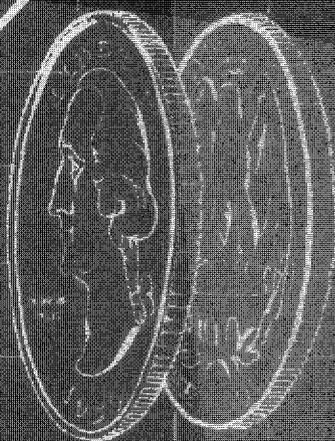


**ECONOMIC
INDICATORS**

relating to

**EQUAL
PAY**

1963



U.S. DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

WOMEN'S BUREAU
Mrs. Esther Peterson, Director

Pamphlet 9

Foreword

During the years 1957–63, equal-pay bills were introduced in 21 States. New legislation was enacted in five of these States, and existing laws were amended in three States. By the spring of 1963, 22 States had enacted laws requiring women workers to receive equal pay for equal or comparable work in all or in specified industries operating within the State. This State activity, in addition to the congressional activity relating to the Equal Pay Act of 1963, has stimulated the interest of many persons and groups in factual information about wages paid to men and women performing similar work.

Therefore in response to numerous requests, as on several previous occasions, the Women's Bureau has assembled and analyzed economic data currently available and pertinent to this issue. Because of time and cost limitations, it has not been feasible to conduct field surveys of individual establishments to learn about differentials in wage rates of men and women performing comparable work. However, the summary material presented here provides additional information on the subject of equal pay.

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ECONOMIC INDICATORS RELATING TO EQUAL PAY, 1963

Introduction

The principle of paying men and women equal rates for equal or comparable work has been endorsed for several decades by many business, labor, and government representatives in the United States. It was the guiding policy of the war labor boards during World War I and World War II, and of the wage and salary stabilization boards during the Korean war.

At the beginning of 1963, equal-pay laws were in effect in 22 States. A majority of the women workers are located in these States. However, in some States equal-pay laws exempt certain groups, such as domestic workers, agricultural workers, or public employees; and in other States, coverage is limited to workers in specific industries. As a result, not all the women workers in equal-pay States are covered by law. In States without equal-pay laws, women workers have only such protection as is provided by labor-management contracts and voluntary policies of individual employers. No nationwide estimate, therefore, can be made either of the number of men and women doing comparable work or of the extent to which they are receiving equal pay.

Since prevailing wage-rate data for men and women are not available on a plant-by-plant and job-by-job basis, it is useful to analyze various salary and earnings studies which have been made. From the summaries which follow, we are able to gain some insight into existing pay inequities.

Job Hiring Orders

When reporting job vacancies to employment offices, employers sometimes list a vacancy with a single job title but with a higher hiring rate for men than for women. About 91 examples of job orders with wage differentials were found by Women's Bureau representatives who visited public employment offices in nine cities in 1963.

A majority of the job orders examined, however, indicated that employers desired either "men only" or "women only" for a specific job opening. Many other job orders, of course, listed one job title and one job rate, without any sex preference.

Hiring orders with wage differentials based on sex covered a variety of occupations, but well over half were for clerical, service, or sales jobs. Probable reasons for this concentration are such factors as the kinds of jobs for which both men and women are hired, the prevalence of piece rates for many factory jobs, and different practices which employers follow in seeking various types of workers.

Table 1 is based on job orders on file in nine public employment offices, and lists selected examples of jobs with wage differentials based on sex. In about one-third of the orders the wage differential amounted to 10 percent or less of the men's rate; in over one-half of the orders, 11 to 25 percent; and in the remaining orders, 26 percent or more.

Table 1.—Selected Job Hiring Orders with Wage Differentials in Nine Cities, 1963

Job title	Industry	Hiring rate		Pay period	Wage differential as percent of men's rate
		Women	Men		
CITY A					
Cashier.....	Dairy.....	\$55.00	\$60-\$65.00	Week...	8-15
Hospital aide.....	Hospital.....	160.00	190.00	Month.....	16
Kitchen helper.....	Restaurant.....	.75	.90-1.00	Hour.....	17-25
Salesclerk.....	Retail trade.....	40.00	65.00	Week.....	38
CITY B					
Clerk-typist.....	Chemical mfg.....	3,000.00	3,600.00	Year.....	17
Cook.....	Cafeteria.....	30.00	45.00	Week.....	33
Dining room attendant.....	Hospital.....	2,470.00	2,626.00	Year.....	6
Hospital aide.....	do.....	2,184.00	2,626.00	do.....	17
Physical technician.....	do.....	3,263.00	3,705.00	do.....	12
CITY C					
Accounting clerk.....	Insurance.....	51-58.00	55-60.00	Week.....	3-7
Do.....	Meatpacking.....	65-70.00	75-80.00	do.....	10-13
Do.....	Metal mfg.....	210-260.00	250-275.00	Month.....	5-16
Do.....	Publishing.....	50-55.00	65-70.00	Week.....	21-23
Do.....	Transportation.....	58-70.00	64-80.00	do.....	9-13
Do.....	do.....	1.45	1.80	Hour.....	19
Assembler (elec.).....	Electrical mfg.....	1.25	1.40	do.....	11
Assembler (floor).....	Metal mfg.....	1.15	1.40	do.....	18
Do.....	do.....	1.185	1.545	do.....	23
Do.....	do.....	1.50	1.65	do.....	9
Billing clerk.....	do.....	210-260.00	250-275.00	Month.....	5-16
Bookkeeper.....	do.....	210-260.00	250-275.00	do.....	5-16
Cashier.....	do.....	210-260.00	250-275.00	do.....	5-16
Glazier.....	do.....	1.50	1.95	Hour.....	23
Machine operator (addressograph).....	Publishing.....	46-50.00	54-60.00	Week.....	15-17
Machine operator (billing).....	Paper products mfg.....	1.60-1.80	1.75-1.90	Hour.....	5-9
Do.....	Metal mfg.....	210-260.00	250-275.00	Month.....	5-16
Machine operator (bookkeeping).....	do.....	210-260.00	250-275.00	do.....	5-16
Machine operator (general).....	do.....	1.185	1.545	Hour.....	23
Order clerk.....	Machinery mfg.....	56-60.00	100.00	Week.....	40-44
Price clerk.....	Paint mfg.....	1.35	1.55	Hour.....	13
Punch-press operator.....	Metal mfg.....	1.185	1.545	do.....	23
Do.....	do.....	1.30	1.75	do.....	26
Machine operator.....	do.....	1.25	1.50	do.....	17
Stock clerk.....	Meatpacking.....	65-70.00	70-75.00	Week.....	7
Welder (combination).....	Metal mfg.....	1.185	1.545	Hour.....	23

Table 1.—Selected Job Hiring Orders with Wage Differentials in Nine Cities, 1963—Continued

Job title	Industry	Hiring rate		Pay period	Wage differential as percent of men's rate
		Women	Men		
CITY D					
Dishwasher (hand).....	Restaurant.....	18.00	20.00	Week...	10
Manager (dept.).....	Retail trade.....	1.00	1.62	Hour....	38
Do.....	do.....	1.00	1.50	do.....	33
Do.....	do.....	1.00	1.25-1.62	do.....	20-38
CITY E					
Assembler.....	Electrical mfg.....	1.30	1.50-1.75	do.....	13-26
Cashier.....	Retail trade.....	1.30	1.35	do.....	4
Grocery checker.....	do.....	1.30	1.35	do.....	4
Machine operator.....	Blueprinting.....	60.00	63.00	Week...	5
Salesclerk.....	Retail trade.....	1.15	1.25	Hour....	8
Do.....	do.....	1.15	1.25	do.....	8
Do.....	do.....	46-56.00	63-75.00	Week...	25-27
Stock clerk.....	Retail trade.....	1.30	1.35	Hour....	4
Teller.....	Banking.....	50.00	60.00	Week...	17
CITY F					
Assembler.....	Ordinance.....	1.75	1.90	Hour....	8
Clerk-typist.....	Hospital.....	45.00	54.00	Week...	17
Do.....	do.....	45.00	50.00	do.....	10
Cook.....	Country club.....	65.00	70.00	do.....	7
Detective (store).....	Business service.....	1.25	1.35	Hour....	7
Packer.....	Misc. mfg.....	1.15	1.25	do.....	8
Salesclerk.....	Retail trade.....	1.25	1.50	do.....	17
Do.....	do.....	1.00	1.25	do.....	20
Do.....	do.....	1.00	1.25	do.....	20
CITY G					
Billing clerk.....	Textile mfg.....	50.00	55-60.00	Week...	9-17
Clerk-typist.....	Beauty service.....	75.00	85.00	do.....	12
Counter worker.....	Retail trade.....	45.00	55.00	do.....	18
Do.....	do.....	45.00	55.00	do.....	18
Presser (machine).....	Drycleaning.....	1.35	1.55	Hour....	13
Salesclerk.....	Retail trade.....	50.00	65.00	Week...	23
Do.....	do.....	1.50	1.75	Hour....	14
Teletype operator.....	Communications.....	325.00	335-350.00	Month..	3-7
CITY H					
General office clerk.....	Transportation.....	1.75	2.00	Hour....	13
Salesclerk.....	Retail trade.....	35.00	75.00	Week...	53
Stock control clerk.....	Wholesale trade.....	60.00	80.00	do.....	25
CITY I					
Cook.....	Restaurant.....	1.25	1.50	Hour....	17
Production worker.....	Food mfg.....	1.25	1.50	do.....	17
Machine operator.....	Metal mfg.....	1.25	1.40	do.....	11
Punch-press operator.....	do.....	1.25	1.40	do.....	11

Labor-Management Contracts

Labor-management contracts sometimes include provisions which guarantee equal pay to men and women doing the same or comparable work. Such provisions may be in the form of an equal-pay clause, a schedule of job rates, a job evaluation system, or some combination of the three. Some contracts make no mention of equal pay because no women or very few of them are employed by the signatory establishment; in other cases, a clause may be considered unnecessary because most of the work force consists of women.

Equal-pay clauses usually state that the principle of equal pay for equal work shall be adhered to. Sometimes they expressly prohibit wage discrimination based on sex. In a special analysis of collective bargaining agreements made by Women's Bureau representatives in 1956, equal pay was specifically mentioned in about two-fifths of the contracts studied. The "key contracts" (those covering 1,000 employees or more) had a slightly higher proportion of equal-pay clauses than other contracts. In the electrical products industry, where large numbers of women production workers are employed, equal pay for equal work was specified in more than half the union agreements studied.

Typical examples of some equal-pay clauses follow:

The parties hereto agree that the wage structure herein set forth is fully in accord with the principle of equal pay for equal work regardless of sex; and agree further to recognize and apply the principle of equal pay for equal work regardless of race, color, or creed.

It is agreed that there shall be equal pay for equal work, regardless of sex or age.

Most collective bargaining agreements which include a schedule of job rates indicate that a single rate or rate range is to be paid for each job, regardless of the sex of the worker. Some of these contracts do not actually mention the phrase "equal pay," although some warn against discrimination. Some illustrative contract provisions are:

The established rate of pay for each production or maintenance job, other than a trade or craft, apprentice, or learner's job as defined in Paragraph 1 of this Subsection B, shall apply to any employee during such time as the employee is required to perform such job.

There shall be no discrimination by reason of age, sex, creed, color, or nationality, and all employees will be paid on the established base rate, hourly rate, or rate range for the job assigned except as otherwise provided in this Agreement.

At some companies, a job evaluation system has been incorporated into the labor-management contract. As the wage or salary rate is by definition based on an objective evaluation of the skills and other requirements of each job, there may be no reference to the sex of the worker. Examples of clauses in contracts providing job evaluation include:

Job descriptions shall be agreed upon by the Union and the Management before the Evaluation Committee begins its work.

An equitable wage plan has been scientifically developed by the company for all wage job classifications through the recording of the elemental values of each separate job and their fair evaluation in reference to the elemental values of every other job.

The absence of an equal-pay provision does not indicate, of course, that unequal pay for equal work is either permitted or of no concern to the parties involved, since the principle may be voluntarily or unanimously accepted outside the written agreement. On the other hand, the presence of an equal-pay provision does not necessarily insure equal-pay practice. Important factors which influence the effectiveness of an equal-pay provision include the method used in setting rates and the contract enforcement policy.

A few labor-management contracts set a man's rate and a woman's rate for the same job, or specify different methods of determining job rates for men and women. Examples follow:

Different hourly wage rates are listed for men and women in a contract with a long job-rate list but few jobs covering both men and women. The jobs with differentials follow: male material handlers, \$1.96; female material handlers, \$1.76; male janitors and sweepers, \$1.81; female janitresses, \$1.71; male cutter, second class, \$2.01; female cutter, \$1.91; male inventory, \$2.06; female inventory, \$1.76.

New employees will come under the starting rates and base rates as indicated below: Female—first 30 days, \$1.805; thereafter, \$1.950; Male—first 30 days, \$1.960; thereafter, \$2.015.

Effective July 1, 1962, all male employees in the employ of the members of the Association on that date shall receive a wage increase of seven and one-half cents ($7\frac{1}{2}\text{¢}$) per hour. Effective July 1, 1962, all female employees in the employ of the members of the Association on that date shall receive a wage increase of six and one-quarter cents ($6\frac{1}{4}\text{¢}$) per hour.

Pay Practices of Employers

Two private surveys in which employers were questioned whether or not they provide equal pay for equal work, give some indication of how employers view their own pay practices. In both surveys, significant proportions of employers acknowledged the existence of some wage or salary inequality.

As a result of a survey of more than 1,900 employers in the United States and Canada, the National Office Management Association has reported¹ the following question and answers:

Do you have a double-standard pay scale for male and female office workers?

	<i>Percent</i>
Yes.....	² 33
No.....	66
No answer.....	1

¹ "Factor of Sex in Office Employment" in the February 1961 issue of *Office Executive*.

² These employers were probably all in the United States, since Federal and provincial laws requiring equal pay for equal work cover virtually all employers in Canada.

A mail questionnaire survey conducted by two university professors³ was focused on salary and personnel practices affecting men and women in high-level positions in business, industry, and education. A total of 120 firms located in 20 States participated in the survey; they included manufacturers, oil companies, insurance firms, banks, universities, and department stores.

When questioned whether they always pay women the same salary as men if they both have the same position, the companies who responded answered as follows:

	<i>Number</i>	<i>Percent</i>
Always pay the same.....	65	83
Never pay the same.....	-----	-----
Sometimes pay the same.....	13	17

The report of the university professors includes the following statement:

Variations in practice from the policy of equal pay for women, even though the policy is favored, are explained as due to the factor of permanency (there is a relatively high rate of turnover among female employees for reasons of marriage, housekeeping, and family responsibilities) and the existence of jobs for which men are better suited (in which case the distinction in salary is primarily a difference in individuals rather than a difference based on policy).

The comments provided in the preceding quotation may be viewed as individual interpretations, since there is no generally accepted proof that women in high-level positions have higher labor turnover than men, and since the jobs being compared were, by definition, similar—regardless of whether or not men were better suited to them.

Annual Wage and Salary Income

The wage and salary income data reported annually by the Bureau of the Census provide an overall view of the differences in pay levels of men and women. These differences are related primarily to the different types of jobs men and women hold, but they reflect also a variety of other factors, including amount of education and work experience, industry of employment, size of company, location of plant or office, and even wage differentials based on sex.

Among year-round full-time workers, women have earned on the average less than two-thirds as much as men during each of the past 7 years (1955–61). In 1961, women's median income of \$3,351 amounted to \$2,293 less than men's. Table 2 shows the median income of men and women for the years 1955–61 and the percentage that women's income was of men's.

³ Preliminary information from an unpublished study "Men and Women in Executive Positions, A Comparison of Salary and Other Personnel Policies and Practices" by Lola B. Dawkins of Arizona State University and E. Lanham of the University of Texas.

Table 2.—*Wage or Salary Income of Women and Men, 1955-61*

[Year-round full-time workers]

Year	Median wage or salary income		Percent women's income of men's
	Women	Men	
1961.....	\$3,351	\$5,644	59
1960.....	3,293	5,417	61
1959.....	3,193	5,209	61
1958.....	3,102	4,927	63
1957.....	3,008	4,713	64
1956.....	2,827	4,466	63
1955.....	2,719	4,252	64

Source: U.S. Department of Commerce, Bureau of the Census.

Even for the same major occupational groups, there are substantial differences in men's and women's earnings. In 1961, the greatest difference existed in the median earnings of men and women sales workers. The relatively best situated were the women clerical workers, who averaged almost seven-tenths as much as men clerical workers. Comparative earnings of men and women in the same major occupational groups are shown in table 3.

Table 3.—*Earnings of Women and Men in Selected Occupations, 1961*

[Year-round full-time workers]

Occupational group	Median earnings		Percent women's earnings of men's
	Women	Men	
Sales workers.....	\$2,391	\$6,021	40
Managers, officials.....	3,411	6,977	49
Service workers (except private household).....	2,302	4,322	53
Operatives.....	2,951	5,150	57
Professional workers.....	4,875	7,468	65
Clerical workers.....	3,719	5,355	69

Source: U.S. Department of Commerce, Bureau of the Census.

Occupational Distributions of Men and Women Workers

Although women are employed in almost every occupation, a large proportion of women are employed in a relatively small number of occupations, with only a few women in the remaining job array. To a large extent, women have different types of jobs than men. For example, over half of the women workers in 1962 were engaged in clerical or service work (including private-household work), whereas over half of the men workers were operatives, craftsmen, or managerial workers—as indicated in table 4.

Table 4.—Major Occupational Groups of Men and Women Workers, 1962

Occupational group	Number (in thousands)		Percent distribution		Women as percent of all workers
	Women	Men	Women	Men	
All workers.....	22,954	44,892	100	100	34
Professional workers.....	2,865	5,175	12	12	36
Managers, officials.....	1,132	6,276	5	14	15
Clerical workers.....	6,963	3,144	30	7	69
Sales workers.....	1,699	2,646	7	6	39
Service workers.....	3,462	2,999	15	7	54
Operatives.....	3,377	8,664	15	19	28
Private-household workers.....	2,281	60	10	(1)	97
Craftsmen.....	223	8,455	1	19	3
Farmers.....	132	2,463	1	5	5
Farm laborers.....	731	1,540	3	3	32
Laborers.....	90	3,469	(1)	8	3

¹ Less than 0.5 percent.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Occupational Earnings of Selected Groups

Occupational wage surveys conducted by the Bureau of Labor Statistics provide information on average⁴ earnings of men and women in selected occupations. In evaluating this information, it is important to remember that the averages shown do not relate to any particular establishment. Differences in *average* earnings for men and women in a given area may reflect variation in the following: (1) in the distribution of men and women among establishments (and among industries in the case of office clerical jobs); (2) in job content, since the job descriptions used in wage surveys are usually more generalized than those in individual establishments; or (3) in amounts of work experience or length of service.

In order to decrease wage variations arising from differences in incentive earnings, industry combinations, or geographical locations, the following data are presented for jobs paid on a time basis only, for firms engaged in similar activities, and for the smallest geographical area possible.

To what extent these figures reflect unequal pay for identical or comparable work cannot be determined. Nevertheless, they do serve as striking examples of the lower level of women's earnings.

White-Collar Workers

Salaries of clerical workers are especially pertinent for consideration because of the fact that 7 million women and 3.1 million men were engaged in clerical work in 1962. It appears that clerical occupations

⁴ Average weekly earnings for each occupation were obtained by weighting each rate (or weekly earning) by the number of workers receiving the rate.

represent one of the most important areas where lower pay for women than for men is found.

The Bureau of Labor Statistics annually collects salary data for selected clerical groups in major metropolitan areas. In the winter of 1958-59, a special analysis was made of comparative job earnings in the survey establishments which employed both men and women in the same job categories. The analysis covered six office jobs and three plant jobs. Although the pay comparisons were confined to identical establishments, the remaining differences are at least partially accounted for by differences in workers' positions within rate ranges, in length of service, and in actual duties within the limits of the job descriptions.

From one-fifth to two-fifths of the establishments studied reported higher average earnings for women than for men in the same office jobs. About one-tenth of the establishments had fairly similar average earnings for men and women in five of the six office jobs. (Relatively more of the office boys and girls had similar averages.) Thus, in a majority of the survey establishments, women averaged less than men in five of the six office jobs. The difference generally exceeded \$8 a week, as may be noted in table 5.

Table 5.—*Distribution of Establishments by Relationship Between Establishment Averages for Men and Women in Selected Office Occupations, 20 Labor Markets, Winter 1958-59*

Relationship of women's weekly earnings to men's	Accounting clerks, class A	Accounting clerks, class B	Order clerks	Payroll clerks	Office boys or girls	Tabulating-machine operators
Total number of establishments.....	748	603	207	317	376	472
Establishments with women's average higher than men's ¹	170	182	43	91	112	176
\$20 or more.....	5	6	2	7	3	5
\$18-\$20.....	2	2	1	1	1	2
\$16-\$18.....	2	4	4	4	2	5
\$14-\$16.....	6	4	5	5	2	3
\$12-\$14.....	9	6	2	6	6	5
\$10-\$12.....	14	10	4	5	6	17
\$8-\$10.....	12	8	3	10	5	13
\$6-\$8.....	23	16	9	9	17	24
\$4-\$6.....	35	35	4	15	25	30
\$2-\$4.....	40	60	10	19	26	48
\$1-\$2.....	22	31	8	10	19	24
Establishments in which difference was less than \$1.....	91	81	18	30	108	43
Establishments with men's average higher than women's ¹	487	340	146	196	156	253
\$1-\$2.....	36	24	4	14	27	20
\$2-\$4.....	58	61	10	19	46	41
\$4-\$6.....	51	57	15	18	24	33
\$6-\$8.....	63	37	7	14	14	26
\$8-\$10.....	52	44	8	21	13	26
\$10-\$12.....	44	32	11	13	14	21
\$12-\$14.....	35	23	13	14	7	20
\$14-\$16.....	26	15	11	19	6	11
\$16-\$18.....	24	13	8	10	-----	12
\$18-\$20.....	22	8	9	7	4	13
\$20 or more.....	76	26	50	47	1	30

¹ Limited to establishments in which the difference in average weekly earnings is \$1 or more.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Another representative group of white-collar workers are bank tellers, for whom salary data were collected by the Bureau of Labor Statistics in 1960. Even though the salary data were separated by the length of experience of the tellers and the type of work done, women's average earnings were consistently lower than men's.⁵ For example, table 6 shows that women note tellers with under 5 years' experience typically averaged \$5 to \$15 a week less than men in the same occupational group.

Table 6.—*Comparison of Average Weekly Earnings of Women and Men Note Tellers (Under 5 Years' Experience), May-July 1960*

Area ¹	Number of workers		Average weekly hours		Average weekly earnings		
	Women	Men	Women	Men	Women	Men	Difference ²
Atlanta.....	27	6	39.0	39.0	\$67.00	\$72.50	-\$5.50
Boston.....	44	13	35.5	36.5	69.00	77.00	-8.00
Chicago.....	26	66	39.5	39.0	78.50	89.50	-11.00
Dallas.....	21	11	40.0	40.0	64.00	79.50	-15.50
Denver.....	56	6	40.0	40.0	63.00	91.00	-28.00
Detroit.....	7	7	40.0	37.5	64.50	73.50	-9.00
Houston.....	27	23	40.0	40.0	69.50	89.00	-19.50
Kansas City.....	16	12	40.0	40.0	63.50	74.50	-11.00
Los Angeles-Long Beach.....	289	102	40.0	40.0	77.00	82.50	-5.50
Miami.....	31	19	38.5	39.0	62.50	68.00	-5.50
Milwaukee.....	22	14	39.5	39.5	63.50	94.50	-31.00
Minneapolis-St. Paul.....	27	15	39.5	40.0	65.00	88.50	-23.50
Newark-Jersey City.....	44	41	36.0	36.0	72.00	80.00	-8.00
New York.....	21	125	37.0	36.5	75.00	80.50	-5.50
Providence.....	17	12	36.0	37.0	54.00	66.00	-12.00
St. Louis.....	19	16	37.5	36.5	62.50	80.00	-17.50
San Francisco-Oakland.....	60	68	40.0	40.0	71.50	81.50	-10.00
Seattle.....	43	16	39.5	40.0	67.50	85.00	-17.50

¹ Includes all survey areas in which both men and women in this occupation were paid on a time basis.

² Refers to the amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Comparisons of average weekly earnings also may be made for women and men employed in similar white-collar occupations by life insurance companies with home offices or regional head offices in selected cities. The data obtained by the Bureau of Labor Statistics in June 1961 are shown in table 7. In the majority of instances where comparisons are possible, the men's average exceeded the women's average by \$8 to \$20 a week.

Annual salaries for men and women employed in professional occupations in government and voluntary agencies for the blind are shown in table 8. The Bureau of Labor Statistics bulletin which reported the salary data collected in May 1961 gave the following analysis:

Median salaries ⁶ for men in all agencies combined were higher than for women in 14 of the 16 occupational categories in which comparisons could be made. In the five categories with the highest employment—grade school teachers, vocational counselors, caseworkers, home teachers, and secondary school

⁵ In this report, the data are combined for all banks in each survey area. Thus, as stated previously, the differences in earnings are partially accounted for by variations in wages between small and large establishments, in job content, and in length of service.

⁶ One-half of the salaries reported fall above and one-half below the median salary.

teachers—median salaries for men were 1.3, 3.2, 4.2, 1.1, and 11.1 percent, respectively, above those for women. Separated by type of agency, salary levels of men also were higher than for women in a majority of the occupations in which comparisons could be made in both Government and voluntary agencies.⁷

Table 7.—Comparison of Average Weekly Earnings of Women and Men Employed in Home Offices and Regional Head Offices of Life Insurance Companies, June 1961

Occupation and area	Number of workers		Average weekly hours		Average weekly earnings		
	Women	Men	Women	Men	Women	Men	Difference ¹
<i>Clerks, Accounting, class A:</i>							
Chicago.....	54	6	38.0	38.0	\$92.50	\$96.00	-\$3.50
Dallas.....	23	7	39.0	39.0	72.50	84.00	-11.50
New York.....	132	41	35.5	35.5	87.50	97.00	-9.50
<i>Clerks, Correspondence, class A:</i>							
Chicago.....	27	21	37.5	37.5	89.50	113.50	-24.00
Hartford.....	14	20	37.0	36.5	105.50	113.50	-8.00
<i>Clerks, Correspondence, class B:</i>							
Dallas.....	48	11	38.5	39.5	64.00	83.00	-19.00
Hartford.....	29	9	37.0	37.0	75.50	84.00	-8.50
<i>Clerks, Policy Evaluation:</i>							
Chicago.....	62	25	37.5	37.5	71.00	90.50	-19.50
Dallas.....	46	8	38.5	38.0	63.50	79.00	-15.50
<i>Programmers, Electronic Data Processing, class B:</i>							
New York.....	21	38	36.0	36.0	124.00	129.00	-5.00
<i>Tabulating-Machine Operators, class B:</i>							
Chicago.....	13	54	38.0	37.5	77.50	82.50	-5.00
<i>Underwriters, class A:</i>							
Minneapolis-St. Paul.....	6	8	38.0	38.0	130.00	150.00	-20.00
<i>Underwriters, class B:</i>							
<i>Boston, class B:</i>							
Chicago.....	10	35	37.0	37.5	126.50	126.00	+ .50
Chicago.....	9	21	38.0	37.5	112.00	130.50	-18.50
Los Angeles-Long Beach.....	8	30	38.0	39.0	120.50	118.00	+ 2.50
Minneapolis-St. Paul.....	9	12	37.5	38.0	98.50	127.50	-29.00
<i>Underwriters, class C:</i>							
Chicago.....	17	15	37.5	37.5	90.50	99.00	- 8.50
Dallas.....	12	9	38.5	38.5	77.00	97.00	-20.00

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 8.—Comparison of Median Annual Salaries of Women and Men in Selected Occupations, Agencies for the Blind, 1961

Occupation	All agencies		Government agencies		Voluntary agencies	
	Women	Men	Women	Men	Women	Men
Assistant directors, agencies for the blind.....	\$7,500	\$8,130	\$8,520	\$7,860	\$7,500	\$8,820
Caseworkers (social).....	5,180	5,400	5,520	5,700	4,860	5,200
Casework supervisors (social).....	6,500	7,020	6,700	7,020	6,500	7,020
Directors, agencies for the blind.....	6,500	7,800	8,770	8,360	6,240	7,750
Principals of residential schools.....	7,200	7,030	7,560	7,020		
Superintendents of workshops for the blind.....	4,780	5,880		6,190	4,680	5,710
Supervisors, sections for the blind.....	6,770	7,130	7,300	7,150	5,300	6,800
Teachers:						
Teachers of arts and crafts.....	4,360	4,250	4,680	4,200	3,490	4,840
Grade school teachers.....	4,450	4,510	4,530	4,580	4,200	4,000
Home teachers.....	4,510	4,560	4,740	4,510	3,900	4,810
Music teachers.....	4,500	4,630	4,550	4,820	3,990	3,580
Physical education teachers.....	4,350	4,060	4,350	4,680		4,350
Secondary school teachers.....	4,680	5,200	4,770	5,200	4,500	4,400
Supervising teachers.....	5,400	6,020	5,370	6,020	5,400	
Vocational training teachers.....	4,120	4,740	4,530	4,920	3,800	4,500
Vocational counselors.....	5,350	5,520	5,360	5,520		5,330

Source: U.S. Department of Labor, Bureau of Labor Statistics.

⁷ U.S. Department of Labor, Bureau of Labor Statistics, Bull. No. 1322, "Salaries for Selected Occupations in Services for the Blind, May 1961," p. 3.

Service Workers

There are about 3.5 million women and 3 million men classified as service workers (excluding private-household workers). Earnings data for service workers have been collected by the Bureau of Labor Statistics in selected service industries, including power laundries, hotels, hospitals, and eating and drinking places. Tables 9, 10, 11, and 12, which present wage comparisons in these industries for occupations employing both men and women workers on a time basis, show marked wage differences favoring men.

Table 9.—Comparison of Average Hourly Earnings of Women and Men Workers in Power Laundries, June 1961

Occupation and area	Number of workers		Average hourly earnings		
	Women	Men	Women	Men	Difference ¹
<i>Assemblers:</i>					
Baltimore.....	108	21	\$0.91	\$0.87	+\$0.04
Chicago.....	233	90	1.22	1.30	-.08
Detroit.....	71	18	1.13	1.25	-.12
Newark-Jersey City.....	131	29	1.20	1.33	-.13
New York.....	150	92	1.23	1.35	-.12
Philadelphia.....	177	22	1.17	1.14	+.03
Washington, D.C.....	90	21	1.07	1.11	-.04
<i>Clerks, Retail Receiving:</i>					
Chicago.....	128	14	1.22	1.81	-.59
Newark-Jersey City.....	43	25	1.12	1.88	-.26
Washington, D.C.....	132	18	1.00	1.08	-.08
<i>Identifiers:</i>					
Boston.....	21	63	1.26	1.34	-.08
Chicago.....	98	90	1.11	1.34	-.23
Newark-Jersey City.....	38	6	1.11	1.29	-.18
New York.....	66	64	1.17	1.36	-.19
Philadelphia.....	27	25	1.16	1.16	-----
<i>Markers:</i>					
Boston.....	40	14	1.19	1.28	-.09
Los Angeles-Long Beach.....	213	9	1.35	1.67	-.32
New York.....	24	29	1.39	1.38	+.01
<i>Pressers, Machine (Drycleaning):</i>					
Boston.....	13	22	1.66	1.78	-.12
Chicago.....	48	18	1.38	1.98	-.30
Los Angeles-Long Beach.....	35	18	2.00	1.68	+.02
New York.....	30	16	1.35	1.88	-.53
San Francisco-Oakland.....	27	21	2.40	2.60	-.20
<i>Tumbler Operators (Laundry):</i>					
Baltimore.....	19	13	.82	.98	-.16
Boston.....	9	20	1.10	1.39	-.29
Chicago.....	128	51	1.06	1.30	-.24
Los Angeles-Long Beach.....	30	23	1.29	1.42	-.13
Newark-Jersey City.....	31	26	1.18	1.31	-.13
New York.....	49	62	1.12	1.23	-.11
Philadelphia.....	20	44	1.19	1.27	-.08
San Francisco-Oakland.....	22	11	1.58	1.83	-.25
Washington, D.C.....	16	12	.97	1.25	-.28
<i>Wrappers, Bundle:</i>					
Boston.....	40	17	1.13	1.29	-.16
Chicago.....	128	22	1.11	1.38	-.27
Los Angeles-Long Beach.....	12	27	1.28	1.32	-.04
Newark-Jersey City.....	100	27	1.17	1.22	-.05
New York.....	96	72	1.19	1.41	-.22
Philadelphia.....	91	10	1.14	1.21	-.07
Washington, D.C.....	40	15	.98	.98	-----

¹ Refers to the amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 10.—Comparison of Average Hourly Earnings of Women and Men Workers,
by Selected Occupations in Hotels, June 1961

Occupation and area	Number of workers		Average hourly earnings		
	Women	Men	Women	Men	Difference ¹
<i>Room Clerks:</i>					
Atlanta.....	22	64	\$1.55	\$1.50	+\$0.05
Buffalo.....	17	54	1.42	1.48	-.06
Chicago.....	120	409	1.52	1.67	-.15
Cleveland.....	33	43	1.31	1.45	-.14
Denver.....	19	77	1.36	1.52	-.16
Detroit.....	33	98	1.52	1.47	+ .05
Indianapolis.....	37	22	1.29	1.27	+ .02
Kansas City.....	51	86	1.00	1.32	-.32
Los Angeles-Long Beach.....	47	328	1.52	1.49	+ .03
Miami.....	65	361	1.23	1.59	-.36
Milwaukee.....	18	59	1.64	1.75	-.11
Minneapolis-St. Paul.....	15	47	1.53	1.58	-.05
New York.....	10	852	1.85	2.01	-.16
Philadelphia.....	43	86	1.34	1.78	-.44
Pittsburgh.....	24	55	1.54	1.54
Portland.....	23	44	1.47	1.65	-.18
San Francisco-Oakland.....	49	252	1.96	2.14	-.18
St. Louis.....	18	114	1.39	1.24	+ .15
<i>Pantry Workers:</i>					
Boston.....	85	94	1.36	1.68	-.32
Chicago.....	173	56	1.32	1.28	+ .04
Denver.....	52	22	1.23	1.18	+ .05
Los Angeles-Long Beach.....	38	59	1.97	2.05	-.08
Miami.....	24	134	1.29	1.51	-.22
Minneapolis-St. Paul.....	77	16	1.36	1.34	+ .02
New York.....	122	340	1.66	1.73	-.07
Philadelphia.....	43	47	1.18	1.32	-.14
Portland.....	28	11	1.59	1.53	+ .06
San Francisco-Oakland.....	16	71	2.03	2.15	-.12
Washington, D.C.....	108	19	1.16	1.34	-.18

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 11.—Comparison of Average Weekly Hours and Earnings of Women and Men Workers in Private Hospitals, Mid-1960

Occupation and area ¹	Number of workers		Average weekly hours		Average weekly earnings		
	Women	Men	Women	Men	Women	Men	Difference ²
<i>Physical Therapists:</i>							
Buffalo.....	9	9	39.5	40.0	\$81.50	\$81.00	-\$0.50
Chicago.....	65	18	39.5	40.0	81.00	88.50	-17.50
Los Angeles-Long Beach.....	80	20	40.0	40.0	99.00	81.00	+18.00
Minneapolis-St. Paul.....	31	7	40.0	40.0	95.50	120.50	-25.00
New York.....	105	41	37.5	38.5	80.50	89.00	-8.50
Philadelphia.....	32	8	40.0	39.5	85.50	100.00	-14.50
San Francisco-Oakland.....	39	9	40.0	40.0	95.50	99.50	-4.00
<i>X-Ray Technicians:</i>							
Baltimore.....	44	24	40.0	40.0	69.00	74.00	-5.00
Boston.....	144	34	40.0	40.0	69.50	74.50	-5.00
Buffalo.....	36	12	39.0	40.0	70.00	75.00	-5.00
Chicago.....	195	96	40.0	40.0	81.00	86.00	-5.00
Cincinnati.....	30	10	40.0	39.5	64.50	72.00	-7.50
Cleveland.....	79	19	40.0	40.0	70.00	76.00	-6.00
Dallas.....	12	10	40.0	40.0	66.50	74.50	-8.00
Los Angeles-Long Beach.....	107	40	40.0	40.0	86.00	87.00	-1.00
Minneapolis-St. Paul.....	65	20	40.0	40.0	66.00	71.00	-5.00
New York.....	159	178	38.0	38.0	79.00	79.00	-----
Philadelphia.....	152	14	40.0	40.0	65.50	68.50	-3.00
Portland.....	24	7	40.0	40.0	82.50	89.00	-6.50
San Francisco-Oakland.....	69	16	40.0	40.0	85.00	89.50	-4.50
<i>Nursing Aides:</i>							
Baltimore.....	1,726	395	40.0	40.0	37.50	44.50	-7.00
Boston.....	1,640	387	40.0	40.0	49.00	52.50	-3.50
Buffalo.....	1,294	96	40.0	40.0	46.00	52.50	-6.50
Chicago.....	4,987	380	39.5	40.0	50.00	58.50	-8.50
Cincinnati.....	839	91	40.0	40.0	40.00	47.00	-7.00
Cleveland.....	1,634	381	40.0	40.0	45.50	54.50	-9.00
Dallas.....	417	87	40.0	40.5	35.00	41.50	-6.50
Los Angeles-Long Beach.....	3,209	268	40.0	40.0	57.00	60.50	-3.50
Minneapolis-St. Paul.....	1,146	171	40.0	40.0	55.50	60.00	-4.50
New York.....	6,232	1,271	39.5	39.5	46.50	49.50	-3.00
Philadelphia.....	1,849	520	40.0	40.0	37.50	39.00	-1.50
Portland.....	511	54	40.0	41.5	56.00	61.00	-5.00
San Francisco-Oakland.....	1,037	228	40.0	40.0	64.50	65.50	-1.00

¹ Includes all areas in survey in which both men and women were working as physical therapists, X-ray technicians, and nursing aides, and were paid on a time basis.

² Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 12.—*Comparison of Average Hourly Earnings of Women and Men Workers in Eating and Drinking Places, June 1961*

Occupation and area	Number of workers		Average hourly earnings		
	Women	Men	Women	Men	Difference ¹
<i>Bus Girls and Boys:</i>					
Atlanta.....	53	367	\$0.66	\$0.63	+\$0.03
Baltimore.....	104	66	1.00	.73	+ .27
Boston.....	163	861	.98	.98	-----
Buffalo.....	24	127	.95	.88	+ .07
Chicago.....	276	2,551	1.03	.99	+ .04
Cincinnati.....	105	309	.88	.96	- .08
Cleveland.....	141	620	.92	.88	+ .04
Dallas.....	312	386	.56	.69	- .13
Detroit.....	165	680	.83	.92	- .09
Houston.....	162	409	.59	.63	- .04
Indianapolis.....	132	106	.74	.82	- .08
Kansas City.....	112	263	.92	.81	+ .11
Memphis.....	35	126	.48	.44	+ .04
Minneapolis-St. Paul.....	51	231	1.00	1.06	- .06
Newark-Jersey City.....	36	114	1.17	.82	+ .35
New Orleans.....	86	181	.52	.54	- .02
New York.....	523	3,524	1.17	1.16	+ .01
Philadelphia.....	208	419	1.06	.92	+ .14
Pittsburgh.....	72	122	1.05	.92	+ .13
Portland.....	29	158	1.16	1.23	- .07
St. Louis.....	336	565	.91	1.02	- .11
San Francisco-Oakland.....	218	1,268	1.63	1.54	+ .09
Washington, D.C.....	238	1,133	1.08	.90	+ .18
<i>Counter Attendants:</i>					
Baltimore.....	382	36	1.16	1.00	+ .16
Boston.....	797	344	1.18	1.23	- .05
Chicago.....	971	721	1.02	1.12	- .10
Cincinnati.....	112	126	1.10	1.49	- .39
New York.....	951	1,262	1.46	1.56	- .10
Philadelphia.....	1,300	132	1.04	1.17	- .13
St. Louis.....	377	122	1.16	1.72	- .56
Washington, D.C.....	394	169	1.23	1.29	- .06
<i>Pantry Workers:</i>					
Atlanta.....	252	48	.80	.79	+ .01
Baltimore.....	100	92	.93	.93	-----
Boston.....	269	249	1.36	1.69	- .33
Chicago.....	760	199	1.30	1.84	- .54
Dallas.....	108	57	1.01	1.01	-----
Denver.....	92	52	1.40	1.21	+ .19
Detroit.....	382	31	1.31	1.84	- .53
Houston.....	153	13	.81	.98	- .17
Kansas City.....	185	38	1.05	1.03	+ .02
Los Angeles-Long Beach.....	248	369	1.83	2.12	- .29
Miami.....	119	119	1.12	1.66	- .54
Newark-Jersey City.....	38	169	1.53	1.73	- .20
New Orleans.....	105	54	.69	1.18	- .49
New York.....	621	1,424	1.43	1.93	- .50
Philadelphia.....	427	172	1.27	1.27	-----
San Francisco-Oakland.....	98	433	2.02	2.27	- .25
Washington, D.C.....	474	98	1.08	1.09	- .01

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Plant Workers

Comparative earnings of men and women classified in three plant jobs and employed in identical establishments were analyzed in the Bureau of Labor Statistics community-wage survey of 1958-59. Again, it is pertinent to note that individual plant averages for men and women in a specific job may be influenced by variations in job content and length of service.

The differences in average earnings of men and women were found to be least among passenger elevator operators and greatest among janitors. Men and women elevator operators had similar average earnings

in a majority of the establishments. However, for janitors and packers, the women's averages were below the men's in at least 70 percent of the establishments. In the latter firms, the difference was typically 15 cents an hour more, as shown in table 13.

Table 13.—*Distribution of Establishments by Relationship Between Establishment Averages for Men and Women in Selected Plant Occupations, 20 Labor Markets, Winter 1958-59*

Relationship of women's hourly earnings to men's	Janitors, porters, and cleaners	Packers, shipping	Elevator operators, passenger
Total number of establishments.....	1,232	185	110
Establishments with women's average higher than men's ¹	58	16	14
25 cents or more.....	3	2	
23-25 cents.....			
21-23 cents.....	1		
19-21 cents.....	5		
17-19 cents.....	2	1	
15-17 cents.....	2		3
13-15 cents.....	6	2	
11-13 cents.....	2	2	
9-11 cents.....	2		1
7-9 cents.....	4	3	1
5-7 cents.....	13	3	2
3-5 cents.....	18	3	7
Establishments in which difference was less than 3 cents.....	284	39	61
Establishments with men's average higher than women's ¹	890	130	35
3-5 cents.....	52	9	3
5-7 cents.....	64	10	7
7-9 cents.....	63	8	6
9-11 cents.....	63	14	6
11-13 cents.....	63	14	
13-15 cents.....	56	6	2
15-17 cents.....	45	6	5
17-19 cents.....	52	2	
19-21 cents.....	47	6	1
21-23 cents.....	38	6	2
23-25 cents.....	28	6	
25 cents or more.....	319	43	3

¹ Limited to establishments in which the difference in average hourly earnings is 3 cents or more.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Another study⁸ gives information on the comparative average earnings of men and women employed on similar jobs in the same establishments. This analysis was based on earnings data collected by the Bureau of Labor Statistics in the winter of 1952-53 from plants which manufactured machinery. For the seven plant occupations studied, the average earnings of time-rated women workers were lower than men's average earnings in from two-fifths to two-thirds of the establishments.

It was suggested in the study report that different distributions of men and women workers within an established range might account for from 5 to 10 cents of the total difference in men's and women's hourly earnings. Therefore, it is particularly interesting to note that men's earnings exceeded women's by at least 5 cents an hour in from one-sixth to one-half of the firms, and by at least 10 cents an hour in

⁸ U.S. Department of Labor, Bureau of Labor Statistics, Report No. 98, "Women Production Workers in the Machinery Industries, Their Employment Distribution and Earnings," January 1956.

from one-ninth to one-third of the firms. Table 14 shows comparisons of women's earnings with men's based on data given in the special report.

Table 14.—*Percent of Establishments with Lower Average Earnings for Women Than for Men Plant Workers, 29 Machinery Centers, 1952-53*

Occupation	Percent of establishments in which women's average hourly earnings were—		
	Lower than men's	Lower by over 5 cents	Lower by over 10 cents
Assemblers, class B.....	68	47	26
Assemblers, class C.....	70	50	30
Inspectors, class B.....	70	44	20
Inspectors, class C.....	65	47	36
Drill-press operators (single or multiple spindle), class C.....	42	32	19
Grinding-machine operators, class C.....	42	17	17
Milling-machine operators, class C.....	44	33	11

Source: U.S. Department of Labor, Bureau of Labor Statistics.

The occupation of "operatives" included 3.4 million women and 8.7 million men in 1962, but relatively few of these workers appeared to be doing similar work. The numerous wage surveys made by the Bureau of Labor Statistics in manufacturing industries yield relatively

Table 15.—*Comparison of Average Hourly Earnings of Women and Men Workers in Wood Household Furniture (Except Upholstered) Manufacturing Establishments, July 1962*

Occupation and area	Number of workers		Average hourly earnings		
	Women	Men	Women	Men	Difference ¹
<i>Assemblers, Case Goods:</i>					
Chicago.....	42	203	\$1.66	\$1.90	-\$0.24
Indiana.....	129	350	1.26	1.58	-.32
Los Angeles-Long Beach.....	9	500	2.16	2.52	-.36
Winston-Salem-High Point.....	41	395	1.30	1.41	-.11
<i>Gluers, Rough Stock:</i>					
Indiana.....	23	49	1.47	1.55	-.08
<i>Off-bearers, Machine:</i>					
Chicago.....	6	84	1.58	1.58	-----
Indiana.....	55	127	1.34	1.52	-.18
Jamestown.....	25	46	1.55	1.40	+.15
<i>Packers, Furniture:</i>					
Chicago.....	16	55	1.54	1.72	-.18
Indiana.....	63	104	1.31	1.53	-.22
Winston-Salem-High Point.....	34	230	1.20	1.32	-.12
<i>Rubbers, Furniture, Hand:</i>					
Winston-Salem-High Point.....	43	108	1.28	1.29	-.01
<i>Rubbers, Furniture, Machine:</i>					
Winston-Salem-High Point.....	6	88	1.30	1.34	-.04
<i>Sanders, Furniture, Hand:</i>					
Chicago.....	43	69	1.45	1.76	-.31
Grand Rapids.....	47	12	1.45	1.57	-.12
Hickory-Statesville.....	50	605	1.28	1.27	+.01
Indiana.....	125	171	1.32	1.64	-.32
Los Angeles-Long Beach.....	10	244	2.10	2.07	+.03
Martinsville.....	88	150	1.15	1.28	-.13
Winston-Salem-High Point.....	216	238	1.21	1.30	-.09
<i>Sanders, Furniture, Machine:</i>					
Miami.....	8	66	1.39	1.44	-.05
<i>Sprayers:</i>					
Los Angeles-Long Beach.....	6	177	2.53	2.40	+.13
Winston-Salem-High Point.....	94	338	1.31	1.44	-.13

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

few examples of men and women in the same occupations and paid on a time basis. The examples which may be found virtually all show women receiving lower average earnings than men, as illustrated in the three manufacturing industries reported in tables 15, 16, and 17.

Table 16.—*Comparison of Average Hourly Earnings of Women and Men Workers in Paint and Varnish Plants, May 1961*

Occupation and area	Number of workers		Average hourly earnings		
	Women	Men	Women	Men	Difference ¹
<i>Labelers and Packers:</i>					
Baltimore.....	30	50	\$1.44	\$1.59	-\$0.15
Boston.....	8	40	1.93	2.07	-.14
Chicago.....	135	283	1.84	2.16	-.32
Cleveland.....	72	77	1.73	2.23	-.50
Detroit.....	29	36	1.78	2.50	-.72
Houston.....	18	25	1.43	1.64	-.21
Kansas City.....	10	42	2.25	2.27	-.02
Los Angeles-Long Beach.....	19	64	2.17	2.31	-.14
Louisville.....	17	31	1.56	1.92	-.36
Newark-Jersey City.....	45	123	1.97	2.23	-.26
Paterson-Clifton-Passaic.....	8	31	1.91	1.91	-----
Philadelphia.....	25	51	1.43	2.08	-.65
Pittsburgh.....	15	17	1.69	2.12	-.43
St. Louis.....	28	20	1.99	2.17	-.18
San Francisco-Oakland.....	24	69	2.46	2.67	-.21
<i>Fillers, Hand or Machine:</i>					
Chicago.....	18	292	2.02	2.15	-.13
New York.....	13	119	2.08	1.94	+.14
Philadelphia.....	33	140	1.45	2.14	-.69

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Table 17.—*Comparison of Average Hourly Earnings of Women and Men Workers in Work Clothing Manufacturing Establishments, May 1961*

Occupation and area	Number of workers		Average hourly earnings		
	Women	Men	Women	Men	Difference ¹
<i>Janitors:</i>					
Georgia.....	14	38	\$1.00	\$1.10	-\$0.10
Indiana.....	8	27	1.17	1.27	-.10
Kentucky.....	7	7	1.03	1.03	-----
Mississippi.....	14	17	1.03	1.06	-.03
North Carolina.....	16	18	1.01	1.04	-.03
Tennessee.....	18	42	1.05	1.08	-.03
Texas.....	16	35	1.11	1.09	+.02
Virginia.....	11	11	1.05	1.07	-.02
<i>Work Distributors:</i>					
Georgia.....	20	148	1.07	1.12	-.05
Indiana.....	17	32	1.24	1.27	-.03
Mississippi.....	21	51	1.15	1.13	+.02
Tennessee.....	27	91	1.24	1.17	+.07

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Salary Schedules of Teachers

Teachers' salaries hold special interest for two major reasons: teaching is the most popular profession among women, and there are large numbers of men and women teachers. In October 1962, there

were 1,278,000 women and 569,000 men teachers in elementary and secondary schools.

Sixteen States and the District of Columbia have laws which require that men and women schoolteachers shall be paid the same rate for comparable teaching positions. These States are: California, Colorado, Connecticut, Illinois, Louisiana, Maine, Maryland, Massachusetts, Montana, Nevada, New Jersey, New York, North Carolina, Oregon, Washington, and Wyoming. In addition, in States where equal pay is not required by law, many school boards have set salary schedules which provide the same rate for men and women schoolteachers. However, higher salaries are often paid for teaching certain subjects, and high school teachers may be paid higher salaries than elementary schoolteachers. Men teachers generally benefit from such provisions, since the majority of them are in high schools and many teach the subjects which pay more.

Teacher salary schedules with differentials based on sex have decreased in number during recent decades, but a few still prevail. A National Education Association study of salary schedules for the school year 1962-63 showed higher rates for men than for women in 14 out of 792 reporting school districts. As table 18 shows, the differentials ranged from \$100 to \$400 a year.

Table 18.—*School Districts with Salary Differentials for Men and Women Classroom Teachers, by Enrollment of School District, 1962-63*

District	Salary schedule provisions		
	Minimum	Maximum	Differential
100,000 or more enrollment.....			None.
50,000 to 99,999 enrollment:			
Wichita, Kans.....	\$4,500	\$8,500	\$200 additional for men.
25,000 to 49,999 enrollment:			
Columbia, S.C.....	4,008	5,688	\$204 additional for men.
12,000 to 24,999 enrollment:			
Kansas City, Kans.....	4,600	7,900	\$400 additional for men assigned extra duties.
Topeka, Kans.....	4,500	7,550	\$200 additional for men.
Ann Arbor, Mich.....	4,500	8,800	Men start at \$300 above scheduled minimum but do not exceed scheduled maximum.
Anoka-Hennepin, Minn....	4,800	9,120	\$300 additional for married men, and for widows and widowers with dependent minor children, up to maximum.
Midwest City, Okla.....	4,100	5,850	\$150 additional for men.
6,000 to 11,999 enrollment:			
Salina, Kans.....	4,400	7,400	\$400 additional for men until maximum is reached. Maximum for men is \$200 above schedule.
Albert Lea, Minn.....	4,600	7,800	\$150 additional for men.
Biloxi, Miss.....	3,500	5,055	\$200 additional for men.
Anderson, S.C.....	3,624	6,500	\$300 additional for men.
Wauwatosa, Wis.....	4,900	8,400	\$100 additional for single men and \$200 for married men.
Suburban Districts: ¹			
Edina-Morningside, Minn..	4,850	10,100	\$300 additional for married men until maximum is reached.
Westlake, Ohio.....	4,600	8,300	\$100 additional for men.

¹ Enrollment not reported.

Source: National Education Association Research Report 1962—R 11, "Classroom Teacher Salary Schedules, 1962-63, Districts Having 6,000 or More Pupils." 1962.

Salaries of Recent College Graduates

Comparative salaries of recent college graduates are particularly pertinent, since length of service and work experience generally may be excluded from the list of possible factors related to differences in average salary data. Such information is available in a study of college graduates made by the Bureau of Social Science Research, Inc., for the National Science Foundation.

In this survey of college graduates of the class of 1958, 2 years after graduation—again women generally were found to have lower salaries than their male counterparts in the same occupational classification. The occupations allowing comparisons, relatively few in number, are listed in table 19—except for teachers (who were considered previously). The differences in average salaries for the men and women baccalaureate graduates, when compared by occupation, ranged from \$290 to \$1,560 a year—all in favor of the men.

Table 19.—*Men and Women College Graduates of 1958: Their Salaries 2 Years Later, by Occupation and Degree*

Occupation	Number		Median annual salary in 1960		
	Women	Men	Women	Men	Difference ¹
GRADUATES WHO EARNED A BACHELOR'S DEGREE IN 1958					
Pharmacists.....	31	273	\$5,500	\$7,060	-\$1,560
Writers.....	115	123	3,990	5,380	-1,390
Artists.....	49	78	3,720	5,100	-1,380
Accountants.....	42	910	4,290	5,490	-1,200
Personnel workers.....	56	127	4,290	5,400	-1,110
Research assistants.....	171	336	3,940	4,920	-980
Mathematicians.....	67	146	5,520	6,090	-570
Chemists.....	50	205	5,540	5,960	-420
Social and welfare workers.....	247	181	4,180	4,470	-290
GRADUATES WHO EARNED A MASTER'S DEGREE IN 1958					
Psychologists.....	36	46	5,000	5,690	-690
Social and welfare workers.....	126	92	5,340	5,710	-370
Librarians.....	62	22	5,080	5,170	-90

¹ Refers to amount by which women's earnings vary from men's earnings.

Source: Bureau of Social Science Research, Inc.

Federal Salaries

The Federal Government compensates its employees in accordance with the principle of equal pay for equal work. The principle was first written into law in 1870, but was not fully implemented until the Classification Act of 1923 established a uniform system of job grades and salaries.

For many years, under an interpretation of the 1870 law, agencies had the option of specifying sex in their requests for qualified appli-

cants. This option was abolished in 1962, when the President directed agencies to make appointments without regard to sex, except in unusual situations where such action is found justified by the Civil Service Commission on the basis of objective nondiscriminatory standards.

According to statistics collected prior to the new order, the majority of women Federal employees are concentrated in the lower salary levels; whereas most of the men are in the middle levels. A Civil Service Commission survey made in October 1961⁹ showed that job grades 1 through 5 accounted for almost 77 percent of the women Federal employees but only 26 percent of the men. On the other hand, in the top grades of 13 through 18, there were less than 1 percent of the women and 14 percent of the men.

Reasons that women's grades are lower than men's include such factors as the differences in kinds of jobs held, nature and amount of education and training, length of service, and preference for men or women in certain types of work.

The grade distributions of men and women white-collar workers in Federal service are shown in table 20.

Table 20.—*Distribution of White-Collar Employees of the Federal Government, by Grade and Sex, 1961*

Grade	Women			Men	
	Number	Percent distribution	As percent of all employees	Number	Percent distribution
Total.....	498,766	-----	32.1	1,054,295	-----
Grade specified.....	430,500	100.0	41.7	602,107	100.0
GS-1.....	832	0.2	32.2	1,749	0.3
GS-2.....	18,272	4.2	53.6	15,805	2.6
GS-3.....	109,001	25.3	71.0	44,584	7.4
GS-4.....	123,185	28.6	72.7	46,234	7.7
GS-5.....	79,626	18.5	63.4	45,968	7.6
GS-6.....	31,318	7.3	58.4	22,286	3.7
GS-7.....	30,404	7.1	32.6	63,003	10.5
GS-8.....	6,374	1.5	28.3	16,136	2.7
GS-9.....	16,300	3.8	14.8	93,615	15.5
GS-10.....	1,984	0.5	13.3	12,916	2.1
GS-11.....	7,548	1.8	7.8	88,657	14.7
GS-12.....	3,444	0.8	4.8	67,998	11.3
GS-13.....	1,531	0.4	3.1	47,628	7.9
GS-14.....	495	0.1	2.2	22,283	3.7
GS-15.....	162	(1)	1.4	11,159	1.9
GS-16.....	13	(1)	1.0	1,271	0.2
GS-17.....	8	(1)	1.4	561	0.1
GS-18.....	3	(1)	1.2	254	(1)

¹ Less than 0.05 percent.

Source: U.S. Civil Service Commission.

⁹ U.S. Civil Service Commission, "Federal Employment Statistics Bulletin, April 1962."

