	100.6	99.6	100.0
Lumber and wood products (excluding millwork).....	96.7	96.1	95.4	94.9	94.6	94.6	95.2	95.6	96.1	96.4	96.8	96.6	96.4	95.6	94.7
Softwood lumber.....	97.5	96.5	95.6	95.3	95.0	95.0	95.6	96.1	96.8	97.3	97.6	97.1	67.0	95.9	93.5
Pulp, paper, and allied products (excluding building paper and board).....	99.2	99.2	99.2	99.3	99.1	99.1	99.2	99.4	99.6	99.9	100.2	100.7	101.0	100.1	98.7
Special metals and metal products ⁶	100.4	100.0	100.1	100.2	100.2	100.1	100.1	100.1	100.4	100.5	100.5	100.5	100.5	100.5	101.0
Steel mill products.....	102.0	102.1	101.1	101.3	101.3	101.3	101.3	101.4	101.3	101.3	101.4	101.5	101.5	101.4	101.7
Machinery and equipment.....	103.0	102.7	102.6	102.9	103.0	103.0	102.8	103.0	102.8	102.8	102.9	103.0	103.1	102.9	102.9
Agricultural machinery (including tractors).....	112.2	112.1	112.0	111.9	111.8	111.4	111.3	110.7	110.5	110.4	110.5	110.5	110.3	110.5	108.3
Metalworking machinery.....	108.8	108.8	108.4	108.5	108.6	108.7	108.7	108.8	108.7	109.0	109.1	109.2	109.0	108.8	106.6
All tractors.....	111.1	110.7	110.6	100.5	110.4	110.2	110.0	109.5	109.2	109.1	109.3	109.4	109.4	109.4	108.0
Industrial valves.....	107.4	107.4	107.4	107.4	107.8	108.0	108.0	108.0	107.7	107.3	104.6	106.6	107.2	107.4	108.7
Industrial fittings.....	91.1	90.9	90.9	94.6	94.6	94.6	94.6	94.6	93.9	93.9	93.9	92.7	92.7	93.0	88.2
Antifriction bearings and components.....	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	90.8	92.5
Abrasive grinding wheels.....	96.4	96.4	97.7	97.7	97.7	97.7	97.7	97.7	97.7	97.7	97.7	97.7	98.3	98.5	96.2
Construction materials.....	98.1	97.8	97.7	97.6	97.7	97.7	97.9	98.0	98.1	98.3	98.4	98.5	98.9	98.3	98.6

¹ See footnote 1, table D-3.² See footnote 2, table D-3.³ Preliminary.⁴ Revised.⁵ New series. January 1961=100.⁶ Metals and metal products, agricultural machinery and equipment, and motor vehicles.

TABLE D-5. Indexes of wholesale prices,¹ by stage of processing and durability of product

[1957-59=100]²

Commodity group	1963					1962								Annual average	
	May ³	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1962 ⁴	1961
All commodities.....	100.1	99.7	99.9	100.2	100.5	100.4	100.7	100.6	101.2	100.5	100.4	100.0	100.2	100.6	100.3
<i>Stage of processing</i>															
Crude materials for further processing.....	94.2	95.0	94.5	95.6	96.8	96.8	97.6	97.4	99.2	97.2	96.5	95.2	95.8	97.1	96.1
Crude foodstuffs and feedstuffs.....	92.8	93.9	92.8	94.7	97.1	97.1	98.2	97.9	100.6	97.4	96.0	94.0	94.7	96.8	94.9
Crude nonfood materials except fuel.....	96.6	96.5	96.7	96.4	95.8	95.8	95.9	96.0	96.3	96.6	97.0	97.3	97.9	97.4	97.9
Crude nonfood materials, except fuel, for manufacturing.....	96.0	95.9	96.2	95.8	95.2	95.1	95.3	95.3	95.7	96.0	96.5	96.8	97.4	96.9	97.4
Crude nonfood materials, except fuel, for construction.....	103.0	103.0	103.1	103.0	102.7	103.2	103.3	103.3	103.3	103.3	103.3	103.2	103.3	103.2	102.8
Crude fuel.....	100.4	102.3	105.4	105.6	103.3	104.0	103.4	103.2	102.0	100.6	101.0	98.7	99.6	101.8	102.3
Crude fuel for manufacturing.....	100.3	102.3	105.3	105.5	103.2	103.9	103.4	103.2	102.0	100.6	101.0	98.8	99.6	101.8	102.2
Crude fuel for nonmanufacturing.....	100.6	102.5	105.8	106.0	103.5	104.3	103.7	103.5	102.2	100.8	101.2	98.8	99.7	102.0	102.4
Intermediate materials, supplies, and components.....	100.5	99.9	100.0	100.1	100.2	100.1	100.1	100.1	100.2	100.1	100.3	100.2	100.4	100.2	100.3
Intermediate materials and components for manufacturing.....	99.7	98.8	98.6	98.7	98.8	98.7	98.8	98.9	99.0	99.1	99.2	99.3	98.8	99.2	99.8
Intermediate materials for food manufacturing.....	110.0	103.5	101.2	101.2	101.0	99.9	100.2	100.8	100.4	99.8	99.4	99.5	99.6	100.5	102.6
Intermediate materials for nondurable manufacturing.....	97.1	97.1	97.1	97.2	97.3	97.3	97.4	97.6	97.7	97.8	98.1	98.3	98.4	98.0	98.6
Intermediate materials for durable manufacturing.....	100.1	99.6	99.7	99.8	100.0	99.9	100.1	100.1	100.4	100.5	100.6	100.6	100.7	100.4	100.5
Components for manufacturing.....	98.6	98.2	98.2	98.5	98.6	98.8	98.6	98.6	98.7	98.7	98.7	98.9	98.8	98.8	99.6
Materials and components for construction.....	99.2	99.0	98.9	98.9	98.8	98.9	99.0	99.1	99.2	99.3	99.3	99.5	99.7	99.3	99.7
Processed fuels and lubricants.....	101.4	100.8	100.8	100.3	100.6	101.4	101.7	102.0	102.1	100.8	101.4	101.2	101.2	101.2	101.6
Processed fuels and lubricants for manufacturing.....	102.3	102.0	102.2	101.9	101.9	102.6	102.7	102.9	102.9	100.9	102.4	102.1	102.2	102.3	102.5
Processed fuels and lubricants for nonmanufacturing.....	99.7	98.6	98.4	97.6	98.4	99.4	100.0	100.4	100.6	99.0	99.6	99.7	99.5	99.4	100.1
Containers, nonreturnable.....	101.1	100.9	101.1	101.4	101.6	101.5	101.6	101.4	101.4	101.6	102.1	102.6	102.7	102.2	100.9
Supplies.....	104.7	105.1	106.4	106.7	106.6	105.9	105.6	105.0	105.2	104.3	104.7	103.8	104.2	104.5	102.3
Supplies for manufacturing.....	105.3	105.9	105.7	105.8	105.7	105.9	105.9	106.1	106.0	105.8	105.9	105.9	105.7	105.7	105.2
Supplies for nonmanufacturing.....	103.9	104.2	106.1	106.5	106.4	105.3	104.9	104.0	104.3	103.2	103.7	102.4	103.0	103.5	100.6
Manufactured animal feeds.....	104.8	105.4	110.5	111.4	111.5	109.1	108.3	106.2	107.0	103.7	104.5	100.8	101.8	104.1	97.5
Other supplies.....	101.6	101.6	101.5	101.5	101.3	101.1	101.0	100.9	100.8	101.1	101.3	101.6	101.9	101.3	100.5
Finished goods (goods to users, including raw foods and fuels).....	101.2	100.8	101.1	101.5	101.8	101.6	102.0	101.9	102.6	101.7	101.5	101.1	101.2	101.7	101.4
Consumer finished goods.....	100.4	99.9	100.8	100.9	101.2	101.0	101.5	101.5	102.3	101.1	100.8	100.4	100.5	101.2	100.9
Consumer foods.....	99.2	98.2	99.0	100.4	101.4	100.7	102.1	101.9	103.9	101.3	100.3	99.3	99.5	101.3	100.4
Consumer crude foods.....	93.2	94.2	99.5	98.9	103.4	95.9	102.8	100.9	101.5	96.3	93.4	93.7	96.7	98.6	97.6
Consumer processed foods.....	100.2	98.9	98.9	100.7	101.1	101.4	101.9	102.0	104.3	102.1	101.4	100.2	99.9	101.7	100.8
Consumer other nondurable goods.....	101.7	101.6	101.8	101.7	101.7	101.8	101.7	101.8	101.7	101.4	101.5	101.4	101.5	101.6	101.5
Consumer durable goods.....	99.6	99.5	99.7	99.8	99.8	99.9	100.0	99.9	100.1	100.1	100.2	100.0	100.0	100.0	100.5
Producer finished goods.....	103.1	102.9	102.9	103.0	103.0	103.0	102.9	102.8	102.9	103.0	103.0	102.8	102.9	102.9	102.5
Producer finished goods for manufacturing.....	104.9	104.7	104.5	104.6	104.7	104.7	104.6	104.5	104.5	104.5	104.6	104.4	104.4	104.4	103.8
Producer finished goods for nonmanufacturing.....	101.4	101.2	101.4	101.4	101.5	101.4	101.3	101.3	101.3	101.5	101.5	101.3	101.4	101.4	101.2
<i>Durability of product</i>															
Total durable goods.....	100.9	100.6	100.6	100.7	100.7	100.7	100.7	100.7	100.9	101.0	101.0	101.0	101.1	101.0	101.3
Total nondurable goods.....	99.3	99.0	99.2	99.7	100.2	100.0	100.5	100.4	101.2	100.0	99.8	99.3	99.5	100.1	99.6
Total manufactures.....	100.4	100.0	100.2	100.4	100.6	100.6	100.7	100.7	101.1	100.7	100.8	100.6	100.7	100.8	100.7
Durable manufactures.....	101.2	100.9	100.6	101.0	101.1	101.1	101.1	101.1	101.3	101.3	101.4	101.4	101.5	101.3	101.4
Nondurable manufactures.....	99.5	99.0	99.3	99.7	100.0	100.0	100.2	100.2	100.9	100.0	100.1	99.8	99.8	100.1	100.0
Total raw or slightly processed goods.....	98.4	98.4	98.3	98.1	100.2	99.4	100.5	100.2	101.1	99.2	98.4	97.3	98.1	99.5	98.3
Durable raw or slightly processed goods.....	89.9	89.4	88.7	88.6	87.9	86.4	85.4	86.3	87.8	88.3	86.8	86.7	89.1	89.2	95.2
Nondurable raw or slightly processed goods.....	98.9	98.9	98.9	99.7	100.9	100.1	101.4	101.0	101.9	99.9	99.0	97.9	98.6	100.1	98.5

¹ See footnote 1, table D-3.

² See footnote 2, table D-3.

³ Preliminary.

⁴ Revised.

NOTE: For description of the series by stage of processing, see "New BLS Economic Sector Indexes of Wholesale Prices," *Monthly Labor Review*, December 1955, pp. 1448-1453; and by durability of product and data beginning with 1947, see *Wholesale Prices and Price Indexes, 1957*, BLS Bulletin 1235 (1958).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862	-----	1,130,000	-----	16,900,000	0.27
1947-49 (average).....	3,573	-----	2,380,000	-----	39,700,000	.46
1945.....	4,750	-----	3,470,000	-----	38,000,000	.47
1946.....	4,985	-----	4,600,000	-----	116,000,000	1.43
1947.....	3,693	-----	2,170,000	-----	34,600,000	.41
1948.....	3,419	-----	1,960,000	-----	34,100,000	.37
1949.....	3,606	-----	3,030,000	-----	50,500,000	.59
1950.....	4,843	-----	2,410,000	-----	38,800,000	.44
1951.....	4,737	-----	2,220,000	-----	22,900,000	.23
1952.....	5,117	-----	3,540,000	-----	59,100,000	.57
1953.....	5,091	-----	2,400,000	-----	28,300,000	.26
1954.....	3,468	-----	1,530,000	-----	22,600,000	.21
1955.....	4,320	-----	2,650,000	-----	28,200,000	.26
1956.....	3,825	-----	1,900,000	-----	33,100,000	.29
1957.....	3,673	-----	1,390,000	-----	16,500,000	.14
1958.....	3,694	-----	2,060,000	-----	23,900,000	.22
1959.....	3,708	-----	1,880,000	-----	69,000,000	.61
1960.....	3,333	-----	1,320,000	-----	19,100,000	.17
1961.....	3,367	-----	1,450,000	-----	16,300,000	.14
1962.....	3,614	-----	1,230,000	-----	18,600,000	.16
1962: May.....	442	653	212,000	262,000	2,520,000	.25
June.....	436	695	151,000	311,000	3,020,000	.31
July.....	355	621	98,100	195,000	2,020,000	.21
August.....	352	617	129,000	196,000	1,940,000	.18
September.....	297	541	91,700	181,000	1,590,000	.18
October.....	261	506	98,800	155,000	1,350,000	.13
November.....	230	442	81,000	171,000	981,000	.10
December.....	133	331	45,200	146,000	1,330,000	.14
1963: January ²	230	360	75,000	185,000	2,340,000	.23
February ²	200	320	60,000	120,000	1,100,000	.12
March ²	225	350	45,000	90,000	1,110,000	.12
April ²	350	475	100,000	130,000	1,050,000	.10
May ²	425	600	125,000	165,000	1,750,000	.17

¹ The data include all known strikes or lockouts involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

TABLE F-1. Injury-frequency rates¹ for selected manufacturing industries—Continued

Industry	1963 ²				1962 ²				1961 ²				1960 ²		Annual average	
	First quarter				4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	3d quarter	1962 ³	1961 ³
	Jan.	Feb.	Mar.	Quarter												
Primary metal industries:																
Blast furnaces and steel mills.....	3.8	4.1	3.3	3.7	3.3	3.3	3.8	3.7	3.5	3.5	2.6	3.3	3.2	3.6	3.6	3.3
Gray-iron and malleable foundries.....	21.7	23.1	23.6	24.4	27.9	25.4	25.3	23.4	28.3	22.5	24.8	22.5	25.4	25.9	24.9	24.9
Steel foundries.....	21.5	22.7	21.5	21.9	17.8	20.1	20.4	18.0	20.4	16.4	15.9	16.6	17.8	16.8	19.2	17.3
Nonferrous rolling, drawing, and alloying.....	10.6	11.7	6.3	9.6	10.9	12.1	10.9	11.3	12.1	13.2	8.8	8.4	10.5	10.1	11.3	10.8
Nonferrous foundries.....	17.6	20.2	20.7	19.5	19.3	23.6	21.2	20.2	21.2	23.5	20.1	19.2	18.1	18.4	21.2	21.2
Iron and steel forgings.....	18.1	18.5	21.3	19.3	15.4	21.1	20.6	19.8	19.2	18.9	17.9	15.6	16.2	17.7	19.8	18.1
Wire drawing.....	14.3	17.2	13.4	14.9	14.6	14.0	16.7	13.3	16.7	13.4	14.6	15.3	13.1	14.9	14.5	15.0
Welded and heavy-rieveted pipe.....	11.1	12.5	10.8	11.4	13.7	14.2	15.0	11.8	8.4	10.7	10.3	9.9	8.7	8.7	13.6	9.7
Cold-finished steel.....	10.1	11.4	14.2	11.9	9.2	8.6	8.4	12.4	9.3	9.3	7.1	9.5	8.6	10.5	9.7	8.8
Fabricated metal products:																
Tin cans and other tinware.....	5.8	5.2	2.4	4.4	5.4	7.1	6.3	6.6	7.2	9.2	6.8	4.7	5.5	9.1	6.4	7.0
Cutlery and edge tools.....	(3)	(3)	(3)	12.8	13.2	13.2	15.1	14.9	18.7	12.6	13.9	14.3	15.2	15.1	14.2	15.0
Handtools, files, and saws.....	15.5	15.2	13.3	14.2	22.6	15.1	18.1	15.5	11.6	16.4	13.3	11.0	15.0	16.7	18.1	13.3
Hardware.....	6.8	10.7	8.2	8.5	9.4	10.4	10.0	9.1	10.4	11.9	8.1	8.7	8.7	9.3	10.0	9.9
Sanitary ware and plumbers' supplies.....	9.1	12.6	9.2	10.2	11.5	11.6	9.2	11.3	13.1	10.5	12.7	8.6	8.8	13.6	10.8	11.2
Oil burners, heating and cooking apparatus.....	12.4	9.5	11.0	10.9	14.4	17.7	13.7	14.5	14.0	11.8	11.8	15.1	11.6	17.0	15.4	13.1
Structural steel and ornamental metal work.....	20.6	21.6	20.8	21.0	19.7	22.5	20.6	20.5	19.3	22.1	19.6	19.6	19.0	22.4	21.5	20.5
Metal doors, sash, frame, and trim.....	(3)	(3)	(3)	18.0	23.0	26.0	22.1	21.4	17.9	27.5	16.3	20.5	18.1	15.0	23.6	19.9
Boilershop products.....	14.2	9.9	18.3	14.2	12.8	17.5	18.1	18.2	15.2	17.3	20.0	16.9	17.7	22.9	16.9	17.5
Sheet-metal work.....	18.5	23.6	19.4	20.4	24.4	24.6	25.9	21.2	22.8	27.4	18.0	22.2	17.3	19.7	23.4	22.4
Stamped and pressed metal products.....	11.0	10.8	10.1	10.7	10.2	11.7	12.7	12.2	11.5	11.6	9.5	9.2	9.6	11.8	11.8	10.7
Metal coating and engraving.....	(3)	(3)	(3)	17.9	29.3	28.2	20.6	21.1	15.9	12.7	22.7	(3)	23.8	22.5	25.6	17.6
Fabricated wire products.....	15.1	17.8	16.8	16.6	18.7	22.4	17.0	15.0	14.2	17.8	15.2	10.9	15.3	16.6	18.3	14.7
Metal barrels, drums, kegs, and pails.....	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	14.4	14.1	(3)	7.1	13.7	12.8
Metal barrels, drums, kegs, and pails.....	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	23.0	24.2	18.8
Steel springs.....	11.5	17.1	11.4	13.3	15.9	11.6	14.3	15.4	14.5	15.1	12.8	10.8	13.9	13.0	14.5	13.5
Bolts, nuts, washers, and rivets.....	12.7	13.9	12.6	13.0	13.6	13.8	13.6	13.8	14.2	14.2	7.1	11.3	11.0	13.9	13.6	11.8
Screw-machine products.....	9.6	8.1	11.7	9.8	8.0	12.9	10.1	11.1	10.0	10.0	11.1	9.1	13.4	16.9	10.2	9.9
Fabricated metal products, not elsewhere classified.....																
Machinery (except electrical):																
Engines and turbines.....	5.2	6.1	4.4	5.2	6.1	5.6	5.2	6.8	5.8	6.0	6.1	6.0	5.7	5.9	6.0	6.0
Agricultural machinery and tractors.....	8.7	8.1	8.5	8.4	8.5	7.3	7.5	7.1	7.3	7.1	8.9	8.1	7.0	7.3	7.7	7.8
Construction and mining machinery.....	15.4	15.3	17.8	16.1	14.6	17.1	16.8	15.2	13.9	15.8	14.7	16.5	14.4	15.4	16.3	15.2
Metalworking machinery.....	9.7	11.1	9.4	10.1	9.3	10.1	9.6	9.9	8.1	9.0	8.9	8.1	9.0	8.7	9.9	8.4
Food-products machinery.....	6.8	10.6	12.1	9.8	12.1	11.0	10.6	12.7	9.5	14.1	11.6	12.5	12.0	14.9	11.5	11.4
Textile machinery.....	9.2	15.4	10.2	11.5	11.8	16.1	15.4	12.2	10.7	14.7	13.0	13.0	12.9	13.7	13.9	13.2
Miscellaneous special industry machinery.....	11.4	13.7	14.1	13.0	14.6	13.9	12.8	14.1	12.9	13.8	14.0	12.3	11.7	14.8	13.8	13.1
Pumps and compressors.....	12.9	11.0	10.1	11.3	10.0	12.8	13.0	13.8	10.0	11.2	9.7	10.9	13.0	13.1	12.9	10.8
Elevators, escalators, and conveyors.....	16.4	12.7	11.9	13.7	11.7	14.3	19.7	16.3	12.9	17.5	16.3	15.2	16.2	17.0	15.8	15.1
Mechanical power-transmission equipment (except ball and roller bearings).....	9.3	8.8	7.8	8.6	11.5	15.6	11.9	12.3	11.0	11.1	9.7	11.5	11.0	10.8	12.8	10.9
Miscellaneous general industrial machinery.....	12.4	6.8	11.1	10.1	10.3	11.0	11.9	12.1	11.2	12.0	11.7	11.1	10.9	11.2	11.6	11.4
Commercial and household machinery.....	5.3	6.7	6.2	6.0	5.5	5.5	5.8	7.1	5.7	5.9	6.0	5.7	5.7	6.8	5.8	5.9
Valves and fittings.....	13.7	11.1	14.4	13.2	11.7	12.8	14.2	15.1	11.1	13.6	14.9	13.4	11.9	14.6	13.4	13.2
Fabricated pipe and fittings.....	(3)	(3)	(3)	14.9	17.6	13.9	15.9	13.6	12.2	11.9	(3)	(3)	17.3	17.9	14.7	14.0
Ball and roller bearings.....	6.9	4.3	5.6	5.6	6.6	5.4	4.4	5.7	4.7	4.1	6.1	5.4	5.2	4.6	5.6	5.1
Machine shops, general.....	17.2	14.4	14.6	15.4	13.3	14.3	14.8	15.7	12.0	14.3	12.5	13.3	12.0	13.7	15.0	13.2
Electrical machinery:																
Electrical industrial apparatus.....	6.4	5.5	5.9	6.0	6.2	5.9	5.6	6.9	6.4	6.8	5.5	5.6	4.8	6.0	6.2	6.0
Electrical appliances.....	8.1	5.9	8.2	7.4	5.7	5.0	7.6	7.8	8.3	8.0	6.5	5.4	6.7	5.0	6.6	7.4
Insulated wire and cable.....	16.0	22.6	18.0	18.8	15.3	17.5	16.5	22.6	19.4	15.3	14.3	16.6	17.2	15.1	18.0	16.5
Electrical equipment for vehicles.....	1.5	3.0	2.7	2.4	2.4	2.7	3.0	2.0	2.6	3.0	2.3	2.9	2.9	2.6	2.5	2.7
Electric lamps (bulbs).....	(3)	(3)	(3)	2.6	3.5	4.3	2.6	2.2	3.7	2.2	1.2	1.6	1.9	3.2	3.0	2.2
Radios and related products.....	4.7	4.7	4.0	4.5	4.1	4.9	4.2	4.7	4.0	3.9	3.9	4.3	3.7	4.2	4.5	4.1
Radio tubes.....	1.7	2.5	3.5	2.6	2.5	4.8	2.3	2.4	3.5	3.2	2.1	2.8	3.0	2.9	3.0	3.0
Miscellaneous communication equipment.....	3.2	2.7	2.7	2.9	2.5	2.7	2.5	2.7	2.3	1.4	2.5	2.6	1.9	3.2	2.6	2.3
Batteries.....	10.8	11.3	10.2	10.8	11.8	13.6	14.7	13.5	13.1	18.0	15.2	12.8	14.9	11.7	13.4	14.7
Electrical products, not elsewhere classified.....	(3)	(3)	(3)	2.3	3.5	5.4	7.0	2.2	6.5	3.1	6.4	2.4	4.4	11.0	4.7	4.6
Transportation equipment:																
Motor vehicles, bodies, and trailers.....	3.0	3.0	3.0	3.0	3.3	3.8	3.7	3.2	3.4	4.2	3.7	3.6	3.7	3.8	3.6	3.7
Motor-vehicle parts and accessories.....	4.2	4.1	4.0	4.1	4.1	4.5	5.1	4.1	3.8	5.0	4.1	4.8	4.2	4.0	4.6	4.5
Aircraft.....	1.5	2.3	2.0	1.9	1.9	1.9	2.0	1.9	1.6	1.9	2.2	2.0	1.9	2.3	1.9	2.0
Aircraft parts.....	5.1	4.7	3.2	4.3	4.4	4.8	4.7	5.0	4.5	5.0	4.5	4.7	3.6	5.6	4.7	4.7
Shipbuilding and repairing.....	14.9	14.3	14.2	14.4	14.9	17.0	17.1	18.5	15.2	17.8	14.2	11.3	13.8	15.1	17.6	15.1
Boatbuilding and repairing.....	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	26.2	36.1	33.3	33.4
Railroad equipment.....	3.6	7.8	7.9	6.5	7.5	10.1	7.8	6.8	6.8	8.2	7.1	6.4	6.3	8.5	8.0	7.0
Instruments and related products:																
Scientific instruments.....	2.5	2.9	2.6	2.7	1.6	2.9	1.6	1.4	2.4	2.2	1.6	2.3	1.9	1.6	2.1	2.3
Mechanical measuring and controlling instruments.....	6.9	9.0	6.1	7.4	6.7	6.0	6.6	6.7	6.9	7.1	8.9	6.0	5.7	5.8	6.6	7.2
Optical instruments and lenses.....	(3)	(3)	(3)	5.3	5.3	2.7	5.4	4.4	6.2	3.4	2.8	4.5	4.0	3.4	4.6	4.3
Medical instruments and supplies.....	5.1	6.9	9.2	7.0	6.3	4.8	8.4	9.1	8.3	9.4	8.2	8.6	8.5	9.7	7.2	8.5
Photographic equipment and supplies.....	3.8	3.3	3.2	3.5	5.5	4.6	5.7	4.9	5.4	6.6	4.7	5.9	5.5	5.5	5.2	5.7
Watches and clocks.....	(3)	(3)	(3)	6.0	3.5	5.2	5.3	3.4	4.6	4.3	4.9	3.9	5.8	5.6	4.6	4.5
Miscellaneous manufacturing:																
Paving and roofing materials.....	(3)	(3)	(3)	8.8	6.7	7.0	3.0	6.7	11.5	9.1	4.6	4.9	7.0	7.1	5.9	7.8
Jewelry, silverware, and plated ware.....	8.7	5.9	9.0	7.9	6.1	7.0	10.6	10.4	7.0	10.3	6.4	10.7	8.7	7.1	7.9	8.5
Fabricated plastic products.....	13.7	13.1	20.0	15.6	16.9	19.1	17.5	20.0	14.6	15.0	13.6	19.6	14.7	17.2	18.8	15.8
Miscellaneous manufacturing.....	9.7	14.1	10.9	11.4	10.4	11.8	12.8	12.5	14.6	13.9	12.1	12.0	12.7	13.0	12.0	13.2
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