

REQUIRED COMPONENTS OF AFFIRMATIVE ACTION PLANS: ORDER NUMBER 4

The available federal guidelines for the preparation of Affirmative Action Plans consist at present of three basic documents:

1. Revised Order No. 4 (Affirmative Action Programs), prepared by the Secretary of Labor (Title 41 CFR Part 60-2), which has been made available to the campuses previously; an additional copy of this basic set of instructions is attached.
2. Higher Education Guidelines, U. S. Department of Health, Education, and Welfare, Office for Civil Rights, which has been made available to the campuses previously.
3. Revised Order No. 14, prepared by the Secretary of Labor (Title 41 CFR Part 60-60), which is a set of guidelines to be used by compliance agencies in the evaluation of contractor Affirmative Action Plans and which, thus, is a useful guide to the contractor in preparing such plans; a copy of the Revised Order No. 14 and attachments A and B are attached.

The following supplemental explanation of the basic requirements of Order No. 4 is based on meetings with HEW Regional Office Officials. All points here treated must be considered by each campus in the preparation of a revised Affirmative Action Plan. The numbered paragraph and section numbers which follow correspond to the numbered paragraphs of Order No. 4.

- I. Utilization and Availability Analyses and Goals and Timetables (60-2.11 and 60-2.12, Revised Order No. 4)

The core component of an affirmative action program is an analysis of the total employment profile, a determination of whether there is

underrepresentation or underutilization of females or members of minority groups within the various categories of employment and a statement of remedial hiring goals designed to correct any representation or utilization deficiencies found. Pursuant to certain prescribed analytical techniques designed to impart certainty to the process, the contractor is expected to make its own assessment of its work force and to adopt appropriate programs which will address effectively any problems discovered.

A. Basic Data Collection and Analysis: Workforce Profile by Race and Sex

The necessary first step is an evaluation of the incumbent workforce, by race and sex for each major occupational category. Within the University context, there are three general categories of employment which are materially distinguishable: EPA Faculty, EPA Non-Faculty, and SPA. Further subdivision of these three categories is required; for example, EPA Faculty must be subdivided by rank (professor, associate professor, assistant professor, instructor, etc.) and by discipline or department (e.g. English, History, Math, etc.); EPA Non-Faculty must be subdivided by occupational job-title category which is convenient to existing administrative practice and fairly reflects salient distinctions among occupations; and SPA must be subdivided by occupational job-title category.

Certain summary data reflecting the race and sex profile of the workforce by appropriate occupational category must be included in and form the basis for certain goals articulated by the Affirmative Action Plan. Underlying the summary presentations, however, must

be the detailed individual employee printouts of the type which each institution has had occasion to prepare previously; the guidelines concerning the type of information which must be collected and maintained on a current basis for each employee of the institution are found in Tab J of the HEW Higher Education Guidelines (including name, sex, race, salary, job title, date of hire, educational level); this detailed information with respect to individual employees should not be included as a part of the Affirmative Action Plan submitted; however, it should be available for inspection on request by HEW.

The summary materials which must be appended to and discussed in the Affirmative Action Plan should be presented basically in the following manner:

EPA Faculty

<u>Department</u> <u>English</u>	<u>Total</u>	<u>White</u>		<u>Black</u>		<u>Other Minorities*</u>	
		<u>Male(%)</u>	<u>Female(%)</u>	<u>Male(%)</u>	<u>Female(%)</u>	<u>Male(%)</u>	<u>Female(%)</u>
Professors	20	10 (50)	5 (25)	2 (10)	1 (5)	1 (5)	1 (5)
Assoc. Prof.	14	7 (50)	4 (29)	1 (7)	2 (14)	0	0
Asst. Prof.	10	6 (60)	3 (30)	0	1 (10)	0	0
Instructors	8	4 (50)	2 (25)	1 (12.5)	1 (12.5)	0	0
<u>Subtotals</u>	<u>52</u>	<u>27 (52%)</u>	<u>14 (27%)</u>	<u>4 (8%)</u>	<u>5 (10%)</u>	<u>1 (1.5%)</u>	<u>1 (1.5%)</u>

Department
Math

Professors

Assoc. Prof.

Asst. Prof.

Instructors

Subtotals

ETC.

INSTITUTIONAL								
TOTALS	200	150 (75%)	30 (15%)	8 (4%)	8 (4%)	2 (1%)	2 (1%)	

EPA NON-FACULTY

Title **	Total	White		Black		Other Minorities	
		Male(%)	Female (%)	Male(%)	Female(%)	Male(%)	Female(%)
Officials and Managers	10	6 (60)	2 (20)	1 (10)	1 (10)	0	0
Professionals	20	15 (75)	4 (20)	0	0	0	0
Technicians	40	20 (50)	15 (38)	3 (7)	3 (7)	0	0

ETC.

INSTITUTIONAL								
TOTALS	70	41 (59%)	21 (30%)	4 (5.5%)	4 (5.5%)	0	0	

SPA

Title***	Total	White		Black		Other Minorities	
		Male(%)	Female (%)	Male(%)	Female(%)	Male(%)	Female(%)
Managerial	10	2 (20)	6 (60)	1 (10)	1 (10)	0	0
Professional	10	8 (80)	2 (20)	0	0	0	0

Technical

Office-Clerical

Custodial

ETC.

INSTITUTIONAL								
TOTALS	100	60 (60%)	20 (20%)	10 (10%)	5 (5%)	3 (3%)	2 (2%)	

* "Other Minorities" includes American Indians, American Orientals and Spanish Surnamed Americans; the term "Black" includes only Negro Americans, not foreign nationals who are of the black races.

- ** Detailed records for individual EPA Non-Faculty employees should be maintained on the basis of separate detailed categories of actual job title and classification (such as chancellor, vice-chancellor, librarian, research assistant, etc.); however, for purposes of the summaries required as part of the Affirmative Action Plan such employee titles may be lumped under more general generic titles, such as those here suggested, based on the prescribed federal compliance categories (viz. "officials and managers", "professionals", "technicians", etc.); in short, each employee must be assigned to one general category or another as appropriate, based on job content, skills requirements and qualifications, and responsibilities.
- *** Detailed records for individual SPA employees should be maintained on the basis of actual SPA job title classifications (such as stenographer II, housekeeping assistant, administrative officer I, statistical analyst II, etc.); however, for purposes of the summaries required as part of the Affirmative Action Plan such SPA classifications may be lumped under more general generic titles, based on the federal compliance categories, of the type suggested here. Again, it is necessary to make an appropriate assignment of individual specific jobs to the general categories.

B. Utilization and Availability Analyses

Collection and summarization of the data prescribed in the foregoing section permits an institutional assessment of "where it currently is and where it reasonably ought to and can expect to go" in terms of racial and sexual composition of the three basic employee complements of the institution. There are actually two closely related initial analytical processes prescribed by Order No.4. First, a determination must be pursued concerning whether there is a current "underutilization" of females or members of minority groups within the various occupational categories ("underutilization" is defined in the regulations to mean "having fewer minorities or women in a particular job classification than would reasonably be expected by their availability"); for example, are there fewer women employed as faculty members (either across the board or

within a particular discipline or department) than would be reasonably expected; are there fewer blacks employed in the EPA Non-Faculty category of "professionals" than would be reasonably expected; and are there fewer women employed in the SPA category of "technicians" than would be reasonably expected. Second, there must be a study of availability of females and members of minority groups within the various occupational categories. In fact, the two analyses are correlative, and the reasonable answer to one may supply the answer to the other; the focus of one is retrospective (i.e. to what extent has the contractor's performance in the past been deficient) and the focus of the other is prospective (i.e. to what extent can or ought the contractor change the ratios reflecting sex and race composition of the work force). The preferred approach would appear to be emphasis of the prospective inquiry; that is, how many females and members of minority groups are realistically available for recruitment and employment by the institution in the future? If the figures arrived at suggest that, in a particular occupational category, the current level of use of females and members of minority groups by the institution is consistent with computed availability, then no problem requiring remedial action exists; conversely, if the figures concerning estimated availability show a higher number or percentage of females and minority group members than is currently characteristic of the institution's employment profile, then remedial goals designed to correct the "underutilization" must be established.

The obvious primary difficulty is a reflection of the many variables which could be demonstrated to affect critically the question of "availability." The guidelines of Order No. 4 prescribe certain steps to be considered in estimating availability (Section 60-2.11). However, there remain questions about the reliability of any availability conclusions reached, as a consequence of omission from the guidelines of any reference to several factors which clearly can be influential. Most particularly, the guidelines do not appear to take cognizance of various "competitive" factors; for example, if the national pool of blacks holding required doctoral degrees constitutes two percent of the national total, is it realistic to assume that such black professionals are "available" to the particular institution to an extent which would permit achievement of a two percent representation of such persons on the institutional faculty within a given period of time; the unrealistic character of any such assumption is a function, among other things, of the fact that the competitive positions of all institutions, in the effort to recruit and employ the limited supply of qualified black professionals, vary significantly from location to location (e.g. salary, institutional reputation, living environment, etc.); it is unrealistic to assume that all institutions will share equally, on a statistically pro rated basis, the total pool of such persons who exist nationally. In short, how many different factors can and ought to be considered in determining "reasonable expectations" about availability, for purposes of assessing both past underutilization and future modifications?

We are left with a need to make "best reasonable estimates" on the basis of the rather gross statistical data which is available. Our discussions with HEW officials have not imparted much certainty to this inquiry, though they have acknowledged the difficulty of achieving precision. The primary point is that the objective of this analytical process is the establishment of "goals" rather than "quotas"; that is, the program adopted by the institution for modification of its employment profile is a set of guidelines to which it will devote its serious and concentrated effort, with the understanding that many variables may affect the achievement of goals posited and with the further understanding that the contractor will be afforded an opportunity (indeed will be required) to demonstrate the nonculpable reasons why such goals were not achieved, if in fact the results of serious effort fall short of original expectations. Thus, the availability conclusions arguably need not be as precise and certain as might be the case in situations where mandatory quotas were being imposed.

The processes for arriving at realistic estimates about availability will vary with the type of employment under consideration. Three basic considerations would appear to be constant for all types of employment, however. First, what is the geographic employment market area within which the institution realistically does and can compete (some institutions compete nationally and, indeed, internationally for faculty members, while others concentrate their attention on more limited regional demarcations; most institutions

compete for their SPA personnel, particularly in the case of lower rated classifications, within the urban or county area immediately proximate to the institution); this consideration is an obviously appropriate first limitation which ought to be borne carefully in mind in assessing availability. Second, within the defined recruitment market area, what is the gross availability of persons having the requisite qualifications for the various categories of employment; this approximation should include both currently employed persons as well as those who are potential members of the labor force (prospective graduates from formal qualifying educational experiences, unemployed persons, etc.); the bases for and specificity of computation will vary with the type of employment. Third, are there clearly identifiable and demonstrable factors which realistically limit the institution's access to or competitive opportunities with respect to members of the gross pool of available qualified persons; for example, if it is possible to demonstrate that all members of a particular occupational speciality within the market area are currently employed by institutions which afford their incumbents significantly higher average rates of compensation than could be offered by the institution seeking to employ them at an alternate location, it would seem that the availability conclusion ought to be adjusted accordingly.

The following are suggestions concerning the more particular types of inquiries and sources of information which may be used in connection with efforts to assess availability of the three basic types of institutional employment with which we are concerned:

1. EPA Faculty

Useful explanatory material provided by the Office for Civil Rights is attached as Appendix A. In addition, a bibliography of materials which addresses with varying degrees of pertinence and specificity the questions about female and minority group availability with academic fields of employment is attached as Appendix B.

2. SPA

Although the EPA Faculty category presents its special difficulties, because of the highly specialized nature of some of the qualifications which control the question of "availability", the SPA category can be quite troublesome also. Typically, available data tends to lump various types of jobs included in the SPA category in fairly broad categories (such as technical, clerical, managerial, etc.), and so it is frequently difficult to know whether some information regarding availability of "technicians" on the basis of sex and race really means that "TV Engineers" (for example) are in fact available. Acknowledging this type of problem, which necessarily induces a tendency to further generalize and estimate, the following sources of data will prove to be useful in the effort to achieve some conclusions about female and minority availability in the SPA field. The State Employment Security Commission, Research Bureau, has compiled 1971 tables which reflect the racial and sexual composition of

the civilian labor force for North Carolina, on both a state-wide basis and county-by-county basis; second, the Social and Economic Statistics Administration of the U. S. Department of Commerce has produced, on the basis of 1970 census data, a profile of the General Social and Economic Characteristics of North Carolina, which includes a breakdown by race and sex for broad occupational categories within the general North Carolina labor force, on both a state-wide and county-by-county basis; third, the North Carolina State Personnel Board has produced a 1972 compilation which shows the racial and sexual composition of the state-wide SPA workforce, by SPA category of employment. A combination and comparison of these three sources of information do permit some apparently reliable general conclusions about SPA availability. It is necessary, in combining the three sources of information, to make some job-title or occupational-category conversions in order to make the three sources of information somewhat consistent. Note further the importance of defining carefully and clearly the geographic recruitment market for the institution in the SPA area, viz. at many locations the recruitment market will be limited to the immediate geographic area, and pertinent county data should be used accordingly, rather than state-wide data. A sample effort of this type is attached as Appendix C (the

General Administration plan from which this is excerpted has not yet been the subject of a formal written HEW review; however, in conversations with HEW officials responsible for its evaluation, we were told that the approach here suggested was appropriate.)

3. EPA Non-Faculty

Perhaps the most difficult problem of availability analysis is presented by the EPA Non-Faculty category, because of its hybrid and highly eclectic nature. On the one hand, this category partakes of some of the characteristics of both the faculty and the SPA categories; on the other hand, there is a broad range of occupational categories included, ranging from chancellors, which are illustrative of one end of a spectrum, to librarians and various types of research personnel at a distinctly different point within the total spectrum. It appears difficult, if not impossible, to arrive at or to have any meaningful basis for positing availability conclusions concerning the highest rated academic administration positions, such as chancellor, vice-chancellor, etc.; on the other hand, it would appear appropriate with reference to certain categories of technical and professional employment within EPA Non-Faculty to use basically the same approach and the same sources of information as have been suggested for corresponding SPA categories.

C. Establishment of Goals and Timetables

Following compilation of data concerning the current sex and race profile of the institutional workforce and after completing the availability analyses, these two sets of information are to be interfaced and compared for the purpose of detecting any "problem areas", i.e. deficiencies in the use of females and members of minority groups. In turn, deficiencies so discovered are to be addressed and corrected by the establishment of "goals" for employment of females and minorities within a specified time frame.

The regulations require that such goals be "significant, measurable and attainable." Two fundamental limitations on realistic goal-setting are apparent. First, it may not be appropriate to assume that gross availability figures for females and minorities in a particular category of employment constitute realistic indicia of actual availability to the particular institution; this matter was discussed at some length in connection with the above section on "availability analyses"; again, if the institution is prepared to identify clearly and to document some bases on which the availability conclusion can and should be qualified, then this would have a most direct bearing on the statement of realistic hiring goals. Second, the regulations do not require that any incumbent employees be displaced in order to make room for females or members of minority groups; on the contrary, any such action by the employer would in itself be violative of the equal employment opportunity-non-discrimination obligations, viz. this would be a discharge of an

employee because of race or sex. Therefore, a primary consideration in positing goals is the estimated number of employment positions which in fact will be available to be filled during the selected affirmative action time frame. The employer must compute a realistic estimate of such available slots, by considering anticipated new positions to be created and filled, retirements and resignations, and any other factors which could contribute to a pool of available spaces to be filled during the time frame for affirmative action efforts. For example, if the analyses of past utilization and prospective availability suggest a need to increase the representation of women in a particular category of employment by 10% over a three-year period, and this percentage figure translates into a numerical goal of five additional women, attention must then be directed to whether it is possible to make five positions available to be filled during the three-year period; if a consideration of attrition rates and new hires indicates that only three positions will be filled in the employment category in question during the three-year period, then the maximum goal would be three rather than five; further, it may not be realistic to assume that, of the available three positions, all three positions can be expected realistically to be filled by women; thus, a more reasonable goal under the circumstances may be only two women.

The time frame selected by the institution for achievement of established goals should be influenced by pertinent local considerations. The regulations suggest time frames ranging from three to five years.

Too short a time frame would impart to the effort an unrealistic character; too long a time frame for the achievement of significant progress could suggest dilatoriness.

Assuming that the affirmative action program for remedial hiring goals is to be based on a three-year period,

1. SPA goals must be stated on an annual basis; that is, the total three-year goal for improving the sex and race profile of the affected parts of the workforce should be broken down into three discrete goal periods;
2. EPA Faculty and EPA Non-Faculty goals may be stated on the basis of the total three-year time period adopted, although annual reporting of progress to date in reaching the three-year goal will be required.

The employment frame of reference for the statement of goals may vary. For example, with respect to faculty goals, it is permissible to state the goals in terms of individual departments or disciplines (English, Math, etc.) or in terms of larger basic units, such as schools or divisions. Choice of one or the other should be based on consideration of the administrative and operational structure of the institution and the nature of the deficiencies found pursuant to the self-analysis.

It seems clear that for purposes of conducting utilization analyses, projecting availability and setting responsive goals, the appropriate research unit will vary according to the type of employment in question. With respect to faculty employment, it would seem essential that the

individual departments assume responsibility for the basic analytical work; thereafter, it might be concluded appropriately that the actual statement of goals would be made on a division of school basis, involving combination of the results of departmental conclusions.

With respect to SPA employment, it would seem desirable to centralize the analytical process, rather than fragment it by reference to work locations related to schools, departments or divisions; it is acknowledged, however, that at some institutions the central personnel function may not be sufficiently developed to permit a high degree of centralization.

With respect to EPA-Non-Faculty employment, it would appear necessary to divide analytical responsibility between central and local facilities; for example, data concerning general administrative officers of the institution presumably would be retrieved and analyzed in the central office facility; on the other hand, various research and professional personnel who are assigned to particular departments, schools or divisions could be studied most effectively, in terms of utilization and availability, at the local corresponding department, school or division level; at the final end of the process, i.e., the statement of goals, there would be a need for considerable central oversight.

Sample sets of instructions which might be communicated to affected departments or schools as guidance in their efforts to address the matters of Faculty and EPA-Non-Faculty analyses are attached as Appendix D. Sample sets of worksheets and reporting forms for

use by departments and schools in conducting the required analyses for Faculty and EPA-Non-Faculty are attached as Appendix E. Sample sets of goal-setting worksheets are attached as Appendix F.

Note that the Affirmative Action Plan must explain in significant detail how and why you arrived at the conclusions stated with reference to utilization, availability and goals.

II. Identification of Additional Problem Areas (60-2.23, Revised Order No. 4)

While the analysis of current representation of females and members of minority groups and the establishment of any necessary remedial hiring goals is the critical core component of an affirmative action plan, this is by no means all that is required of a contractor in developing an acceptable program. Revised Order No. 4 covers many other topics, all of which must be addressed by the contractor. In our conversations with HEW officials, it became clear that they expect the plan to be based on and to consist of a quite literal and comprehensive response to and treatment of all points covered in Order No. 4.

Consistent with the basic principle that the contractor is responsible for analysing its own policies and practices, with a view toward discovering and correcting any conditions which detract from realization of equal employment opportunity (whether a reflection of the employer's discriminatory practices or policies or a reflection of broader social conditions not necessarily related to the immediate work environment which have the demonstrable effect of limiting opportunities for women and members of minority groups), Section 60-2.23 of Order No. 4 provides a checklist of possible problem areas which each contractor must analyze within the immediate employment context. Each item within this checklist must be addressed in the Plan. (Note that the organization of Revised Order No. 4 is such that a particular problem area or policy topic may be addressed at more than one point in the Order; the following discussion of the several items included within

Section 60-2.23 attempts to draw together all related references from other sections of the Order, so as to provide a comprehensive reference designed to assist you in addressing the "problem area identification" requirement in a reliable manner.) With respect to each of the following points, you must include in your affirmative action plan a description of the manner in which you conducted your analysis, the results of the analysis, the conclusions reached concerning either the existence or absence of a problem, and with reference to any problems thus perceived a clear description of the remedial actions to be undertaken and the time frames within which those efforts are to be accomplished. Note that Section 60-2.23 is divided into two complementary parts; part (a) is a statement of the subject matter which must be analyzed; part (b) is a statement of the various possible negative results of analysis which would require remedial attention; in the following outline each such pairing of (a) subject area with (b) problem manifestation will be treated as a unit for purposes of discussion.

- ✓ A. Analyze: "Composition of the workforce by minority group status and sex." [60-2.23(a)(1)]

The correlative possible problem which analysis may reveal is: "An 'underutilization' of minorities or women in specific work classifications." [60-2.23(b)(1)]

This analytical point is addressed, out of order, in Section I of this memorandum; see those previous materials for explanation (Section 60-2.11 and 2.12).

- ✓ B. Analyze: "Composition of applicant flow by minority group status and sex." [60-2.23(a)(2)]

There is no correlative possible problem described in subsection (b) of 60-2.23. This point relates obviously to the matter of deficient efforts of the contractor to adopt and use recruitment techniques designed to and which have the effect of producing a more representative recruitment pool, i.e. one containing significant numbers of females and members of minority groups who may compete for and be considered for employment. This subject is more properly considered in connection with the Revised Order sections dealing with "Development and Execution of Programs" (60-2.24) and "Internal Audit and Reporting Systems" (60-2.25); in other words, an analysis of applicant flow by race and sex really relates to the effectiveness of remedial efforts being pursued in connection with established employment goals, and thus the matter is left for subsequent treatment in later sections of this memorandum.

- ✓ C. Analyze: "The total selection process including position descriptions, position titles, worker specifications, application forms, interview procedures, test administration, test validity, referral procedures, final selection process, and similar factors." [60-2.23(a)(3)]

The correlative possible problems which analysis may reveal are:

1. "The selection process eliminates a significantly higher percentage of minorities or women than nonminorities or men."

[60-2.23(b)(3)]

If a significantly higher percentage of the protected categories is eliminated by the selection process, this constitutes some evidence of possible serious problems, including a discriminatory bias which has been institutionalized through the adoption of certain testing or evaluation techniques or a discriminatory implementation of the selection program by individuals who are not sympathetic to the equal employment opportunity principle. In any case, such statistical evidence suggests a clear need to engage in further analysis to determine the cause; it is possible that further checking will reveal some type of discriminatory dynamic which can and must be addressed by specific corrective action; it is also possible that the statistical incidence of either minority or female rejection is explainable on a non-culpable basis, in which case no corrective action will be necessary. This general subject is addressed, in terms of corrective techniques, in section 60-2.24, Development and Execution of Programs, particularly subsections (a), (b), (c) and (d) thereof, which should be read with care. The components of this general problem of inordinately high rejection rates for females and minorities are treated in more detail in the following descriptions of possible problems.

- (Central)
N.A.
2. "Application and related pre-employment forms not in compliance with Federal legislation." [60-2.23(b)(4)]

We have received no definitive information from HEW Regional Office officials concerning the meaning of this reference to "Federal legislation"; they suggest only that this perhaps means that all such forms must bear the EEO legend, at least in short form, i. e. "An Equal Opportunity Employer."

- ✓ 3. "Position descriptions inaccurate in relation to actual functions and duties." [60-2.23(b)(5)]

There are several respects in which such a finding would arguably be problematical, in terms of equal employment opportunity considerations, although the regulations do not purport to spell out the nature of such possible difficulties. The regulations do indicate, at 60-2.24(5), that the "contractor should conduct detailed analyses of position descriptions to insure that they accurately reflect position functions and are consistent for the same position from one location to another."

We may speculate that an EEO connotation would be involved as a consequence of inaccurate job descriptions in the following respects:

An inflated position description, which attributed to the job more content, effort, responsibility, etc., than was actually required, and which in turn would prescribe more experience or higher qualifications of an applicant than actually would be

necessary, would have the effect of dissuading certain applicants from applying or would eliminate more applicants from consideration than in fact would otherwise be appropriate; to the extent that females or minorities could be shown to bear an inordinate portion of the resulting disadvantage, a discriminatory dynamic might be demonstrated;

An inaccurate description could also be used subjectively, and thus for discriminatory purposes, by an unsympathetic employer; in the face of apparently high qualification requirements, the employer could waive such requirements for a particular applicant and insist on literal satisfaction of them by another;

In a perhaps more fundamental sense, inaccurate descriptions would constitute misinformation to those who otherwise might express interest in the position, and to the extent that this could be shown to work primarily to the disadvantage of females or minorities a discriminatory dynamic might be operative.

The obligation, therefore, is to analyze job descriptions to determine whether there is a sufficient correlation between the descriptive language and the actual job content; this is of primary significance in connection with recruitment activities, i.e. notice to prospective applicants of the nature of the job opening so that the individual may form a realistic

conclusion concerning whether he or she ought to make application for the job.

4. "Tests and other selection techniques not validated as required by the OFCC Order on Employee Testing and other Selection Procedures." [60-2.23(b)(6)]

"Test forms not validated by location, work performance and inclusion of minorities and women in sample." [60-2.23 (b)(7)]

Tests of skills and knowledge, as well as other evaluation and measurement techniques which purport to assess an applicant's competitive position in relation to other applicants for an available position, must be verified on two counts; first, the inquiry being conducted through testing must bear some reasonable relationship to job-performance requirements; second, the testing or evaluation technique must be shown to operate effectively to produce reliable information. In general, the concern here is that no techniques of measurement be used which could be adapted to serving a conscious discriminatory purpose or which have built-in factors which have the effect of disadvantaging females or minority group members. Therefore, if any formal testing is utilized in connection with the evaluation of job applicants, all such tests must be "validated" in accordance with the provisions of The Department of Labor OFCC bulletin on Employee Testing and Other Selection

SPA ✓
and
central
(if no test, agree)
EPA - no.

Techniques, 41 CFR 60-3 (included in the Higher Education Guidelines, HEW, Office for Civil Rights, which has been made available to the campuses previously). Many employers have concluded, in view of the expense and difficulty and possible limited value of test validation procedures, that they should abandon altogether various types of tests which they formerly used regularly in connection with job-applicant evaluation. With reference to tests and other selection techniques, note particularly the instructions contained in 60-2.24(d)(2) and (3).

central

5. "Referral ratio of minorities or women to the hiring supervisor or manager indicates a significantly higher percentage are being rejected as compared to nonminority and male applicants." [60-2.23(b)(8)]

This is, again, a general indicator of possible problems in the selection process which must be analyzed to ascertain whether there is any type of discriminatory dynamic operative.

EPA only

✓

- D. Analyze: "Transfer and promotion practices." [60-2.23(a)(4)]

The correlative possible problem which analysis may reveal is:

"Lateral and/or vertical movement of minority or female employees occurring at a lesser rate (compared to work force mix) than that of nonminority or male employees." [60-2.23(b)(2)]

[See also 60-2.22(b)(3) and (5)]

This section requires that, in the event analysis suggests any such lesser mobility on the part of females and minorities, an explanation for this circumstance must be sought and if the causes are discriminatory in character corrective action must be taken.

- ✓ E. Analyze: "Facilities, company sponsored recreation and social events, and special programs such as educational assistance."

[60-2.23(a)(5)] [See also 60-2.20(b)(7)(ii) and (iii)]

The correlative problems which analysis may reveal are:

- ✓ 1. "Minorities or women are excluded from or are not participating in company sponsored activities or programs." [60-2.23(b)(9)]

Evidence of exclusion should be readily ascertainable and easily corrected; a more elusive problem would be the matter of failure of the protected classes to participate in various activities and a determination of whether any correctable discriminatory dynamics account for that failure in participation.

- ✓ 2. "De facto segregation still exists at some facilities."

[60-2.23(b)(10)]

The problem here described is self-explanatory, though some careful checking to determine whether informal group pressures may be operating to effectively segregate certain types of facilities may be necessary.

- central* F. Analyze: "Seniority practices and seniority provisions of union contracts."
[60-2.23(a)(6)]

In the absence of any seniority principles in University employment or any union contracts which would contain seniority provisions, this section would appear to be inapplicable to our circumstances. However, to the extent that any analogous practices or principles, particularly relating to such matters as promotion and merit increments, are operative in any category of employment, close analysis of the experiences of females and minority group members should be undertaken to determine whether any problem exists.

- Central* G. Analyze: "Apprenticeship programs." [60-2.23(a)(7)]

Again, in the absence of any such formal apprenticeship programs, this section would appear to be inapplicable.

- Central* H. Analyze: "All company training programs, formal and informal."
[60-2.23(a)(8)]

The correlative possible problem which analysis may reveal is:
"Minorities or women underutilized or significantly underrepresented in training or career improvement programs." [60-2.23(b)(13)]

- ✓ I. Analyze: "Workforce attitude."

The correlative possible problem which analysis may reveal is:
"Nonsupport of company policy by managers, supervisors and employees."
[60-2.23(b)(12)] [See also 60-2.22(b)(4) and (8)]

This point suggests the need to analyze some rather elusive factors which may not be self-evident upon initial inquiry. The positive

objective is stated in section 60-2.24(d)(1) as follows: "All personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes should be carefully selected and trained to insure elimination of bias in all personnel actions."

- J. Analyze: "Technical phases of compliance, such as poster and notification to labor unions, retention of applications, notification to subcontractors, etc." [60-2.23(a)(10)] [See also 60-2.20(b)(7)(i)]

The correlative possible problems which analysis may reveal are:

- ✓ 1. "Posters not on display." [60-2.23(b)(19)]
- Central 2. "Purchase orders do not contain EEO clause." [60-2.23(b)(18)]
- Central 3. "Labor unions and subcontractors not notified of their responsibilities." [60-2.23(b)(17)]

- Central K. In addition to the foregoing specific points which are treated correlatively in both section (a) and (b) of 60-2.23, the following miscellaneous "problems" are noted in 60-2.23(b) which, if they exist, should receive corrective attention:

- Central 1. "No formal techniques established for evaluating effectiveness of EEO programs." [60-2.23(b)(14)]

This point actually draws on and relates to several other sections of Revised Order No. 4 and therefore is not discussed separately here.

- Central 2. "Lack of access to suitable housing inhibits recruitment efforts and employment of qualified minorities." [60-2.23(b)(15)]

This point, and the next succeeding one, was the subject of

considerable discussion with HEW Regional Office officials; our questions concerned to what extent the contractor was obligated to conduct "analysis" of this factor which was remote from and not under the control of the contractor; in what manner should the contractor undertake to address such a problem if one is perceived to exist. We were assured that it is not HEW's view that a particular contractor need assume financial or other direct responsibility for housing deficiencies in the community; rather, this section, we were told, is intended to encourage contractors to participate, with advice, encouragement and such other assistance as may be practicable, in total community efforts to improve housing opportunities for members of minority groups (for example, through support of programs designed to insure effective operation of nondiscrimination laws or regulations; the development of public housing projects, etc.)

Central 3. "Lack of suitable transportation (public or private) to the work place inhibits minority employment." [60-2.23(b)(16)]

The comments made with reference to paragraph 4, above, are equally pertinent with reference to this point.

- L. Various sections of the Revised Order No. 4, other than 60-2.23, and of the HEW Higher Education Guidelines treat "problem areas" which must be analyzed and which may require remedial action; they are treated here for purposes of comprehensive consideration of the total "self-analysis" exercise in which the institution must engage.

- Central* 1. "Compliance of personnel policies and practices with the Sex Discrimination Guidelines of 41 CFR Part 60-20." [60-2.13(h)]

Careful study of Part 60-20 must be undertaken to insure that the institution's policies are consistent with the requirements on sex discrimination.

- Central* 2. "In hiring decisions, assignment to a particular title or rank may be discriminatory. For example, in many institutions women are more often assigned initially to lower academic ranks than are men."
(Higher Education Guidelines, page 7)

This requires analysis of placement practices, particularly with reference to academic employees, and a program of remedial action responsive to any finding that women have suffered a disadvantage attributable to sex discrimination.

- Central* 3. "Anti-nepotism policies." (Higher Education Guidelines, page 8)

The recently adopted Board of Governors' policy on this subject, which applies to all campuses, has been validated by the Regional Office; thus, in terms of policy statements we have no problem; however, there must be assurance that the policy is implemented and applied in a manner that insures the absence of a discriminatory dynamic based on considerations of sex.

- ✓ 4. "Rights and Benefits-Salary." (Higher Education Guidelines, page 11)

Of critical concern under the Executive Order is the matter of possible salary differentials based on considerations of sex, i.e.

violation of the "equal pay" concept. Accordingly, an analysis must be made of compensation practices and patterns to determine whether in any instances women are being paid less than men for the same work. A summary printout of average wage or salary rates for men and women in various categories of employment frequently will show a significant differential; if this is the case, then more detailed analysis to determine whether or not the difference is attributable to discriminatory dynamics must be undertaken.

SUMMARY: With reference to each of the foregoing points of analysis, the institution must include in its Affirmative Action Plan an indication that the matter has received appropriate attention; that is, that an analysis has been conducted (how it was conducted, what it consisted of), that a problem of this type does or does not exist, and that if a problem exists specific steps are set forth in the plan for correcting the deficiency (with a clear description of the nature of the remedial activity and the time frame within which the effort will be completed). Note that it may not be possible to complete all such analyses before submission of the Plan; we are assured by HEW Regional Office officials that it will suffice for present purposes that you state in your Plan (for example, with reference to the analysis of possible wage disparities based on sex) that an analysis is being conducted (describe the nature of the analysis) and will be completed by a specified date and that a supplement to the Plan reflecting the results of the analysis and the corrective measures being undertaken as a result will be submitted at a later specified date. This deferred treatment is not permissible with respect to the subject matter of Part I of this memorandum.

III. Outline for Assembling Total Affirmative Action Plan

The preceding two sections of this memorandum treat the core analytical processes in which the contractor must engage incident to preparation of a written affirmative action plan. Once this work is completed, the results must be drawn together, along with other specified inclusions in an acceptable program, to form a written Affirmative Action plan for submission to HEW and for dissemination generally as a guide to the institution's intended course of action. The following outline is a suggestion concerning an appropriate and effective basis for organizing the written document.

I. Preamble (60-2.20(a), Revised Order No. 4)

The chief executive of the institution should set forth clearly the institution's commitment to the written plan, as well as a more general endorsement of the institution's commitment to the principles of equal employment opportunity and affirmative action.

II. Reaffirmation of Equal Employment Opportunity Principles (60-2.20)

A sample statement of equal employment opportunity principles and corresponding general institutional commitments, which may be adapted to use by the individual institutions in writing the plan, is set forth in Appendix G.

III. Publicizing the Equal Employment Opportunity Policy (60-2.21)

The regulations require that information about the plan, embodying both the institution's general commitments to principles as well as the details of the action program, be disseminated broadly, both among incumbent employees and to the community at large. The requirements

of Section 60-2.21 must be followed closely in preparation of this portion of the written plan; all points must be treated. A sample treatment of this topic is attached as Appendix H.

IV. Responsibility for Implementation of the Plan: General (60-2.22)

The basic objective of this section is to make clear assignment of responsibility, to identified individuals, for all parts of the plan which require implementing action, oversight, record-keeping and reporting. For purposes of written treatment of this subject, a division between general and specific areas of responsibility may be helpful. The various general headings of responsibility noted in Section 60-2.22 might be treated here, in the outline, with the naming of an executive (or executives) who is to direct and have general responsibility for administration of the affirmative action program; the components of his or her job as catalogued in Section 60-2.22 should be set out (essentially perhaps just repeated verbatim) in the written plan. Later in the plan, in connection with discussion of specific remedial corrective programs to be undertaken in response to any perceived deficiencies, specific references to the individuals responsible for the various aspects of such corrective programs should be made.

V. Identification of Problems (60-2.23 and 60-2.11 and 2.12)

This general heading subsumes the several components of the central core of an affirmative action program (i.e., Sections I and II of this memorandum). It may be organized, for purposes of meaningful presentation, in several different ways. Logically, it would appear

appropriate to address first the results of required analyses concerning the possible occurrence or existence of discriminatory practices or policies (refer to Section II of this memorandum). Next, a consideration of "underutilization" and "underrepresentation" should be presented (see Section I of this memorandum). It is quite possible that separate basic headings for these two large subjects should be used.

VI. Development and Execution of Corrective and Remedial Programs
(60-2.24 and 60-2.26)

In fact this part of the program is an extension of Part V; in other words, the analysis of current practices and policies and the resulting identification of problem areas is to be followed by a statement of action programs responsive to problems discovered. Thus, it may be concluded that better organizational technique would consist of following each statement of a problem with an immediate treatment of the remedial action and the methods, timetables and responsibilities incident to the effectuation of the remedial action (for example, if the analysis of the current work force and a consideration of availability reveals an underutilization of women in professional positions, then the plan next would state remedial hiring goals, timetables, methods for achieving the goals, and assignments of responsibilities for effectuating the program). On the other hand, a separate treatment of action programs, as a section of the plan separate and apart from the section dealing with identification of problems, would be entirely appropriate. In either

case, the written plan must set forth in detail and with specificity the nature of the action program being undertaken. The various directions contained in Section 60-2.24 and 60-2.26 should be analyzed carefully and adapted to the particular institutional problems which have been identified.

VII. Internal Audit and Reporting Systems (60-2.25)

The program must specify the nature of record-keeping and data collection and analysis responsibilities, establish responsibility for all such activities and establish timetables for compilation and reporting; this must include a provision for annual reporting to HEW of results of operation to date for the affirmative action program.

A review of the regulations and interpretative materials supplied by HEW indicates that the following matters must be monitored, i.e., record-keeping processes established, collation and analysis responsibilities assigned and periodic reports compiled:

1. The basic individual employee data file, regularly updated (Tab J, Section A, HEW, Higher Education Guidelines), with appropriate periodic summaries.
2. Records of referrals, placements, transfers, promotions and terminations (60-2.25(a), Revised Order No. 4)
3. Formal reports from unit or school or division managers on a scheduled basis concerning the degree to which affirmative action goals are attained and timetables met (60-2.25(b), Revised Order No. 4)

4. Applicant flow data, by race and sex and applicant rejection rates by race and sex (60-2.12(1), Revised Order No. 4)
5. Periodic audit of any training programs, hiring and promotion patterns to discover and remove any impediments to the attainment of goals (60-2.22(b)(3), Revised Order No. 4)
6. Periodic audit to insure that each location is in compliance in areas such as:
 - (a) Posters are properly displayed;
 - (b) All facilities are in fact desegregated;
 - (c) Minority and female participation in University-sponsored educational, training, recreational and social activities.
(60-2.22(b)(7), Revised Order No. 4)

Go to next pg, then return.

2. Comparison of Current Workforce with Availability Data

The next step for the contractor is to compare the number of women and minorities in its current workforce with their availability in the market from which it can reasonably recruit. This comparison must be by comparable job categories. Wherever the comparison reveals that a hiring unit of the university (a department or other section) is not employing minorities and women to the extent that they are available and qualified for work, it is then required to set goals to overcome this situation.

Goals should be set so as to overcome deficiencies in the utilization of minorities and women within a reasonable time. In many cases this can be accomplished within 5 years; in others more time or less time will be required.

Goals may be set in numbers or percentages, and should reflect not only the number of new hires but also the projected overall composition of the work force in the given unit.

It is necessary to set goals that will overcome underutilization in the institution's work force within a reasonable period of time, not merely to set goals for new hires based on current availability.

In many institutions the appropriate unit for goals is the school or division, rather than the department. While estimates of availability in academic employment can best be determined on a disciplinary basis, anticipated turnover and vacancies can usually be calculated on a wider basis. While a school, division or college may be the organizational unit which assumes responsibility for setting and achieving goals, departments which have traditionally excluded women or minorities from their ranks are expected to make particular efforts to recruit, hire and promote women and minorities. In other words, the Office for Civil Rights will be concerned not only with whether a school meets its overall goals, but also whether apparent general success has been achieved only by strenuous efforts on the part of a few departments.

1. Availability of Women and Minorities

A unique aspect of equal employment opportunity under the Executive Order is the required compilation of availability data on women and minorities for use as a measure of the contractor's equal employment opportunity. By comparing availability data with current employees, the contractor has an indication of how representative its workforce is of the persons qualified for employment in its institution.

The Department of Labor's Revised Order No. 4 (41 CFR 60-2.11(a) (1 and 2)) contains explicit guidelines for constructing an availability index for minorities and an availability index for women. These indices are particularly applicable in the case of nonacademic personnel.

For academic personnel the development of availability figures is slightly different, because the recruiting area will vary from institution to institution. It may be a national or even international one. Because the skills required for a particular position are often quite specialized, accurate information on availability may be more difficult to obtain.

OCR recommends the following procedure for determining availability figures for women and minorities for academic positions:

Many disciplinary associations and professional groups have data that show percentages of racial and national origin minorities available in certain

fields, and a 1968 study by the Ford Foundation (Office of Reports) provides percentages of Negroes holding doctorates. To determine the number of women available for senior level positions, the Office recommends that the contractor use data available from the National Register of Scientific and Technical Personnel prepared by the National Science Foundation, and the U.S. Office of Education's annual reports on earned degrees. Another source is the National Research Council of the National Academy of Science. This data has been compiled by sex, but is now being compiled by race, as well. The NSF data is broken down by sex, specialty and subspecialty, highest degree, years of professional experience, and primary work activity. The OE data is broken down by sex, degree earned, school granting degree, and specialty. For women in junior positions, the Office recommends that the contractor consider the OE annual report of earned degrees for the last 5 years and current graduate school enrollments.

To the extent that an institution makes a practice of employing its own graduates, the number and percentage of graduate degrees which it has itself awarded to women and minorities in the past ten years or so should be reflected in the goals which it sets for its future faculty appointments.

For academic employees the basic national data on earned doctoral degrees will provide the basis for a utilization analysis of a contractor's workforce, unless the contractor can otherwise demonstrate that the labor market upon which it draws is significantly different from this base. For example, some institutions appoint a large number of new faculty from a particular group of graduate schools; such institutions may use data obtained from these schools to determine the availability of women and minorities. If the annual output of women and minorities from the primary feeder schools exceeds the national average, the contractor will be expected to use the higher figures to determine availability. If the output from the feeder schools is less than the national average, the institution will be expected to justify its use of such recruitment sources, or use the higher figures to determine eligibility.



NORTH CAROLINA STATE UNIVERSITY

RALEIGH,
NORTH CAROLINA

DEPARTMENT OF ATHLETICS

January 15, 1974

OFFICE OF THE DIRECTOR
Box 5187 ZIP 27607
TELEPHONE 737-2101

Dr. Albert Carnesale, Head
University Studies
145 Harrelson Hall
North Carolina State University

Dear Dr. Carnesale:

Enclosed is the portion of the Affirmative Action Plan which you requested from Athletics. I trust this is the information you need, but if you need more information please call.

Kindest regards.

Sincerely,

Willis R. Casey, Jr.

Willis R. Casey
Director of Athletics

WRC:rht
Enclosure



School/Department: Athletics

Form No. 2, page one

Individual Completing Form: Willis R. Casey

PART II - AVAILABLE POOL OF PROSPECTIVE EPA NON-FACULTY PERSONNEL

1. Outline below the basic educational and experiential requirements for appointment to your EPA non-Faculty positions by functional category.

- Bachelor's Degree - and some coaches required to teach Physical Education and would require Teacher's Certificate.
- Officials and Managers -- Experience in college athletics, and proven ability in administrative and managerial work.
- Professionals (Coaches) -- Prior experience in, and proven ability, to teach and coach specific sport.
- Others - - Education and some experience in area of work.

2. How many people in the United States meet the basic educational and experiential requirements outlined in #1 above by functional category? (Complete charts below)

OFFICIALS AND MANAGERS

	Number	Percent
White Male	8,561	65.7
White Female	3,453	26.5
Black Male	234	1.8
Black Female	274	2.1
Other Male	234	1.8
Other Female	274	2.1
TOTAL	13,030	100%

PROFESSIONALS

	Number	Percent
White Male	19,710	65.7
White Female	7,950	26.5
Black Male	480	1.8
Black Female	630	2.1
Other Male	480	1.8
Other Female	630	2.1
TOTAL	29,880	100%

TECHNICIANS

	Number	Percent
White Male		
White Female		
Black Male		
Black Female		
Other Male		
Other Female		
TOTAL		100%

School/Department: Athletics

Individual Completing Form: Willis R. Casey

Form No. 2, page two

3. Explain how you arrived at the figures in the charts on page one.

a. List sources of data:

We collaborated with William W. Cobey, Jr., Department of Athletics, University of North Carolina. List of data sources attached.

b. Describe the method(s) used for arriving at the figures recorded in the charts on page one. If you based your figures on a representative sample, please explain below:

See attached

c. Evaluate the accuracy and/or completeness of the data you have used:

The data is accurate and complete to the best of my knowledge. Since there is no precedent, we have been forced to draw some conclusions on our own, and feel sure these are not completely accurate. For instance, Mr. Cobey feels that there are more qualified blacks than the data indicates because of the large percentage of blacks in professional football, basketball, and baseball.

d. Indicate particular problems encountered in trying to ascertain availability information:

1. The National Collegiate Athletic Association does not keep any data on the basis of race.
2. The American Association of Health, Physical Education and Recreation does not keep any data on the basis of race or sex.
3. The NCAA keeps participation figures for ten sports.

School/Department: Athletics

Individual Completing Form: Willis R. Casey Form No. 2, Page two (cont.)

3. Explain how you arrived at the figures in the charts on page one.

a. List sources of data:

1. National Association of Collegiate Directors of Athletics
2. National Collegiate Athletic Association
3. American Association of Health, Physical Education and Recreation
4. 1970 Census of Population -- U. S. Dept. of Commerce
5. Earned Degrees Conferred 1970-71--DHEW Publication No. (OE) 73-11412
6. Equal Employment Opportunity Report, 1970
7. Equal Employment Opportunities for Minority Group College Graduates, The Garrett Press, 1972
8. Racial and Ethnic Enrollment Data from Institutions of Higher Education, Fall 1970 - DHEW
9. Digest of Educational Statistics, 1972

b. Describe the method(s) used for arriving at the figures recorded in the charts on page one. If you based your figures on a representative sample, please explain below:

1. As of 1970, 9,634,000 white and black males and females had four or more years of college education as follows:

White Males	6,584,000
White Females	2,656,000
Black Males	182,000
Black Females	212,000
Total	9,634,000

As of Fall 1970, enrollment of institutions of higher education was 4.4 percent blacks, and 3.8 percent other minorities.

Therefore, for simplicity, we assumed that there were as many people of other minorities as there were blacks that had finished four (4) or more years of college as of 1970.

With this assumption we can derive the following numbers and percentages of people that had finished four or more years of college as of 1970:

	Numbers	Percentages
White Males	6,584,000	65.7
White Females	2,656,000	26.5
Black Males	182,000	1.8
Black Females	212,000	2.0
Other Males	182,000	1.8
Other Females	212,000	2.1
	10,028,000	100.0

School/Department: Athletics

13

Individual Completing Form: Willis R. Casey Form No. 2, Page two (Cont.)

2. Officials and Managers

As of 1972, there were 2,606 institutions of higher education. Assuming there are four individuals at each institution that meet our basic requirements for appointment, this would give us a total pool of 13,030 people.

Then, we multiplied the percentages of males and females in each category times 13,030.

3. Professionals

There are approximately 30,000 members of the American Association of Health, Physical Education and Recreation. We assumed that all of these members met our basic requirements for appointment, and multiplied this number times the percentages of males and females in each category that we developed in Item #1 of this section.

SCHOOL/DEPARTMENT
COMPLETED BY

Athletics
Willis R. Casey

AFFIRMATIVE ACTION PLAN
EPA NON-FACULTY

DATE 1/14/74

WORK SHEET FOR TABLE VI

	Estimated Number of Positions Expected to Become Vacant (1973-1976)	Estimated Number of Newly Created Positions (1973-1976)	Total Positions to be filled (1973-76)	Projected Hiring Goals (based on the total positions to be filled) (1973-1976)								
				WHITE		BLACK		OTHER		TOTAL		
				M	F	M	F	M	F	M	F	
FULL-TIME												
Officials & Managers (Do not include Dept. Heads)	1	0	1			1						1
Professionals	4	0	4	3		1						4
Technicians												
SUB-TOTAL												
TOTAL	A	B	C									D
////////////////////////////////////												
PERMANENT PART TIME*												
Officials & Managers												
Professionals												
Technicians												
SUB-TOTAL												
TOTAL	5		5	3		2						5

Notes: A + B = C
C = D

*Individuals working less than full time and being paid accordingly but hired for a term of 12 months or more or for a stated term of one academic year.

School/Department Athletics

Individual Completing Form: Willis R. Casey

A. Analyze: "Composition of the workforce by minority group status and sex."

EPA employees in this department at this time are composed of all males of non-minorities. When vacancies occur, we plan to hire blacks if qualified blacks are available at the time. Due to our present teams being all male, with the exception of two sports which include females, we do not plan at the present time to hire female coaches.

B. Analyze: "Composition of applicant flow by minority group status and sex."

Two years ago when we had seven vacancies in the Football Office, we had approximately 150 applicants and this was a widely publicized opening -- there were 3 black applicants.

C. Analyze: "The total selection process including position descriptions, position titles, worker specifications, application forms, interview procedures, test administration, test validity, referral procedures, final selection process, and similar factors."

We have no position descriptions for coaches; application is by letter and resume; no tests administered. Coaches are interviewed by a committee or head coach, and recommendations made by committee and head coach.

SPA personnel is hired through applicants being referred by Campus Personnel Office. No tests are administered by this department. Applications are selected by education, experience, and interview.

Sumner
PARCHMENT
100% COTTON FIBER

School/Department Athletics

Individual Completing Form: Willis R. Casey

D. Analyze: "Transfer and promotion practices."

Due to the specialization of each field (i.e. football, basketball, etc.) we have no transfer expected or requested. Promotions are based solely on qualifications and openings.

E. Analyze: "Facilities, company sponsored recreation and social events, and special programs such as educational assistance."

We have no facilities from which minorities, other than women, are excluded. Naturally, women are excluded from men's dressing areas.

We have no department sponsored recreation or social events (i.e. birth celebrations, etc.) from which anyone is excluded.



NORTH CAROLINA STATE UNIVERSITY

RALEIGH,
NORTH CAROLINA

DEPARTMENT OF ATHLETICS

February 15, 1973

OFFICE OF THE DIRECTOR
Box 5187 Zip 27607
TELEPHONE 755-2101

MEMORANDUM

TO: Dr. A. Carnesale, Head, University Studies

FROM: Willis R. Casey, Director of Athletics

SUBJECT: Reply to memorandum on Affirmative Action Planning
dated January 29, 1973

Following is the information you requested:

(1) The Department of Athletics now has the following employees:

SPA:	Caucasian females	- 5
	Caucasian males	- 4
	Black males	- 1
EPA:	Caucasian males	- 32
	Black males	- 1

Note: I do not know that we have any strengths or weaknesses in our employment. We have planned for several years to hire a full time black coach, but in the only change that we have made we were caught in the situation that we had two football staffs (the William and Mary coaching staff and the North Carolina State coaching staff) both competing for the available positions. As a result we let some of our own staff go, and it wasn't a question of adding new members; rather, it was a question of deciding which of the available personnel the new head coach wanted to use.

(2) We do not have a description of recruitment processes that could be used in the future, because we do not have that type of turnover in our Department. Many times we will go five or six years without a change in personnel. However, our goal is to consider as many minority candidates as possible when we do have an opening, and if our pay scale allows us to be competitive we will certainly do everything in our power to hire a minority member.

(3) As I have stated above we do not have any goals for EPA or SPA employees for any time period, be it one year or five years.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

FORT BRAGG BRANCH
P. O. Box 207
FORT BRAGG, NORTH CAROLINA 28307
February 20, 1973

Dr. Albert Carnesale, Head
Department of University Studies
North Carolina State University
145 Harrelson
Raleigh, North Carolina

Dear Dr. Carnesale:

The Fort Bragg Branch is scheduled to shift the undergraduate operation to Fayetteville State University. All faculty EPA positions except three will be abolished. If additional positions for graduate faculty are provided, a special effort will be made to fill some of them with qualified minority personnel.

EPA-MALE (White)

Assistant Professor - \$13,000.00
Assistant Professor - \$12,000.00
Instructor - \$10,500.00
Assistant Professor - \$14,300.00
Instructor - \$ 9,750.00
Associate Professor - \$14,900.00
Instructor - \$10,750.00
Instructor - \$11,000.00
Instructor - \$11,200.00
Professor & Director - \$19,800.00

EPA-FEMALE (White)

Assistant Professor - \$11,700.00
Instructor - \$10,800.00
Instructor - \$ 9,750.00
Instructor - \$ 9,750.00

SPA-MALE (White)

Administrative
Assistant - \$ 8,988.00

SPA-FEMALE (White)

Stenographer III - \$ 6,852.00
Clerk III - \$ 6,252.00
Clerk II - \$ 5,220.00

Sincerely,



Millard P. Burt
Director

MPB/pm

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF INFORMATION SERVICES
WATAUGA HALL ZIP 27607

February 20, 1973

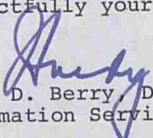
Dr. Al Carnesale, Head
University Studies
145 Harrelson
N. C. State Campus

Dear Dr. Carnesale:

I have written an unorthodox reply, I suppose, to the request for a plan of "affirmative action." Therefore I request that the only portion of this that is to be considered as the formal reply to the request is the plan for Future Action.

I would greatly appreciate if all of the commentary up to Future Action were to be considered as a working preliminary draft for discussion purposes only.

Respectfully yours,



Hardy D. Berry, Director
Information Services

HDB:dds

Attachment

February 20, 1973

INFORMATION SERVICES

Staff Background--

Long before the phrase "affirmative action" was coined, individuals who are now staff members of the Office of Information Services had been acting to extend civil liberties in fact to all Americans. The office is staffed primarily by persons whose views border on what would be regarded as "militant" by many.

The director was active in the late 1940's in college in desegregation activities. Among other activities, the director then aided in the election of a Black student to the student council of his institution.

The director's wife participated in what is probably the first statewide minority housing study in the nation in the mid-1950's as an employee of a state civil rights commission.

An assistant director in Information Services has a long record in North Carolina of supporting civil rights for minority groups--as a student political leader, college editor and later staff officer in the State administration.

One assistant director, whose views are not of the "militant" species, holds a commendable outlook of "individual merit" and has a demonstrated record of acting in that context.

Others of the professional staff, all female, have similarly strong views favoring equal rights and opportunities for minority groups. In short, there is a substantial record of individual

--more--

commitment and action by the director and others in the office for the civil liberties of all citizens and, moreover, for minority advance, even "compensatory" opportunity.

History: News and Publications--

In the mid-1960's as Black students began to enroll in more than token numbers at North Carolina State and participate in University student activities, Information Services initiated a policy of "deliberate" publicity on Black students. The records indicate numerous stories and photographs regarding Black students in this period.

When it became obvious that photographs of Black students were not available for use in official University publications from the files of University photographs, Information Services initiated a policy of obtaining and using such photographs. Thus the 1968-70 catalog contains three photographs, all arranged by Information Services in 1968 and preceding years, of white and black students. When a Black student was elected president of the Student Senate in 1969, Information Services obtained national publicity.

Information Services also obtained extensive publicity in the North Carolina media on the student leader. Later when a Black student was elected Homecoming Queen, Information Services again obtained nationwide publicity. Extensive state publicity occurred naturally.

--more--

Though it may be said that Information Services has had a policy of promoting Black student publicity for most of the 1960's, it was not until about 1966 as Black student numbers began to increase that a more formalized action policy was initiated. The policy has continued.

Employment--

In 1967, the director decided to employ a Black as a news writing trainee in Information Services. In the spring of 1968, a young man was located in cooperation with Shaw University. The trainee was employed on a part-time basis during the summer. He had excellent cooperation from the office staff in developing writing ability. Regrettably, he became involved in a matter at a Raleigh hotel which still is a course of considerable suspicion and mystery. The trainee was arrested and sentenced to prison. Though the employee was wrong, there is real doubt that justice was served. The case very probably involved the illegal sale of liquor by a hotel, spurious hotel charges, and what a judicial source described as a "real Ku Kluxer." Unfortunately, the director did not get in on the matter early enough to obtain legal counsel. However, he was able to assist both the family and the trainee. This quotation from a note from the employee's mother should suffice: "This note comes to thank you for all the nice things you have done for us.... We know that words can never pay you nor could finance if we had it, but you will always hold a special place in our hearts for your goodness to all of us when we needed it most."

--more--

The following spring when a secretarial vacancy occurred in Information Services, a Black secretary was employed on a "compensatory" basis, that is, there were other applicants better qualified--though none of greater personableness or dedication. This lady was employed on a temporary basis through an agreement with the NCSU Personnel Office so that she might gain work experience. Subsequently she was employed in an appointment SPA position in another University office.

In 1969, another Black was employed as a Stenographer II at a salary of \$4,872. She was employed as the secretary to the director and given bookkeeping responsibilities as well. Though her competency was inadequate at the beginning, this lady developed into a quite able secretary in all regards. She had excellent human qualities and a very attractive personality. As a matter of record it should be noted that when she was employed it was as a matter of deliberate policy. Other applicants had superior qualifications insofar as work and performance records could indicate them. This secretary resigned in 1972 to become a housewife in another state.

In the spring of 1972 when a news writing vacancy occurred, the director again pursued a course of seeking a Black for a position. Over the course of several weeks, one Black writer did submit an application. Every possible consideration was given to her appointment, even to discriminating against other applicants. Ultimately, the decision had to be made in the context of intensive competition for space in news media (only the best written materials

can succeed), a relatively small staff and the fact that each must be able to perform at a high level, and the diverse requirements of institutional news writing, that is, one must be able to handle many kinds of subject matter. The person ultimately employed in the position was a Phi Beta Kappa graduate whose success with news stories and feature materials is outstanding.

Future Action--

Plans for Information Services are three:

(1) The most important service Information Services can perform for society is in its public information function. Information Services will increase its efforts to obtain visibility for the achievements of Black students and the Black faculty and staff of the University. (In the past it has had success in both the Negro press and in the press generally.) Information Services will increase its efforts to illustrate in official University publications the full participation and opportunities of Black students (other minority students as well) in the life of the University.

(2) The director will continue efforts to have Black leadership represented on the Public Relations Committee. (In 1969, a Black citizen was invited to accept membership but had to decline because of the press of his considerable responsibilities with a major corporation in North Carolina.)

(3) Information Services will continue efforts to employ Black secretaries, news writers and editors. There are no vacancies at present nor are any anticipated in the near future; however, it should be possible to employ a Black trainee during the spring and summer months.

#

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

COMPUTING CENTER
P. O. Box 5445
RALEIGH, N. C. 27607

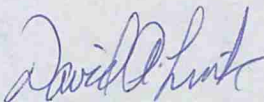
MEMORANDUM

TO: A. Carnesale, Head
University Studies Division

FROM: D. A. Link, Assistant Director

DATE: February 19, 1973

SUBJECT: Affirmative Action Planning



The following items are in response to the specific questions you raised in your memorandum of January 29, 1973.

- (1) The attached table summarizes the distribution of employees in the Computing Center (CC) or the Administrative Computing Services (ACS) with respect to race and sex.

Persons employed in either the CC or ACS are similar in level of technical skill and/or professional training to the academic divisions of the university, but most are employed in SPA, rather than EPA, positions. The present employment profile shows some of the same biases that the Office of Civil Rights observed generally campus-wide. Of the eight positions with management responsibility (i.e., whose organizational title includes either "manager" or "director") seven are filled by white males, and one by a white female. All EPA positions are filled by white males. The secretarial and keypunch staffs are entirely female.

On the other hand, the number of female and minority-race employees is higher than it has been in the past, and we are striving to normalize the representation of all groups within the employment profile. Of the last five employees hired, four have been female and one black. The principle obstacles to the normalization process have been low turnover rate and a lack of female or black applicants.

- (2) We should recruit (or have a steady-state connection with Placement Offices) at predominantly black campuses and with community colleges and technical institutes. Since the CC and ACS hardly do enough hiring to justify the effort this should probably be done by the Personnel Office. We rely heavily on that office when hiring.

Page -2-
A. Carnesale
February 19, 1973

- (3) Our goals do not include increasing the total number of employees significantly in the next five years. To affirmatively seek to eliminate employment biases we must, therefore, capitalize on every opportunity to promote and develop female and black employees within our organization and to fill vacancies with applicants in these two categories who show potential for advancement. This goal is in keeping with our present policies of promoting from within to fill higher-level vacancies and of recognizing the achievements of all employees regardless of race or sex.

DAL:bs

Attachment

Gilbert Bonnel

25% COTTON

Gym

COMPUTING CENTER AND ACS

TYPE POSITION	TOTAL EMPLOYEES	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE
EPA Positions - - - - -	4	4			
SPA Positions - - - - -	38	21	14	2	1
Systems Analyst III - - - - -	2	1	1		
Systems Analyst II - - - - -	1	1			
Computer Systems Mgr. II - - - - -	1	1			
Data Proc. Mgr. III - - - - -	1	1			
Data Proc. Mgr. II - - - - -	1	1			
Data Proc. Mgr. I - - - - -	5	3	1	1	
Comp. Programmer III - - - - -	6	6			
Comp. Programmer II - - - - -	4	2	2		
Comp. Programmer I - - - - -	1		1		
Comp. Operator II - - - - -	4	3		1	
Comp. Operator I - - - - -	1	1			
Keypunch Supv. II - - - - -	1		1		
Keypunch Operator II - - - - -	4		4		
Secretary III - - - - -	1		1		
Steno II - - - - -	2		1		1
Clerk IV - - - - -	1		1		
Clerk I - - - - -	2	1	1		
PART-TIME EMPLOYEES - - - - -	17	11	5	1	
Operators - - - - -	9	6	2	1	
Dispatchers - - - - -	7	4	3		
Clean-up Man - - - - -	1	1			

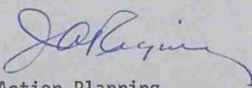
NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF INTERNATIONAL PROGRAMS
Box 5968 Zip 27607

February 6, 1973

MEMORANDUM

TO: A. Carnesale

FROM: J. A. Rigney 

SUBJECT: Affirmative Action Planning

1. The Office of International Programs consists of a Dean and one secretary. The secretary was recruited at the time the Office was established five years ago and the basis for the choice was general familiarity with international programs and former experience as the Dean's secretary. There have been no changes in personnel since that time and none are now anticipated.

2. There has been no recruitment during the past five years.

3. This office does not anticipate expanding its personnel during the next five years and in the event that either the secretary or the Dean is changed, the general affirmative action plans of the University will prevail.

JAR/tb

The Graduate School
North Carolina State University
at Raleigh

MEMORANDUM

To all

It goes without saying that should
a policy be developed which sets quotas or
goals for SPA people in administrative
offices like ours, I will gladly cooperate.
(I'm aware, for example, that a study is
being made by the people in ~~Research~~
the Personnel Office - Callaway)

Cheers!
Peter

ATTACHED PAPERS

- Please note and return.
- Please note, do not return.
- For your information.
- File.
- For your records.
- Hold for conference.
- Speak to me concerning.
- Please handle.
- Please answer.
- Note opinion and return.
- Needs your signature.
- Please approve.
- Please give me all data.
- Refer to me.

Signed: W. J. P.

Date: 2/9/73

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH


Box 5335 ZIP 27607

THE GRADUATE SCHOOL

February 8, 1973

Memorandum

To: Dr. A. Carnesale
Division of University Studies

From: 
Walter J. Peterson

Subject: Affirmation Action Planning - Graduate School
(Your request of January 29, 1973)

EPA Employees

The graduate office has only one half-time EPA employee, an Assistant Dean, who concerns himself primarily with all elements of graduate student support in the way of fellowships and traineeships, research and teaching assistantships.

There are no immediate plans to employ either a part-time or full-time Black graduate Admissions Officer, but it is planned to utilize the part-time services of the Equal Opportunities Officer to be employed by the Provost's office. (There have been informal agreements to this effect.)

SPA Employees

The graduate office has eight full-time secretarial employees (SPA). The office has never had a black employee. In employing SPA personnel, we have always relied heavily on the on-campus central personnel office. When an employee in the office plans to resign her position for any reason, we generally alert the Personnel Officer and in succeeding days we generally receive the applications they have in hand at the time, which sometimes includes black applicants, sometimes not.

In the years ahead it is our plan to have at least one black SPA employee working in the graduate office and we will make an effort to employ one the next time a vacancy occurs.

WJP:ch

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

RADIOLOGICAL SAFETY OFFICER
 Box 5344 ZIP 27607

MEMORANDUM

TO: Dr. A. Carnesale, Head
 Division of University Studies

FROM: L. T. Caruthers *L.T. Caruthers*
 Radiological Safety Officer
DM D. W. Morgan, Associate
 Radiological Safety Officer

DATE: February 6, 1973

SUBJECT: Affirmative Action Planning

Below you will find our response to your memorandum of January 29, 1973 on the above mentioned subject. In order to make the information supplied most readily available for your use, we have used your memorandum as a format for presenting the material.

A. Present Employment Profile of Minorities and Females, with Acknowledgement of Both Strengths and Weaknesses and any Unique Explanation for Weaknesses.

1. Employment profile

a. SPA Employees

Total No.	No. White Males	No. Black Males	No. White Females	No. Black Females	Other
7*	4	1	1	1*	0

b. EPA Employees

Total No.	No. White Males	No. Black Males	No. White Females	No. Black Females	Other
2	2	0	0	0	0

*The Black Female SPA employee, namely a Radiation Area Custodian receives her salary from the Radiation Protection Council budget; however, supervision of this employee is provided by Physical Plant.

2. Weaknesses in employment profile with respect to minorities and females

It is our opinion that no weaknesses exist in this area. This statement is appropriate when one makes the following two considerations: (1) the ratio of minorities and females employed to the total size of our staff and (2) that the level of promotion and pay which has been achieved by such employees has been commensurate with their ability. In this respect, we consider that it is proper to point out that contrary to conclusions stated in the HEW material you supplied with your memorandum, we do have a Black Male employee whose salary is in excess of \$9000.00 per annum ((this rate of pay (\$9420.00 per annum) has been in effect since July, 1972)).

3. Strengths in employment profile with respect to minorities and females

In this respect, we consider that it is noteworthy to mention that the Black Male referred to above has been on our staff for over 15 years. He in fact came to our staff from the position of Reactor Janitor when the present Radiological Safety Officer joined the University. He was promoted to the position of Decontamination Technician in August, 1959 and 1-1/2 years later to his present position of Radiation Survey Technician. These promotions were based entirely on ability; race did not at the time of the promotions nor has it at any time since then played any part in the consideration of this employee.

B. Detailed Description of Recruitment Processes Which Will Be Used in the Future

1. All positions to be filled will be listed with the Campus Personnel Services Office. (This is not a change from our current practice.)
2. Where applicable positions to be filled of a professional nature will be listed with the Health Physics Society Placement Service. We will insure that this listing indicates that N. C. State University is an equal opportunity employer.

So as to place in perspective what one would realistically hope to attain in the way of recruitment of females and minorities through the Health Physics Society Placement Service, we have contacted officials of the Society to request information as to its make-up with respect to female and minority membership. We were informed

- 2 that application for membership in the Society does not result in such statistics being available since membership in the Society is based solely on professional standing. However, based on our personal experience having both been AEC Health Physics Fellowship students and through our attendance at Society meetings, we consider that female and minority membership would constitute no more than 5% of the membership of the Society.
3. All positions to be filled of a non-professional nature will be listed to the fullest extent suggested by the Campus Personnel Services Office; again we will insure that the job advertisement bares the statement that N. C. State University is an equal opportunity employer.
 4. We will insure that all potential employees are interviewed fairly and that each prospect will be interviewed in a similar manner. The decision as to which individual will receive an offer will be based entirely on the prospective employee's fitness for the position based on a set of criteria which will be applied equally to each person interviewed.

We would like to recommend that as a consequence of this study the University set up procedures within the Campus Personnel Services Office to insure that all available positions are filled in a manner which is consistent with current HEW guidelines. These procedures should be such that individual departments or divisions can use the Personnel Office to insure that all aspects of recruitment and hiring of personnel are in compliance with applicable guidelines.

It has become obvious that with the development of nuclear power plants in the southern Atlantic coast states, specifically North Carolina, a large number of Radiation Survey Technicians of the nature that we employee will be required in the near future. We would like to state at this time that we could become involved in a University sponsored training program in this area to the extent which would not interfere with our current mission. We could envision that recruitment of minorities and females into such a training program could increase the availability of such persons for positions in the radiation protection field.

C. Statement of Goals for Our Office, Covering Both EPA and SPA Employees for the Next Five Years

During the next five years the only planned growth in our staff is centered around our change budget request which is to be considered by the General Assembly in its current session. This request is based on the need for enlargement of our environmental surveillance program. We hope to acquire one EPA position and one SPA position in this change budget request. We plan

25% COTTON

10/30

GILBERT BOND

4 -- Dr. A. Carnesale, February 6, 1973

to consider employees in our present staff for these two positions especially in the case of the SPA position. The Black Male Radiation Survey Technician previously discussed in this report is particularly well suited for the requested higher position due to his training and experience; therefore, if the position becomes available it will be offered to him.

As was stated above, we do not anticipate further growth in our organization over the next five years; however, our staffing must be responsive to the level of use of ionizing radiation producing devices and radioactive material on campus. If increased activities in this area on campus justifies staff additions, recruitment and hiring procedures as described in Part B above will be used.

If we may be of further assistance in this matter, please contact us.

cc: Dr. L. H. Bowen, Chairman
Radiation Protection Council

THE UNIVERSITY OF NORTH CAROLINA
WATER RESOURCES RESEARCH INSTITUTE

Office of the Director
124 Riddick Building
North Carolina State University
Raleigh, North Carolina, 27607
Telephone: 919:755-2815

February 12, 1973

TO: Dr. A. Carnesale, Head
Division of University Studies

FROM: David H. Howells, Director

SUBJECT: Affirmative Action Planning

The central staff of the Institute is very small since research is largely carried out by University faculty on a release time basis. The administrative staff consists of an administrative assistant, secretary, accounting clerk, and stenographer. The professional staff includes a full-time Director and half-time Associate and Assistant Directors. I don't really see any weaknesses in the present profile. The administrative function is largely carried out by female employees under the general supervision of the Director. If the program expands and more senior administrative positions are established, it would be my intention to fill these by upgrading present staff.

Research faculty are retained on the basis of interest and scientific competency. One of the largest studies--1965-1973--has been under the direction of a female scientist. Her work has been outstanding - in fact, she has been the only investigator to receive a letter of commendation by the Director of OWRR-Interior. She is, however, the only female investigator to date.


In a cooperative program with the D. H. Hill Library, we have appointed Mrs. Susan Rose--an Assistant Librarian--as Supervisor of the Southern Water Resources Scientific Information Center. This is a half-time position on a release time basis.

Solicitation of proposals is directed to all university faculty in North Carolina who have expressed an interest in this field of study. The list is long and is revised annually. The number of female faculty members indicating an interest in water resources research is extremely small - only 8 out of more than 300.

We will fill vacancies or new positions solely on the basis of qualifications, except that female candidates will be given preference for administrative positions.

I hope this represents a complete response to your memorandum.

Sincerely,


David H. Howells
Director

DHH:va

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

OFFICE OF THE DEAN
RESEARCH ADMINISTRATION
P. O. Box 5356
RALEIGH, N. C. 27607
919-755-2117

February 13, 1973

MEMORANDUM TO: Professor A. Carnesale, Coordinator
Affirmative Action Planning

FROM: Earl G. Droessler, Administrative Dean

In response to your memorandum of January 29, I am providing the following information about the Office of Research. The information is arranged to correspond to the outline in your memorandum.

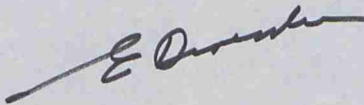
(1) The Office of Research Administration consists of the following personnel.

- (a) Dean for Research - Male White EPA
- (b) Assistant Dean - Male White EPA
- (c) Administrative Assistant - Female White SPA
- (d) Steno III - Female White SPA
- (e) Typist III - Female White SPA
- (f) Steno II - Female White SPA
- (g) Steno I - Female White SPA

(2) Future recruitment of personnel will be made with the assistance of the NCSU Personnel Office. Emphasis will be placed on finding qualified minority group members to fill job openings as they occur.

(3) The definite recruitment of one minority female would be a reasonable goal for the Office of Research within the next few years.

EGD:mc





**North Carolina
State University
Alumni Association**

P.O. BOX 5876 • RALEIGH, N.C. 27607 • 919/755-2869

February 19, 1973

MEMORANDUM

TO: Dr. Albert Carnesale
FROM: Bryce R. Younts, *Bryce R. Younts* Director of Alumni Affairs
SUBJECT: Memorandum on Affirmative Action Planning

1. Present employment in Alumni Affairs Office:
 - a. 3 males (all EPA and all white)
9 females (all SPA)
 - b. 7 female whites
2 female blacks

The three males are: director, assistant director and editor. The females are classified as: Administrative Assistant, Clerk III, Clerk II, Steno II (2), Accounting Clerk, II, Intermediate Clerk, Typist I and Housekeeping Assistant.

The two black females are: Intermediate Clerk and Housekeeping Assistant. Both are doing a very fine job. The Intermediate Clerk has been with us since June, 1969, and was awarded her first merit increment as of 1 February 1973. Her performance, attitude and appearance are all very good; well above average, I believe. She began work with us as a Clerk I. As her skills and sense of responsibility developed, we gave her more responsible jobs and upgraded the position to an Intermediate Clerk in February, 1972. Our housekeeper has been with us since July 1, 1967, and she, too, has a fine attitude and appearance and does her job well.

2. Our recruitment process is quite standard. When vacancies occur, we look to the campus Personnel Office for assistance.
3. It appears at this point in time that our EPA personnel situation is set for the next several years. With the increasing number of alumni we must serve as well as a constant increase in the services we attempt to render the University and the alumni, we will probably need to add at least one more SPA staff person during the next five years.

Affirmative Action Representatives
North Carolina State University

Equal Employment Opportunities Officer	Mr. William H. Simpson 2200
School of Agriculture and Life Sciences	Dr. F. J. Hassler 2694 W
School of Design	Prof. Roger H. Clark 2204
School of Education	Dean Carl J. Dolce 2231 <i>mk</i>
School of Engineering	Dr. Robert G. Carson, Jr. 2316
School of Forest Resources	Dr. LeRoy C. Saylor 2883 <i>lk</i>
School of Liberal Arts	Dr. Odell Uzzell 2701
School of Physical and Mathematical Sciences	Dr. Jasper D. Memory 2502
School of Textiles	Dr. John F. Bogdan 3231
Office of Business Affairs	Mr. William R. Calloway 2135
Library	Mr. Cyrus B. King 2841
Student Affairs	Dean Banks C. Talley, Jr.
University Extension	Dr. R. A. Mabry 3211
Administration	Dr. Albert Comesale

Affirm Action Mtg 1/3

Queries: Data on Provost's office?
Data on Chancellor's Office?
~~Shd I have Dir of Cont Ed?~~

SPA goals - annual, for 3 years.

Format - Rpt question & give
response (pp 19-22) as
an appendix

Copies - 5 to Simpson

EPA data for each sub-unit & for "spec units"

10-1-73

SPA INSTITUTIONAL TOTALS

SCHOOL Additional Administrative Units
DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers	5	5 (100)					
Professionals	10		10 (100)				
Technicians	29	18 (63)	8 (27)	3 (10)			
Sales							
Clerical	48	4 (8)	39 (81)	2 (4)	3 (6)		
Craftsman	3	3 (100)					
Operations (semi-skilled) ³		3 (100)					
Laborers							
Service Workers	3				3 (100)		
SCHOOL TOTALS	101	30 (30)	60 (60)	5 (5)	6 (6)		

- Provost ✓
- Water Resources ✓
- Radiation Protection ✓
- Information Services ✓
- Graduate School ✓
- Foundation and Development ✓
- Research Administration ✓
- International Programs ✓
- Chancellor ✓
- Athletics ✓
- Alumni ✓
- Computing Center ✓

SPA INSTITUTIONAL TOTALS

SCHOOL Water Resources Research Institute

DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers	1		1 (100)				
Professionals							
Technicians							
Sales							
Clerical	2		2 (100)				
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers							
SCHOOL TOTALS	3		3 (100)				

SPA INSTITUTIONAL TOTALS

SCHOOL Graduate School

DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals	1		1 (100)				
Technicians							
Sales							
Clerical	7		7 (100)				
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers							
SCHOOL TOTALS	8		8 (100)				

SPA, INSTITUTIONAL TOTALS

SCHOOL Radiation Protection
 DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals							
Technicians	5	3 (60)		2 (40)			
Sales							
Clerical	1		1 (100)				
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers	1				1 (100)		
SCHOOL TOTALS	7	3 (43)	1 (14)	2 (29)	1 (14)		

SPA INSTITUTIONAL TOTALS

SCHOOL Information Services
 DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals	4		4 (100)				
Technicians							
Sales							
Clerical	3		2 (67)		1 (33)		
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers							
SCHOOL TOTALS	7		6 (85)		1 (15)		

SPA INSTITUTIONAL TOTALS

SCHOOL Foundations and Development

DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers	1	1 (100)					
Professionals	1		1 (100)				
Technicians							
Sales							
Clerical	3		3 (100)				
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers							
SCHOOL TOTALS	5	1 (20)	4 (80)				

10-1-73

SPA INSTITUTIONAL TOTALS

SCHOOL Research Administration
DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals	1		1 (100)				
Technicians							
Sales							
Clerical	6		6 (100)				
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers							
SCHOOL TOTALS	7		7 (100)				

10-1-73

SPA INSTITUTIONAL TOTALS

SCHOOL Dean - International Programs

DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals							
Technicians							
Sales							
Clerical	1		1 (100)				
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers							
SCHOOL TOTALS	1		1 (100)				

SPA INSTITUTIONAL TOTALS

SCHOOL Provost and Computing Center

DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers	3	3 (100)					
Professionals	1		1 (100)				
Technicians	24	15 (62.5)	8 (33)	1 (4.5)			
Sales							
Clerical	7		5 (71)	1 (14.5)	1 (14.5)		
Craftsman							
Operations (semi-skilled)	3		3 (100)				
Laborers							
Service Workers							
SCHOOL TOTALS	38	18 (47.5)	17 (45)	2 (5)	1 (2.5)		

10-1-73

SPA INSTITUTIONAL TOTALS

SCHOOL Alumni

DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals	1		1 (100)				
Technicians							
Sales							
Clerical	7		6 (86)		1 (14)		
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers	1				1 (100)		
SCHOOL TOTALS	9		7 (78)		2 (22)		

SPA INSTITUTIONAL TOTALS

SCHOOL Institutional Totals

DATE COMPLETED

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers	59	56 (95)	3 (5)				
Professionals	78	38 (48)	36 (47)	1 (1.5)	1 (1.5)	0	2 (2)
Technicians	410	248 (61)	118 (29)	29 (6.5)	8 (2)	2 (.5)	5 (1)
Sales	3	2 (67)			1 (33)		
Clerical	766	30 (4)	646 (84)	19 (3)	67 (8.5)	1 (.1)	3 (.4)
Craftsman	251	185 (74)	9 (3)	52 (21)	5 (2)		
Operations (semi-skilled)	109	24 (23)	50 (46)	19 (16)	14 (13)	1 (1)	1 (1)
Laborers	124	42 (34)	3 (2.5)	76 (61)	3 (2.5)		
Service Workers	28	29 (10.7)	10 (3)	120 (43)	122 (43)	1 (.3)	
SCHOOL TOTALS	2,082	654 (32)	875 (41)	316 (15.2)	221 (11)	5 (.3)	11 (.5)

Total 2,082 Full-time employees
78 Part-time employees

Part-time

SPA INSTITUTIONAL TOTALS

SCHOOL Institutional Totals
DATE COMPLETED _____

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Officials & Managers							
Professionals							
Technicians	4	2 (50)	2 (50)				
Sales							
Clerical	71		68 (96)				
Craftsman					1 (1.2)		2 (2.8)
Operations (semi-skilled)	3	1 (33)	2 (67)				
Laborers							
Service Workers							
SCHOOL TOTALS	78	3 (4)	72 (92)		1 (1.5)		2 (2.5)

SPA INSTITUTIONAL TOTALS

SCHOOL Chancellor's Office and Prbvost's Office

DATE COMPLETED 10-1-73

Title	Total	White		Black		Other Minorities	
		Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female
Officials & Managers							
Professionals	2	1 (50)	1 (50)				
Technicians	1		1 (100)				
Sales							
Clerical	7		5 (71)		2 (29)		
Craftsman							
Operations (semi-skilled)							
Laborers							
Service Workers	1				1 (100)		
SCHOOL TOTALS	11	1 (9)	7 (64)		3 (27)		

EMPLOYMENT SECURITY COMMISSION
OF NORTH CAROLINA
Bureau of Employment Security Research
Post Office Box 25903
Raleigh, North Carolina 27611

RALEIGH STANDARD METROPOLITAN STATISTICAL AREA
(WAKE COUNTY)

MANPOWER INFORMATION
FOR
AFFIRMATIVE ACTION PROGRAMS
1973

The data in this report meet the minimum requirements of OFCC Revised Order No. 4, Subpart B, paragraph 60-2.11; Section (a), (1), (i)-(v) and (2), (i)-(v).

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RALEIGH STANDARD METROPOLITAN STATISTICAL AREA

Table 1. Population by Sex and Minority Status

1970

	Number		Percent Distribution		Labor Force Participation Rate	
	Total (1)	Female (2)	Total (3)	Female (4)	Total (5)	Female (6)
1. Total	228,453	116,102	100.0	100.0	64.0	50.1
2. White	176,754	89,437	77.4	77.0	64.6	49.3
3. Black	50,562	26,179	22.1	22.5	61.0	53.5
4. American Indian	331	147	0.1	0.1	N/A	N/A
5. Oriental	548	244	0.2	0.2	N/A	N/A
6. Other Races	258	95	0.1	0.1	68.5	54.4
7. Spanish-American <u>1/</u>	970	377	0.4	0.3	68.1	52.3
8. Minority Group <u>2/</u>	52,669	27,042	23.1	23.3	61.2	53.5

1/ Spanish-Americans are also counted in the racial categories as white, black or other races.

2/ Sum of Spanish-American ethnic group and all races except white.

3/ Includes American-Indian, Oriental, and other races.

Source: Census of Population 1970.

RALEIGH STANDARD METROPOLITAN STATISTICAL AREA

Table 2. Employment Status by Sex and Minority Status

1972

Sex and Minority Status	Work Force	Employed	Unem- ployed	Percent Distribution			Inemploy- ment Rate
				Work Force	Employed	Unem- ployed	
Both Sexes							
1. Total	123,520	126,030	2,490	100.0	100.0	100.0	1.9
2. White	103,530	102,030	1,510	80.6	80.9	60.6	1.5
3. Black	24,440	23,480	960	19.0	18.6	38.9	3.9
4. Other Races	550	530	20	0.4	0.4	0.8	3.6
5. Spanish-American ^{1/}	420	410	10	0.3	0.3	0.4	2.4
6. Minority Group ^{2/}	25,340	24,360	980	19.7	19.3	39.4	3.9
<u>Female</u>							
7. Total	53,310	51,880	1,430	100.0	100.0	100.0	2.7
8. Percent of both sexes	41.5	41.2	57.4	---	---	---	---
9. White	41,450	40,640	810	77.8	78.3	56.6	5.6
10. Black	11,720	11,100	620	22.0	21.4	43.4	5.3
11. Other Races	140	140	0	0.3	0.3	---	---
12. Spanish-American ^{1/}	120	120	0	0.2	0.2	---	---
13. Minority Group ^{2/}	11,990	11,370	620	22.5	21.9	43.4	5.2

^{1/} Spanish-Americans are also counted in the racial categories as white, black or other races.

^{2/} Sum of Spanish-American ethnic group and all races except white.

Source: North Carolina Employment Security Commission

Table 3. Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1972

	BOTH SEXES						FEMALE					
	Total	White	Black	Other Races	Spanish-Amer. 1/	Minority Groups*	Total	White	Black	Other Races	Spanish-Amer. 1/	Minority Groups*
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Total Number 1972	26,030	102,020	23,480	530	410	24,360	51,880	40,640	11,100	140	120	11,370
Total Number 1970	95,124	76,980	17,741	403	312	18,456	39,158	30,672	8,378	108	93	8,579
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., Technical & Related	19.9	22.4	8.4	34.7	34.9	9.4	17.7	19.4	11.0	32.4	21.5	11.4
Engineers	2.5	3.0	0.1	10.4	9.0	0.5	0	0	0	0	0	0
Medical & Health Ser.	2.3	2.6	1.0	3.7	0	1.1	3.8	4.4	1.6	10.2	0	1.9
Teachers, elem. & sec. schools	3.1	2.9	3.7	1.5	2.2	3.6	6.3	6.4	6.0	0	0	5.8
Other Professionals	12.0	13.9	3.6	19.1	23.7	4.2	7.5	8.6	3.5	22.2	21.5	3.7
Nonfarm Managers & Adms.	10.0	11.7	2.3	9.2	13.1	2.6	3.7	4.3	1.2	13.0	5.4	1.3
Sales	8.2	9.7	1.8	1.2	11.9	2.0	6.4	7.5	2.4	0	8.6	2.4
Retail Stores	4.2	4.9	1.5	0	2.6	1.4	5.4	6.3	2.1	0	0	2.1
Other Sales Workers	3.9	4.8	0.3	1.2	9.3	0.6	1.0	1.2	0.2	0	8.6	0.3
Clerical	21.3	24.1	9.2	14.1	23.4	9.5	39.4	47.0	11.6	34.3	57.0	12.3
Secs., Stenos., & Typs.	7.2	8.6	1.4	2.7	5.4	1.5	17.1	20.9	3.0	10.2	18.3	3.2
Other Clerical Workers	14.0	15.5	7.7	11.4	17.9	7.0	22.3	26.1	8.6	24.1	38.7	8.3
Craftsmen, Foremen & Rel.	10.4	10.7	9.3	2.2	2.9	9.0	1.6	1.6	1.5	0	0	1.5
Construction Craftsmen	3.1	2.7	4.7	1.0	0	3.6	N/A	N/A	N/A	N/A	N/A	N/A
Mechanics & Repairmen	2.5	2.7	1.8	0	2.9	0.7	N/A	N/A	N/A	N/A	N/A	N/A
Machinists & Other Metal Craftsmen	0.5	0.6	0.2	0	0	0.1	N/A	N/A	N/A	N/A	N/A	N/A
Other Craftsmen	4.3	4.7	2.7	1.2	0	4.6	N/A	N/A	N/A	N/A	N/A	N/A
Operatives, exc. Transport	8.2	6.9	13.8	10.4	11.9	13.6	9.7	8.1	15.8	3.7	7.5	15.5
Durable Goods Mfg.	3.0	2.7	4.2	0	0	4.0	3.7	3.6	3.9	0	0	3.8
Nondurable Goods Mfg.	2.5	2.0	5.0	2.5	4.5	5.0	3.7	2.9	6.5	3.7	0	6.4
Nonmanufacturing	2.7	2.3	4.6	7.9	7.4	4.7	2.4	1.6	5.4	0	7.5	5.3

* Sum of Spanish-American and all races except white.

1/ Spanish-Americans are also counted in the racial categories as white, black, or other races.

Source: Census of Population, 1970 and the North Carolina Employment Security Commission

Table 3. Continued

	BOTH SEXES						FEMALE					
	Total	White	Black	Other Races	Spanish-Amer. ^{1/}	Minority Groups*	Total	White	Black	Other Races	Spanish-Amer. ^{1/}	Minority Groups*
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Transport Equipment Operatives	3.0	2.5	5.2	2.7	0	5.1	0.2	0.2	0.06	0	0	0.06
Laborers, Nonfarm	3.5	2.1	9.3	10.2	0	9.1	0.8	0.6	1.6	0	0	1.5
Service workers, except Private Households	10.1	7.2	22.6	8.2	1.9	22.0	13.5	10.0	26.2	12.0	0	25.7
Cleaning & Food Service	5.4	2.9	16.1	3.2	1.9	8.9	7.1	4.2	17.6	7.4	0	17.3
Protective Service	1.0	1.2	0.4	0	0	0.4	0.1	0.1	0.1	0	0	0.1
Personal, Health, & Other Services	3.7	3.1	6.1	5.0	0	12.7	6.3	5.7	8.4	4.6	0	8.3
Private Household Workers	2.7	0.4	12.8	1.2	0	12.4	6.3	0.8	26.5	4.6	0	26.7
Farm Workers	2.8	2.2	5.3	5.7	0	5.2	0.9	0.5	2.3	0	0	2.3

* Sum of Spanish-American and all races except white.

^{1/} Spanish-Americans are also counted in the racial categories as white, black, or other races.

Source: Census of Population, 1970 and the North Carolina Employment Security Commission.

RALEIGH SMSA

TABLE 4. LAST OCCUPATION OF THE EXPERIENCED UNEMPLOYED, BY SEX AND MINORITY STATUS

	BOTH SEXES							FEMALES							
	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	MINORITY GROUP*		TOTAL	FEMALES AS % OF TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	MINORITY GROUP*	
						TOTAL	% OF ALL RACES							TOTAL	% OF BOTH SEXES
Total 1970	2,256	1,392	849	15	7	871	38.6	1,276	56.6	712	529	5	0	534	41.8
Percent of Total	100.0	100.0	100.0	100.0	100.0	100.0	--	100.0	--	100.0	100.0	100.0	100.0	100.0	--
Professional, technical, & related	12.4	16.6	5.2	26.7	0.0	5.5	17.2	8.4	38.4	8.9	7.7	0.0	0.0	7.7	38.3
Sales	7.5	10.9	2.1	0.0	100.0	2.9	14.7	7.5	56.4	10.5	3.4	0.0	0.0	3.4	18.7
Clerical	18.5	23.9	9.9	0.0	0.0	9.6	20.1	27.2	83.2	37.5	13.0	0.0	0.0	12.9	19.9
Craftsmen, foremen & related	9.9	10.3	9.5	0.0	0.0	9.3	36.2	1.9	10.7	1.7	2.1	0.0	0.0	2.0	45.8
Operatives	17.7	14.2	23.2	33.3	0.0	23.2	50.5	19.4	62.0	16.2	23.2	100.0	0.0	24.0	51.6
Nonfarm Laborers	6.4	5.2	7.8	40.0	0.0	8.3	49.7	1.6	57.2	2.1	0.9	0.0	0.0	0.9	23.8
Service, except private households	15.1	10.5	23.1	0.0	0.0	22.5	57.3	18.6	69.3	12.9	26.6	0.0	0.0	26.4	59.2
Service, private households	4.2	2.4	7.2	0.0	0.0	7.0	64.2	6.4	86.3	4.6	9.1	0.0	0.0	9.0	19.6
Farm workers	5.5	2.4	10.8	0.0	0.0	10.6	73.6	4.9	50.4	0.0	11.9	0.0	0.0	11.8	100.0
Last worked 1959 or earlier ^{1/}	2.6	3.5	1.2	0.0	0.0	1.1	16.9	4.0	86.4	5.5	1.9	0.0	0.0	1.9	19.6

Notes: * Sum of Spanish American and all races except white. Some duplication possible since Spanish American may include nonwhite races in addition to white.

Sum of individual items may not equal totals because of rounding.

^{1/} Occupation not available

SOURCE: Census of Population 1970

EMPLOYMENT SECURITY COMMISSION
OF NORTH CAROLINA
Bureau of Employment Security Research
Post Office Box 25903
Raleigh, North Carolina 27611

DURHAM STANDARD METROPOLITAN STATISTICAL AREA

MANPOWER INFORMATION
FOR
AFFIRMATIVE ACTION PROGRAMS

1973

The data in this report meet the minimum requirements of OFCC Revised Order No. 4, Subpart B, paragraph 60-2.11; Section (a), (1), (i)-(v) and (2), (i)-(v).

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MANPOWER INFORMATION FOR AFFIRMATIVE ACTION PROGRAMS

Area Coverage

The Durham Standard Metropolitan Statistical Area is composed of Durham and Orange Counties. A substantial portion of area workers are recruited from the Durham-Orange County area; however, many workers commute from nearby Wake County to work particularly in the Triangle Area of Durham County. Statewide recruitment for some professional and managerial positions and for some blue-collar shortage occupations is often conducted. For such positions possible manpower resources in nearby areas or elsewhere should also be considered in setting Affirmative Action Program (AAP) goals.

Statistical Data and Their Significance

The tables which follow are designed to provide local labor market information to assist employers in evaluating the utilization of women and minorities in their work forces and in establishing goals to improve such utilization.

The statistics in table 1 show that in this area Blacks are by far the dominate minority group, but smaller minority groups should not be overlooked in establishing goals to improve such utilization.

Table 2 contains work force, employment, and unemployment data for 1972 which is the latest available. The percent distribution for each of these categories reveal the relatively greater employment problems of minorities and women. For example, women represent slightly more than two out of five of the employed but comprise almost one-half of total joblessness.

Table 3 shows the percent distribution of employed persons by sex and minority status by major occupational groups and selected intermediate occupations from the 1970 census. The percentages may be related to the 1970 Census counts and the 1972 estimates of all employed persons. Some changes in the occupational distribution have no doubt occurred since 1970, but such changes are not believed to be very significant. The data reveal typical underrepresentation by blacks in the white collar and technical fields and overrepresentation in service jobs. The seemingly favorable proportion of women in professional occupations results from their predominance in elementary and secondary school teaching and nursing. Almost 40.0 percent of all employed women are involved in the clerical and sales categories while over half of the black women hold service jobs, including domestic work.

Manpower Resources

Goals for the utilization of minorities and women should take into consideration all manpower resources, which include the employed, the unemployed, and persons of working age not in the labor force. On a nationwide basis, an estimated 60.0 percent of all the job vacancies are filled by employed workers moving from one job to another. In considering the employed as a resource for achieving affirmative program goals, an analysis of employees of a firm--its internal labor market--can be of great significance. For many employers, their own personnel can contribute most importantly toward correcting underutilization of minorities and women in specific job categories, if traditional assignment,

transfer, and promotion barriers are discarded and equal training opportunities are made available.

Additionally, those not in the labor force, particularly women also offer considerable potential for improving their utilization in many job classifications. The entrance and reentrance of women into the labor market in response to availability, at meaningful pay scales, of all kinds of jobs--nontraditional as well as traditional--can be dramatic, as the experience during World War II quite conclusively demonstrated.

In considering all available manpower resources for establishing and achieving AAP goals, employers should recognize the fact that job vacancies customarily are filled not only by workers with the precisely required skills but also, and far more frequently, by persons with related skills or lesser skills, or with no pertinent skills at all who must learn the job as they work a process which could involve informal or formal on-the-job training.

Services to Employers

The North Carolina Employment Security Commission (NCESC) is prepared to assist employers in nondiscriminatory recruitment. A trained Industrial Services staff can also provide assistance in the techniques of job analysis and job relationships; personnel record systems; recruitment; selection, assignment, and promotion procedures; and identification of training needs. The Durham local office of the NCSES has current labor market information and can advise employers on available publicly-sponsored job training programs including government-financed on-the-job training.

DURHAM SMSA

Table 1. Population by Sex and Minority Status

1970

	Number		Percent Distribution		Labor Force Participation Rate	
	Total (1)	Female (2)	Total (3)	Female (4)	Total (5)	Female (6)
1. Total	190,388	97,569	100.0	100.0	58.5	50.2
2. White	136,155	68,266	71.5	70.0	58.6	49.4
3. Black	53,404	28,924	28.0	29.6	58.2	52.4
4. American Indian	167	79	0.1	0.1	NA	NA
5. Oriental	445	203	0.2	0.2	NA	NA
6. Other Races	217	97	0.1	0.1	56.2 ^{3/}	42.8 ^{3/}
7. Spanish-American ^{1/}	1,269	571	0.7	0.6	53.6	42.4
8. Minority Group ^{2/}	54,233	29,303	28.5	30.0	58.1	52.1

^{1/} Spanish-Americans are also counted in the racial categories as white, black or other races.

^{2/} Sum of Spanish-American ethnic group and all races except white.

^{3/} Includes American-Indian, Oriental, and other races.

Source: Census of Population 1970.

DURHAM SMSA

Table 2. Employment Status by Sex and Minority Status

1972

Sex and Minority Status	Work Force	Employed	Unem- ployed	Percent Distribution			Unemploy- ment Rate
				Work Force	Employed	Unem- ployed	
<u>Both Sexes</u>							
1. Total	100,920	98,370	2,550	100.0	100.0	100.0	2.5
2. White	74,730	73,210	1,520	74.0	74.4	59.6	2.0
3. Black	25,880	24,860	1,020	25.6	25.3	40.0	3.9
4. Other Races	310	300	10	0.3	0.3	0.4	3.2
5. Spanish-American ^{1/}	570	550	20	0.6	0.6	0.8	3.5
6. Minority Group ^{2/}	26,750	25,710	1,040	26.5	26.1	40.8	3.9
<u>Female</u>							
7. Total	45,000	43,770	1,230	100.0	100.0	100.0	2.7
8. Percent of both sexes	45.6	44.5	48.2	--	--	--	--
9. White	33,310	32,580	730	74.0	74.4	59.3	2.2
10. Black	11,550	11,060	490	25.7	25.3	39.8	4.2
11. Other Races	130	130	0	0.3	0.3	0	0
12. Spanish-American ^{1/}	250	240	10	0.6	0.5	0.8	4.0
13. Minority Group ^{2/}	11,940	11,440	500	26.5	26.1	40.7	4.2

^{1/} Spanish Americans are also counted in the racial categories as white, black or other races.

^{2/} Sum of Spanish-American ethnic group and all races except white.

Source: North Carolina Employment Security Commission

DURHAM SMSA

Table 3. Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1972

	B O T H S E X E S						F E M A L E					
	Total	White	Black	Other Races	Spanish Amer. ^{1/}	Minority Group *	Total	White	Black	Other Races	Spanish Amer. ^{1/}	Minority Group
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Total Number 1972	98,370	73,210	24,860	300	550	25,710	43,770	32,580	11,060	130	240	11,440
Total Number 1970	79,222	58,963	20,021	238	443	20,702	35,265	25,125	10,043	97	156	10,296
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., technical, & related	22.2	26.0	10.8	50.8	54.8	12.2	21.5	24.8	13.2	33.0	48.1	13.9
Engineers	0.9	1.2	0.0	1.7	1.3	0.1	NA	NA	NA	NA	NA	NA
Medical & health ser.	5.1	5.8	3.0	10.9	12.6	3.3	6.6	7.5	4.3	6.2	16.0	4.5
Teachers, elem. & sec. schools	2.9	2.9	2.8	2.1	4.5	2.9	5.2	5.5	4.5	0.0	9.0	4.6
Other Professionals	13.4	16.1	5.0	36.1	36.3	5.9	9.7	11.8	4.4	26.8	23.1	4.9
Nonfarm managers & adms.	7.0	8.6	2.2	4.2	7.2	2.3	2.6	3.3	0.9	0.0	0.0	0.9
Sales	5.8	7.0	2.1	2.1	6.8	2.2	4.7	5.8	1.8	0.0	4.5	1.9
Retail stores	3.3	4.0	1.5	0.0	3.2	1.5	3.9	4.8	1.5	0.0	4.5	1.5
Other sales workers	2.5	3.0	0.6	2.1	3.6	0.7	0.8	1.0	0.3	0.0	0.0	0.4
Clerical	18.5	20.5	12.5	18.5	14.2	12.6	32.0	37.6	17.9	37.1	29.5	18.2
Secs., stenos., & typs.	6.0	6.9	3.2	2.1	10.4	3.3	13.0	15.9	6.1	5.1	29.5	6.4
Other clerical workers	12.5	13.6	9.3	16.4	3.8	9.3	19.0	21.7	11.8	32.0	0.0	11.8
Craftsmen, foremen & rel.	11.2	12.2	8.5	2.1	3.2	8.3	1.6	1.8	1.1	0.0	3.8	1.1
Construction craftsmen	2.8	3.3	1.5	0.0	1.8	1.5	NA	NA	NA	NA	NA	NA
Mechanics & repairmen	0.7	0.9	0.4	0.0	0.0	0.4	NA	NA	NA	NA	NA	NA
Machinists & other metal craftsmen	3.5	3.4	3.8	0.0	0.0	3.7	NA	NA	NA	NA	NA	NA
Other craftsmen	4.2	4.6	2.8	2.1	1.3	2.8	NA	NA	NA	NA	NA	NA
Operatives, exc. transport	11.9	11.4	13.5	2.5	1.3	13.2	14.1	14.7	12.9	0.0	3.8	12.6
Durable goods mfg.	1.9	1.8	2.5	0.0	1.3	2.4	1.9	1.9	2.1	0.0	3.8	2.1
Nondurable goods mfg.	7.1	7.2	6.7	1.3	0.0	6.5	9.6	10.9	6.4	0.0	0.0	6.3
Nonmanufacturing	2.9	2.4	4.4	1.3	0.0	4.2	2.5	1.8	4.3	0.0	0.0	4.2

* Sum of Spanish-American and all races except white.

^{1/} Spanish-Americans are also counted in the racial categories as white, black, or other races.

SOURCE: Census of Population, 1970 and the North Carolina Employment Security Commission.

DURHAM SMSA

Table 3 (Cont'd)

	B O T H S E X E S						F E M A L E					
	Total (1)	White (2)	Black (3)	Other Races (4)	Spanish Amer. ^{1/} (5)	Minority Group* (6)	Total (7)	White (8)	Black (9)	Other Races (10)	Spanish Amer. ^{1/} (11)	Minorit Group (12)
Transport equipment operatives	2.8	2.4	3.7	0.0	3.6	3.7	0.3	0.4	0.3	0.0	0.0	0.0
Laborers, Nonfarm	3.4	2.0	7.7	1.7	2.5	7.5	0.6	0.5	0.7	0.0	0.0	0.7
Service workers, except pvt. households	12.7	7.7	27.2	16.4	4.1	26.6	21.8	10.4	50.3	29.9	10.2	49.5
Cleaning & food service	2.9	0.7	9.4	2.1	0.0	9.1	7.3	3.2	17.3	14.4	0.0	17.0
Protective service	1.1	1.2	0.8	0.0	0.0	0.8	0.0	0.1	0.0	0.0	0.0	0.0
Personal, health, & other services	4.3	3.1	8.1	0.0	2.5	7.8	7.5	5.5	12.5	0.0	3.8	12.2
Private household workers	2.6	0.3	9.3	1.7	2.2	9.1	5.6	0.7	17.8	4.1	6.4	17.5
Farm workers	1.8	1.7	2.3	0.0	0.0	2.3	0.6	0.6	0.8	0.0	0.0	0.8

* Sum of Spanish-American and all races except white.

^{1/} Spanish-Americans are also counted in the racial categories as white, black, or other races.

SOURCE: Census of Population, 1970 and the North Carolina Employment Security Commission.

DURHAM SMSA

TABLE 4. LAST OCCUPATION OF THE EXPERIENCED UNEMPLOYED, BY SEX AND MINORITY STATUS

	BOTH SEXES							FEMALES							
	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	MINORITY GROUP*		TOTAL	FEMALES AS % OF TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	MINORITY GROUP	
						TOTAL	% OF ALL RACES							TOTAL	% OF BOTH SEXES
Total	2,114	1,285	821	8	14	84.3	39.9	1,120	53.0	747	369	4	7	163	54.0
Percent of Total	100.0	100.0	100.0	100.0	100.0	100.0	--	100.0	--	100.0	100.0	100.0	100.0	100.0	--
Professional, technical, & related	13.6	18.6	5.3	50.0	0.0	5.7	16.7	14.1	17.9	21.4	5.5	0.0	0.0	5.4	52.0
Sales	4.1	5.9	0.8	50.0	50.0	2.1	20.7	5.7	24.6	9.3	0.7	100.0	100.0	3.0	77.0
Clerical	17.9	21.9	11.8	0.0	0.0	11.5	25.7	24.8	34.4	30.1	18.8	0.0	0.0	18.3	87.0
Craftsmen, foremen & related	14.2	16.1	11.3	0.0	50.0	11.9	33.3	2.6	100.0	0.0	5.7	0.0	0.0	5.6	26.0
Operatives	17.6	16.2	20.0	0.0	0.0	19.4	44.1	20.9	55.9	20.6	21.5	0.0	0.0	20.9	59.1
Nonfarm laborers	10.1	8.2	13.0	0.0	0.0	12.7	50.2	1.0	4.7	0.7	1.3	0.0	0.0	1.3	5.6
Service, except private households	15.6	8.3	27.2	0.0	0.0	26.4	67.6	20.5	61.8	10.8	32.3	0.0	0.0	31.5	65.5
Service, private households	2.8	1.1	5.6	0.0	0.0	5.4	76.7	5.1	85.0	1.7	9.3	0.0	0.0	9.1	91.0
Farm workers	1.6	1.4	2.1	0.0	0.0	2.0	48.6	1.2	34.3	0.0	2.6	0.0	0.0	2.6	70.0
Last worked 1959 or earlier ^{1/}	2.4	2.2	2.8	0.0	0.0	2.7	44.2	3.9	75.0	5.4	2.2	0.0	0.0	2.1	43.0

Notes: * Sum of Spanish American and all races except white. Some duplication possible since Spanish American may include nonwhite races in addition to white.

Sum of individual items may not equal totals because of rounding.

^{1/} Occupation not available

SOURCE: Census of Population 1970

JOHNSTON COUNTY

Table 1. Population by Sex and Minority Status

1970

	Number		Percent Distribution		Labor Force Participation Rate	
	Total (1)	Female (2)	Total (3)	Female (4)	Total (5)	Female (6)
1. Total	61,737	31,951	100.0	100.0	58.7	43.4
2. White	48,615	24,987	78.7	78.2	58.8	42.8
3. Black	13,071	6,935	21.2	21.7	58.0	46.0
4. American Indian	15	6	<u>4/</u>	<u>4/</u>	N/A	N/A
5. Oriental	28	16	<u>4/</u>	<u>4/</u>	N/A	N/A
6. Other Races	8	7	<u>4/</u>	<u>4/</u>	56.0	21.4
7. Spanish-American <u>1/</u>	87	50	0.1	0.2	55.8	32.0
8. Minority Group <u>2/</u>	13,122	6,964	21.3	21.8	58.0	45.8

1/ Spanish-Americans are also counted in the racial categories as white, black or other races.

2/ Sum of Spanish-American ethnic group and all races except white.

3/ Includes American-Indian, Oriental, and other races.

4/ Less than 0.05 percent.

Source: Census of Population 1970.

JOHNSTON COUNTY

Table 2. Employment Status by Sex and Minority Status

1972

Sex and Minority Status	Work Force	Employed	Unem- ployed	Percent Distribution			Unemploy- ment Rate
				Work Force	Employed	Unem- ployed	
<u>Both Sexes</u>							
1. Total	25,140	24,290	850	100.0	100.0	100.0	3.4
2. White	20,600	20,180	430	81.9	83.1	50.6	2.1
3. Black	4,520	4,100	420	18.0	16.9	49.4	9.3
4. Other Races	10	10	0	<u>3/</u>	<u>3/</u>	<u>3/</u>	0
5. Spanish-American <u>1/</u>	40	40	0	0.2	0.2	<u>3/</u>	0
6. Minority Group <u>2/</u>	4,570	4,150	420	18.2	17.1	49.4	9.2
<u>Female</u>							
7. Total	9,740	9,170	570	100.0	100.0	100.0	5.9
8. Percent of both sexes	38.7	38.8	67.1	--	--	--	--
9. White	7,790	7,510	280	80.0	81.9	49.1	3.6
10. Black	1,950	1,660	290	20.0	18.1	50.9	14.9
11. Other Races	0	0	0	<u>3/</u>	<u>3/</u>	<u>3/</u>	0
12. Spanish-American <u>1/</u>	20	20	0	0.2	0.2	<u>3/</u>	0
13. Minority Group <u>2/</u>	1,970	1,680	290	20.2	18.3	50.9	14.7

1/ Spanish Americans are also counted in the racial categories as white, black or other races.

2/ Sum of Spanish-American ethnic group and all races except white.

3/ Less than 0.05 percent.

Source: North Carolina Employment Security Commission

JOHNSTON COUNTY

Table 3. Occupations of Employed Persons, by Sex and Minority Status, 1970 and 1972

	B O T H S E X E S						F E M A L E					
	Total	White	Black	Other Races	Spanish Amer. 1/	Minority Group *	Total	White	Black	Other Races	Spanish Amer. 1/	Minority Group
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Total Number 1972	24,290	20,180	4,100	10	40	4,150	9,170	7,510	1,660	0	20	1,6
Total Number 1970	24,303	20,188	4,101	14	43	4,158	9,171	7,509	1,659	3	16	1,6
Percent 1970	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof., technical, & related	7.7	8.2	5.5	0.0	18.6	5.6	10.8	11.1	9.2	0.0	0.0	9
Engineers	0.4	0.5	0.0	0.0	0.0	0.0	--	--	--	--	--	1
Medical & health ser.	1.2	1.4	0.5	0.0	0.0	0.5	2.3	2.6	1.3	0.0	0.0	1
Teachers, elem. & sec. schools	2.9	2.7	3.8	0.0	0.0	3.8	6.0	5.9	6.6	0.0	0.0	6
Other Professionals	3.1	3.6	1.1	0.0	18.6	1.3	2.4	2.6	1.3	0.0	0.0	1
Nonfarm managers & adms.	6.3	7.4	1.1	0.0	18.6	1.3	2.7	3.1	0.9	0.0	0.0	0
Sales	5.1	6.0	0.7	0.0	18.6	0.9	5.0	5.8	1.6	0.0	50.0	2
Retail stores	3.5	4.1	0.6	0.0	18.6	0.8	4.6	5.3	1.6	0.0	50.0	2
Other sales workers	1.5	1.9	0.1	0.0	0.0	0.1	0.3	0.4	0.0	0.0	0.0	0
Clerical	11.1	12.6	3.5	21.4	11.6	3.7	21.7	25.6	3.9	100.0	31.2	4
Secs., stenos., & typs.	3.0	3.5	0.5	21.4	11.6	0.7	7.8	9.2	1.3	100.0	31.2	2
Other clerical workers	8.0	9.1	3.0	0.0	0.0	3.0	13.9	16.4	2.6	0.0	0.0	1
Craftsmen, foremen & rel.	16.1	17.2	10.7	0.0	13.9	10.7	2.2	2.3	2.0	0.0	0.0	2
Construction craftsmen	7.1	7.5	5.2	0.0	0.0	5.1	--	--	--	--	--	2
Mechanics & repairmen	3.8	4.2	2.4	0.0	0.0	2.4	--	--	--	--	--	2
Machinists & other metal craftsmen	0.7	0.8	0.1	0.0	0.0	0.1	--	--	--	--	--	2
Other craftsmen	4.5	4.8	3.0	0.0	13.9	3.1	--	--	--	--	--	2
Operatives, exc. transport	19.5	19.8	17.7	35.7	0.0	17.5	31.8	33.3	25.2	0.0	0.0	24
Durable goods mfg.	5.2	5.0	6.4	35.7	0.0	6.4	7.8	7.6	9.2	0.0	0.0	9
Nondurable goods mfg.	10.5	11.1	7.4	0.0	0.0	7.3	20.8	22.8	11.5	0.0	0.0	11
Nonmanufacturing	3.7	3.7	3.8	0.0	0.0	3.3	3.2	2.9	4.5	0.0	0.0	4

* Sum of Spanish-American and all races except white.

1/ Spanish-Americans are also counted in the racial categories as white, black, or other races.

SOURCE: Census of Population, 1970 and the North Carolina Employment Security Commission.

Table 3 (Cont'd)

JOHNSTON COUNTY

	B O T H S E X E S						F E M A L E					
	Total (1)	White (2)	Black (3)	Other Races (4)	Spanish Amer. ^{1/} (5)	Minority Group* (6)	Total (7)	White (8)	Black (9)	Other Races (10)	Spanish Amer. ^{1/} (11)	Minority Group* (12)
Transport equipment operatives	4.1	4.0	4.1	42.8	0.0	4.2	0.3	0.3	0.7	0.0	0.0	0.7
Laborers, Nonfarm	5.3	3.4	14.5	0.0	0.0	14.3	1.2	0.8	2.6	0.0	0.0	2.5
Service workers, except pvt. households	8.1	7.0	14.0	0.0	18.6	14.0	13.5	12.2	19.3	0.0	18.7	19.3
Cleaning & food service	4.2	3.2	9.4	0.0	0.0	9.3	7.5	6.2	12.8	0.0	0.0	12.7
Protective service	0.9	1.0	0.5	0.0	11.6	0.6	0.1	0.1	0.0	0.0	0.0	0.0
Personal, health, & other services	3.0	2.7	4.0	0.0	7.0	4.1	6.0	5.8	6.4	0.0	18.7	6.5
Private household workers	2.3	0.6	10.9	0.0	0.0	10.8	6.0	1.6	26.3	0.0	0.0	26.0
Farm workers	14.3	13.7	17.0	0.0	0.0	16.8	4.6	3.8	8.2	0.0	0.0	8.1

* Sum of Spanish-American and all races except white.

^{1/} Spanish-Americans are also counted in the racial categories as white, black, or other races.

SOURCE: Census of Population, 1970 and the North Carolina Employment Security Commission.

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

DIVISION OF PERSONNEL SERVICES
Box 5067 ZIP 27607

OFFICE OF BUSINESS AFFAIRS

January 7, 1974

MEMORANDUM

TO: Mr. William H. Simpson
Dr. F. J. Hassler
Professor Roger H. Clark
Dean Carl J. Dolce
Dr. Robert G. Carson, Jr.
Dr. LeRoy C. Saylor
Dr. Odell Uzzell
Dr. Jasper D. Memory

Dr. John F. Bogdan
Mr. Cyrus B. King
Dean Banks C. Talley, Jr.
Dr. R. A. Mabry
Dr. Albert Carnesale ✓

FROM: William R. Calloway

SUBJECT: Wake County Employment Data for Affirmative Action Planning
(SPA Personnel)

The enclosed table summarizes available data on the work force in Wake County, North Carolina. Data used to compile the table were taken from "Raleigh Standard Metropolitan Statistical Area (Wake County) - Manpower Information for Affirmative Action Programs - 1973" prepared by the Employment Security Commission of North Carolina. Labor force figures shown in the table include both the employed work-force and unemployed persons who are experienced in each of the occupational categories. The employment figures are based on 1972 data, however, proportions used for classification into occupational categories are based on 1970 census data.

These figures represent the most proper and reasonable data that we have been able to accumulate from existing availability figures. You may use these percentages in determining goals and timetables for employment of minority group members and females in the various categories shown.

Please call if you have further questions.

WRC:mbo

For Information Only

NATIONAL CIVIL SERVICE LEAGUE
NATIONAL PROGRAM CENTER FOR PUBLIC PERSONNEL MANAGEMENT
1825 K St., N. W. Washington, D. C. 20006 (202) 833-1450

EEOC GUIDELINES ON EMPLOYMENT APPLICATION QUESTIONS

The U. S. Equal Employment Opportunity Commission recently issued following discussion regarding employment application questions. While not formally published in the Federal Register, the guidelines can be helpful to public employers and can be construed as expressing EEOC's interpretation of Title VII of the Civil Rights Act of 1964.

The National Program Center reprints the guidelines here as a service to its members, and recommends that for further information, members contact their local EEOC office.

EMPLOYMENT APPLICATION FORM
QUESTIONS WHICH MAY LEAD TO
DISCRIMINATION

The following is a list of questions commonly found in public and private employment application forms. Each of them inquires into a factor which might be considered in a manner which might violate Title VII of the Civil Rights Act of 1964 or another law aimed at achieving equal employment opportunities for all.

An employer should be aware that when he inquires into any of these factors he is running a risk of encouraging unlawful discrimination by his employees, and of providing evidence which may be used by complainants in proving charges of discrimination made against the employer. Even when the employer does not use the information solicited by these questions, the questions may have the unlawful effect of tending to discourage women or minorities from even applying for jobs.

It is equally important to remember, however, that this list is concerned only with the potential unlawful use of information. Quite different considerations are involved when the purpose of seeking information is to carry out an affirmative action program.

Finally, if some of the information discussed below is needed for post-employment purposes, it can be obtained after the applicant has been selected for employment.

1. AGE? DATE OF BIRTH? The Age Discrimination In Employment Act (29 U.S.C. 621-34) prohibits discrimination on the basis of age against individuals who are between the ages of 40 and 64, inclusive. A majority of states also have laws prohibiting age discrimination. Thus the answer to this question could be used unlawfully.
2. ARRESTS? Consideration of arrest records is almost certainly unlawful. An arrest is no indication whatsoever of guilt, and historically minorities have suffered proportionately more arrests than others. See Carter v. Gallagher, 451 F. 2nd 315 (8th Cir. 1971); Gregory v. Litton Systems, Inc., 316 F. Supp. 401 (C.D. Cal. 1970). The U. S. Department of Labor has also recognized the potential for discrimination in the consideration of arrest records. See 60-2.24(d) (3) of Revised Order No. 4, establishing standards and guidelines for the affirmative action programs required of government contractors.
3. AVAILABLE FOR STAURDAY AND SUNDAY WORK? This question may serve to discourage applications from persons of certain religious which prohibits their adherents from working on Saturday or Sunday. On the other hand, it may be necessary to know whether an applicant can work on these days.

Section 701 (j) of Title VII, as amended in 1972, prohibits discrimination on the basis of religion and defines religion to include "all aspects of religious observance and practice, as well as belief, unless an employer demonstrated that he is unable to reasonably accommodate to an employee's or prospective employee's religious observance or practice without undue hardship on the conduct of the employer's business." If this kind of question is asked, it would be desirable to indicate that a reasonable effort will be made to accommodate to the religious needs of employees.

4. CHILDREN UNDER 18? NUMBER OF CHILDREN? AGE OF CHILDREN? WHAT ARRANGEMENTS WILL YOU MAKE FOR CARE OF MINOR CHILDREN? The purpose of these questions is to explore what the employer believes to be a common source of absenteeism and tardiness. But why explore this area in such an indirect way, and in a way which applies only to women for all practical purposes? There are a number of common causes of absenteeism and tardiness which affect both men and women and which would be worthy of exploration if this is a matter of substantial concern to the employer. The U.S. Supreme Court has ruled that in the absence of proof of business necessity, Title VII prohibits an employer from having one hiring policy for women and another for men -- each having pre-school age children. Phillips v. Martin Marietta Corp., 400 U. S. 542 (1971). It is also important to note that any selection procedure which has an adverse effect on persons with dependent children will affect minorities and Catholics more than others, since they have, on the average more children.

5. CITIZEN OF WHAT COUNTRY? The Commission has adopted Guidelines on Discrimination Because of National Origin which contain the following statement: "Because discrimination on the basis of citizenship has the effect of discriminating on the basis of national origin, a lawfully immigrated alien who is domiciled or residing in this country may not be discriminated against on the basis of his citizenship." except pursuant to national security requirements required by a federal statute or executive order. At least one federal court has expressly agreed with this analysis (Guzman v. Polich & Benedict Construction Co., ___ F. Supp. ___, 2 (CCH) EPD par. 10, 156 (C.D. Calif. 1970), and one has disagreed (Espinoza v. Farah Mfg. Co., ___ F 2d ___, 4 (CCH) EPD par. 7835 (5th Cir. 1972). State and federal courts have recently declared invalid laws in several states which exclude non-citizens from public employment.

In addition, this question asks what country the applicant is a citizen of, thus permitting discrimination on the basis of particular national origin.

6. CONVICTIONS (OTHER THAN FOR TRAFFIC VIOLATIONS)? To the extent that this question implies an absolute bar to the employment of an applicant who has a conviction record, it is probably unlawful. See Carter v. Gallagher, 451 F 2d 315 (8th Cir. 1971). This is because some minority groups in our society have conviction records substantially in excess of the average, taking into consideration their relative numbers and the extent of their "criminal" activity. On the other hand, an employer probably has the right to exclude persons who have been convicted of certain offenses from consideration for certain kinds of jobs, at least if this is done on a carefully considered basis. To avoid frightening off qualified applicants who have irrelevant criminal records, the best practice would be to obtain conviction information through local police departments rather than from applicants. If this is not possible, the application might indicate that the existence of a criminal record does not constitute an automatic bar employment. In addition, each person who will evaluate information concerning criminal records should be given careful instructions as to its limited usefulness.
7. CREDIT RECORD? (CHARGE ACCOUNTS? OWN YOUR OWN HOME? OWN YOUR OWN FURNITURE? OWN A CAR?) Because minority persons are far poorer on the average than whites, consideration of these factors has an adverse effect on minorities and is probably unlawful unless required by considerations of business necessity. See EEOC Decision 72-0427 (1971), CCH Employment Practices Guide par. 6312. The U. S. Department of Labor has also recognized the potential for discrimination in the consideration of credit records. See par. 60-2.25(d) (3) of Revised Order No. 4, establishing standards and guidelines for affirmative action programs required of government contractors.
8. EYES? HAIR? Eye color and hair color are not related to the performance of any job and may serve to indicate an employee's race or religion.
9. FIDELITY BOND EVER REFUSED TO YOU? This question presumably represents an indirect effort to find flaws which may exist in an individual's past. The difficulty with this means, however, is that a fidelity bond may be denied for totally arbitrary and discriminatory reasons which the individual does not have an adequate opportunity to know of or challenge. Thus this method of ascertaining an individual's past history should be dropped in favor of some other method which is not so likely to be infected with bias.

The Maryland Commission on Human Relations has issued an order prohibiting an employer from asking about bond refusals because of the discriminatory impact this kind of question may have. CCH Employment Practices Guide par. 5047.

10. FRIENDS OR RELATIVES WORKING FOR US? This question may reflect for friends or relatives of present employees. Such a preference would be unlawful if it has the effect of reducing employment opportunities for women or minorities. It would have this unlawful effect if present work force differs significantly in its proportion of women or minorities from the population of the area from which workers are recruited. This question may also reflect a rule that only one partner in a marriage can work for the employer. There is a growing recognition that such a rule hurts women far more often than men and that the rule serves no necessary business purpose.
11. GARNISHMENT RECORD? In Johnson v. Pike Corporation of America, 332F. Supp 490 (C.D. Calif. 1971), the court ruled that an employer violated Title VII by discharging a black employee because his wages had been garnished several times. This district court based its conclusion on the reasoning of the Supreme Court's testing ruling, Griggs v. Duke Power Co., 401 U.S. 424 (1971), and on the district court's findings that minorities suffer wage garnishments substantially more often than do whites, and that wage garnishments do not affect a worker's ability to perform his work effectively.
12. HEIGHT? WEIGHT? Some employers have imposed minimum height or weight requirements for employees which are not related to the job to be performed and which have the effect of excluding above-average percentages of women and members of certain nationality groups. Unless height or weight is directly related to a job requirement these questions should not be asked.
13. LOWEST SALARY WILL ACCEPT. Women generally have been related to poorer paying jobs than men, and have been paid less than men for the same work. As a result of this discrimination, a woman might be willing to work for less pay than a man would find acceptable. It is unlawful, however, to pay a woman less than man would be paid because of community wage patterns which are based on discrimination. See Hodgson v. City Stores, Inc., 332 F. Supp. 942 (M.D. Ala., 1971).

14. MAIDEN NAME? This not relevant to a person's ability to perform a job and could be used for a discriminatory purpose. For example, a woman's maiden name might be used as an indication of her religion or national origin. This item also constitutes an inquiry into marital status which is discussed separately.
15. MARITAL STATUS? Some employers have refused to hire a married woman for certain jobs. Most airlines, for example, refused for many years to permit a married woman to be a flight attendant, though other employees could be married. This practice was held to violate Title VII of the Civil Rights Act of 1964 in *Sprogis v. United Air Lines*, 444 F. 2d 1194 (7th Cir. 1971), and par. 1604.4. (a) of the Commission's Guidelines on Discrimination Because of Sex expresses the same conclusion. It would also violate Title VII for an employer to refuse to hire a married woman or pay a married woman less than a married man for the same work because woman's pay represents a second income while the man's does not. Finally, an employer could not refuse to hire a married woman for any job or for particular jobs because of the employer's beliefs concerning morality or family responsibility.
16. MR., MISS OR MRS? This is simply another way of asking the applicant's sex and (for women only) marital status, questions discussed elsewhere. Even asking an applicant's first name normally serves no other pre-employment purpose than to indicate the applicant's sex.
17. PRIOR MARRIED NAME? This question asks, in effect, whether an individual has been divorced. By its nature, however, it asks this question only of women because only a woman changes her name on marriage. Thus, the question is discriminatory unless the employer must have the information as a means of identification for purposes of pre-employment investigation.
18. SEX? Title VII prohibits discrimination in employment on the basis of sex except in the few instances in which sex may be a "bona fide occupational qualification reasonably necessary to the normal operation" of the employer's business. There are virtually no jobs which can be performed by only one sex or the other.

For this reason it would be desirable to omit any questions asking the applicant's sex from an application form which is intended for general use.

19. SPOUSE'S NAME? To the extent that this question asks for marital status, the comments on marital status apply. A spouse's name may also be used as an indication of religion or national origin.
20. SPOUSE'S WORK? To the extent that this question asks for marital status, the comments on marital status questions apply. In addition, some employers have been reluctant to hire a woman if that would make her the second breadwinner in the family, whereas there is seldom any objection to hiring a man if that would make him the second breadwinner in the family. Such a policy is unlawful under Title VII and other nondiscrimination law.
21. WIDOWED, DIVORCED OR SEPARATED? Recent statistics show that many more black than white persons are either widowed, divorced or separated and that a much larger proportion of woman than of men in the labor force is either widowed, divorced or separated. Thus this question has a potential for adversely affecting women and blacks.

PART III

Section N

AFFIRMATIVE ACTION PLAN

FOR THE

SPECIAL UNITS

- 1) Special Academic Units
- 2) Special Units for Auxiliary and Academic Administration
- 3) University Administration

June 15, 1973

1) AFFIRMATIVE ACTION PLAN
FOR
SPECIAL ACADEMIC UNITS

Division of University Studies

The Division of University Studies is a small special academic unit that reports directly to the Provost. Its function is to teach special courses of an interdisciplinary nature to a broad spectrum of students. By design less than half of the Division's eleven positions are filled by full time faculty because positions are used to buy released time of faculty from other departments to teach particular courses. In the Fall of 1973, using female faculty the Division will teach a course on the role of women. Affirmative action goals for the Division include involvement of female and minority faculty in appropriate courses, the development of courses dealing with such topics as the role of women, and the encouragement of other departments to employ female and minority faculty who can participate in University Studies courses.

2) AFFIRMATIVE ACTION PLAN
FOR
SPECIAL UNITS FOR AUXILIARY AND ACADEMIC ADMINISTRATION

Introduction

This document describes the employment programs of twelve of the smaller administrative units within the University. Included are the offices of: Alumni Affairs, Athletics, the Chancellor, the Computing Center, Foundations and Development, the Graduate School, Information Services, International Programs, the Provost, the Radiological Safety Office, Research Administration, and the Water Resources Research Institute.

The types of functions performed by these units are extraordinarily diverse; ranging from the primarily administrative functions of the Office of the Chancellor, to the primarily coordinative function of the Water Resources Research Institute, to the primarily service function of the Computing Center. The reason why these diverse small units are being considered as a group (viz., "special administrative units") is to facilitate the statement of meaningful and realistic affirmative action goals.

The administrative positions associated with these units are considered as part of the "central university administration" (which is the subject of a separate statement) and are not reflected in the data, goals, and plan presented here, but are treated in the special section devoted to University Administration.

Current Employment Profile

Within the fourteen administrative units are employed a total of 40 academic personnel (in EPA positions) and 115 non-academic personnel (in SPA positions).

The distributions by sex and race of the EPA and SPA personnel appear in Tables I and II respectively.

TABLE I

CURRENT EPA EMPLOYMENT PROFILE
SPECIAL ADMINISTRATIVE UNITS

(positions combine academic and administrative titles, thus no breakdown by title is meaningful)

	Sex		Race	
	Males	Females	White	Minority
Totals	39	1	40	0
	98%	2.5%	100%	

TABLE 2

CURRENT SPA EMPLOYMENT PROFILE

POSITION	SEX		RACE	
	Males	Females	White	Minority
Accounting Clerk	1	2	3	0
Address. Equip. Op.	0	1	1	0
Administrative Asst.	1	6	7	0
Administrative Sec.	0	1	1	0
Asst. Director Info.	1	0	1	0
Clerk I	2	0	1	1
Clerk II	0	2	2	0
Clerk III	1	3	4	0
Clerk IV	1	1	2	0
Computer Operator I	1	0	1	0
Computer Operator II	4	0	3	1
Computer Programmer I	0	1	1	0
Computer Programmer II	2	2	4	0
Computer Programmer III	6	0	6	0
Computer Systems Ana. II	1	0	1	0

Tabel 2- Continued

	<u>Males</u>	<u>Females</u>	<u>White</u>	<u>Minority</u>
Computer Systems Ana. III	1	1	2	0
Computer Systems Mgr. II	1	0	1	0
Cook II	0	1	0	1
Data Processing Mgr. I	4	1	4	1
Data Processing Mgr. II	1	0	1	0
Data Processing Mgr. III	1	0	1	0
Editorial Assistant	0	1	1	0
Electrician II	1	0	1	0
Housekeeping Assistant	0	2	0	2
Info. & Communic. Spec. II	0	3	3	0
Intermediate Clerk	0	1	0	1
Key Punch Oper. II	0	4	4	0
Key Punch Unit Supv. II	0	1	1	0
Maintenance Mechanic II	1	0	1	0
Plant Main Supv.	1	0	1	0
Radiation Survey Tech.	5	0	4	1
Secretary II	0	1	1	0
Secretary III	0	4	3	1
Secretary IV	0	2	2	0
Steno I	0	2	2	0
Steno II	0	16	15	1
Steno III	0	8	8	0
Stock Clerk I	1	0	0	1
Typist I	0	2	2	0
Typist II	0	4	3	1
Typist III	0	2	2	0
Warehouse Mgr. II	1	0	1	0
University Archivist	<u>1</u>	<u>0</u>	<u>1</u>	<u>0</u>
Total	40	75	103	12
	(35%)	(65%)	(90%)	(10%)

It is recognized that the proportions of females and minority races holding EPA positions is low.

In the case of SPA personnel, the proportion of women is 65%. All of the secretarial, stenographic, typist, key punch operator, and housekeeping positions are held by women. The proportion of women in other SPA positions is 46%. The proportion of SPA positions held by minority race representatives is 10% .

Goals

It is expected that there will not be any significant increase within the foreseeable future in the number of EPA or SPA employees in

any of the twelve special administrative units. Increases in the proportions of women and minority race representatives will be achieved primarily through replacements. Because turnover rates in the past five years have been low, and because estimates of future turnover rates are highly uncertain, it appears appropriate to establish affirmative action goals in terms of proportions of women and minority race representatives among employees to be hired and promoted in the next five-year period.

With regard to EPA positions, the following goals are proposed for the next five-year period:

1. At least one out of each five new EPA employees will be a woman;
2. At least one out of each eight new EPA employees will be a representative of a minority race.

With regard to SPA positions, our goal over the next five-year period is that at least one out of each five new SPA employees will be a representative of a minority race.

Implementation

The small number of EPA positions in each of the units coupled with the wide diversity of personnel qualifications among the units, render impractical the implementation of a unified program for recruiting women and representatives of minority races. Each unit will recruit personnel for EPA positions by means of channels appropriate to the particular position. These means shall include notification of other institutions and advertisement in publications of professional groups.

All offers of appointment are subject to the approval of the Provost. It will be required that all requests for appointment action

be accompanied by the following information on each candidate considered seriously for the position: name, sex, minority group affiliation, manner of recruitment (or other means by which contact with candidate was made), qualifications, comparison of qualifications with those of the selected candidate, and expressions of interest (positive or negative) expressed by the candidate.

The filling of SPA positions will be accomplished in close coordination with the Division of Personnel Service. All SPA position vacancies will be filed with that office. Each of the twelve units will submit annually of the EEO officer a report summarizing their SPA position affirmative action activities. Included for each SPA position filled during the year will be the following information on each candidate: sex, minority group affiliation, manner of recruitment (or other means by which contact with candidate was made), qualifications, comparison of qualifications with those of the selected candidate, and expression of interest (positive or negative) expressed by the candidate.

It will be the responsibility of the Equal Employment Opportunities Officer to coordinate recruitment efforts for women and minority race candidates for EPA positions and to prepare annually a report to the Provost summarizing and evaluating the affirmative action activities (related to both EPA and SPA positions) of the units included in this plan.

AFFIRMATIVE ACTION PLAN
FOR THE
ADMINISTRATION

In our affirmative action planning, a special analysis was made of the University administration as a whole. Department heads, assistant deans, deans, directors, vice chancellors, and administrative staff positions were analyzed as a group even though they normally would be distributed among all units of the institution. The results show that our administrative structure at N.C. State is at present all male and all white.

This condition does not exist because of overt acts of discrimination on the part of the University in the past. If we allow it to continue over a prolonged period, however, we will be indeed negligent in providing equal opportunity. One explanation for the present situation lies in the kinds of programs N.C. State University has and does offer. Since there are few minority or female faculty available in such fields as engineering, forestry, or textiles, it follows that there would be even fewer female or minority administrators who have come up through the ranks. Another explanation lies in the fact that until the middle sixties, NCSU was basically a male institution. As such it would be expected that most administrators would be male. For instance, until 1963 N.C. State did not even offer a degree in liberal arts. The growth of the School of Liberal Arts over the past decade has been phenomenal, and it has greatly increased the number of female students and faculty. Since the development of administrators takes time, one would expect a lag on this campus in the emergence of female administrators.

The following mechanism will be used to ensure the minorities and females are given equal opportunity in the filling of administrative posts. In cases where search committees function, the committees will be urged to seek minority and female candidates. In cases where no such candidates exist or can be located the committee will be asked to document its search at the time it presents the list of top candidates to the Chancellor.

In cases of administrative staff positions which are not filled by a selection committee, the Chancellor will require a documentation of search efforts including a list of candidates interviewed. If no minority or females are among those interviewed, the Chancellor may require additional searching unless the evidence clearly demonstrates that further searching would be futile.

Goals for administrative positions can be stated in both long-range and short-range terms. By 1980, it is the goal of N.C. State University to have at least five out of about 100 administrative positions filled with either minorities or females. Our data show that between 1974 and 1980, 29 administrators will reach retirement age. Based on the nature of disciplines offered at this university such a goal of 5% may be optimistic because of availability. It may well be the latter part of this decade before individuals qualified for administrative responsibility are available internally. Over the short run, or by 1975, N.C. State's goal is to have at least two administrative posts filled with minorities or females.

Definitive Version

26 November 1973

To: President William Friday

Dear Bill:

In anticipation of your upcoming discussions with officials of HEW I presume to make two or three comments derived from my reading of Mr. Holmes' November 10th letter to Governor Holshouser. I am sure there is nothing particularly new to you in these comments, but it won't hurt for me to pass them on to you.

- 1) The HEW letter very much overestimates the extent to which student choice of an institution can be managed. A student's college choice is very much a personal and individual thing.
- 2) The letter also overestimates the extent to which the racial composition of a faculty can be changed. In the years ahead of us vacancies will be fewer and the efforts of each campus to employ women will be competing with the efforts to employ minority race faculty. Nor is it irrelevant to point out that the larger supply of highly qualified white faculty puts an unavoidably additional factor into the equation. At what point, for example, will a highly qualified white male claim discrimination? Any proposal to move faculty around arbitrarily from one campus to the other is likewise fraught with impracticability and holds no realistic promise for anyone.
- 3) The discussion of "duplication" is highly unrealistic. North Carolina could force an increase in black engineering enrollment at NCSU and UNC-C by closing out the A. & T. engineering program, or could increase white engineering enrollment at A. & T. by closing out the NCSU engineering school. Obviously neither of these actions possesses a scintilla of realism or practicability. Federal and private efforts as well as State efforts to improve the quality of such programs as engineering and agriculture at A. & T. have the inevitable effect of improving the attraction of the A. & T. offerings. How many whites will be attracted is problematical and cannot be controlled by anybody.

- 4) Inter-institutional cooperation always has a felicitous ring to it. But great plans are usually notions rather than plans simply because the effort that goes into the arrangements, the inconvenience of the arrangements, the added expense of the arrangements and the sheer human inertia that goes with these difficulties make the arrangements more hypothetical than realistic. A few such arrangements do occasionally come off. This happens when the advantages and the convenience and the practicability are clearly evident in outweighing the difficulties. In other words, when the arrangements can solve a specific problem, okay. But when the problem is invented to satisfy a theoretical set of arrangements, it won't go. If, for example, one Latin teacher can teach on two neighboring campuses and serve a low-demand curriculum need, okay. Unless such a need is present one should and might as well forget about it. Institutions and human beings are not expected to be so altruistic or flexible as to make artificial arrangements which really don't solve any real problem and add up mainly to window dressing for a compliance statement.
- 5) The HEW letter theoretically recognizes differences in institutional roles. In actuality the remedial actions suggested tend to ignore historical as well as extant differentials in institutional roles. To require every institution in the sixteen-campus system to take on a "remedial" role is unrealistic and helps no one. If either UNC-CH or NCSU should become open-door institutions, the effect on other campus enrollments could be disastrous and no one would be as well served. Likewise, the role of the Board of Governors in controlling wisely the expansion of doctoral and advanced professional programs is a must from the standpoint of both fiscal practicality and educational quality. If this objective is steadfastly pursued, there is no way to avoid this significant role differentiation between the existing major campuses and the predominantly black campuses. Any other course by the Board of Governors would border on the absurdity as a public policy.
- 6) Some statements such as this one on page 12 are totally useless: "Your plan should assure that predominantly black schools do not experience difficulty in recruiting white students because of the attitudes of high school counselors or administrators, and that black high school students are not counseled primarily or only toward the predominantly black schools."

In summary, there is such a lack of realism and there is such distortion of judgment in the HEW letter as to suggest that it was written by people who have

President William Friday
p. 3 - 26 November 1973

had no experience in the administration and operation of American higher education; or that the report is written at a headquarters so remote from where higher education takes place as to be unaware of how decisions are made by students, faculty, administrators and citizens. To make these statements does not help to answer the letter. I do feel, though, that the sixteen pages of directives laid upon the Governor of this State, the Board of Governors, the Board of Education, and the responsible officers are so extraordinarily burdensome as well as unrealistic as to justify extraordinary efforts on our part to obtain a clearer assessment of the overall situation at the highest levels of government.

I do trust that your forthcoming discussions will give you some hope that this reassessment is possible. Meantime, Mr. President, you will be assured of our desire here to do anything to help lighten your burdens in our affirmative action effort, for we know you will make every effort possible to achieve some mitigation of the burden of the HEW letter. Somehow I feel that the honesty of our devotion to achieve the aims of our society and its government toward a more just society will be rewarded in the long run. In the short run, we can make progress with a great deal of good will, mutual trust and sincerity to cement our efforts in a time schedule that will produce accelerated changes in the human heart.

Sincerely,

John T. Caldwell

NORTH CAROLINA STATE UNIVERSITY at Raleigh
Office of the Provost and Vice Chancellor

October 2, 1973

To: Dean J. E. Legates Dean David W. Chaney
Dean Claude E. McKinney Vice Chancellor John D. Wright
Dean Carl J. Dolce Dean Banks C. Talley, Jr.
Dean Ralph E. Fadum Vice Chancellor William L. Turner
Dean Eric L. Ellwood Dr. I. T. Littleton
Dean Robert O. Tilman ✓ Dr. Albert Carnesale
Dean A. C. Menius, Jr.

Subject: Additional Information for NCSU Affirmative Action Compliance Program

HEW has requested additional information for the Affirmative Action Plan submitted by the University last June before final evaluation of our proposed plan can be completed. We would appreciate your assistance in providing us with the following information:

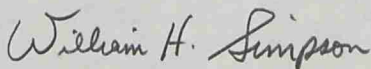
1) A statistical compilation of all EPA personnel within your School or unit by rank or EPA professional position, race, and sex, with goal designation and timetable opposite each rank or EPA professional position. Attached for your convenience is a computer print-out summary of your School or unit. Please fill out your summary sheet including the goals and timetables opposite each position and return to this office by Tuesday, October 9. Please note you must designate position title rather than use the word "other."

2) Very shortly you will also be receiving a computer print-out with a statistical breakdown of all current SPA employees within your School or unit by Equal Employment Opportunity (EEO-1) occupational job categories, race, and sex. You are asked to fill in specific goals and timetables opposite each category. These goals and timetables should correspond with your original ones submitted in our June, 1973 Affirmative Action Report. A copy of the print-out should be returned to Mr. William Calloway, Personnel Director, Primrose Hall, Campus, within one week after you receive it.

3) Test - If you give tests to applicants, then we will need evidence of validation of all tests that are used to the extent required by the Office of Federal

Contract Compliance (OFCC) Testing Order (41 CFR 60-3).

If you have any questions, please call me (Ext. 2200). Thank you for your cooperation.

A handwritten signature in cursive script that reads "William H. Simpson".

William H. Simpson
Equal Employment Opportunities
Officer

CC: Chancellor John T. Caldwell
Provost Harry C. Kelly
School and Unit EEO Representatives

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE
WASHINGTON, D.C. 20210

CHAPTER 60 -- Office of Federal Contract Compliance,
Equal Employment Opportunity, Department of Labor

(Reprint from Federal Register, Vol. 36, No. 192- Saturday, October 2, 1971)

PART 60-3 Employee Testing & Other Selection Procedures

**Title 41—PUBLIC CONTRACTS
AND PROPERTY MANAGEMENT**

Chapter 60—Office of Federal Contract Compliance, Equal Employment Opportunity, Department of Labor

**PART 60-3—EMPLOYEE TESTING
AND OTHER SELECTION PROCEDURES**

On April 21, 1971, notice of proposed rule making was published in the FEDERAL

REGISTER (36 F.R. 7532) with regard to amending Chapter 60 of Title 41 of the Code of Federal Regulations by adding a new Part 60-3, dealing with employee testing and other selection procedures. Interested persons were given 30 days in which to submit written comments, suggestions, or objections regarding the proposed amendments.

Having considered all relevant material submitted, I have decided to, and do hereby amend Chapter 60 of Title 41 of the Code of Federal Regulations by adding a new Part 60-3, reading as follows:

- Sec.
60-3.1 Purpose and scope.
60-3.2 Test defined.
60-3.3 Violations of the Executive order.
60-3.4 Evidence of validity, meaning of technically feasible.
60-3.5 Minimum standards for validation.
60-3.6 Presentation of evidence of validity.
60-3.7 Use of other validity studies.
60-3.8 Assumption of validity.
60-3.9 Continued use of tests.
60-3.10 Employment agencies and state employment services
60-3.11 Disparate treatment.
60-3.12 Retesting.
60-3.13 Other selection techniques.
60-3.14 Affirmative action.
60-3.15 Recordkeeping.
60-3.16 Sanctions.
60-3.17 Exemptions.
60-3.18 Effect on other rules and regulations.

AUTHORITY: The provisions of this Part 60-3 are issued under secs. 201, 205, 206(a), 301, 303(a), 303(b), and 403(b) of Executive Order 11246, as amended, 30 F.R. 12319; 32 F.R. 14303; 34 F.R. 12986; § 60-1.2 of Part 60-1 of this chapter.

§ 60-3.1 Purpose and scope.

(a) This order is based on the belief that properly validated and standardized employee selection procedures can significantly contribute to the implementation of nondiscriminatory personal policies, as required by Executive Order 11246, as amended. It is also recognized that professionally developed tests, when used in conjunction with other tools of personnel assessment and complemented by sound programs of job design, may significantly aid in the development and maintenance of an efficient work force and, indeed, aid in the utilization and conservation of human resource generally.

(b) (1) An examination of charges of discrimination filed with the Office of Federal Contract Compliance and an evaluation of the results of its compliance activities has revealed a decided increase in total test usage and a marked increase in testing practices which have discriminatory effects. In many cases, contractors have come to rely almost exclusively on tests as the basis for making the decision to hire, to promote, to transfer, to train, or to retain with the result that candidates are selected or rejected on the basis of test scores. Where tests are so used, minority candidates frequently experience disproportionately high rates of rejection by failing to attain score levels that have been established as minimum standards for qualification.

(2) It has also become clear that in many instances contractors are using tests as the basis for employment decisions without evidence that they are valid predictors of employee job performance. Where evidence in support of presumed relationships between test performance and job behavior is lacking, the possibility of discrimination in the application of test results must be recognized. A test lacking demonstrated validity, i.e., having no known significant relationship to job behavior, and yielding lower scores for classes protected by Executive Order 11246, as amended, may result in the rejection of many who have necessary qualifications for successful work performance.

(c) Section 202 of Executive Order 11246, as amended, requires each Government contractor and subcontractor to take affirmative action to insure that he will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. This order is designed to serve as a set of standards for contractors and subcontractors subject to Executive Order 11246, as amended, in determining whether their use of tests conforms with the requirements of the Executive Order.¹

§ 60-3.2 Test defined.

For the purpose of this order, the term "test" is defined as any paper-and-pencil or performance measure used as a basis for any employment decision. This order applies, for example, to ability tests which are designed to measure eligibility for hire, transfer, promotion, training, or retention. This definition includes, but is not restricted to, measures of general intelligence, mental ability and learning ability; specific intellectual abilities; mechanical, clerical and other aptitudes; dexterity and coordination; knowledge and proficiency; occupational and other interests; and attitudes, personality or temperament. The term "test" also covers all other formal, scored, quantified or standardized techniques of assessing job suitability including, for example, personal history and background requirements which are specifically used as a basis for qualifying or disqualifying applicants or employees, specific educational or work history requirements, scored interviews, biographical information blanks, interviewers' rating scales and scored application forms. The term "test" shall not include other selection techniques discussed in § 60-3.13.

§ 60-3.3 Violation of Executive order.

A contractor regularly using a test which has adversely affected the opportunities of minority persons or women for hire, transfer, promotion, training, or retention violates Executive Order 11246, as amended, unless he can demonstrate that he has validated the test pursuant to the requirements of this part.

¹ Except for the necessary differences in language arising from the different legal authority of the two agencies and for reasons of clarity, this order and the Guidelines on Employee Selection Procedures, issued earlier by the Equal Employment Opportunity Commission (35 F.R. 12393, Aug. 1, 1970) are intended to impose the same basic requirements on persons and contractors covered by each of them.

Dr. Carnesale

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

P. O. Box 5067, RALEIGH, N. C. 27607

OFFICE OF THE PROVOST AND VICE-CHANCELLOR

May 17, 1973

MEMORANDUM

TO: D. W. Chaney J. E. Legates B. C. Talley
C. J. Dolce I. T. Littleton R. O. Tilman
E. L. Ellwood C. E. McKinney W. L. Turner
R. E. Padum A. C. Menius J. D. Wright

FROM: Harry C. Kelly, Provost

ORIGINAL SIGNED BY
HARRY C. KELLY

SUBJECT: Affirmative Action

1) NCSU Plan

We are in the process of developing a final version of an affirmative action plan which we must submit to the General Administration by June 15. Dr. Clauston Jenkins will be in touch with you concerning changes that should be made in your plan.

2) Implementation of Plans

Although we may not know for some time whether or not our plan has been approved, we should assume that it has and proceed to implement it. By July 1, 1973, you should have established the recruitment and review procedures you promise to establish in your plan and you should have appointed EEO officers and committees as indicated in your plan. When you have completed this phase of implementation, please indicate such to me in a memorandum.

3) Identification of Liaison with University EEO Officer

By July 1 please identify the individual in your unit who will serve as primary liaison with the University EEO Officer. The individual you designate will be the means of communication between the central administration and your unit on matters of affirmative action and equal employment opportunity.

Affirmative Action
Page Two
May 17, 1973

4) EEO Tagline

In our eagerness to provide equal opportunity and take affirmative action we must be careful that we do not make statements that give the impression or implication that we are practicing reverse discrimination. For this reason I am asking that all correspondence, advertisement, etc., simply use the statement "(NCSU, School, Dept.) is an equal opportunity employer" and that we refrain from use of such statements as "women and minorities are encouraged to apply." Please inform your directors and department heads of this request.

HCK:CJ:gj


cc: Chancellor John T. Caldwell
✓ Dr. Al Carnesale
Administrative Council
Mr. William Calloway

HEW File

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

Office of the Provost A Holladay Hall

TO: A. Carnesale I. T. Littleton
 D. W. Chaney C. E. McKinney
 C. J. Dolce A. C. Menius, Jr.
 E. L. Ellwood B. C. Talley
 R. E. Fadum R. O. Tilman
 J. E. Legates W. L. Turner
 J. D. Wright

FROM: Clauston Jenkins 

Attached is some data on SPA personnel groups in North Carolina which may be of use to you in implementing your affirmative action planning. Please see that the appropriate individuals receive it.

CJ/mg

Attachment

3/30/73

THE UNIVERSITY OF NORTH CAROLINA

General Administration

CHAPEL HILL 27514

March 21, 1973

MEMORANDUM

TO: Equal Employment Opportunity Officers

FROM: Hilda A. Highfill

SUBJECT: 1970 Census Data on SPA Personnel Groups in North Carolina

For your information and assistance in developing affirmative action employment goals for SPA personnel, I am enclosing 1970 census data supplied by the Carolina Population Center's Demographic Research and Services Unit. The two tables show the following data which may be relevant to your needs:

1. Table 122.

- a. Numbers of employees in occupational groups by county:
total employed; females employed
- b. Median earnings in 1969 of selected occupational groups
by county: 6 male groups and 2 female groups

2. Table 127

- a. Numbers of employees in occupational groups in counties
with 400 or more Negro population
- b. Median earnings in 1969 of selected occupational groups
by county: 6 male groups and 2 female groups

Table 122. Occupation and Earnings for Counties: 1970

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties	Alamance	Alexander	Allegheny	Anson	Ash	Avery	Beaufort	Bertie	Bladen	Brunswick	Buncombe	Burke
OCCUPATION												
Total employed, 16 years old and over	45 140	7 784	3 244	6 343	7 094	4 407	13 183	6 056	9 089	7 828	57 733	36 879
Professional, technical, and kindred workers	4 516	414	224	441	585	442	1 627	1 639	2 671	3 809	2 279	7 671
Engineers	854	5	29	22	29	4	203	18	30	42	630	140
Physicians, dentists, and related practitioners	153	10	10	7	16	4	107	14	14	41	400	126
Teachers, elementary and secondary schools	3 942	41	24	9	64	14	444	34	46	47	1 204	443
Technicians, except health	1 074	152	97	249	183	131	312	313	264	217	1 470	535
Health workers, except health	526	26	11	9	22	5	265	21	40	63	763	126
Other professional workers	1 847	157	75	214	183	156	400	182	245	189	630	909
Managers and administrators, except farm	3 347	300	205	390	371	258	935	331	301	637	5 196	1 472
Salaried												
Manufacturing	817	57	24	61	93	30	33	24	68	245	635	303
Retail trade	720	51	31	112	43	12	227	33	136	97	1 444	259
Other industries	977	124	71	161	89	74	240	75	160	271	2 421	469
Self-employed: Retail trade	482	38	50	111	107	69	164	84	154	119	463	241
Other industries	292	90	27	55	100	52	131	53	116	102	433	180
Sales workers	2 462	338	107	282	260	135	785	289	423	373	3 853	923
Retail trade	204	63	97	203	212	81	543	197	313	256	2 190	613
Other than retail trade	828	134	10	79	54	245	92	110	117	1 663	310	
Clerical and kindred workers	6 975	646	224	709	482	401	1 493	434	608	736	8 965	2 877
Craftsmen, foremen, and kindred workers	6 101	1 075	450	1 126	1 069	717	2 081	711	1 407	1 593	8 590	4 578
Automobile mechanics, including body repairmen, mechanics and repairmen, except automobile	401	130	26	71	43	32	174	145	136	102	598	274
Metal craftsmen, except mechanics	381	52	17	120	36	70	56	33	95	65	656	155
Operatives, except transport	5 113	295	202	444	323	246	726	185	456	524	2 227	824
Other craftsmen	2 493	187	47	295	218	761	221	388	418	367	2 429	837
Durable goods manufacturing	12 607	3 593	1 067	2 602	2 491	1 165	2 221	1 975	2 052	1 480	10 322	9 742
Non-durable goods manufacturing	12 919	1 635	376	3 535	3 240	1 330	2 46	339	503	456	2 734	3 022
Nonmanufacturing industries	10 441	182	88	263	160	223	729	226	351	448	1 672	602
Transport equipment operatives	1 376	447	136	325	205	265	246	357	332	254	991	901
Laborers, except farm	1 919	378	221	678	472	292	852	482	672	744	6 239	4 103
Construction laborers	129	25	45	105	84	52	150	140	21	129	1 125	153
Freight, stock, and material handlers	929	164	60	214	163	139	255	143	166	392	831	488
Other laborers, except farm	661	189	116	379	198	160	447	296	338	233	2 196	464
Farm laborers and farm foremen	336	97	130	297	190	117	621	348	467	150	261	125
Service workers, except private household	3 064	468	206	581	350	663	1 172	383	627	775	5 727	2 514
Cleaning service workers	93	119	33	156	56	86	81	98	123	80	573	212
Food service workers	845	136	73	191	123	212	362	98	184	268	1 504	534
Health service workers	199	30	33	75	79	139	223	45	109	87	631	565
Personal service workers	353	110	20	79	51	78	162	60	99	101	831	561
Protective service workers	318	76	14	99	82	62	193	62	60	67	614	272
Private household workers	818	76	74	394	88	6	444	280	301	149	1 212	233
Family employed, 14 years old and over												
Total	19 582	3 594	1 304	2 435	2 431	1 487	5 040	2 156	3 346	2 582	23 147	11 919
Professional, technical, and kindred workers	1 925	198	127	336	229	184	545	348	303	296	3 451	1 139
Nurses	236	30	21	53	9	21	93	23	43	41	808	244
Health workers, except nurses	87	11	5	3	16	38	12	6	6	6	188	117
Teachers, elementary and secondary schools	834	111	51	190	132	105	295	246	159	165	1 175	405
Technicians, except health	120	5	5	—	—	—	25	—	11	13	159	29
Other professional workers	628	41	5	68	68	36	241	114	90	67	1 641	529
Managers and administrators, except farm	579	127	30	107	80	117	309	44	138	121	718	233
Sales workers	919	142	41	117	70	69	360	93	199	176	1 408	351
Retail trade	846	126	31	110	75	48	315	89	191	162	1 238	324
Other than retail trade	73	16	10	6	7	21	45	4	8	14	82	27
Clerical and kindred workers	4 991	454	144	551	344	282	1 174	319	575	539	6 502	2 191
Bookkeepers	620	73	36	139	48	22	258	84	121	98	947	261
Secretaries, stenographers, and typists	1 638	76	50	152	116	115	372	109	199	144	2 314	691
Other clerical workers	2 735	58	260	260	180	145	540	126	255	297	3 538	1 099
Craftsmen, foremen, and kindred workers	3 900	124	69	79	107	43	119	73	112	128	42	722
Operatives, except transport	7 922	2 051	616	1 504	1 398	679	1 239	741	1 133	615	5 078	3 141
Durable goods manufacturing	53	58	—	40	51	67	191	43	196	66	1 441	711
Non-durable goods manufacturing	7 168	1 202	534	1 367	1 050	536	755	513	602	476	3 289	4 668
Nonmanufacturing industries	388	58	—	47	35	26	293	85	115	73	474	199
Transport equipment operatives	303	71	31	43	11	12	8	40	9	19	127	10
Laborers, except farm	28	43	—	—	—	—	—	—	—	—	238	184
Farm laborers and farm foremen	51	55	12	26	16	173	28	154	43	103	13	18
Service workers, except private household	1 604	288	125	296	235	367	750	230	388	534	3 134	1 475
Cleaning service workers	41	51	—	27	2	46	56	49	53	29	75	39
Food service workers	633	111	68	87	105	161	312	89	165	247	1 085	443
Health service workers	191	25	27	66	74	103	204	45	67	82	644	384
Personal service workers	450	95	20	55	38	42	131	32	66	86	564	454
Protective service workers	9	3	—	—	—	—	—	—	—	—	30	22
Private household workers	781	76	74	361	88	6	428	280	261	149	1 180	228
Male employed, 14 and 15 years old												
Total	244	53	5	17	49	20	73	19	49	60	422	111
White-collar workers	84	—	—	—	5	5	10	19	—	—	54	19
Blue-collar workers	101	36	5	12	37	11	35	19	34	36	271	76
Farm workers	40	17	—	—	7	4	14	—	6	6	44	22
Service workers, including private household	40	17	—	—	7	4	14	—	6	6	19	84
Female employed, 14 and 15 years old												
Total	123	10	11	6	18	25	18	11	24	14	149	43
White-collar workers	27	10	—	—	17	—	6	—	—	—	15	13
Blue-collar workers	44	—	6	—	4	18	—	—	21	12	66	13
Farm workers	9	—	—	—	—	—	—	—	—	—	5	—
Service workers, except private household	22	—	—	—	—	—	—	—	5	—	29	11
Private household workers	24	—	—	—	—	—	—	—	—	—	7	24
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS												
<i>(Male, 16 years old and over with earnings)</i>												
Professional, managers and kindred workers	\$6 117	\$5 240	\$4 029	\$4 432	\$3 646	\$4 197	\$5 230	\$4 212	\$4 186	\$5 011	\$3 840	\$5 317
Craftsmen, foremen, and kindred workers	7 184	6 009	7 473	7 378	7 311	6 448	6 255	7 178	7 673	7 673	6 108	8 144
Operatives, including transport	6 215	6 519	4 014	5 336	4 641	4 559	5 725	5 013	4 957	5 740	6 108	5 345
Laborers, except farm	4 877	3 932	4 257	3 803	3 877	4 752	3 780	4 160	5 688	4 955	5 488	3 384
Farm laborers, except unpaid, and farm foremen	3 613	3 027	2 509	3 657	3 657	3 071	3 058	3 079	4 482	3 452	3 292	2 264
Service workers, except private household	2 038	4 600	2 615	3 425	2 220	—	3 266	3 483	3 104	2 678	2 392	—
Private household workers	2 117	—	1 013	1 764	2 194	—	1 722	1 731	2 099	—	2 149	2 000
<i>(Female, 16 years old and over with earnings)</i>												
Clerical and kindred workers	\$3 708	\$3 405	\$3 209	\$3 228	\$3 275	\$2 929	\$2 672	\$2 957	\$2 446	\$3 505	\$3 570	\$3 774
Operatives, including transport	4 166	3 741	3 440	3 909	3 403	2 892	3 377	3 578	3 434	3 182	3 991	4 062
Service workers, except private household	3 698	3 410	3 321	3 243	3 223	2 974	3 062	2 647	3 001	3 123	3 653	3 699

*Includes elocated cases, not shown separately.

†Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Colburn	Colwell	Camden	Carteret	Catwells	Catwaba	Chatham	Charoake	Chowan	Clay	Cleveland
OCCUPATION											
Total employed, 16 years old and over	35 740	23 956	1 625	11 325	7 223	43 244	12 833	5 558	4 019	1 677	21 624
Professional, technical, and kindred workers	2 611	1 701	114	1 250	405	3 526	1 070	459	375	147	2 609
Engineers	126	98	-	122	49	195	37	20	12	5	133
Physicians, dentists, and related practitioners	131	47	-	56	56	205	52	28	5	13	219
Health workers, except practitioners	307	144	22	272	55	623	184	90	18	19	344
Teachers, elementary and secondary schools	796	557	48	199	212	967	359	116	172	61	679
Technicians, except health	230	141	5	172	32	493	90	172	60	27	257
Managers and administrators, except farm	1 797	1 601	39	1 128	217	1 613	358	145	143	56	915
Salaried:											
Manufacturing	226	384	5	83	948	42	748	135	316	67	1 927
Retail trade	453	339	9	215	46	658	160	78	54	24	429
Other industries	692	624	41	531	102	1 255	324	124	126	45	232
Self-employed:											
Retail trade	243	240	25	146	34	238	120	75	53	6	272
Other industries	183	204	10	153	16	200	86	34	28	7	191
Sales workers	1 680	898	116	719	180	3 354	441	293	202	54	1 478
Retail trade	993	500	99	501	131	1 312	275	245	142	34	953
Other than retail trade	682	300	19	218	16	1 042	166	48	60	20	493
Clerical and kindred workers	4 179	2 568	154	1 559	570	5 233	1 253	527	470	129	3 173
Craftsmen, foremen, and kindred workers	5 938	4 154	234	2 537	767	7 145	1 748	676	656	247	4 230
Automobile mechanics, including body repairmen	4 098	236	14	316	59	411	139	61	31	29	329
Mechanics and repairmen, except automobile	1 667	504	25	630	219	1 052	299	136	117	44	1 144
Metal craftsmen, except mechanics	354	177	30	175	32	332	64	45	27	15	213
Construction craftsmen	1 440	851	87	904	231	1 321	463	265	181	82	1 165
Other craftsmen	3 077	2 064	76	497	223	4 629	784	363	212	77	1 625
Operatives, except household	12 637	6 892	298	1 365	2 585	14 216	3 716	613	454	544	10 237
Durable goods manufacturing	3 177	4 623	144	1 555	184	5 444	1 273	496	188	148	1 459
Nondurable goods manufacturing	11 455	3 742	71	640	2 286	8 068	2 479	528	455	364	8 250
Nonmanufacturing industries	695	530	62	581	117	938	210	259	103	32	816
Transport equipment operatives	1 575	1 022	123	384	196	1 654	573	249	136	66	1 219
Laborers, except farm	1 817	1 040	132	877	518	1 134	396	153	117	41	1 747
Construction laborers	5 925	4 127	186	1 194	85	515	162	104	76	30	687
Fresh, stock, and related handlers	1 040	539	45	247	255	924	505	133	63	22	927
Other laborers, except farm	625	385	46	155	149	524	575	338	237	22	474
Farmers and farm managers	203	128	116	115	135	623	503	135	187	69	444
Farm laborers and farm foremen	1 163	105	87	90	390	229	235	56	173	108	330
Service workers, except private household	2 715	1 568	159	1 283	533	2 811	939	408	339	63	2 415
Cleaning service workers	792	368	14	239	157	326	68	99	69	10	713
Food service workers	450	191	45	119	59	323	124	141	82	10	525
Health service workers	319	254	19	126	119	316	212	56	22	26	390
Personal service workers	519	273	35	136	64	455	175	58	31	9	679
Protective service workers	779	345	46	370	170	523	111	44	43	6	269
Private household workers	359	248	70	288	233	532	384	74	165	33	751
Female employed, 16 years old and over											
Total employed	15 765	9 441	528	4 165	2 771	18 244	5 234	2 128	1 431	703	12 700
Professional, technical, and kindred workers	1 361	859	72	850	228	1 569	534	208	203	85	1 356
Nurses	268	160	22	140	42	223	119	52	13	19	278
Health workers, except nurses	92	39	-	7	7	67	46	38	11	-	47
Teachers, elementary and secondary schools	627	428	40	221	129	778	244	64	127	-	49
Technicians, except health	66	46	-	4	26	22	13	-	-	-	39
Other professional workers	328	286	10	182	46	475	103	42	52	17	203
Managers and administrators, except farm	319	254	20	114	207	407	150	42	62	11	626
Sales workers	3 045	2 261	54	216	70	841	124	115	90	16	556
Retail trade	566	34	54	277	66	714	112	81	16	-	76
Other than retail trade	86	25	-	39	-	127	-	9	-	-	16
Clerical and kindred workers	2 922	1 723	101	1 695	594	3 719	878	382	321	84	2 257
Bookkeepers	452	262	21	61	61	132	53	21	53	21	312
Secretaries, stenographers, and typists	1 929	954	28	269	116	1 135	334	122	145	26	269
Other clerical workers	639	585	42	544	215	2 051	219	123	37	37	282
Craftsmen, foremen, and kindred workers	7 276	4 356	10	5 039	2 903	927	95	35	53	5	3 259
Automobile mechanics, including body repairmen	7 016	4 079	76	764	1 342	8 500	2 177	963	313	364	5 641
Metal craftsmen, except mechanics	84	137	10	8	51	214	168	186	37	10	367
Construction craftsmen	7 915	4 923	66	3 923	1 252	5 991	1 871	265	314	50	3 124
Durable goods manufacturing	7 574	2 926	57	547	242	995	138	9	42	37	359
Nondurable goods manufacturing	257	930	9	14	10	56	17	5	-	-	37
Transport equipment operatives	4 477	215	15	116	67	295	232	70	32	6	118
Laborers, except farm	4	34	11	12	14	42	61	12	4	18	18
Farmers and farm managers	4	25	11	23	48	58	50	13	30	16	53
Farm laborers and farm foremen											
Service workers, except private household	1 481	878	89	770	315	1 619	558	231	183	61	1 203
Cleaning service workers	299	115	10	104	48	157	129	24	10	5	270
Food service workers	378	207	19	405	147	639	141	112	10	4	614
Health service workers	149	130	45	119	63	243	92	51	22	26	390
Personal service workers	318	222	15	99	35	379	102	44	58	9	210
Protective service workers	20	3	-	5	5	29	35	14	3	-	10
Private household workers	344	315	70	283	233	509	378	74	165	33	758
Male employed, 14 and 15 years old											
White collar workers	12	24	-	118	20	263	65	18	33	14	113
Blue collar workers	65	150	63	153	45	160	4	12	23	4	18
Form workers	19	-	-	26	11	28	-	-	-	-	4
Service workers, including private household	31	11	-	37	3	61	16	6	14	21	21
Female employed, 14 and 15 years old											
White collar workers	15	24	-	5	6	49	6	7	6	-	35
Blue collar workers	14	17	-	16	16	59	20	27	6	-	6
Farm workers	4	5	-	5	-	-	-	-	-	-	-
Service workers, except private household	34	3	-	4	-	51	23	15	-	-	25
Private household workers	-	17	-	4	-	12	-	-	-	-	14
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings¹											
Professional, managerial, and kindred workers	\$ 8 474	\$ 7 952	\$ 5 950	\$ 8 583	\$ 4 747	\$ 5 993	\$ 4 867	\$ 4 612	\$ 4 643	\$ 3 914	\$ 5 590
Craftsmen, foremen, and kindred workers	6 194	6 183	6 009	6 371	5 664	6 435	5 672	5 181	5 492	4 634	5 717
Operatives, including transport	3 070	3 149	3 505	4 463	5 473	4 663	4 144	3 827	4 008	3 638	4 074
Laborers, except farm	2 011	2 024	2 004	2 064	3 568	3 603	3 694	3 799	3 225	3 253	3 068
Farmers and farm managers	4 400	5 028	5 417	3 633	3 678	3 237	3 917	3 768	3 691	3 768	4 100
Farm laborers, except unpaid, and farm foremen	...	...	...	...	2 142	3 069	2 606	...	1 568	...	2 429
Female, 16 years old and over with earnings²											
Professional and kindred workers	\$ 4 072	\$ 3 611	\$ 3 104	\$ 2 637	\$ 3 249	\$ 3 044	\$ 3 558	\$ 3 242	\$ 2 934	\$ 3 133	\$ 3 129
Operatives, including transport	3 693	3 667	2 354	2 573	3 653	3 632	3 578	3 322	3 241	3 065	3 178

1. Includes elected cases not shown separately. 2. Includes persons in other occupation groups, but without separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample; see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Columbus	Craven	Cumberland	Curruck	Dare	Davison	Davis	Duplin	Durham	Edgecombe	Forsyth
OCCUPATION											
<i>Total employed, 16 years old and over</i>	16 205	17 395	47 058	2 164	2 313	43 595	7 899	14 370	55 372	19 324	88 254
<i>Professional, technical, and kindred workers</i>	1 313	2 169	6 029	174	2 033	3 225	5 578	10 637	10 637	11 624	14 036
<i>Engineers.....</i>	22	171	199	13	27	24	31	12	55	54	122
<i>Physicians, dentists, and medical practitioners.....</i>	10	69	207	5	5	116	30	16	75	54	173
<i>Health workers, except practitioners.....</i>	149	175	640	12	5	338	107	52	554	53	629
<i>Teachers, elementary and secondary schools.....</i>	602	777	2 234	78	29	1 037	183	566	1 479	1 336	1 672
<i>Technicians, except health.....</i>	198	99	316	20	13	265	59	76	249	269	289
<i>Other professional workers.....</i>	411	774	2 291	20	51	1 222	194	399	6 897	57	1 175
<i>Managers and administrators, except farm</i>	1 254	1 209	4 699	194	407	2 641	446	927	5 391	600	5 973
<i>Salaried:</i>	884	115	311	15	8	622	65	403	4 043	1 441	6 532
<i>Retail trade.....</i>	321	349	1 349	39	50	417	53	138	376	164	616
<i>Other industries.....</i>	443	527	2 091	11	141	1 067	130	304	851	200	1 257
<i>Self-employed:</i>	292	156	535	30	142	422	121	312	312	319	319
<i>Retail trade.....</i>	154	71	413	19	66	350	77	94	306	93	487
<i>Other industries.....</i>	805	1 250	4 107	136	117	1 995	338	670	3 463	984	5 737
<i>Retail trade.....</i>	571	927	4 107	107	71	254	225	495	1 966	635	3 214
<i>Other than retail trade.....</i>	274	353	1 553	29	46	737	113	175	1 431	349	2 273
<i>Clerical and kindred workers.....</i>	1 944	2 944	8 348	119	247	5 222	869	1 227	10 369	2 493	16 029
<i>Craftsmen, foremen, and kindred workers.....</i>	2 191	2 845	6 641	499	453	7 734	1 338	1 995	6 669	2 483	11 258
<i>Automotive mechanics, including body repairmen.....</i>	195	217	771	61	30	664	152	183	547	219	2 351
<i>Mechanics and repairmen, except automotive.....</i>	287	541	1 012	33	25	2 294	209	275	1 467	2 488	1 053
<i>Other craftsmen, except mechanics.....</i>	60	266	1 653	31	27	540	54	112	419	2 554	858
<i>Construction craftsmen.....</i>	861	933	2 357	133	218	7 145	437	752	2 034	1 496	2 791
<i>Other craftsmen.....</i>	2 151	2 442	6 041	92	9	665	429	2 51	2 476	1 162	4 776
<i>Operatives, except transport.....</i>	2 025	2 106	5 794	194	140	14 585	2 468	2 690	6 833	3 876	16 256
<i>Durable goods manufacturing.....</i>	434	394	1 261	92	9	7 138	720	1 200	1 324	4 096	4 092
<i>Non-durable goods manufacturing.....</i>	2 919	619	2 664	95	31	4 647	2 607	1 490	5 508	2 469	7 502
<i>Nonmanufacturing industries.....</i>	521	745	1 669	57	100	930	199	473	1 775	672	2 321
<i>Transport equipment operatives.....</i>	523	767	1 761	84	89	1 853	265	784	1 749	728	3 926
<i>Laborers, except farm.....</i>	1 079	1 033	1 845	207	247	2 279	362	665	5 191	915	3 231
<i>Construction laborers.....</i>	199	278	576	29	34	54	34	134	519	212	661
<i>Freight, stock, and mail handlers.....</i>	273	215	765	84	41	1 104	189	695	1 991	302	2 754
<i>Other laborers, except farm.....</i>	574	579	864	71	190	891	126	288	733	449	1 430
<i>Farmers and farm managers.....</i>	1 678	1 678	93	93	11	594	370	1 568	360	776	433
<i>Farm laborers and farm foremen.....</i>	257	352	503	101	11	171	166	172	186	—	1 025
<i>Service workers, except private household.....</i>	1 229	1 674	5 890	262	398	2 618	587	1 091	7 707	1 465	8 272
<i>Cleaning service workers.....</i>	325	512	1 139	90	125	685	127	177	1 702	411	1 929
<i>Food service workers.....</i>	995	420	2 632	85	164	1 654	229	461	6 039	1 044	6 076
<i>Health service workers.....</i>	140	146	639	27	—	294	141	139	239	381	2 323
<i>Personal service workers.....</i>	205	322	1 004	35	35	544	146	247	1 462	358	1 292
<i>Protective service workers.....</i>	183	109	518	18	25	116	28	17	937	243	1 337
<i>Private household workers.....</i>	458	534	1 323	108	60	371	25	104	639	1 955	692
<i>Female employed, 16 years old and over.....</i>	4 179	7 224	21 422	688	837	17 444	3 954	5 407	25 120	7 907	36 311
<i>Professional, technical, and kindred workers.....</i>	784	1 264	3 495	100	83	5 535	269	687	4 845	5 849	5 949
<i>Nurses.....</i>	119	133	510	12	—	244	45	94	1 061	107	1 228
<i>Health workers, except nurses.....</i>	21	45	88	—	—	68	31	17	665	26	467
<i>Teachers, elementary and secondary schools.....</i>	475	611	1 835	64	29	821	154	437	2 297	189	2 924
<i>Technicians, except health.....</i>	15	30	85	—	—	42	12	19	119	92	16
<i>Other professional workers.....</i>	154	314	926	24	51	330	33	117	1 697	263	2 025
<i>Managers and administrators, except farm.....</i>	354	203	690	168	148	358	26	183	701	205	1 059
<i>Sales workers.....</i>	334	619	1 698	71	71	748	117	249	3 279	264	2 605
<i>Retail trade.....</i>	203	381	1 483	60	28	707	111	162	2 628	1 645	3 367
<i>Other than retail trade.....</i>	491	58	235	11	6	41	6	16	213	36	244
<i>Clerical and kindred workers.....</i>	1 179	2 215	6 401	91	201	3 792	576	869	8 023	1 953	11 556
<i>Bookkeepers.....</i>	219	858	2 580	24	25	526	116	169	622	307	2 256
<i>Secretaries, stenographers, and typists.....</i>	314	1 076	1 978	20	10	1 287	265	195	3 262	547	4 386
<i>Other clerical workers.....</i>	645	1 169	3 365	34	97	2 092	265	443	3 957	1 104	5 929
<i>Craftsmen, foremen, and kindred workers.....</i>	1 837	2 572	7 279	26	23	615	57	136	335	203	673
<i>Operatives, except transport.....</i>	1 674	977	3 749	39	39	7 761	1 323	1 611	6 593	2 546	10 729
<i>Durable goods manufacturing.....</i>	87	145	705	—	—	2 803	721	2 018	3 591	2 228	6 033
<i>Non-durable goods manufacturing.....</i>	1 315	617	1 877	30	25	4 263	1 011	1 452	2 339	1 461	5 333
<i>Nonmanufacturing industries.....</i>	159	235	627	10	15	10	47	17	96	18	135
<i>Transport equipment operatives.....</i>	13	26	98	16	23	255	64	122	704	214	951
<i>Laborers, except farm.....</i>	136	132	173	31	36	447	32	60	1 140	100	396
<i>Farmers and farm managers.....</i>	139	25	18	—	—	34	25	139	47	19	23
<i>Farm laborers and farm foremen.....</i>	464	118	93	—	—	37	39	70	283	87	66
<i>Service workers, except private household.....</i>	764	1 033	3 662	150	245	1 618	374	600	4 377	751	4 629
<i>Cleaning service workers.....</i>	123	99	463	47	64	227	31	86	701	537	1 088
<i>Food service workers.....</i>	621	453	1 653	61	150	1 507	109	216	5 637	802	7 324
<i>Health service workers.....</i>	152	151	632	31	23	313	97	131	2 318	1 351	1 665
<i>Personal service workers.....</i>	147	233	697	18	29	382	120	135	702	155	1 083
<i>Protective service workers.....</i>	—	—	—	—	—	21	—	—	6	—	—
<i>Private household workers.....</i>	455	534	1 291	100	9	457	121	436	1 363	1 020	1 353
Male employed, 16 and 15 years old											
<i>White-collar workers.....</i>	164	127	241	10	5	241	74	91	176	88	358
<i>Blue-collar workers.....</i>	5	35	50	—	—	17	5	13	34	4	85
<i>Farm workers.....</i>	44	114	114	—	—	15	37	56	81	26	142
<i>Service workers, including private household.....</i>	9	16	53	5	—	15	17	7	40	5	95
Female employed, 16 and 15 years old											
<i>White-collar workers.....</i>	30	44	114	11	—	96	—	52	84	60	163
<i>Blue-collar workers.....</i>	6	25	53	—	—	32	—	4	35	4	63
<i>Farm workers.....</i>	11	6	51	—	—	18	—	14	—	7	53
<i>Service workers, except private household.....</i>	—	14	44	—	—	24	—	11	18	10	21
<i>Private household workers.....</i>	—	—	13	7	—	19	—	10	31	5	26
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
<i>Male, 16 years old and over with average.....</i>	\$4 448	\$5 923	\$5 645	\$5 234	\$5 639	\$5 723	\$5 316	\$4 212	\$6 118	\$4 441	\$5 822
<i>Professional, managerial, and kindred workers.....</i>	7 217	9 342	6 641	7 107	7 214	8 333	6 530	5 870	8 873	6 633	10 215
<i>Craftsmen, foremen, and kindred workers.....</i>	5 312	6 609	5 741	5 250	5 585	6 401	5 951	5 639	6 543	5 820	7 223
<i>Operatives, including transport.....</i>	4 253	4 409	4 429	6 634	4 970	5 056	4 904	4 156	5 134	4 299	6 033
<i>Laborers, except farm.....</i>	3 143	3 507	3 352	3 773	3 973	3 927	3 927	3 191	3 492	3 154	4 001
<i>Farmers and farm managers.....</i>	3 221	3 723	3 510	3 773	3 973	3 672	3 344	2 721	2 877	2 812	3 511
<i>Farm laborers, except foremen, and farm foremen.....</i>	1 563	2 417	1 604	2 443	—	1 621	—	1 747	2 351	1 393	2 443
<i>Female, 16 years old and over with average.....</i>	\$2 781	\$2 941	\$3 148	\$2 264	\$2 456	\$3 599	\$3 449	\$2 828	\$3 475	\$3 948	\$3 623
<i>Professional and kindred workers.....</i>	3 409	3 470	3 624	3 731	2 672	3 638	4 042	3 604	3 958	3 674	4 126
<i>Clerical and kindred workers.....</i>	3 62	3 681	3 625	3 470	—	3 631	3 604	3 075	3 929	3 260	4 145

Includes dilatator cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties	Franklin	Gaston	Gates	Graham	Granville	Greene	Guildford	Holifax	Harnett	Haywood	Henderson
OCCUPATION											
Total employed, 16 years old and over	9 714	67 216	2 809	2 153	11 443	5 398	127 150	17 424	18 564	14 960	18 127
Professional, technical, and kindred workers	660	5 259	211	288	1 085	341	16 928	1 311	1 431	1 613	1 293
Engineers	35	215	—	—	53	—	1 672	51	23	59	155
Physicians, dentists, and allied practitioners	205	556	32	—	229	28	1 550	126	192	254	167
Health workers, except practitioners	102	331	73	145	354	103	3 807	256	504	442	418
Teachers, elementary and secondary schools	205	375	29	24	63	53	1 179	99	107	189	174
Technicians, except health	254	2 144	71	97	351	114	8 131	414	608	655	671
Other professional workers	571	4 924	133	186	605	227	10 908	458	517	572	1 168
Managers and administrators, except farm	251	2 044	113	113	407	123	4 818	117	94	84	152
Salaried	114	841	18	11	133	38	2 109	499	256	184	202
Retail trade	171	1 416	45	80	144	54	5 011	478	517	335	460
Other industries	167	485	36	40	144	65	805	241	298	193	170
Self-employed	61	403	21	38	45	22	736	123	146	103	224
Retail trade	361	3 189	95	44	494	181	9 830	871	1 020	659	1 005
Other industries	228	1 917	65	27	373	107	4 452	610	744	460	602
Other than retail trade	153	1 272	30	17	121	74	5 378	716	278	189	405
Clerical and kindred workers	1 109	7 877	276	166	1 178	424	23 896	1 836	2 367	1 479	1 631
Craftsmen, foremen, and kindred workers	1 303	10 754	321	329	1 322	581	17 220	2 346	2 822	2 326	2 746
Automobile mechanics, including body repairmen	906	7 799	49	5	1 032	351	5 425	197	327	218	299
Mechanics and repairmen, except automobile	207	2 205	45	32	153	93	2 753	520	307	273	323
Metal craftsmen	475	1 018	18	—	89	28	1 062	123	160	242	261
Construction craftsmen	205	2 100	143	140	482	268	4 058	529	1 173	705	924
Other craftsmen	66	432	66	57	495	157	7 952	917	819	606	1 000
Operatives, except transport	2 332	23 767	516	557	2 111	990	24 103	3 583	4 225	3 777	3 879
Durable goods manufacturing	797	2 857	196	172	459	92	6 101	262	921	921	1 057
Non-durable goods manufacturing	1 127	19 323	242	254	747	249	14 359	1 441	1 482	3 645	2 227
Nonmanufacturing industries	408	7 887	78	131	332	149	3 500	443	590	714	496
Transport equipment operatives	376	2 456	191	57	454	157	5 591	638	670	749	619
Laborers, except farm	36	3 131	376	212	233	213	5 412	1 322	934	836	774
Construction laborers	82	344	60	24	125	96	774	366	233	220	170
Freight, stock, and material handlers	221	1 691	139	19	164	83	2 703	426	414	321	446
Other laborers, except farm	768	2 761	219	70	1 115	823	1 676	778	1 027	447	458
Farmers and farm managers	496	2 222	147	16	465	927	10 547	1 820	1 451	1 097	1 256
Farm laborers and farm foremen	892	5 058	223	223	1 783	311	10 480	1 520	1 631	1 401	1 591
Service workers, except private household	184	1 343	46	66	253	72	2 455	341	450	361	251
Cleaning service workers	174	1 342	64	73	371	92	3 107	432	396	466	473
Food service workers	187	1 403	27	5	509	42	1 041	147	149	168	208
Nursery service workers	184	1 342	64	73	371	92	3 107	432	396	466	473
Personal service workers	106	792	36	32	512	57	1 678	221	255	232	129
Protective service workers	100	670	8	23	102	31	1 291	202	229	115	87
Private household workers	335	1 955	185	6	448	173	2 616	921	527	276	275
Female employed, 16 years old and over	3 824	28 540	876	691	4 599	1 955	53 705	6 541	7 093	4 822	6 103
Professional, technical, and kindred workers	348	2 459	123	136	673	181	7 772	659	763	820	635
Nurses	67	423	32	8	139	15	1 187	96	141	154	152
Health workers, except nurses	142	1 035	64	98	265	118	3 371	28	27	49	43
Teachers, elementary and secondary schools	5	157	—	—	18	—	210	10	29	37	37
Technicians, except health	113	1 073	27	30	742	43	2 941	133	221	234	240
Other professional workers	113	571	19	36	89	42	1 577	233	211	151	244
Managers and administrators, except farm	112	1 270	41	24	181	85	2 932	399	413	353	353
Retail trade	94	1 131	41	41	169	54	2 384	344	402	322	279
Other than retail trade	18	139	—	12	12	31	538	55	15	21	86
Clerical and kindred workers	833	5 555	206	103	600	344	17 701	1 313	1 540	1 059	1 272
Bookkeepers	115	596	46	6	164	94	1 566	278	241	149	145
Secretaries, stenographers, and typists	348	1 772	97	16	332	101	6 357	478	568	327	422
Other clerical workers	370	3 157	63	24	149	24	1 888	363	410	612	705
Craftsmen, foremen, and kindred workers	57	428	11	21	58	41	1 249	102	126	83	121
Operatives, except transport	1 318	14 034	108	167	1 067	58	12 275	1 669	1 745	1 669	2 000
Durable goods manufacturing	426	1 650	6	73	633	14	1 832	188	183	102	150
Non-durable goods manufacturing	1 069	12 322	69	60	682	517	9 960	1 509	1 569	1 467	1 319
Nonmanufacturing industries	151	649	33	14	64	55	1 303	142	164	149	120
Transport equipment operatives	6	103	25	6	13	11	1 085	19	30	44	
Laborers, except farm	65	454	4	16	60	27	607	118	98	96	
Farmers and farm managers	27	5	15	5	80	19	85	62	44	18	
Farm laborers and farm foremen	60	56	14	—	75	248	163	128	93	12	
Service workers, except private household	453	2 672	130	151	1 061	198	5 712	853	913	823	822
Cleaning service workers	463	3 261	60	68	277	64	2 081	380	332	345	301
Food service workers	100	370	27	5	354	35	946	111	111	137	262
Nursery service workers	63	557	22	22	310	51	1 271	175	198	177	177
Personal service workers	100	670	8	—	81	—	8	8	—	—	5
Protective service workers	328	6 923	180	6	420	173	2 527	908	513	226	271
Private household workers	75	343	28	17	37	31	651	107	78	54	39
Male employed, 14 and 15 years old	4	45	—	—	—	—	277	9	12	5	6
White-collar workers	61	209	12	10	10	22	249	55	50	38	18
Blue-collar workers	6	6	—	7	—	—	125	15	—	—	7
Farm workers	—	—	—	—	—	—	—	—	—	—	11
Service workers, including private household	—	—	—	—	—	—	—	—	—	—	—
Female employed, 14 and 15 years old	13	184	—	7	90	19	183	48	34	9	31
White-collar workers	5	37	—	15	60	10	49	6	5	—	6
Blue-collar workers	8	77	—	—	9	—	6	—	—	—	9
Farm workers	8	38	—	—	—	—	47	5	4	—	13
Service workers, except private household	—	32	—	—	—	—	15	—	—	—	—
Private household workers	—	—	—	—	—	—	—	—	—	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 284	\$3 941	\$4 546	\$4 531	\$4 479	\$3 779	\$6 653	\$4 759	\$4 637	\$5 982	\$5 505
Professional, managerial, and kindred workers	7 118	8 691	6 765	6 493	6 508	7 558	10 435	7 759	6 929	8 738	8 078
Craftsmen, foremen, and kindred workers	2 675	6 719	5 250	5 239	5 238	5 174	5 028	5 230	4 803	6 358	6 024
Operatives, including transport	2 625	5 142	4 620	4 475	4 305	4 675	5 334	4 617	4 357	5 921	5 188
Laborers, except farm	5 263	3 743	3 363	3 363	3 227	3 715	3 140	3 088	3 678	3 388	3 388
Farmers and farm managers	2 869	4 304	2 126	—	2 437	2 273	2 372	2 839	2 563	2 839	2 563
Farm laborers, except unpaid, and farm foremen	1 914	1 720	1 393	—	1 544	1 270	2 531	1 595	1 788	2 170	2 530
Female, 16 years old and over with earnings	\$3 156	\$3 624	\$1 944	\$3 054	\$3 422	\$2 159	\$3 478	\$2 884	\$5 033	\$3 518	\$3 197
Clerical and kindred workers	3 323	3 949	3 118	3 118	3 121	3 121	3 756	3 756	3 689	3 486	3 486
Operatives, including transport	3 158	1 733	3 291	3 199	3 199	3 040	3 673	3 673	3 332	4 295	3 858

Includes allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties	Herford	Hoke	Hyde	Imperial	Jackson	Johnston	Jones	Lee	Lenoir	Lincoln	McDowell
OCCUPATION											
Total employed, 16 years old and over	7 904	5 737	1 699	31 875	7 442	24 303	3 393	12 319	20 459	14 703	12 441
Professional, technical, and kindred workers	830	529	—	2 466	810	1 877	291	1 172	2 107	1 170	1 014
Engineers	41	31	—	179	22	106	2	104	121	81	53
Physicians, dentists, and related practitioners	50	17	—	113	12	56	21	79	102	55	39
Health workers, except practitioners	160	106	—	385	65	247	17	130	249	156	115
Teachers, elementary and secondary schools	272	177	92	735	158	708	37	274	466	269	327
Technicians, except health	73	31	—	307	42	150	5	110	103	72	81
Other professional workers	300	189	91	947	473	610	86	425	806	371	399
Managers and administrators, except farm	320	220	21	650	491	1 545	118	918	1 216	738	633
Salaried:	424	44	22	364	42	180	20	204	231	122	142
Retail trade	141	54	28	353	82	340	18	152	351	118	181
Other industries	112	115	72	602	159	513	38	345	658	228	177
Self-employed, Retail trade	112	87	70	265	107	351	99	166	166	111	136
Other industries	67	20	22	256	61	161	22	118	126	93	60
Sales workers	476	246	52	1 674	279	1 238	169	806	1 460	552	435
Retail trade	346	203	35	999	211	882	104	464	925	313	268
Other than retail trade	130	43	17	675	68	356	65	342	495	179	127
Clerical and kindred workers	896	471	117	4 092	930	2 670	377	2 600	2 321	1 611	1 153
Craftsmen, foremen, and kindred workers	1 110	715	249	6 810	1 189	3 925	510	1 023	2 901	2 544	2 074
Automobile mechanics, including body restorers	119	61	17	287	80	438	60	169	322	194	93
Mechanics and repairmen, except automobile	155	223	46	878	163	494	54	236	377	427	417
Metal craftsmen, except mechanics	45	20	5	424	17	177	39	228	140	193	126
Constructive craftsmen	365	171	114	1 125	605	1 714	234	553	965	673	453
Other craftsmen	466	248	67	2 112	319	1 022	123	727	1 097	572	576
Operatives, except transport	1 256	1 549	174	9 555	1 390	4 734	517	1 020	3 240	3 222	5 094
Durable goods manufacturing	553	557	38	2 662	146	2 748	50	1 473	1 161	1 159	1 441
Nondurable goods manufacturing	119	109	—	6 011	1 016	2 535	37	2 023	2 461	3 708	3 380
Nonmanufacturing industries	259	127	33	943	229	140	140	618	425	485	275
Transport equipment operatives	404	156	86	1 412	308	988	153	547	793	636	451
Labors, except farm	577	368	144	1 722	758	1 285	274	685	967	727	641
Construction laborers	117	54	20	207	183	363	56	59	38	75	69
Fresh, stock, and animal handlers	162	92	—	427	87	337	47	257	292	327	276
Other laborers, except farm	293	212	118	640	475	475	152	142	349	345	281
Farmers and farm managers	353	189	162	540	81	2 348	316	306	964	227	56
Farm laborers and farm foremen	628	522	133	647	69	1 124	268	130	1 157	124	42
Service workers, except private household	692	898	137	2 272	915	1 932	262	1 043	592	688	658
Cleaning service workers	154	275	60	507	275	399	60	216	432	209	243
Food service workers	269	139	50	617	371	608	154	366	487	234	123
Health service workers	110	93	8	693	93	603	27	315	370	89	108
Personal service workers	104	18	—	508	93	357	91	134	170	107	109
Protective service workers	95	61	8	233	71	227	22	109	224	123	56
Private household workers	375	244	40	550	173	566	98	239	834	161	130
Female employed, 16 years old and over											
Professional, technical, and kindred workers	2 811	2 378	566	12 221	2 919	9 711	1 211	4 925	8 160	6 092	4 697
Teachers, elementary and secondary schools	426	276	105	1 235	364	990	138	530	1 141	629	489
Nurses	54	42	8	272	56	158	14	103	153	133	80
Health workers, except nurses	36	17	8	63	14	58	11	31	80	16	12
Teachers, elementary and secondary schools	224	136	67	517	148	555	110	258	593	312	245
Technicians, except health	14	14	—	45	15	15	—	—	—	—	—
Other professional workers	110	87	31	328	134	204	14	131	304	136	113
Managers and administrators, except farm	115	67	31	348	102	248	15	93	212	99	88
Retail trade	235	108	60	647	146	459	41	304	556	232	183
Retail trade	211	111	25	567	133	467	36	259	499	203	163
Other than retail trade	25	5	—	80	23	33	5	45	57	27	—
Clerical and kindred workers	630	392	102	2 800	753	1 993	265	1 082	1 695	1 050	841
Bookkeepers	150	50	24	316	99	379	59	178	318	124	148
Secretaries, stenographers, and typists	167	109	39	718	217	714	79	445	650	353	243
Other clerical workers	317	234	43	1 619	423	900	122	498	572	513	450
Craftsmen, foremen, and kindred workers	65	40	—	325	32	203	73	127	205	127	124
Automobile mechanics, including body restorers	457	810	112	5 408	862	2 919	302	1 688	1 565	3 083	2 958
Mechanics and repairmen, except automobile	84	56	14	632	71	723	59	324	594	338	330
Nondurable goods manufacturing	314	642	98	4 268	726	1 904	272	942	1 712	2 612	2 157
Nonmanufacturing industries	39	112	12	300	59	295	30	152	224	121	69
Transport equipment operatives	12	8	24	59	24	59	24	5	20	46	16
Labors, except farm	75	26	11	302	39	108	71	51	107	77	101
Farmers and farm managers	11	7	20	140	11	262	31	34	275	9	7
Farm laborers and farm foremen	462	337	90	1 333	439	1 241	156	743	1 128	534	417
Service workers, except private household	77	119	20	1 107	189	1 125	22	593	933	315	298
Cleaning service workers	170	89	34	468	253	562	28	362	382	209	115
Food service workers	101	70	—	256	40	177	15	141	239	60	102
Health service workers	4 192	1 471	40	2 512	54	272	75	109	349	138	75
Personal service workers	9	5	—	6	—	—	—	5	6	—	—
Protective service workers	9	5	—	6	—	—	—	5	6	—	—
Private household workers	363	235	40	537	173	555	98	239	824	161	130
Male employed, 14 and 15 years old											
White-collar workers	10	21	—	126	42	164	4	54	99	55	43
Blue-collar workers	17	29	—	78	22	71	—	22	36	41	28
Farm workers	5	—	—	12	6	—	—	6	—	—	—
Service workers, including private household	16	—	—	28	2	6	—	4	—	14	9
Female employed, 14 and 15 years old											
White-collar workers	5	—	7	72	5	60	—	37	65	44	7
Blue-collar workers	—	10	—	18	5	16	—	5	16	—	—
Farm workers	—	—	—	5	5	16	—	6	8	—	7
Service workers, except private household	—	10	—	16	—	—	—	6	—	—	—
Private household workers	13	12	—	—	—	26	—	12	—	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 18 years old and over with earnings											
Professional, managerial, and kindred workers	\$4 757	\$4 532	\$3 432	\$5 564	\$4 421	\$4 548	\$4 335	\$3 420	\$5 281	\$5 762	\$5 353
Craftsmen, foremen, and kindred workers	8 029	7 575	5 215	8 244	7 153	7 217	6 845	6 748	9 214	8 311	7 222
Operatives, including transport	4 507	4 419	2 963	4 978	4 292	5 146	5 571	3 916	6 263	6 246	5 246
Labors, except farm	2 073	2 221	2 539	3 350	3 017	3 053	2 850	3 396	3 237	3 497	3 877
Farmers and farm managers	4 192	1 471	2 512	2 512	2 512	2 512	3 313	3 091	3 569	3 887	—
Farm laborers, except unpaid, and farm foremen	2 076	1 910	2 156	2 760	2 017	1 677	1 690	1 440	1 655	—	—
Female, 16 years old and over with earnings											
Clerical and kindred workers	\$3 469	\$3 625	\$3 963	\$5 967	\$2 238	\$2 905	\$2 491	\$2 943	\$2 869	\$3 624	\$3 371
Operatives, including transport	2 935	3 405	1 329	3 523	3 262	3 033	2 519	3 030	2 923	3 215	3 463

*Includes allocated cases, not shown separately.

†Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Mecon		Madison	Martin	Mecklenburg	Mitchell	Montgomery	Moore	Nash	New Hanover	Northampton	Onslow
	OCCUPATION											
Total employed, 16 years and over	5 335	5 273	4 449	154 375	4 731	8 135	14 938	22 134	32 758	7 602	17 259	
Professional, technical, and kindred workers	476	468	311	2 002	811	522	1 471	1 810	4 255	592	1 945	
Engineers	14	20	39	2 453	24	10	94	6	80	—	63	
Physicians, dentists, and related practitioners	32	6	19	4 831	33	25	106	110	217	22	57	
Health workers, except practitioners	63	5	6	2 352	24	69	199	549	554	19	181	
Teachers, elementary and secondary schools	175	170	142	4 482	146	216	409	535	1 018	320	837	
Technicians, except health	34	21	7	1 754	26	36	49	134	489	39	64	
Other professional workers	163	245	286	10 350	155	166	713	1 488	154	174	746	
Managers and administrators, except farm	202	124	170	19 001	326	617	2 081	3 393	4 031	1 641	2 611	
Salaried:												
Manufacturing	25	13	29	2 329	18	115	83	262	361	43	42	
Retail trade	56	42	96	3 249	36	44	246	486	695	36	379	
Other industries	45	124	170	8 376	137	192	452	850	1 557	136	830	
Self-employed: Retail trade	65	115	156	896	132	70	205	278	337	100	243	
Other industries	85	12	40	971	27	55	95	175	448	31	147	
Sales workers	231	115	513	15 900	210	313	771	1 573	2 440	242	1 399	
Retail trade	183	77	349	6 349	126	246	493	901	1 355	169	1 057	
Other than retail trade	48	38	164	9 551	84	167	278	672	1 085	74	342	
Clerical and kindred workers	462	424	926	33 191	534	605	1 688	2 956	5 243	668	3 555	
Craftsmen, foremen, and kindred workers	1 064	702	1 018	18 200	603	1 442	2 203	3 112	5 293	802	2 561	
Automotive mechanics, including body repairmen	91	66	128	1 865	83	98	131	294	496	96	328	
Mechanics and repairmen, except automobile	162	58	160	2 822	157	333	462	502	784	136	414	
Metal craftsmen, except mechanics	29	45	33	1 015	49	42	125	129	266	19	94	
Construction craftsmen	439	286	408	9 336	292	278	505	715	906	1 465	265	
Other craftsmen	243	217	267	6 642	247	651	753	1 237	2 199	229	821	
Operatives, except transport	1 325	1 165	1 457	16 325	1 308	2 851	3 257	4 977	4 697	1 333	1 589	
Durable goods manufacturing	213	359	187	2 690	274	275	461	586	1 197	303	272	
Non-durable goods manufacturing	701	701	1 164	6 645	525	2 678	2 696	2 794	3 500	1 030	1 317	
Nonmanufacturing industries	156	126	264	5 470	159	256	404	576	1 091	281	672	
Transport equipment operatives	272	319	347	6 966	214	304	515	826	1 261	320	776	
Labors, except farm	434	305	466	6 745	287	632	906	1 698	1 615	679	240	
Construction laborers	81	103	111	1 056	49	32	101	275	245	246	102	
Freight, stock, and material handlers	75	116	196	2 774	94	94	259	336	429	149	331	
Other laborers, except farm	299	122	196	2 386	144	331	549	477	632	285	312	
Farmers and farm managers	186	876	638	298	248	145	153	442	918	58	425	
Farm laborers and farm foremen	15	615	309	50	50	1	28	54	30	20	51	
Service workers, except private household	402	383	713	14 321	293	558	1 113	3 276	617	607	2 274	
Cleaning service workers	86	56	193	2 946	65	83	333	633	130	171	409	
Food service workers	159	112	222	4 195	85	165	574	464	342	151	937	
Health service workers	72	13	63	1 924	49	109	169	184	367	48	73	
Personal service workers	22	95	130	3 277	17	132	303	324	574	72	366	
Protective service workers	29	57	43	1 751	47	44	150	213	344	130	258	
Private household workers	148	34	346	3 668	29	193	593	641	1 042	390	662	
Female employed, 16 years old and over	2 197	1 866	3 176	63 353	1 770	3 357	6 254	8 427	12 936	3 360	7 725	
Professional, technical, and kindred workers	290	217	416	9 771	161	321	972	1 232	2 638	398	1 210	
Nurses	54	6	46	1 633	14	59	126	208	393	33	101	
Health workers, except nurses	13	—	—	563	4	10	43	44	147	44	24	
Teachers, elementary and secondary schools	129	123	260	3 695	96	34	174	269	427	27	660	
Technicians, except health	3	—	—	—	3	13	26	—	21	—	—	
Other professional workers	89	88	95	3 354	44	45	264	422	471	53	360	
Managers and administrators, except farm	66	75	78	2 184	95	55	302	356	507	57	355	
Service workers, except private household	43	14	26	3 714	24	71	292	547	807	657	637	
Sales workers	128	39	235	3 540	55	119	434	253	409	691	75	
Other than retail trade	8	—	33	683	16	5	39	88	116	—	78	
Clerical and kindred workers	302	277	701	24 400	315	454	1 329	2 095	3 853	462	2 448	
Bookkeepers	67	37	171	2 691	62	93	144	459	513	56	358	
Secretaries, stenographers, and typists	91	91	318	7 489	162	191	616	1 030	1 227	178	649	
Other clerical workers	111	147	258	12 940	162	234	567	1 039	2 013	228	1 448	
Craftsmen, foremen, and kindred workers	43	49	35	1 297	29	68	111	133	283	39	125	
Operatives, except transport	112	137	76	6 468	86	167	1 738	2 377	4 067	609	878	
Durable goods manufacturing	773	441	622	5 397	769	1 466	2 231	2 636	3 361	327	541	
Nonmanufacturing industries	23	43	60	2 143	55	116	124	232	373	72	216	
Transport equipment operatives	—	—	—	—	—	—	—	—	—	6	24	
Labors, except farm	54	—	28	653	20	117	138	160	133	16	73	
Farmers and farm managers	11	47	30	32	41	38	29	10	10	10	25	
Farm laborers and farm foremen	2	26	102	79	11	92	27	86	27	43	81	
Service workers, except private household	227	191	418	8 257	153	341	674	826	2 601	338	1 469	
Cleaning service workers	21	12	78	1 155	26	19	151	123	333	66	160	
Food service workers	130	72	170	3 031	79	144	393	630	810	161	773	
Health service workers	24	13	57	1 730	39	138	187	263	348	23	124	
Personal service workers	34	68	79	1 639	13	71	145	232	361	43	247	
Protective service workers	—	—	—	—	—	—	—	4	26	7	10	
Private household workers	136	24	343	3 767	29	127	584	626	1 042	300	402	
Male employed, 14 and 15 years old	55	12	9	892	—	30	109	79	151	40	63	
White-collar workers	5	—	—	241	—	4	5	4	49	—	5	
Blue-collar workers	17	5	4	363	—	21	71	39	83	40	15	
Farm workers	13	7	5	155	—	1	6	36	5	—	27	
Service workers, including private household	20	7	—	155	—	—	27	14	—	—	16	
Female employed, 14 and 15 years old	18	25	38	148	33	35	37	42	94	14	35	
White-collar workers	6	—	6	358	—	—	11	25	24	14	9	
Blue-collar workers	7	—	8	49	20	11	7	10	33	—	—	
Farm workers	5	—	—	105	7	—	4	—	—	—	—	
Service workers, except private household	5	—	—	—	—	9	15	—	—	—	15	
Private household workers	—	—	6	56	6	11	5	10	17	—	11	
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS												
Male, 16 years old and over with average	\$4 331	\$3 877	\$4 322	\$7 578	\$4 471	\$4 817	\$4 972	\$4 948	\$6 838	\$3 351	\$5 323	
Professional, managerial, and kindred workers	6 311	6 111	6 458	10 248	7 031	7 750	8 976	9 780	14 743	7 451	8 757	
Craftsmen, foremen, and kindred workers	4 734	5 117	5 469	6 968	5 036	5 429	5 371	5 378	6 670	4 972	5 644	
Operatives, including transport	4 404	3 997	4 402	5 404	4 534	4 359	4 368	4 269	5 553	3 481	4 374	
Labors, except farm	4 105	4 445	4 805	6 363	3 207	3 293	3 488	3 705	4 516	3 338	4 344	
Farmers and farm managers	1 725	2 037	2 958	4 200	2 333	2 333	4 072	3 414	4 069	2 474	2 674	
Farm laborers, except unpaid, and farm foremen	2 200	—	1 912	3 425	1 703	3 357	3 387	3 187	3 382	1 853	1 768	
Female, 16 years old and over with average	\$3 209	\$3 237	\$2 574	\$3 709	\$3 341	\$3 346	\$3 149	\$3 554	\$3 246	\$2 402	\$2 786	
Clerical and kindred workers	4 274	2 770	3 466	4 307	3 878	3 668	3 645	3 717	2 995	3 366	3 133	
Operatives, including transport	3 352	3 313	2 786	3 391	3 205	3 421	3 324	3 147	3 349	3 235	2 272	

Includes allocated costs, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Orange	Famlica	Pasquotank	Fender	Perquimans	Person	Pitt	Polk	Randolph	Richmond	Robeson
OCCUPATION											
Total employed, 10 years old and over	22 850	2 953	9 343	6 354	2 648	10 105	37 079	4 618	36 197	15 342	39 050
Professional, technical, and kindred workers	6 750	174	1 174	4 270	268	7 695	3 433	3 518	2 393	1 159	2 445
Engineers	143	21	57	—	—	—	—	—	—	—	—
Physicians, dentists, and related practitioners	493	27	57	14	11	38	186	24	115	20	73
Health workers, except practitioners	755	37	96	67	25	84	255	50	248	126	274
Teachers, elementary and secondary schools	786	85	180	210	140	219	1 079	21	665	420	1 054
Technicians, except health	243	34	71	—	—	—	27	—	246	—	—
Other professional workers	4 359	59	459	191	113	220	2 193	173	966	444	891
Managers and administrators, except farm	1 407	29	507	401	170	645	2 112	374	1 383	1 094	1 176
Salaried: Manufacturing	109	19	46	30	—	—	—	—	2 087	1 094	1 176
Retail trade	304	28	173	92	60	134	530	68	388	258	440
Other industries	789	82	212	141	69	227	863	107	645	456	606
Self-employed: Retail trade	205	49	119	69	31	136	353	100	359	161	238
Other industries	100	57	—	69	17	87	172	58	282	58	140
Sales workers	1 104	95	655	239	123	318	1 910	160	924	924	1 310
Retail trade	891	72	467	176	83	234	1 385	68	844	605	850
Other than retail trade	413	23	188	63	40	84	525	62	772	319	460
Clerical and kindred workers	4 346	330	1 332	579	241	1 104	3 350	454	4 230	1 877	2 628
Craftsmen, foremen, and kindred workers	2 199	521	1 649	963	391	1 602	3 061	598	6 526	2 452	4 007
Metal workers, including body repairmen, mechanics and repairmen, except automobile	169	35	169	103	50	130	264	32	373	170	335
Metal craftsmen, except mechanics	99	21	111	60	12	106	162	27	341	166	659
Construction craftsmen	745	209	550	344	103	549	1 074	176	1 333	624	1 494
Other craftsmen	822	94	476	386	150	429	2 298	228	1 038	883	1 343
Operatives, except transport	6 422	523	1 167	1 310	319	3 936	2 936	1 454	13 038	4 246	7 187
Durable goods manufacturing	425	94	470	343	129	953	523	170	3 093	307	583
Nondurable goods manufacturing	11	250	640	670	185	1 767	1 976	1 158	9 014	3 601	5 596
Nonmetallic mineral products	537	214	287	49	297	69	216	127	981	435	1 024
Transport equipment operatives	459	121	330	208	135	349	961	142	1 176	1 656	1 015
Laborers, except farm	744	340	553	526	165	414	1 325	259	1 496	875	1 704
Construction laborers	112	77	210	90	37	80	337	14	255	67	576
Freight, stock, and mail handlers	413	113	110	20	165	355	27	812	295	537	613
Other laborers, except farm	377	195	207	103	268	197	218	619	501	619	501
Farmers and farm managers	485	126	227	306	278	652	1 402	134	843	165	1 848
Farm laborers and farm foremen	119	43	207	406	139	342	2 477	33	273	211	1 567
Service workers, except private household	2 735	244	1 059	247	220	702	2 519	411	1 941	1 294	1 311
Cleaning service workers	674	79	290	170	54	184	628	70	477	325	500
Food service workers	787	75	263	196	57	146	773	131	532	398	653
Health service workers	623	16	135	89	119	123	302	192	439	180	227
Personal service workers	424	41	159	58	22	105	352	46	439	339	176
Protective service workers	217	16	113	53	26	53	220	39	196	63	247
Private household workers	638	78	433	159	113	322	1 124	251	301	489	964
Female employed, 10 years old and over	10 145	1 073	3 616	2 489	954	3 744	11 061	1 941	15 290	6 576	11 862
Professional, technical, and kindred workers	2 357	118	601	250	158	373	1 659	211	1 444	643	1 327
Nurses	625	27	75	33	25	146	50	217	107	107	148
Health workers, except nurses	—	—	—	—	—	—	—	—	—	—	—
Teachers, elementary and secondary schools	653	63	341	129	62	213	791	61	477	370	735
Technicians, except health	75	75	—	—	—	—	—	—	—	—	—
Other professional workers	1 277	28	165	69	43	85	556	84	63	278	317
Managers and administrators, except farm	214	44	218	102	69	49	371	104	319	210	312
Sales workers	2 730	244	1 183	572	260	894	3 643	513	3 677	1 437	2 377
Retail trade	298	40	275	93	53	206	716	56	490	316	377
Other than retail trade	76	—	18	20	12	50	8	—	8	51	42
Clerical and kindred workers	3 269	251	948	423	192	810	2 622	333	3 083	1 145	1 679
Bookkeepers	245	26	155	91	27	131	368	32	347	205	291
Secretaries, stenographers, and typewriters	1 621	81	317	134	79	293	991	111	925	191	619
Other clerical workers	1 493	143	461	198	86	377	1 272	191	1 751	610	767
Craftsmen, foremen, and kindred workers	141	33	63	28	21	63	211	31	477	145	291
Operatives, except transport	3 372	312	477	768	171	1 461	1 810	663	7 920	2 593	4 034
Durable goods manufacturing	136	29	76	37	17	50	39	54	1 095	165	65
Nondurable goods manufacturing	1 055	184	323	443	115	885	1 284	573	6 556	2 371	3 994
Nonmetallic mineral products	166	116	78	132	17	111	322	36	229	162	292
Transport equipment operatives	43	26	5	3	—	—	—	—	37	39	24
Laborers, except farm	43	26	50	40	18	79	149	35	301	107	155
Farmers and farm managers	29	—	7	9	3	22	107	13	60	14	148
Farm laborers and farm foremen	35	—	45	30	—	2	755	—	55	50	614
Service workers, except private household	1 340	140	570	354	115	424	1 457	233	1 015	715	1 258
Cleaning service workers	245	45	82	62	39	63	499	61	77	367	583
Food service workers	372	51	216	142	52	133	511	81	350	266	623
Health service workers	319	16	119	83	25	93	196	87	169	165	184
Personal service workers	200	26	105	34	13	67	271	37	324	4	253
Protective service workers	12	—	10	2	—	—	—	—	5	—	8
Private household workers	608	78	412	159	115	300	1 048	234	296	482	934
Male employed, 14 and 15 years old	88	5	75	61	19	48	175	64	178	101	208
White-collar workers	26	—	43	27	—	—	24	8	13	18	36
Blue-collar workers	31	5	29	30	19	31	151	87	54	54	119
Farm workers	16	—	3	—	—	—	16	—	18	—	24
Service workers, including private household	—	—	—	6	—	—	19	16	48	48	19
Female employed, 14 and 15 years old	45	8	15	—	—	—	4	72	12	25	39
White-collar workers	29	—	4	—	—	—	—	16	—	18	11
Blue-collar workers	5	8	4	—	—	—	—	25	12	9	15
Farm workers	—	—	—	—	—	—	—	—	5	—	26
Service workers, except private household	11	—	7	—	—	—	15	—	8	—	18
Private household workers	—	—	—	—	—	—	—	—	8	—	9
MEDIAN EARNINGS IN 1969 OF PERSONS IN SELECTED CIVILIAN LABOR FORCE FOR SPECIFIC OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 933	\$5 125	\$5 371	\$4 493	\$4 097	\$4 947	\$4 689	\$4 981	\$5 771	\$3 425	\$4 281
Professional, managerial, and kindred workers	7 841	7 841	7 841	6 411	6 111	6 952	6 493	6 533	8 199	6 169	7 678
Craftsmen, foremen, and kindred workers	4 935	6 361	6 629	5 122	5 921	5 911	5 911	5 456	6 243	4 967	5 853
Operatives, including transport	3 571	3 899	4 573	4 517	5 071	4 663	4 583	4 541	5 226	4 471	4 168
Laborers, except farm	2 731	2 743	3 123	3 427	3 529	3 529	2 915	2 591	3 784	2 915	3 215
Farmers and farm managers	2 212	4 208	4 657	3 259	3 259	3 259	2 247	2 247	3 991	2 247	2 519
Farm laborers, except unpaid, and farm foremen	3 202	1 708	2 360	2 034	1 333	1 779	1 438	—	3 104	2 77	1 577
Female, 16 years old and over with earnings	\$3 448	\$2 113	\$2 648	\$2 438	\$2 462	\$3 373	\$2 252	\$3 221	\$3 798	\$3 509	\$3 048
Clerical and kindred workers	3 383	2 763	3 367	3 550	3 091	3 512	2 631	3 455	4 179	3 421	3 418
Operatives, including transport	3 517	2 140	2 593	2 725	2 635	3 604	2 493	3 402	3 830	3 660	3 148

Includes allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties												
	Rockingham	Rowan	Rutherford	Somerset	Scotland	Stony	Stokes	Surry	Swain	Transylvania	Tyrrell	
OCCUPATION												
Total employed, 16 years old and over	31 442	40 443	19 773	16 881	10 243	19 797	9 145	21 307	2 596	7 423	1 370	
Professional, technical, and kindred workers	2 227	3 531	1 400	1 159	1 071	1 575	471	1 560	275	1 125	132	
Engineers	207	231	54	34	42	116	61	27	10	11	6	
Physicians, dentists, and related practitioners	299	527	111	77	81	177	63	168	27	83	27	
Health workers, except technicians	272	273	130	52	436	439	167	519	14	247	27	
Teachers, elementary and secondary schools	594	973	453	402	427	514	33	115	20	231	40	
Technicians, except health	294	708	399	404	427	439	191	482	126	403	33	
Other professional workers	1 791	2 308	1 235	998	729	1 222	426	1 503	273	507	97	
Managers and administrators, except farm	224	303	219	131	137	209	289	49	64	75	27	
Salaried	428	542	245	205	239	256	73	338	64	80	50	
Unemployed	594	903	383	200	199	398	126	464	110	174	20	
Retail trade	341	338	232	258	111	161	64	242	54	95	5	
Other industries	212	242	156	104	141	181	64	177	39	70	15	
Sales workers	1 362	2 237	990	938	504	934	255	944	107	349	69	
Retail trade	1 168	1 425	649	649	331	598	127	672	84	257	45	
Other than retail trade	194	812	341	289	173	336	128	272	23	92	24	
Clerical and kindred workers	3 800	4 605	1 511	1 539	1 204	2 107	1 103	2 349	173	741	123	
Craftsmen, foremen, and kindred workers	4 884	6 533	3 317	2 084	1 274	3 067	1 328	3 577	559	1 911	128	
Automobile mechanics, including body repairmen	1 122	1 501	796	314	270	625	342	322	42	123	9	
Mechanics and repairmen, except automobile	258	347	93	93	35	124	25	109	20	48	6	
Metal craftsmen, except mechanics	1 591	1 404	644	805	234	958	438	254	1 076	242	174	
Construction craftsmen	1 013	2 793	1 384	645	712	1 143	378	1 542	238	490	60	
Operatives, except transport	10 333	13 276	7 617	3 368	2 872	6 897	2 968	6 531	539	2 064	328	
Durable goods manufacturing	707	1 053	1 133	892	1 43	459	2 311	1 135	211	515	12	
Non-durable goods manufacturing	6 858	11 116	5 932	1 871	2 070	5 297	2 38	4 741	247	1 402	65	
Nonmanufacturing industries	768	1 105	547	605	204	458	217	657	71	147	46	
Transport equipment operatives	1 350	1 717	532	650	350	757	374	857	72	117	81	
Laborers, except farm	1 265	1 808	1 087	1 052	473	835	420	928	188	396	172	
Construction laborers	767	933	281	298	96	151	88	261	52	87	25	
Freight, stock, and material handlers	391	603	456	391	147	349	209	396	39	119	29	
Other laborers, except farm	705	652	522	465	225	185	585	97	211	97	112	
Farmers and farm managers	600	450	169	169	167	311	976	880	40	55	112	
Farm laborers and farm foremen	254	493	116	136	319	560	160	420	23	55	87	
Form laborers and farm foremen	2 177	3 348	1 351	1 241	1 111	1 572	537	1 492	278	524	168	
Service workers, except private household	1 550	837	314	374	252	481	168	311	85	182	34	
Cleaning service workers	210	787	372	309	171	383	150	496	93	160	13	
Food service workers	235	611	175	197	112	55	54	122	41	97	9	
Health service workers	383	535	282	212	83	208	107	175	17	35	23	
Personal service workers	281	279	136	62	125	164	107	175	17	35	23	
Protective service workers	439	519	387	578	490	199	40	266	59	161	29	
Private household workers	13 139	17 458	7 854	6 424	4 380	8 582	3 297	8 467	905	3 111	430	
Female employed, 16 years old and over	1 107	1 692	715	671	612	702	229	784	153	314	89	
Professional, technical, and kindred workers	236	364	96	67	65	114	54	130	23	60	18	
Nurses	48	103	15	15	10	67	9	37	6	17	9	
Health workers, except nurses	434	778	347	458	314	508	101	385	64	196	48	
Teachers, elementary and secondary schools	54	147	51	6	21	27	6	28	66	117	14	
Technicians, except health	337	569	263	145	207	186	65	228	65	114	14	
Other professional workers	232	267	160	127	107	66	153	63	84	148	14	
Managers and administrators, except farm	377	569	353	203	194	341	76	331	54	167	18	
Sales workers	621	941	341	331	204	341	63	322	54	137	18	
Retail trade	511	638	293	278	181	304	39	31	30	40	16	
Other than retail trade	110	123	48	53	23	37	1	64	24	97	12	
Clerical and kindred workers	2 664	3 420	1 032	1 191	897	1 582	1 452	1 634	118	528	112	
Craftsmen, foremen, and kindred workers	823	1 119	145	311	127	298	100	228	19	78	48	
Automobile mechanics, including body repairmen	287	287	127	127	468	468	159	509	28	218	28	
Mechanics and repairmen, except automobile	1 399	1 745	650	559	484	816	376	327	71	230	55	
Craftsmen, foremen, and kindred workers	2 345	2 460	919	939	504	1 076	688	309	26	217	34	
Operatives, except transport	2 225	2 438	318	435	231	333	156	381	92	169	34	
Durable goods manufacturing	6 607	8 298	3 442	1 768	1 237	3 076	1 244	3 076	16	504	6	
Non-durable goods manufacturing	236	318	159	236	30	32	21	122	10	16	11	
Nonmanufacturing industries	44	37	24	24	31	19	24	24	4	12	12	
Transport equipment operatives	272	397	199	118	52	217	64	106	4	38	16	
Laborers, except farm	203	19	36	34	21	54	31	7	16	6	14	
Farmers and farm managers	1 209	912	821	756	376	893	502	865	167	251	62	
Form laborers and farm foremen	203	197	82	82	52	177	16	93	38	27	1	
Service workers, except private household	157	342	96	96	65	177	16	93	38	27	1	
Cleaning service workers	409	382	309	274	133	303	153	315	67	133	67	
Food service workers	270	321	152	93	50	75	29	89	35	29	4	
Health service workers	290	406	229	155	56	268	82	266	21	62	15	
Personal service workers	11	18	—	—	3	—	—	—	—	—	—	
Protective service workers	629	493	365	552	478	193	40	248	51	155	20	
Private household workers	12	18	—	—	14	3	—	—	—	—	—	
Male employed, 14 and 15 years old	57	35	39	47	10	63	27	53	—	—	—	
White-collar workers	45	23	—	—	8	12	8	10	4	2	—	
Blue-collar workers	75	80	54	52	13	55	41	68	6	21	6	
Farm workers	6	25	—	—	—	20	6	14	—	—	—	
Service workers, including private household	17	48	15	—	—	30	4	29	—	—	—	
Female employed, 14 and 15 years old	57	35	39	47	10	63	27	53	—	—	—	
White-collar workers	15	10	12	19	4	9	9	30	—	—	—	
Blue-collar workers	15	9	—	—	—	6	—	6	—	—	—	
Farm workers	—	—	—	—	—	—	—	—	—	—	—	
Service workers, except private household	17	18	—	—	—	6	—	18	—	—	—	
Private household workers	10	5	—	—	14	3	—	5	—	—	—	
MEAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS												
Males, 18 years old and over with earnings	\$5 864	\$5 864	\$5 450	\$3 995	\$4 891	\$5 478	\$5 273	\$5 163	\$4 335	\$4 527	\$4 075	
Professional, managerial, and kindred workers	22 244	22 244	7 629	6 779	8 511	7 871	7 025	7 477	7 130	6 875	5 495	
Craftsmen, foremen, and kindred workers	6 536	6 536	6 309	5 029	5 929	5 913	5 675	5 472	4 453	4 475	3 728	
Operatives, including transport	5 207	5 207	4 333	4 047	4 047	3 984	3 853	3 621	3 209	3 607	3 416	
Laborers, except farm	3 817	3 817	3 112	2 957	2 957	3 091	4 109	3 200	3 607	2 793	3 400	
Farmers and farm managers	2 637	3 844	—	—	4 464	4 756	2 794	—	—	—	—	
Farm laborers, except unpaid, and farm foremen	2 237	1 056	—	1 684	2 475	3 150	—	2 420	—	—	—	
Female, 16 years old and over with earnings	\$3 735	\$3 612	\$3 550	\$2 695	\$3 253	\$3 593	\$3 680	\$3 387	\$3 184	\$3 464	\$3 046	
Clerical and kindred workers	4 064	3 627	4 021	3 517	3 565	3 755	3 953	3 613	3 668	3 668	3 046	
Operatives, including transport	3 961	3 762	3 715	2 919	3 531	3 701	3 753	3 565	3 755	4 397	3 479	

Table 122. Occupation and Earnings for Counties: 1970—Continued

[Data based on sample; see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties	Union	Vance	Wake	Warren	Washington	Watauga	Wayne	Wilkes	Wilson	Yadkin	Yancey
OCCUPATION											
Total employed, 16 years old and over	22 747	12 526	95 124	4 742	4 679	8 354	27 020	19 743	20 982	10 182	4 403
Professional, technical, and kindred workers	4 726	1 076	18 906	412	410	1 194	2 776	1 247	2 018	1 020	253
Engineers	135	40	2 331	—	—	—	38	—	87	10	—
Physicians, dentists, and related practitioners	59	45	607	7	15	20	115	27	87	—	—
Health workers, except practitioners	126	163	1 594	47	32	87	428	77	316	71	11
Teachers, elementary and secondary schools	552	380	2 923	203	144	280	1 091	495	655	254	111
Technicians, except health	1 044	71	1 474	36	57	104	94	84	162	74	12
Other professional workers	730	377	1 120	163	103	702	955	515	711	216	79
Managers and administrators, except farm	1 590	853	9 477	360	369	619	2 256	1 342	1 874	527	266
Salaried	213	175	1 165	83	52	303	1 188	637	859	250	79
Retail trade	293	169	1 779	41	33	39	458	337	431	112	45
Other industries	660	309	5 215	161	119	254	966	422	695	155	77
Self-employed	240	169	835	77	40	101	368	214	333	109	61
Other industries	164	57	545	47	81	122	231	121	205	62	40
Other than retail trade	670	506	4 607	102	126	211	1 050	620	819	251	126
Clerical and kindred workers	3 765	207	3 753	31	49	176	767	231	501	176	54
Craftsmen, foremen, and kindred workers	4 564	1 700	9 929	657	479	1 028	3 409	2 161	2 836	1 162	364
Automotive mechanics, including body repairmen	434	118	1 009	78	12	152	542	346	332	173	350
Mechanics and repairmen, except automobile	549	347	3 509	32	71	70	214	396	491	359	141
Metal craftsmen, except mechanics	362	69	697	11	108	86	159	166	166	62	24
Construction craftsmen	1 502	416	2 937	263	265	573	1 042	641	753	572	277
Other craftsmen	1 683	729	4 128	283	288	432	1 374	1 170	1 134	395	214
Operatives, except transport	3 233	1 653	20 234	594	479	1 028	3 303	2 919	2 839	1 372	350
Durable goods manufacturing	1 276	430	2 824	174	247	487	6 210	3 201	2 945	1 351	235
Nondurable goods manufacturing	537	217	2 411	721	584	578	2 480	3 454	1 862	1 932	727
Nonmanufacturing industries	849	364	2 877	183	155	305	900	751	734	230	198
Transport equipment operatives	865	604	2 579	183	130	305	1 170	1 644	1 038	519	216
Laborers, except farm	1 146	735	3 356	441	454	811	3 261	1 248	1 417	615	372
Construction laborers	275	223	1 228	99	59	134	200	149	217	103	104
Freight, stock, and mail handlers	441	275	1 297	117	92	143	373	425	360	232	91
Other laborers, except farm	579	311	2 275	205	209	207	574	593	367	222	177
Farmers and farm managers	522	391	1 456	154	251	414	1 082	674	532	222	177
Farm laborers and farm foremen	382	458	1 950	165	157	139	574	545	619	237	70
Service workers, except private household	1 294	258	2 149	308	437	577	3 131	1 403	1 966	1 075	318
Cleaning service workers	356	204	9 620	84	59	64	576	274	353	135	62
Food service workers	374	294	2 928	76	110	333	691	300	589	207	76
Health service workers	186	134	1 209	25	38	105	940	119	381	143	29
Personal service workers	232	153	1 450	55	75	135	390	248	397	126	37
Protective service workers	128	128	327	32	43	55	118	175	903	90	65
Private household workers	490	468	2 555	220	191	162	1 116	232	765	94	33
Female employed, 16 years old and over	9 153	5 031	39 158	1 732	1 495	3 206	11 421	7 604	7 943	3 821	1 445
Professional, technical, and kindred workers	835	591	6 916	267	174	482	1 267	725	1 129	317	123
Nurses	101	139	954	47	25	65	312	46	230	51	11
Health workers, except nurses	14	20	540	9	22	91	17	70	15	4	—
Teachers, elementary and secondary schools	414	299	2 468	140	114	196	913	349	549	143	64
Technicians, except health	21	20	234	15	—	—	10	23	38	22	—
Other professional workers	265	20	268	65	60	133	179	441	271	301	86
Managers and administrators, except farm	213	115	1 474	85	103	184	814	474	614	214	74
Retail trade	426	232	2 292	62	133	155	706	343	486	178	47
Other than retail trade	344	239	2 102	56	99	126	585	316	456	159	37
Clerical and kindred workers	2 323	1 258	15 424	341	357	728	2 617	1 486	2 068	749	251
Bookkeepers	357	238	1 625	77	83	158	488	265	419	177	69
Secretaries, stenographers, and typists	601	349	6 653	52	122	338	748	442	622	232	122
Other clerical workers	14	20	540	212	134	216	431	197	307	143	69
Craftsmen, foremen, and kindred workers	3 324	934	7 134	34	37	34	116	192	317	107	56
Operatives, except transport	3 305	1 602	3 064	489	266	34	777	2 591	3 830	1 595	1 234
Durable goods manufacturing	326	168	1 433	28	43	246	271	480	126	280	15
Nondurable goods manufacturing	2 281	1 337	4 237	427	122	459	1 658	633	2 558	1 211	1 362
Nonmanufacturing industries	97	941	24	41	6	34	27	121	27	45	19
Transport equipment operatives	27	22	60	6	5	23	35	15	19	32	12
Laborers, except farm	884	68	308	6	27	35	414	153	54	64	33
Farmers and farm managers	65	9	5	5	5	35	103	38	60	64	11
Farm laborers and farm foremen	49	267	19	5	19	224	172	249	45	9	—
Service workers, except private household	852	517	5 280	169	255	534	1 710	774	1 130	399	157
Cleaning service workers	112	54	759	13	30	113	229	29	233	14	10
Food service workers	184	250	2 033	19	35	69	416	297	373	163	77
Health service workers	112	92	1 015	25	34	90	586	66	239	124	29
Personal service workers	212	85	1 004	33	57	113	237	202	183	69	25
Protective service workers	49	37	6	6	6	10	39	5	5	4	—
Private household workers	590	460	2 474	214	171	162	1 089	216	754	94	33
Male employed, 14 and 15 years old	109	52	372	36	8	51	180	109	107	43	28
White-collar workers	3	18	154	10	—	6	67	6	35	10	37
Blue-collar workers	60	24	111	26	8	41	72	29	34	20	15
Farm workers	27	—	38	—	—	12	37	23	18	6	—
Service workers, including private household	19	—	—	—	—	10	29	37	15	—	—
Female employed, 14 and 15 years old	47	13	324	6	6	23	45	41	33	31	10
White-collar workers	3	3	34	6	—	—	14	7	6	11	5
Blue-collar workers	26	—	34	—	—	7	15	19	9	6	—
Farm workers	—	—	—	—	—	—	—	—	—	—	—
Service workers, except private household	18	4	46	—	—	5	11	5	4	—	—
Private household workers	—	—	—	—	—	—	—	—	—	—	—
Male	—	—	—	—	—	—	—	—	—	—	—
Female	—	—	—	—	—	—	—	—	—	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCE CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings ¹	\$5 841	\$4 967	\$6 637	\$3 719	\$5 090	\$4 457	\$4 935	\$4 943	\$4 972	\$5 373	\$4 293
Professional, managerial, and kindred workers	6 372	6 653	10 213	6 843	8 007	7 155	8 157	8 025	8 055	6 321	6 111
Craftsmen, foremen, and kindred workers	5 270	5 215	4 279	4 844	5 322	4 687	5 545	5 252	5 088	6 035	4 622
Operatives, including transport	3 460	3 463	5 075	3 395	6 013	4 416	4 436	3 827	4 316	5 472	4 165
Laborers, except farm	3 410	3 233	2 940	2 435	3 130	2 260	2 961	3 572	3 190	4 049	3 127
Farmers and farm managers	2 735	2 735	3 769	2 744	7 031	2 244	2 945	2 869	3 488	1 468	1 866
Farm laborers, except farm foremen	4 213	1 938	1 607	2 096	—	—	1 934	3 041	1 498	2 375	—
Female, 16 years old and over with earnings ¹	\$3 601	\$3 616	\$3 627	\$3 130	\$2 399	\$3 178	\$3 657	\$3 458	\$2 724	\$2 949	\$3 608
Clerical and kindred workers	3 501	3 519	4 722	3 740	3 561	2 740	3 591	3 748	3 268	3 329	3 286
Operatives, including transport	3 409	3 031	3 324	3 220	1 991	3 297	3 978	3 498	2 558	3 629	3 252

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.]

Counties With 400 or More Negro Population	Alamance	Alexander	Anson	Beaufort	Bertie	Bladen	Brunswick	Buncombe	Burke	Cabarrus	Caldwell
OCCUPATION											
Total employed, 16 years old and over	7 100	674	3 102	3 261	3 538	2 713	1 750	4 823	1 607	4 759	1 279
Professional, technical, and kindred workers	344	25	164	173	196	134	121	448	64	175	17
Health workers	58	—	18	9	—	5	9	127	10	40	10
Teachers, elementary and secondary schools	159	21	124	108	150	83	90	330	32	92	10
Technicians, except health	—	—	—	10	—	—	—	—	—	—	—
Other professional workers	117	4	42	30	46	5	22	—	24	33	—
Managers and administrators, except farm	123	5	41	37	76	39	26	91	18	78	12
Self-employed	84	5	27	21	37	9	—	76	19	29	17
Sales workers	48	9	22	22	30	24	—	15	21	14	7
Retail trade	29	4	7	20	6	6	5	67	13	9	4
Clerical and kindred workers	402	33	123	103	105	72	89	359	73	335	56
Craftsmen, foremen, and kindred workers	530	64	196	363	204	265	235	275	118	312	124
Mechanics and repairmen	150	30	26	85	99	41	10	53	15	97	24
Construction craftsmen	185	6	85	157	68	174	—	156	7	114	25
Operatives, except transport	2 699	923	1 099	769	705	705	332	743	596	2 011	502
Bureau goods manufacturing	209	9	196	140	294	265	63	154	311	47	247
Nondurable goods manufacturing	2 093	198	808	597	295	303	170	409	271	1 707	118
Nonmanufacturing industries	321	32	87	292	128	137	100	99	14	237	37
Transport equipment operatives	228	27	171	156	102	142	64	127	33	239	55
Laborers, except farm	693	56	466	427	263	428	400	392	113	8	474
Construction laborers	101	12	44	104	14	19	34	73	21	37	2
Farmers and farm managers	124	6	7	14	100	37	32	4	4	9	9
Farm laborers and farm foremen	114	21	198	359	250	223	76	17	12	26	21
Service workers, except private household	1 010	61	259	469	197	263	228	1 403	450	768	231
Cleaning and food service workers	845	55	152	268	123	185	152	235	203	558	123
Health service workers	124	6	36	94	27	36	11	221	63	98	33
Personal service workers	34	6	11	13	22	20	30	123	56	50	22
Protective service workers	41	—	—	11	19	5	6	15	14	15	16
Private household workers	725	44	349	380	250	241	138	827	149	298	167
Female employed, 16 years old and over	3 212	311	1 339	1 473	953	960	617	3 494	761	3 221	708
Professional, technical, and kindred workers	226	15	140	111	116	5	8	227	37	120	17
Health workers	—	—	10	—	43	—	5	114	—	27	—
Teachers, elementary and secondary schools	106	15	113	85	107	45	64	103	27	82	10
Managers and administrators, except farm	46	—	—	12	19	14	20	9	10	6	6
Sales workers	24	—	—	7	15	6	10	60	10	10	—
Retail trade	31	—	—	10	15	6	5	57	10	3	4
Clerical and kindred workers	202	12	73	63	53	43	42	242	34	180	21
Secretaries, stenographers, and typists	7	—	—	18	7	13	12	48	19	49	9
Craftsmen, foremen, and kindred workers	25	11	63	19	7	17	—	16	16	31	26
Operatives, except transport	1 550	170	571	466	299	317	162	447	280	1 224	268
Manufacturing	1 349	160	538	260	242	254	118	357	263	1 076	260
Nonmanufacturing industries	162	10	33	166	57	63	12	90	11	145	8
Transport equipment operatives	69	—	33	42	21	21	—	54	8	9	26
Laborers, except farm	26	10	46	113	70	82	19	10	8	7	25
Farm workers	411	44	150	273	129	149	148	542	207	329	156
Service workers, except private household	387	—	148	297	94	204	107	304	107	240	93
Cleaning and food service workers	34	—	—	85	27	24	6	69	49	49	21
Health service workers	19	—	—	13	7	20	19	34	47	15	17
Personal service workers	698	66	316	364	250	229	138	816	144	274	180
Private household workers	—	—	—	—	—	—	—	—	—	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings ¹	\$4 044	\$3 685	\$3 640	\$2 895	\$3 234	\$2 876	\$4 468	\$3 705	\$4 165	\$3 962	\$4 421
Professional, managerial, and kindred workers	5 875	—	—	5 357	5 357	5 357	6 283	—	—	5 343	—
Craftsmen, foremen, and kindred workers	4 425	—	4 207	3 714	4 149	3 495	4 782	3 721	4 938	4 480	—
Operatives, including transport	3 317	3 764	3 724	3 431	3 321	3 458	5 131	4 247	4 123	4 556	—
Laborers, except farm	3 569	—	3 638	2 591	3 007	2 294	4 735	2 591	3 670	3 128	—
Farmers and farm managers	1 928	—	—	1 929	2 269	2 269	—	—	—	—	—
Farm laborers, except unpaid, and farm foremen	1 355	—	1 333	1 650	1 637	—	—	—	—	—	—
Female, 16 years old and over with earnings ¹	\$2 650	\$2 792	\$2 344	\$1 600	\$2 026	\$1 649	\$1 645	\$2 297	\$3 009	\$2 859	\$2 514
Clerical and kindred workers	3 326	—	—	2 122	2 112	2 500	—	2 672	—	1 950	—
Operatives, including transport	3 327	3 155	2 724	2 165	2 112	2 500	2 405	3 037	3 254	3 305	3 426
INDUSTRY											
Total employed, 16 years old and over	7 100	674	3 102	3 261	2 536	2 713	1 750	4 823	1 607	4 759	1 299
Agriculture, forestry, and fisheries	422	27	42	73	—	425	123	47	54	23	26
Mining	16	6	59	—	—	—	—	—	—	—	—
Construction	107	19	147	218	111	238	92	194	25	174	30
Manufacturing	3 572	273	1 524	876	856	856	662	856	262	2 651	672
Food and kindred products	204	159	307	210	327	337	55	379	20	508	—
Textiles and apparel	—	—	—	—	—	—	—	—	—	—	—
Metal industries	52	15	65	—	34	—	69	44	—	33	—
Chemical and allied products	191	—	35	105	68	33	33	124	97	11	—
Plastics and miscellaneous	43	—	—	65	20	7	—	10	—	—	—
Other durable goods	103	—	55	34	59	126	8	134	37	15	31
Food and kindred products	41	51	158	70	72	31	35	32	44	150	50
Textiles and fabricated products	2 650	150	769	345	225	246	336	73	236	251	69
Printing, publishing, and allied industries	—	—	8	—	—	—	—	22	—	4	—
Other nondurable goods (including not specified manufacturing industries)	243	41	127	53	65	215	177	183	57	112	44
Trucking service and warehousing	29	21	7	12	18	30	—	6	6	83	4
Other transportation	109	—	46	37	20	32	251	65	6	5	6
Communications, utilities, and sanitary services	125	5	53	49	15	5	14	109	18	78	49
Wholesale trade	157	—	103	225	47	134	42	125	23	76	23
Retail trade, and other stores	256	—	127	217	57	137	15	49	51	61	—
Eating and drinking places	137	6	26	64	20	29	40	154	8	48	10
Other retail trade	345	34	81	265	124	116	70	294	49	167	32
Finance, insurance, and real estate	55	—	—	12	11	19	15	152	18	52	3
Business and repair services	68	26	4	34	14	14	6	36	6	19	46
Private households	639	44	351	342	234	238	140	193	160	291	178
Other personal services	368	20	40	147	79	61	51	52	16	231	36
Entertainment and recreation services	43	—	—	13	—	3	3	121	18	—	—
Hotels	132	6	34	92	51	59	37	432	144	40	—
Educational and kindred services	404	46	216	230	263	196	209	351	103	359	76
Other professional and related services	118	—	23	119	73	316	56	23	53	63	27
Public administration	56	—	23	13	—	41	—	29	23	43	16

¹Includes allocated cases, not shown separately.¹Includes protective service workers and allocated cases, not shown separately.¹Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.]

Counties With 400 or More Negro Population

OCCUPATION

	Camden	Carroll	Caswell	Catawba	Chatham	Chowan	Cleveland	Columbus	Craven	Cumberland	Currituck
Total employed, 16 years old and over	470	1 153	3 099	3 314	3 732	1 418	3 250	3 869	4 017	10 990	487
Professional, technical, and kindred workers.....	17	42	138	151	117	173	225	330	1 182	330	8
Health workers.....	4	16	13	11	11	14	14	23	28	154	—
Teachers, elementary and secondary schools.....	13	30	71	83	103	72	101	139	163	744	—
Technicians, except health.....	—	4	—	—	11	—	—	16	16	16	—
Other professional workers.....	4	9	26	26	45	45	45	103	79	298	—
Managers and administrators, except farm.....	—	11	26	43	24	40	42	101	260	102	—
Salaried.....	8	17	28	28	40	29	28	63	200	70	—
Self-employed.....	3	4	4	17	17	11	14	38	160	32	—
Sales workers.....	11	29	16	20	14	13	26	41	65	281	7
Retail trade.....	11	9	13	11	14	13	21	36	49	212	7
Clerical and kindred workers.....	26	49	113	154	156	126	116	116	278	919	6
Craftsmen, foremen, and kindred workers.....	29	177	143	321	320	157	455	300	436	1 102	81
Mechanics and repairmen.....	6	41	62	65	82	34	88	63	99	276	15
Construction craftsmen.....	9	85	30	110	118	72	218	117	375	395	36
Operatives, except transport.....	41	212	1 243	1 276	1 292	293	1 937	660	574	1 716	27
Durable goods manufacturing.....	22	72	432	425	734	329	1 620	160	358	1 160	10
Non-durable goods manufacturing.....	—	67	1 141	1 692	1 754	175	1 341	321	224	723	5
Nonmanufacturing industries.....	19	104	29	49	44	268	159	210	116	657	12
Transport equipment operatives.....	65	43	104	150	230	46	250	118	304	631	32
Laborers, except farm.....	93	142	354	321	387	214	625	599	511	975	72
Construction laborers.....	14	24	70	55	18	39	156	102	140	177	14
Farmers and farm managers.....	26	7	183	111	40	12	4	250	142	87	—
Farm laborers and farm foremen.....	72	23	281	83	40	83	111	742	191	781	—
Service workers, except private household.....	18	239	308	525	479	192	865	550	537	2 413	77
Cleaning and food service workers.....	14	166	227	353	370	111	565	337	418	1 622	63
Health service workers.....	4	10	40	45	70	5	19	35	47	256	3
Personal service workers.....	—	9	15	27	41	34	42	22	47	224	5
Protective service workers.....	—	10	8	20	4	—	42	26	5	62	6
Private household workers.....	70	210	227	340	337	155	598	583	460	1 163	90

Female employed, 16 years old and over	153	513	1 236	1 592	1 445	497	2 202	1 509	1 768	5 333	181
Professional, technical, and kindred workers.....	13	42	70	82	91	76	126	161	223	820	8
Health workers.....	—	3	16	13	4	—	14	13	23	116	—
Teachers, elementary and secondary schools.....	13	30	48	66	67	57	86	144	96	86	—
Managers and administrators, except farm.....	—	—	—	—	27	6	20	39	47	5	—
Sales workers.....	5	9	13	4	13	15	6	29	148	77	—
Retail trade.....	5	9	13	4	13	15	6	29	148	77	—
Clerical and kindred workers.....	11	34	54	80	67	11	59	75	197	691	3
Secretaries, stenographers, and typists.....	5	4	15	14	24	—	9	13	39	173	—
Craftsmen, foremen, and kindred workers.....	—	7	4	47	33	17	5	13	31	63	—
Operatives, except transport.....	10	100	562	745	716	82	989	288	872	2 100	10
Manufacturing.....	65	343	2 043	2 369	2 169	67	829	172	528	1 575	10
Nonmanufacturing industries.....	5	35	19	46	97	15	150	54	116	344	10
Transport equipment operatives.....	—	—	—	—	—	—	—	—	—	—	—
Laborers, except farm.....	15	6	49	68	71	16	6	5	95	65	46
Farm workers.....	11	2	51	22	26	12	307	66	27	27	—
Service workers, except private household.....	14	101	200	266	276	95	379	239	333	1 431	59
Cleaning and food service workers.....	10	82	146	162	203	63	238	123	859	242	51
Health service workers.....	—	10	6	46	6	5	19	6	40	170	20
Personal service workers.....	—	—	6	24	19	24	17	19	33	161	5
Private household workers.....	70	205	227	332	331	155	591	362	460	1 141	82

MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS

	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Male, 16 years old and over with earnings	\$3 725	\$3 674	\$3 487	\$4 374	\$3 581	\$3 432	\$4 056	\$2 815	\$3 891	\$3 753	\$3 103
Professional, managerial, and kindred workers.....	...	...	...	...	...	...	...	6 429	5 263	6 593	...
Craftsmen, foremen, and kindred workers.....	...	3 625	4 589	4 713	4 443	4 026	4 461	3 671	4 263	4 155	...
Operatives, including transport.....	...	3 200	4 548	4 675	3 728	3 745	4 231	3 295	4 273	3 684	...
Clerical and kindred workers.....	...	3 625	3 429	3 576	3 051	3 017	3 607	3 359	3 654	3 326	...
Managers and farm managers.....	...	...	3 471	...	...	...	...	1 284	2 109	...	...
Farm laborers, except unpaid, and farm foremen.....	...	...	2 033	...	...	...	2 468	1 162	1 542	1 613	...

Female, 16 years old and over with earnings	\$1 230	\$1 651	\$2 454	\$2 916	\$2 627	\$1 455	\$2 356	\$1 422	\$1 875	\$2 155	\$644
Clerical and kindred workers.....	...	...	...	...	...	...	...	...	2 647	2 760	...
Operatives, including transport.....	...	2 405	3 420	3 368	3 056	...	3 260	2 479	2 744	2 476	...

INDUSTRY

Total employed, 16 years old and over	470	1 153	3 099	3 314	3 732	1 418	5 250	3 869	4 017	10 990	487
Agriculture, forestry, and fisheries.....	102	105	472	71	170	161	175	1 013	394	340	75
Mining.....	—	—	—	—	—	—	—	—	—	13	—
Construction.....	29	83	108	153	116	134	406	244	347	699	55
Manufacturing.....	16	197	1 619	1 703	1 853	446	2 132	590	1 257	483	29
Furniture and lumber and wood products.....	—	—	—	—	—	—	95	22	249	217	—
Metal industries.....	6	8	12	57	2	—	44	48	—	—	—
Machinery, including electrical.....	—	—	22	43	65	9	6	62	180	183	—
Transportation equipment.....	20	37	—	—	—	—	45	15	11	11	15
Other durable goods.....	5	18	36	38	133	43	294	30	74	119	—
Food and kindred products.....	—	24	26	82	40	48	74	58	58	167	—
Textiles and fabricated textile products.....	—	62	1 318	668	502	178	1 450	314	144	676	—
Printing, publishing, and other industries.....	—	—	—	—	—	—	—	—	—	—	—
Other non-durable goods (including not specified manufacturing industries).....	—	—	8	165	4	—	—	—	135	329	—
Trucking service and warehousing.....	13	33	204	65	79	24	308	267	50	219	12
Other transportation.....	—	—	—	—	—	—	—	—	—	—	—
Other transportation, utilities, and sanitary services.....	35	19	17	35	22	11	47	51	54	125	14
Communications, utilities, and sanitary services.....	—	—	20	39	75	—	70	49	110	225	7
Wholesale trade.....	8	54	11	80	148	58	104	94	109	269	5
Food, drinkery, and other stores.....	5	35	9	14	27	33	40	31	31	234	4
Retail and drinking places.....	26	47	59	125	112	62	88	66	98	513	34
Other retail trade.....	26	47	59	125	111	67	197	159	267	1 038	67
Finance, insurance, and real estate.....	15	31	8	28	6	4	10	36	40	157	10
Business and repair services.....	5	29	5	29	5	26	42	31	42	142	4
Private households.....	57	204	211	333	340	127	567	385	395	1 028	73
Other personal services.....	32	55	72	110	83	82	257	114	132	856	55
Entertainment and recreation services.....	—	—	—	—	—	—	—	—	—	127	—
Hospitality.....	9	20	51	113	143	11	183	62	105	455	13
Educational and kindred services.....	24	113	191	173	321	120	268	348	377	1 549	23
Other professional and related services.....	3	25	65	56	52	34	137	83	116	517	21
Public administration.....	11	75	32	40	61	19	67	58	407	537	10

Includes allocated cases, not shown separately.

Includes protective service workers and allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties With 400 or More Negro Population

	Dare	Davidson	Davie	Duplin	Durham	Edgewcombe	Forsyth	Franklin	Gaston	Gates	Granville
OCCUPATION											
Total employed, 16 years old and over	165	4 033	782	3 951	15 777	7 395	16 424	3 281	7 422	1 288	4 507
Professional, technical, and kindred workers	3	108	22	196	1 876	543	1 624	102	2 638	31	500
Health workers	-	14	4	22	520	28	260	5	18	-	57
Teachers, elementary and secondary schools	3	60	18	142	520	390	872	67	174	21	167
Technicians, except health	-	-	-	-	99	-	-	5	20	-	10
Other professional workers	-	34	-	32	739	125	490	30	56	5	51
Managers and administrators, except farm	17	8	-	65	683	129	306	33	64	5	56
Salaried	8	22	-	67	288	67	287	10	54	5	43
Self-employed	10	-	-	43	95	62	86	14	15	-	13
Sales workers	-	21	7	20	397	108	265	49	96	9	52
Retail trade	-	4	7	7	271	86	155	26	66	9	40
Clerical and kindred workers	-	155	41	225	2 102	349	1 691	99	408	15	169
Craftsmen, foremen, and kindred workers	28	324	111	333	1 243	503	1 117	195	300	117	380
Mechanics and repairmen	-	56	17	102	219	122	220	32	72	36	71
Construction craftsmen	28	61	65	119	337	152	348	110	107	59	163
Operatives, except transport	14	1 743	229	865	2 034	1 677	4 550	1 033	2 586	210	954
Durable goods manufacturing	-	1 177	53	41	343	429	884	376	309	151	501
Nondurable goods manufacturing	-	452	156	692	931	921	2 876	469	2 041	124	550
Nonmanufacturing industries	14	114	20	132	760	327	770	163	236	23	103
Transport equipment operators	6	173	22	643	333	353	692	411	121	121	162
Laborers, except farm	30	530	92	421	1 185	637	1 580	346	752	249	366
Construction laborers	-	73	32	100	363	161	236	72	113	41	58
Farmers and farm managers	-	10	19	60	79	26	20	6	42	47	42
Form laborers and farm foremen	-	6	19	60	228	1 078	85	32	88	123	313
Service workers, except private household	65	587	104	386	4 301	830	3 258	422	1 552	91	831
Cleaning and food service workers	59	359	81	227	2 414	563	2 330	263	1 158	61	617
Health service workers	-	3	11	46	113	81	469	73	116	11	236
Personal service workers	4	20	12	78	279	119	313	21	94	10	126
Protective service workers	-	36	-	7	137	12	71	-	52	-	21
Private household workers	2	338	99	359	1 314	955	1 160	295	80	175	430
Female employed, 16 years old and over	72	1 762	315	1 567	8 025	3 168	7 977	1 258	3 629	376	1 761
Professional, technical, and kindred workers	3	74	17	143	1 154	372	1 172	64	174	16	214
Health workers	9	4	4	10	332	16	199	3	6	4	62
Teachers, elementary and secondary schools	3	49	13	109	411	305	664	50	128	16	150
Managers and administrators, except farm	7	-	-	27	90	50	165	11	16	-	14
Sales workers	-	4	-	9	170	71	134	59	41	9	5
Retail trade	-	-	-	9	136	71	98	9	41	-	5
Clerical and kindred workers	-	48	26	48	1 520	170	1 191	40	219	11	69
Secretaries, stenographers, and typists	-	14	15	16	513	43	325	10	58	-	27
Craftsmen, foremen, and kindred workers	4	86	4	4	82	192	17	31	4	4	47
Operatives, except transport	4	827	99	539	925	852	1 977	540	1 411	61	431
Manufacturing	-	797	79	460	570	705	1 461	464	1 267	46	420
Nonmanufacturing industries	4	70	20	49	355	147	516	76	124	15	11
Transport equipment operators	-	4	-	24	13	26	33	23	23	25	6
Laborers, except farm	85	9	9	24	71	24	163	33	44	4	31
Farm workers	-	5	14	188	82	193	28	20	26	12	93
Service workers, except private household	57	301	47	220	2 642	406	1 872	204	850	59	469
Cleaning and food service workers	50	208	19	143	2 603	368	1 822	123	579	57	438
Health service workers	-	12	11	28	866	54	405	34	98	11	156
Personal service workers	4	5	7	27	220	64	171	12	58	10	65
Private household workers	1	332	99	359	1 255	954	1 117	292	797	175	402
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings¹	\$3 261	\$3 982	\$3 486	\$2 897	\$4 100	\$3 023	\$4 903	\$2 891	\$4 108	\$3 498	\$3 228
Professional, managerial, and kindred workers	...	...	...	6 897	6 856	6 346	7 104	...	6 143	6 905	6 505
Craftsmen, foremen, and kindred workers	...	4 185	3 879	3 664	4 599	3 970	5 030	3 231	4 872	3 810	3 418
Operatives, including transport	...	4 155	3 891	3 614	4 481	3 725	5 346	3 298	4 262	3 645	3 943
Laborers, except farm	...	3 315	...	3 244	3 580	3 007	4 185	2 451	3 770	3 373	3 648
Formers and farm managers	...	...	...	2 018	...	1 468	...	2 332	...	...	1 716
Farm laborers, except unpaid, and farm foremen	...	...	...	1 359	2 250	1 274	...	1 507	...	1 321	1 259
Female, 16 years old and over with earnings¹	\$2 797	\$1 813	\$1 767	\$2 817	\$1 674	\$2 835	\$1 773	\$2 318	\$1 117	\$2 072	\$2 072
Clerical and kindred workers	...	...	...	3 003	2 609	2 972	...	3 106	...	...	...
Operatives, including transport	...	3 375	3 261	2 530	2 927	2 465	3 480	2 299	3 475	1 530	2 635
INDUSTRY											
Total employed, 16 years old and over	165	4 003	782	3 951	15 777	7 395	16 424	3 281	7 422	1 288	4 507
Agriculture, forestry, and fisheries	3	943	35	93	306	132	152	39	133	16	63
Mining	-	5	7	24	18	3	-	-	-	-	18
Construction	28	146	91	262	1 105	296	717	155	281	84	253
Manufacturing	6	2 534	350	1 152	2 604	2 606	6 049	1 284	3 644	35	1 349
Food and kindred products	-	1 508	68	102	44	123	374	4	35	259	61
Metal industries	-	37	-	25	68	312	118	44	44	4	15
Machinery, including electrical	-	60	56	14	342	118	581	13	222	83	317
Transportation equipment	-	8	-	7	14	29	44	29	6	8	23
Other durable goods	6	269	7	13	283	369	210	72	125	16	148
Food and kindred products	-	49	7	535	196	83	202	68	111	107	84
Textiles and fibrous textile products	-	462	164	416	416	903	874	482	2 540	48	587
Printing, publishing, and allied industries	-	5	-	-	-	-	-	-	22	-	-
Other nondurable goods (including net specified manufacturing industries)	-	116	31	22	1 082	316	3 463	91	472	15	142
Trucking service and warehousing	-	54	-	78	182	25	222	37	140	28	83
Other transportation	-	21	-	37	109	151	206	6	20	29	4
Communications, utilities, and sanitary services	-	87	22	72	434	218	293	37	150	4	82
Wholesale trade	-	57	19	120	321	188	348	143	103	7	57
Food, beverage, and drink stores	-	8	-	22	157	47	236	47	17	15	24
Eating and drinking places	44	27	10	67	507	133	450	47	150	4	41
Other retail trade	20	122	17	124	846	318	775	123	312	57	154
Finance, insurance, and real estate	-	10	10	16	573	81	488	10	92	27	27
Business and repair services	-	8	-	37	418	27	219	27	19	27	27
Private households	2	335	99	347	1 231	997	1 146	269	794	174	424
Other personal services	29	187	23	121	770	317	911	79	305	15	128
Entertainment and recreation services	-	11	-	17	142	57	143	50	54	15	48
Hospitals	-	65	13	52	320	112	980	48	195	9	419
Educational and kindred services	9	159	31	233	2 456	705	1 934	242	624	76	456
Other professional and related services	135	15	3	148	1 681	729	75	168	16	139	139
Public administration	7	3	3	18	69	90	99	36	34	14	46

¹Includes allocated cases, not shown separately.

²Includes protective service workers and allocated cases, not shown separately.

³Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties With 400 or More Negro Population

	Greene	Gulfport	Holifield	Horne II	Haywood	Henderson	Hertford	Hoke	Hyde	Iredell	Jackson
OCCUPATION											
Total employed, 16 years old and over	3 021	25 187	6 256	3 520	268	679	3 672	2 112	599	4 821	207
Professional, technical, and kindred workers.....	58	2 379	294	97	1	14	264	71	44	145	11
Health workers.....	9	299	7	10	—	—	—	—	—	17	11
Teachers, elementary and secondary schools.....	39	649	236	46	—	6	150	26	33	17	—
Technicians, except health.....	5	111	11	3	—	—	8	10	—	17	—
Other professional workers.....	5	118	40	3	—	—	8	30	—	52	—
Managers and administrators, except farm.....	9	542	92	41	—	5	167	31	44	20	—
Sales.....	6	472	60	36	—	—	46	6	27	16	—
Self-employed.....	20	—	—	—	—	—	63	25	17	4	—
Sales workers.....	10	420	49	61	—	16	33	15	39	39	—
Retail trade.....	6	247	45	42	—	11	23	15	—	25	—
Clerical and kindred workers.....	43	2 739	212	110	22	21	560	67	24	246	4
Craftsmen, foremen, and kindred workers.....	112	2 236	437	359	19	35	162	50	86	404	5
Mechanics and repairmen.....	21	297	195	74	10	20	172	71	22	50	—
Construction craftsmen.....	62	704	105	200	—	—	223	37	27	115	5
Operatives, except transport.....	322	6 520	1 153	979	73	115	837	643	117	1 969	10
Durable goods manufacturing.....	44	1 703	143	243	7	30	463	44	119	502	44
Nonmanufacturing industries.....	36	1 230	284	190	15	21	157	111	69	1 242	6
Transport equipment operatives.....	105	1 250	304	133	17	55	239	58	49	274	4
Laborers, except farm.....	143	2 434	850	499	24	3	462	238	42	514	8
Construction laborers.....	85	347	288	145	24	3	63	26	20	30	—
Farmers and farm managers.....	225	96	409	51	—	6	138	27	14	32	—
Farm laborers and farm foremen.....	700	176	830	260	—	40	168	187	67	118	—
Service workers, except private household.....	133	4 059	731	202	168	40	233	396	62	618	117
Cleaning and food service workers.....	96	2 872	515	413	34	130	255	396	62	618	117
Health service workers.....	14	414	62	41	—	17	85	51	—	29	10
Personal service workers.....	11	355	60	28	—	6	56	—	—	86	—
Protective service workers.....	—	141	26	—	—	—	14	—	—	79	—
Private household workers.....	161	2 236	845	428	64	164	361	214	30	442	57
Female employed, 16 years old and over	758	12 631	2 231	1 457	119	331	1 324	919	342	2 215	120
Professional, technical, and kindred workers.....	48	1 482	210	77	1	6	224	39	22	111	11
Health workers.....	9	241	7	10	—	—	—	—	—	17	11
Teachers, elementary and secondary schools.....	34	657	242	46	—	6	169	20	27	39	—
Managers and administrators, except farm.....	3	167	22	12	—	—	36	9	9	19	—
Sales workers.....	6	230	26	28	—	—	24	4	—	21	—
Retail trade.....	6	171	21	23	—	—	17	4	—	21	—
Clerical and kindred workers.....	23	1 765	141	56	11	16	62	46	—	74	—
Secretaries, stenographers, and typists.....	8	426	21	23	—	—	—	—	—	12	—
Craftsmen, foremen, and kindred workers.....	20	242	—	16	—	—	27	8	—	39	—
Operatives, except transport.....	176	3 468	393	493	27	40	274	341	87	1 113	6
Manufacturing.....	159	3 610	310	357	27	32	227	268	75	1 022	6
Nonmanufacturing industries.....	17	858	83	106	—	8	47	73	12	91	—
Transport equipment operatives.....	2	15	—	—	—	—	12	—	—	—	—
Laborers, except farm.....	6	192	34	4	—	12	47	12	5	98	—
Farm workers.....	23	53	170	75	—	17	15	1	18	10	—
Service workers, except private household.....	76	2 253	403	261	16	81	262	234	31	310	46
Cleaning and food service workers.....	51	1 243	307	200	10	65	135	165	31	219	36
Health service workers.....	5	439	35	28	—	8	76	32	—	29	10
Personal service workers.....	5	239	19	6	—	41	—	—	—	68	—
Private household workers.....	161	2 165	832	423	64	160	349	205	30	429	57
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$ 1 891	\$ 4 426	\$ 3 053	\$ 3 311	\$ 5 130	\$ 3 709	\$ 3 428	\$ 3 371	\$ 2 725	\$ 3 805	...
Professional, managerial, and kindred workers.....	—	7 577	4 605	—	—	—	4 550	4 055	—	4 488	—
Craftsmen, foremen, and kindred workers.....	—	1 511	4 235	3 282	—	—	4 434	4 035	—	4 488	—
Operatives, including transport.....	3 330	4 810	3 677	3 504	—	4 035	3 675	4 035	—	3 162	—
Laborers, except farm.....	2 352	3 995	3 017	3 157	—	—	2 742	3 315	—	3 162	—
Farmers and farm managers.....	826	—	2 125	—	—	—	2 709	—	—	—	—
Farm laborers, except unpaid, and farm foremen.....	1 079	2 417	1 448	1 479	—	—	1 524	1 739	—	—	—
Female, 16 years old and over with earnings	595	\$ 2 767	\$ 1 263	\$ 1 590	\$ 1 685	\$ 2 082	\$ 1 839	\$ 2 145	\$ 1 401	\$ 2 527	\$ 1 722
Clerical and kindred workers.....	—	2 646	2 317	—	—	—	2 442	—	—	—	—
Operatives, including transport.....	1 739	3 344	2 174	2 709	—	—	3 027	1 270	3 087	—	—
INDUSTRY											
Total employed, 16 years old and over	2 021	25 187	6 256	3 520	268	679	3 672	2 112	599	4 821	207
Agriculture, forestry, and fisheries.....	951	377	1 266	318	—	33	374	215	131	147	—
Mining.....	—	52	6	—	—	—	—	—	—	—	—
Construction.....	183	1 410	513	353	3	12	245	104	78	263	6
Manufacturing.....	476	8 352	1 564	1 218	104	148	1 314	854	189	2 611	6
Furniture and lumber and wood products.....	31	1 231	433	147	—	—	552	31	80	318	6
Metal industries.....	4	513	12	—	—	—	—	—	—	147	—
Machinery, including electrical.....	19	402	—	—	—	18	56	15	12	86	—
Transportation equipment.....	—	63	10	24	—	—	221	—	—	—	—
Other durable goods.....	—	656	73	176	—	—	15	49	56	—	—
Food and kindred products.....	—	503	39	71	3	—	50	—	62	307	—
Textiles and fabricated leather products.....	224	3 310	754	675	14	54	154	466	—	1 417	6
Fitting, polishing, and allied industries.....	—	152	—	4	—	—	—	16	—	—	—
Other nondurable goods (including net specialties manufacturing industries).....	90	1 462	243	81	80	28	142	78	15	207	—
Trucking service and warehousing.....	15	405	53	2	—	17	35	—	—	51	—
Other transportation.....	11	243	74	17	—	3	20	10	—	29	—
Communications, utilities, and kindred services.....	23	528	116	31	10	4	81	24	23	115	—
Wholesale trade.....	297	613	185	103	—	22	97	24	23	51	—
Food, bakery, and dairy stores.....	—	355	142	49	—	9	46	48	10	28	—
Fitting and repairing places.....	20	542	168	91	—	—	63	12	17	103	—
Other retail trade.....	64	1 716	313	196	24	—	187	30	40	255	—
Finance, insurance, and real estate.....	13	492	25	9	5	31	157	3	34	—	—
Business and repair services.....	20	290	52	30	—	—	63	23	43	—	—
Private household.....	162	2 079	766	427	3	54	353	201	30	399	57
Other personal services.....	20	1 308	231	162	12	3	133	135	5	208	—
Entertainment and recreation services.....	—	220	13	16	—	—	—	—	—	33	—
Hotels.....	—	683	37	37	—	—	127	118	9	63	29
Educational and kindred services.....	104	3 157	492	262	5	—	360	248	58	248	—
Other professional and related services.....	21	1 233	144	138	11	33	99	100	—	49	10
Public administration.....	12	799	185	84	11	—	34	67	14	31	—

Includes allocated cases, not shown separately.

Includes protective service workers and allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties With 400 or More Negro Population

	Johnston	Jones	Lee	Lenoir	Lincoln	McDowell	Martin	Mecklenburg	Montgomery	Moore	Nash
OCCUPATION											
Total employed, 16 years old and over.....	4 101	1 160	2 361	6 200	1 274	680	3 203	32 221	1 573	3 144	5 900
Professional, technical, and kindred workers.....	224	112	67	456	12	27	276	2 307	62	164	219
Health workers.....	12	4	4	4	—	—	17	321	4	18	157
Teachers, elementary and secondary schools.....	157	83	56	268	—	4	184	1 055	75	10	8
Technicians, except health.....	32	18	11	20	6	23	75	626	—	3	68
Other professional workers.....	32	11	40	83	—	—	35	616	29	45	74
Managers and administrators, except farm.....	28	4	31	67	—	—	18	461	18	26	18
Salaried.....	4	7	9	17	—	—	12	135	11	19	28
Self-employed.....	28	13	9	98	5	10	50	619	37	22	70
Sales workers.....	16	4	9	89	5	10	30	410	33	103	301
Retail trade.....	21	13	23	29	7	26	99	3 677	33	18	46
Clerical and kindred workers.....	145	63	87	299	73	74	214	3 183	153	190	575
Alcoholics and musicians.....	441	146	203	545	127	31	57	579	36	35	177
Construction craftsmen.....	21	28	22	102	31	—	68	1 665	41	—	—
Operatives, except transport.....	725	154	740	1 170	616	213	764	5 926	654	673	1 322
Durable goods manufacturing.....	263	25	267	209	87	47	195	845	131	163	311
Non-durable goods manufacturing.....	395	61	327	811	455	158	503	2 927	439	411	810
Manufacturing industries.....	157	49	145	250	74	6	135	2 156	84	91	249
Transport equipment operatives.....	170	51	151	294	29	57	135	2 338	64	134	267
Laborsers, except farm.....	212	25	18	274	7	38	256	3 310	148	230	629
Construction laborers.....	221	24	16	104	11	—	5	599	12	36	160
Farmers and farm managers.....	53	114	46	854	36	—	474	33	10	34	222
Form laborers and farm laborers.....	421	195	145	909	143	138	401	6 599	148	761	678
Service workers, except private household.....	358	66	343	578	91	95	278	4 431	112	516	497
Cleaning and food service workers.....	67	29	44	138	10	6	43	676	13	71	52
Health service workers.....	20	3	7	35	15	—	—	121	—	—	60
Personal service workers.....	43	61	193	751	101	90	310	3 363	113	514	54
Private household workers.....	1 659	428	1 091	2 734	612	379	1 292	15 159	595	1 828	2 214
Female employed, 16 years old and over.....	153	76	56	313	13	20	1 467	52	102	107	119
Professional, technical, and kindred workers.....	11	9	4	21	7	—	17	253	4	18	48
Health workers.....	210	9	42	36	—	4	127	642	48	38	108
Teachers, elementary and secondary schools.....	71	63	4	22	—	5	158	5	25	26	—
Managers and administrators, except farm.....	26	—	9	70	5	10	21	322	12	—	42
Sales workers.....	65	50	37	189	—	22	55	2 058	18	73	177
Clerical and kindred workers.....	26	—	15	55	—	8	6	450	46	26	46
Secretaries, stenographers, and typists.....	33	26	15	23	5	5	5	358	4	—	—
Craftsmen, foremen, and kindred workers.....	418	62	349	666	424	128	390	3 146	269	313	710
Operatives, except transport.....	343	62	367	577	120	346	1 975	211	272	613	97
Manufacturing.....	75	74	120	47	—	44	—	68	38	10	16
Non-manufacturing industries.....	12	—	—	—	6	7	6	232	15	8	73
Transport equipment operatives.....	14	—	—	—	5	—	—	93	57	73	177
Laborsers, except farm.....	42	35	3	231	5	—	—	243	95	249	549
Form laborers.....	330	55	364	404	51	97	243	4 067	73	332	287
Service workers, except private household.....	213	40	263	420	65	146	65	2 056	73	332	287
Cleaning and food service workers.....	37	6	37	767	9	38	391	9	44	17	44
Health service workers.....	36	23	27	31	10	—	—	—	—	—	—
Personal service workers.....	43	81	193	741	71	90	310	3 276	108	455	553
Private household workers.....											
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings¹											
Professional, managerial, and kindred workers.....	\$3 162	\$3 461	\$3 995	\$3 358	\$4 297	\$3 950	\$2 703	\$4 430	\$3 708	\$3 289	\$2 768
Craftsmen, foremen, and kindred workers.....	3 758	4 261	4 695	3 908	4 695	—	5 080	6 945	4 271	3 668	5 429
Operatives, including transport.....	898	3 617	4 127	3 630	4 183	4 311	3 185	4 744	3 287	3 063	3 227
Laborsers, except farm.....	3 628	3 039	3 366	3 144	3 967	—	3 329	3 566	2 794	2 794	3 277
Farmers and farm managers.....	2 630	—	—	—	—	—	2 564	4 108	3 223	2 794	4 252
Form laborers, except wood, and farm laborers.....	1 429	—	—	—	—	—	2 277	—	—	1 990	1 990
Female, 16 years old and over with earnings ¹	1 584	1 691	—	—	—	—	1 225	—	—	1 945	1 384
Managers and administrators, except farm.....	1 584	1 691	—	—	—	—	1 225	—	—	1 945	1 384
Female, 16 years old and over with earnings¹											
Clerical and kindred workers.....	\$1 483	\$1 626	\$1 524	\$1 470	\$2 417	\$3 006	\$1 542	\$2 479	\$2 458	\$1 654	\$1 809
Operatives, including transport.....	2 144	—	2 432	2 333	3 079	4 164	—	3 025	2 932	2 416	2 103
Private household workers.....	2 144	—	2 432	2 333	3 079	4 164	—	3 025	2 932	2 416	2 103
INDUSTRY											
Total employed, 16 years old and over.....	4 101	1 160	2 361	6 200	1 274	680	3 203	32 221	1 573	3 144	5 900
Agriculture, forestry, and fisheries.....	716	287	69	953	52	—	674	373	131	242	1 357
Mining.....	9	—	—	—	—	—	—	15	6	—	22
Construction.....	418	122	137	623	20	41	168	2 206	64	34	109
Manufacturing.....	960	205	1 076	1 959	603	330	894	6 879	808	1 068	1 505
Furniture and lumber and wood products.....	181	46	6	124	42	150	187	1 068	164	170	49
Metal industries.....	197	12	257	24	42	21	10	655	62	8	49
Machinery, including electrical.....	19	—	—	—	—	—	—	417	39	31	71
Transportation equipment.....	9	11	9	38	20	2	6	506	99	10	155
Other durable goods.....	55	17	63	142	12	3	183	2 070	12	209	755
Food and kindred products.....	69	9	8	38	12	6	274	2 074	485	369	742
Textiles and fabricated textile products.....	336	68	219	679	517	226	8	—	—	—	—
Printing, publishing, and allied industries.....	15	—	—	—	—	—	—	1 597	91	71	271
Other non-durable goods (including non-specified manufacturing process).....	109	44	75	269	85	36	125	1 597	91	71	271
Trucking service and warehousing.....	45	4	29	39	48	—	35	1 458	70	30	30
Other transportation.....	46	9	30	48	7	12	11	1 369	20	29	155
Communications, utilities, and sanitary services.....	62	31	57	115	2	14	65	1 077	22	63	94
Wholesale trade.....	157	24	28	86	6	8	37	2 003	26	26	119
Food, bakery, and dairy stores.....	37	10	113	78	6	8	37	571	29	43	57
Eating and drinking places.....	199	57	78	374	19	32	173	2 219	98	97	137
Other retail trade.....	4	12	13	44	7	—	20	1 043	67	11	112
Finance, insurance, and real estate.....	39	10	39	70	102	45	310	3 086	97	485	501
Business and repair services.....	470	168	188	411	102	45	310	3 086	97	485	501
Private households.....	205	33	96	202	6	94	14	2 301	58	42	18
Other personal services.....	5	24	53	214	20	19	44	1 305	14	132	86
Entertainment and recreation services.....	460	154	162	655	26	17	301	2 744	126	146	106
Hospitals.....	43	17	60	193	24	13	101	1 123	34	123	106
Educational and kindred services.....	68	97	32	153	16	—	67	854	5	77	45
Other professional and kindred services.....	68	97	32	153	16	—	67	854	5	77	45
Public administration.....	68	97	32	153	16	—	67	854	5	77	45

¹Includes allocated cases, not shown separately.

²Includes protective service workers and allocated cases, not shown separately.

³Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties with 400 or More Negro Population	New Haven	Northampton	Onslow	Orange	Pamlico	Polk	Perquimans	Person	Pitt	Polk
OCCUPATION										
Total employed, 16 years old and over.....	6 361	3 321	3 827	4 244	897	3 246	2 412	851	2 597	7 843
Professional, technical, and kindred workers.....	461	237	133	206	64	414	78	207	125	450
Health workers.....	119	66	39	79	20	90	12	19	17	68
Teachers, elementary and secondary schools.....	291	172	82	51	34	226	55	44	100	322
Technicians, except health.....	24	4	9	6	6	6	6	6	6	12
Other professional workers.....	100	41	20	151	19	162	29	22	6	129
Managers and administrators, except farm.....	80	67	87	58	26	84	24	6	27	105
Salaried.....	59	45	65	35	11	59	7	12	10	49
Self-employed.....	41	22	22	23	15	25	17	10	15	56
Clerical and kindred workers.....	175	115	78	54	54	9	—	10	15	87
Retail trade.....	46	15	22	33	11	44	—	14	10	72
Food and kindred workers.....	379	106	247	293	43	268	78	14	92	208
Craftsmen, foremen, and kindred workers.....	659	308	332	468	101	430	267	103	186	532
Mechanics and repairers.....	258	98	101	89	49	76	98	52	26	107
Construction craftsmen.....	105	126	146	226	42	207	71	40	107	287
Operatives, except transport.....	1 277	657	312	679	264	638	608	131	806	1 689
Durable goods manufacturing.....	490	187	48	159	37	191	47	29	207	181
Nondurable goods manufacturing.....	343	172	68	402	62	62	59	59	116	215
Nonmanufacturing industries.....	344	162	200	117	119	103	201	23	66	367
Transport equipment operatives.....	334	252	174	106	42	150	157	28	110	350
Laborers, except farm.....	911	351	350	331	123	379	357	83	197	479
Construction laborers.....	82	213	81	46	41	91	71	25	50	203
Farmers and farm managers.....	4	94	52	67	10	22	38	57	195	252
Farm laborers and farm foremen.....	133	374	25	96	60	166	287	100	229	1 771
Service workers, except private household.....	875	214	588	839	68	341	246	131	357	1 045
Cleaning and food service workers.....	103	23	14	177	—	69	34	11	37	99
Health service workers.....	129	21	44	55	5	33	9	9	17	45
Personal service workers.....	23	22	11	33	5	5	—	8	3	38
Protective service workers.....	312	374	280	555	69	383	149	104	283	1 015
Private household workers.....	9									176
Femla employed, 16 years old and over.....	3 018	1 613	1 366	2 018	614	1 329	958	298	873	3 483
Professional, technical, and kindred workers.....	356	197	108	173	64	296	60	57	97	271
Health workers.....	61	19	13	19	11	49	12	15	11	61
Teachers, elementary and secondary schools.....	247	154	69	46	19	197	44	27	116	319
Managers and administrators, except farm.....	27	12	7	7	—	—	—	—	—	44
Sales workers.....	51	34	16	11	34	—	—	4	4	50
Retail trade.....	50	11	34	16	11	34	—	4	4	50
Food and kindred workers.....	254	51	200	207	18	118	56	14	71	168
Secretaries, stenographers, and typists.....	65	9	14	163	—	36	5	6	20	49
Craftsmen, foremen, and kindred workers.....	33	17	34	29	12	4	6	4	7	47
Operatives, except transport.....	628	160	176	367	171	478	350	26	290	619
Manufacturing.....	429	134	75	90	251	59	79	47	26	481
Nonmanufacturing industries.....	199	101	70	81	19	99	—	24	138	138
Transport equipment operatives.....	20	6	13	5	—	—	—	—	—	6
Laborers, except farm.....	25	6	13	5	—	—	—	—	—	6
Farm laborers and farm foremen.....	25	6	13	5	—	—	—	—	—	6
Service workers, except private household.....	67	25	8	8	18	24	168	16	17	62
Cleaning and food service workers.....	703	204	441	623	46	330	183	61	201	631
Health service workers.....	547	170	358	431	46	210	129	50	121	434
Personal service workers.....	67	33	14	137	51	31	24	11	69	69
Protective service workers.....	23	22	11	30	—	—	—	—	27	35
Private household workers.....	912	364	280	509	69	362	149	104	269	944
Femla employed, 16 years old and over.....	3 018	1 613	1 366	2 018	614	1 329	958	298	873	3 483
Professional, technical, and kindred workers.....	356	197	108	173	64	296	60	57	97	271
Health workers.....	61	19	13	19	11	49	12	15	11	61
Teachers, elementary and secondary schools.....	247	154	69	46	19	197	44	27	116	319
Managers and administrators, except farm.....	27	12	7	7	—	—	—	—	—	44
Sales workers.....	51	34	16	11	34	—	—	4	4	50
Retail trade.....	50	11	34	16	11	34	—	4	4	50
Food and kindred workers.....	254	51	200	207	18	118	56	14	71	168
Secretaries, stenographers, and typists.....	65	9	14	163	—	36	5	6	20	49
Craftsmen, foremen, and kindred workers.....	33	17	34	29	12	4	6	4	7	47
Operatives, except transport.....	628	160	176	367	171	478	350	26	290	619
Manufacturing.....	429	134	75	90	251	59	79	47	26	481
Nonmanufacturing industries.....	199	101	70	81	19	99	—	24	138	138
Transport equipment operatives.....	20	6	13	5	—	—	—	—	—	6
Laborers, except farm.....	25	6	13	5	—	—	—	—	—	6
Farm laborers and farm foremen.....	25	6	13	5	—	—	—	—	—	6
Service workers, except private household.....	67	25	8	8	18	24	168	16	17	62
Cleaning and food service workers.....	703	204	441	623	46	330	183	61	201	631
Health service workers.....	547	170	358	431	46	210	129	50	121	434
Personal service workers.....	67	33	14	137	51	31	24	11	69	69
Protective service workers.....	23	22	11	30	—	—	—	—	27	35
Private household workers.....	912	364	280	509	69	362	149	104	269	944
MEDIAN EARNINGS IN 1959 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS										
Male, 16 years old and over with earnings ¹										
Professional, managerial, and kindred workers.....	\$3 801	\$2 938	\$3 807	\$3 678	\$3 346	\$3 694	\$3 359	\$2 767	\$3 311	\$2 785
Craftsmen, foremen, and kindred workers.....	5 633	3 684	4 227	4 421	4 401	4 861	3 649	4 000	3 933	3 478
Operatives, including transport.....	4 078	3 492	3 965	3 478	2 720	3 759	3 867	3 653	3 919	3 479
Laborers, except farm.....	3 568	2 668	3 452	3 235	4 306	2 741	3 010	—	3 208	2 679
Farmers and farm managers.....	—	—	—	—	—	—	—	—	2 018	1 857
Farm laborers, except unpaid, and farm foremen.....	—	1 745	—	—	—	1 133	1 295	—	1 291	1 240
Female, 16 years old and over with earnings ¹										
Clerical and kindred workers.....	\$1 251	\$1 543	\$1 750	\$2 239	\$1 458	\$1 676	\$1 507	\$1 554	\$1 984	\$1 698
Operatives, including transport.....	1 942	1 682	2 371	2 871	—	2 676	—	—	—	1 815
Private household workers.....	2 777	2 559	2 322	3 278	1 772	—	2 640	—	3 014	1 437
INDUSTRY										
Total employed, 16 years old and over.....	6 361	3 329	3 827	4 244	897	3 246	2 412	851	2 597	7 843
Agriculture, forestry, and fisheries.....	164	523	89	196	84	214	336	162	40	2 077
Mining.....	—	—	—	—	—	—	—	—	—	—
Construction.....	302	490	267	482	245	623	61	150	55	21
Manufacturing.....	1 576	973	280	891	212	593	682	201	1 013	1 276
Textile and apparel products.....	258	350	135	567	157	255	118	53	68	64
Metal industries.....	174	—	—	174	13	—	—	12	116	5
Machinery, including electrical.....	182	16	—	82	6	115	4	5	24	72
Transportation equipment.....	6	6	—	6	116	—	—	4	74	59
Other durable goods.....	104	102	46	53	6	33	10	67	96	8
Food and kindred products.....	160	34	22	22	101	31	75	14	14	103
Textiles and fabricated textile products.....	417	182	46	437	12	54	176	60	592	152
Printing, publishing, and other industries.....	23	—	—	—	—	9	22	—	—	5
Other nondurable goods (including non-specified manufacturing industries).....	239	274	18	71	22	42	143	10	93	303
Trucking service and warehousing.....	46	52	70	23	4	38	19	—	27	18
Other transportation.....	366	47	35	24	—	4	78	—	14	71
Communications, utilities, and sanitary services.....	241	161	70	94	67	10	23	8	28	213
Wholesale trade.....	122	64	7	19	25	35	67	4	28	307
Food,inery, and dairy stores.....	74	36	54	59	39	10	5	—	5	5
Eating and drinking places.....	262	125	172	155	172	94	18	172	183	5
Retail trade.....	352	131	338	166	45	260	153	83	371	29
Finance, insurance, and real estate.....	107	16	—	—	—	—	—	—	—	30
Business and other services.....	215	27	—	63	—	25	62	14	—	37
Private household workers.....	648	361	266	574	58	376	132	100	260	952
Other personal services.....	574	81	281	323	20	171	158	22	117	6
Entertainment and recreation services.....	52	3	3	3	—	—	—	—	8	325
Educational and kindred services.....	224	17	35	75	5	19	5	74	6	172
Other professional and related services.....	542	333	305	594	52	595	152	63	191	764
Public administration.....	219	58	96	191	29	278	74	24	36	265
Police.....	25	50	303	59	19	153	59	27	27	17

¹Includes allocated cases, not shown separately.

²Includes protective service workers and allocated cases, not shown separately.

³Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties With 400 or More Negro Population

	Randolph	Richmond	Robeson	Rockingham	Rowen	Rutherford	Sampson	Scotland	Stanly	Stokes	Surry
OCCUPATION											
Total employed, 16 years old and over.....											
Professional, technical, and kindred workers.....	2 041	3 405	6 220	5 445	5 533	1 735	4 853	2 834	1 695	743	964
Health workers.....	20	250	346	112	456	55	253	177	78	31	21
Teachers, elementary and secondary schools.....	13	19	31	16	92	8	8	18	6	5	5
Technicians, except electric.....	20	146	241	58	58	196	28	207	128	4	8
Other professional workers.....	5	5	5	5	5	5	5	5	5	5	5
Managers and administrators, except farm.....	37	80	74	33	163	19	46	31	8	23	16
Supervisors.....	23	63	93	102	76	36	60	60	29	10	17
Semiemployed.....	8	22	41	51	7	—	—	24	23	3	6
Sales workers.....	58	78	79	32	78	—	—	55	40	15	—
Retail trade.....	37	68	44	29	29	—	—	45	35	15	4
Clerical and kindred workers.....	85	162	166	259	309	49	144	155	72	56	47
Craftsmen, foremen, and kindred workers.....	162	228	528	499	474	147	399	258	106	42	72
Mechanics and repairmen.....	30	62	146	116	112	59	74	74	17	21	14
Construction craftspersons.....	9	97	212	125	85	86	249	68	61	7	41
Operatives, except transport.....	837	837	1 454	2 222	1 870	571	1 084	697	650	330	247
Durable goods manufacturing.....	283	143	94	222	289	147	309	111	215	43	43
Non-durable goods manufacturing.....	492	531	1 140	1 871	1 572	327	619	493	409	203	151
Nonmanufacturing industries.....	162	163	220	171	199	98	153	103	56	24	53
Transport equipment operatives.....	82	169	265	251	185	92	195	172	89	30	25
Laborers, except farm.....	192	475	678	647	545	267	587	251	149	62	116
Construction laborers.....	39	39	231	99	85	47	103	64	35	18	35
Farmers and farm managers.....	20	21	200	12	11	207	14	15	—	—	—
Farm laborers and farm foremen.....	20	21	656	114	90	16	724	140	27	10	23
Service workers, except private household.....	764	583	644	653	1 065	793	581	442	307	84	163
Cleaning and food service workers.....	191	353	641	440	719	232	297	292	221	64	119
Health service workers.....	21	55	89	51	162	29	59	68	24	5	—
Personal service workers.....	3	46	28	81	51	19	81	25	23	—	18
Protective service workers.....	21	15	19	13	19	10	26	20	10	—	—
Private household workers.....	183	454	787	462	418	245	468	478	144	16	159
Female employed, 16 years old and over.....											
Professional, technical, and kindred workers.....	931	1 520	3 749	3 359	3 559	837	1 994	1 281	772	275	420
Health workers.....	53	169	243	353	353	183	373	231	36	8	11
Teachers, elementary and secondary schools.....	13	19	23	16	72	8	8	18	6	5	5
Managers and administrators, except farm.....	6	25	20	21	15	—	—	6	30	2	—
Sales workers.....	19	31	31	21	15	—	—	32	33	—	—
Retail trade.....	27	26	21	13	—	—	—	11	20	—	4
Clerical and kindred workers.....	43	104	141	111	167	24	92	118	26	12	40
Secretaries, stenographers, and typists.....	6	19	30	51	51	—	—	49	18	4	3
Craftsmen, foremen, and kindred workers.....	20	7	71	19	23	20	23	20	4	—	16
Operatives, except transport.....	441	407	694	1 183	929	293	556	280	330	188	135
Manufacturing.....	435	327	596	1 075	819	231	479	255	313	176	116
Nonmanufacturing industries.....	36	75	98	108	110	62	57	25	17	12	20
Transport equipment operatives.....	30	23	43	59	97	5	47	54	9	30	11
Laborers, except farm.....	30	23	43	59	97	5	47	54	9	30	11
Farm workers.....	114	378	279	19	7	149	199	114	12	10	28
Service workers, except private household.....	81	181	199	211	357	183	259	235	147	24	67
Cleaning and food service workers.....	12	55	49	46	112	19	29	53	39	—	—
Health service workers.....	12	55	49	46	112	19	29	53	39	—	—
Personal service workers.....	12	55	49	46	112	19	29	53	39	—	—
Private household workers.....	178	450	746	462	598	223	451	416	144	16	151
MEDIAN EARNINGS III 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings.....											
Professional, managerial, and kindred workers.....	\$4 330	\$3 650	\$3 193	\$4 257	\$3 817	\$3 590	\$2 726	\$3 266	\$4 190	\$4 324	\$3 665
Craftsmen, foremen, and kindred workers.....	4 250	3 531	3 257	5 120	4 553	4 115	3 057	3 551	—	—	—
Operatives, including transport.....	4 523	3 683	3 659	4 593	4 171	3 812	3 285	3 743	4 354	4 763	4 268
Laborers, except farm.....	3 513	3 644	3 018	3 229	3 448	3 137	2 531	3 060	3 705	—	3 023
Farmers and farm managers.....	—	—	457	—	—	—	1 770	—	—	—	—
Farm laborers, except unpaid, and farm foremen.....	—	—	1 213	—	—	—	1 592	—	—	—	—
Female, 16 years old and over with earnings.....											
Clerical and kindred workers.....	\$2 756	\$1 857	\$1 614	\$2 977	\$2 440	\$1 911	\$1 658	\$1 823	\$2 702	\$2 702	\$1 847
Operatives, including transport.....	3 426	3 112	2 557	3 468	3 253	3 138	2 371	3 120	2 960	2 650	2 662
INDUSTRY											
Total employed, 16 years old and over.....											
Agriculture, forestry, and fisheries.....	2 041	3 405	6 220	5 445	5 528	1 738	4 853	2 834	1 695	743	964
Mining.....	91	111	1 002	232	117	34	5	167	27	45	24
Manufacturing.....	42	146	455	273	336	144	367	146	86	22	51
Construction.....	1 177	1 122	1 763	3 170	2 629	793	1 579	939	950	563	322
Furniture and lumber and wood products.....	364	184	72	179	188	214	271	53	38	25	18
Metal industries.....	33	39	8	17	35	35	16	19	177	—	3
Machinery, including electrical.....	82	13	42	86	11	214	5	91	5	29	9
Transportation equipment.....	—	15	22	12	38	11	10	6	4	3	0
Other durable goods.....	14	45	74	93	338	36	120	98	39	29	23
Food and kindred products.....	17	94	60	37	150	21	549	31	8	1	149
Textiles and fabricated textile products.....	561	647	863	2 119	1 370	440	451	619	523	301	188
Printing, publishing, and allied industries.....	19	8	6	32	3	5	—	—	—	7	—
Other nondurable goods (including not specified manufacturing industries).....	67	77	596	570	537	66	135	168	36	111	45
Trucking service and warehousing.....	4	35	67	98	40	7	65	27	—	—	16
Other transportation.....	17	283	49	6	37	9	10	35	26	—	13
Communications, utilities, and sanitary services.....	23	44	139	72	62	21	63	46	7	6	7
Wholesale trade.....	4	65	116	45	55	8	83	62	5	8	83
Retail trade.....	20	24	88	54	51	11	86	64	5	3	3
Eating and drinking.....	38	72	82	70	91	35	39	51	18	21	19
Other retail trade.....	116	195	373	219	268	68	144	150	99	13	19
Finance, insurance, and real estate.....	82	122	63	21	23	21	21	21	21	21	21
Business and rental services.....	40	44	64	49	26	11	—	—	10	—	27
Private households.....	104	453	733	414	398	259	456	410	121	21	175
Other personal services.....	75	75	22	25	21	—	—	188	155	13	66
Entertainment and recreation services.....	75	75	22	25	21	—	—	188	155	13	66
Restaurants.....	25	81	207	75	347	48	58	107	33	5	19
Education.....	70	329	547	173	560	112	333	537	95	24	24
Government.....	122	122	116	74	74	74	74	74	74	74	74
Public administration.....	25	25	102	79	76	12	45	61	11	13	17

*Includes allocated rates, not shown separately.

*Includes protective service workers and allocated rates, not shown separately.

*Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties With 400 or More Negro Population	Transylvania	Tyrell	Union	Vance	Wake	Warren	Washington	Wayne	Wilkes	Wilton	Yadkin
OCCUPATION											
Total employed, 16 years old and over	410	418	3 475	4 348	17 741	2 236	1 503	8 126	945	5 887	441
Professional, technical, and kindred workers	15	35	145	228	1 489	115	75	587	54	339	7
Teachers, elementary and secondary schools	—	5	11	23	181	3	—	125	—	—	—
Technicians, except health	—	26	91	143	652	104	64	359	—	214	—
Other professional workers	15	4	43	50	611	8	—	29	—	22	—
Managers and administrators, except farm	11	10	36	55	410	42	31	797	—	119	—
Self-employed	—	10	—	—	21	21	12	132	—	55	—
Sold employed	5	—	—	34	78	21	21	81	—	64	—
Retail trade	—	5	50	54	322	25	20	90	—	—	—
Clerical and kindred workers	—	—	33	37	261	25	54	32	—	—	—
Craftsmen, foremen, and kindred workers	28	8	132	201	1 627	50	51	296	39	273	29
Mechanics and repairmen	60	19	494	348	451	229	178	594	123	528	28
Construction craftsmen	4	7	79	104	315	49	—	113	26	149	—
Operatives, except transport	99	52	1 047	1 477	2 441	604	377	1 518	258	1 092	159
Durable goods manufacturing	6	9	159	227	737	126	161	489	96	177	28
Non-durable goods manufacturing	70	18	684	1 069	895	374	167	680	146	654	49
Non-manufacturing industries	23	25	174	161	609	104	49	297	16	231	43
Transport equipment operatives	12	34	194	904	926	87	66	194	37	452	9
Laborers, except farm	39	114	410	432	1 645	347	232	632	91	525	61
Construction laborers	33	28	135	143	434	85	42	122	—	29	18
Farmers and farm managers	—	17	19	101	231	29	23	230	—	—	—
Farm laborers and farm foremen	—	6	32	83	379	159	68	438	8	691	16
Service workers, except private household	67	63	428	428	4 017	185	191	1 630	182	937	52
Cleaning and food service workers	64	45	326	350	2 855	132	121	639	121	644	24
Health service workers	—	5	—	55	453	6	74	9	19	192	13
Personal service workers	—	5	17	24	275	20	6	128	21	65	3
Protective service workers	—	5	—	18	73	10	10	36	16	17	5
Private household workers	71	29	437	415	2 278	273	185	937	138	653	70
Female employed, 16 years old and over											
Professional, technical, and kindred workers	112	149	1 552	1 716	8 373	728	525	3 657	431	2 384	102
Teachers, elementary and secondary schools	—	28	116	162	921	91	91	435	41	227	4
Technicians, except health	—	5	21	115	132	—	—	61	—	—	—
Other professional workers	—	19	84	112	459	83	52	260	24	153	—
Managers and administrators, except farm	5	4	11	5	97	11	20	44	—	13	4
Self-employed	—	—	—	—	19	19	8	40	—	—	—
Retail trade	—	—	7	4	178	8	13	39	—	16	—
Clerical and kindred workers	11	8	68	134	970	44	31	172	20	164	4
Secretaries, stenographers, and typists	6	6	36	21	249	8	16	31	5	58	—
Craftsmen, foremen, and kindred workers	—	—	—	—	126	13	11	41	—	—	—
Operatives, except transport	19	11	614	675	1 321	234	92	823	151	552	109
Manufacturing	19	2	555	606	3 272	214	68	626	135	482	65
Non-manufacturing industries	—	9	59	67	449	20	12	197	16	70	24
Transport equipment operatives	—	—	—	—	85	—	—	32	—	3	—
Laborers, except farm	—	6	23	19	132	35	8	71	7	40	5
Farm workers	—	16	4	36	184	14	4	149	8	173	6
Service workers, except private household	7	47	250	237	2 192	79	118	967	55	554	6
Cleaning and food service workers	7	17	103	113	1 020	40	78	420	40	410	2
Health service workers	—	—	40	24	289	6	5	360	11	104	—
Personal service workers	—	4	7	13	203	5	6	73	13	27	—
Private household workers	65	29	437	417	2 223	197	165	914	126	627	70
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings											
Professional, managerial, and kindred workers	\$2 967	\$3 275	\$3 745	\$3 477	\$3 674	\$2 813	\$3 650	\$3 520	\$3 534	\$3 127	\$3 314
Craftsmen, foremen, and kindred workers	...	...	...	6 139	5 507	...	...	7 512	4 055	6 023	...
Operatives, including transport	...	4 339	4 781	4 183	3 526	3 845	3 176	4 688	3 196	3 942	...
Laborers, except farm	...	3 075	3 106	3 019	3 525	4 816	2 804	2 568	3 064	3 277	...
Farmers and farm managers	...	...	2 315	2 550	2 170	...	...	1 912	...	2 176	...
Farm laborers, except unpaid, and farm foremen	...	...	1 700	1 179	1 796	...	...	1 605	...	1 743	...
Female, 16 years old and over with earnings											
Clerical and kindred workers	\$1 167	\$1 039	\$2 167	\$1 565	\$2 006	\$1 703	\$1 530	\$1 935	\$2 460	\$1 802	\$1 778
Operatives, including transport	...	...	3 065	2 292	2 641	2 031	1 708	2 445	3 607	2 165	2 673
INDUSTRY											
Total employed, 16 years old and over	410	418	3 475	4 348	17 741	2 236	1 503	8 126	945	5 887	441
Agriculture, forestry, and fisheries	69	44	145	411	1 062	382	118	634	14	934	26
Mining	—	—	—	—	14	22	—	—	—	—	—
Construction	24	42	478	593	1 454	264	100	456	35	454	31
Manufacturing	122	104	1 162	1 953	2 704	703	413	1 773	1 684	1 483	190
Furniture and lumber and wood products	—	80	116	55	230	256	307	398	168	19	6
Metal industries	—	—	119	—	163	—	—	142	—	13	19
Machinery, including electrical	—	—	28	—	42	6	—	30	—	12	16
Transportation equipment	12	—	10	9	29	6	—	141	—	32	18
Other durable goods	—	—	46	241	477	49	28	80	—	48	3
Food and kindred products	8	7	1 158	176	475	38	—	184	124	173	19
Textiles and fabricated fiber industries	13	11	1 648	1 050	377	313	57	389	94	293	99
Printing, publishing, and allied industries	—	—	24	—	101	3	—	—	—	13	—
Other nondurable goods including not specified manufacturing industries	91	6	101	304	429	60	287	432	32	618	28
Trucking service and warehouses	—	—	27	41	232	27	—	122	—	159	5
Other transportation	—	2	29	5	245	12	24	43	—	64	—
Communications, utilities, and sanitary services	—	14	45	48	434	46	11	134	5	71	14
Who excise trade	—	48	158	111	678	21	19	234	16	92	9
Food, liquors, and drug stores	—	—	15	—	319	34	4	62	—	28	2
Leasing and dining places	—	11	25	54	615	20	22	140	25	141	—
Other retail trade	6	29	164	208	1 232	134	38	450	16	250	7
Finance, insurance, and real estate	6	57	12	44	114	17	19	52	—	50	—
Business and repair services	—	5	12	41	238	30	7	61	—	26	10
Private households	65	29	444	421	2 139	149	174	685	126	624	24
Other personal services	11	35	160	132	908	93	47	512	33	338	76
Entertainment and recreation services	—	—	12	—	24	5	—	—	—	—	—
Hospitals	5	5	60	108	658	14	27	929	25	299	13
Educational and kindred services	55	43	280	274	2 418	213	124	634	61	478	8
Other professional and related services	—	—	67	71	817	70	—	283	—	126	—
Public administration	16	—	37	32	706	21	6	729	5	65	11

Includes allocated cases, not shown separately.

Includes protective service workers and gilded cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

THE UNIVERSITY OF NORTH CAROLINA

General Administration

CHAPEL HILL 27514

March 21, 1973

MEMORANDUM

TO: Equal Employment Opportunity Officers

FROM: Hilda A. Highfill

SUBJECT: 1970 Census Data on SPA Personnel Groups in North Carolina

For your information and assistance in developing affirmative action employment goals for SPA personnel, I am enclosing 1970 census data supplied by the Carolina Population Center's Demographic Research and Services Unit. The two tables show the following data which may be relevant to your needs:

1. Table 122.

- a. Numbers of employees in occupational groups by county:
total employed; females employed
- b. Median earnings in 1969 of selected occupational groups
by county: 6 male groups and 2 female groups

2. Table 127

- a. Numbers of employees in occupational groups in counties
with 400 or more Negro population
- b. Median earnings in 1969 of selected occupational groups
by county: 6 male groups and 2 female groups

Table 122. Occupation and Earnings for Counties: 1970

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties	Allamance	Alexander	Allegany	Anson	Ashe	Avery	Beaufort	Bertie	Bladen	Brunswick	Buncombe	Burke
OCCUPATION												
Total employed, 16 years old and over	45 140	8 734	3 244	8 313	7 096	4 407	13 183	6 052	9 069	7 823	57 723	34 874
Professional, technical, and kindred workers	4 856	414	224	545	441	342	1 163	616	639	889	7 671	2 279
Engineers, drafters, and related professionals	153	10	10	28	21	16	4	27	34	14	31	203
Health workers, except practitioners	392	41	26	64	9	42	146	34	46	47	654	443
Teachers, elementary and secondary schools	1 074	152	97	249	183	131	322	113	264	217	1 470	939
Technicians, except health	525	64	39	9	10	5	182	42	63	42	63	124
Other professional workers	1 847	152	75	214	183	156	400	282	245	189	3 200	555
Managers and administrators, except farm	3 342	340	205	550	371	238	935	331	590	657	5 196	1 472
Salaried:												
Retail trade	720	51	31	112	43	12	227	33	136	97	244	257
Other industries	977	124	73	161	89	74	340	125	160	271	2 421	469
Self-employed:												
Retail trade	482	33	50	111	107	69	164	84	119	165	463	241
Other industries	292	90	27	55	100	52	131	33	102	122	423	160
Sales workers	2 462	338	107	282	260	135	785	299	423	373	3 853	923
Retail trade	1 634	204	97	203	212	81	540	197	213	256	2 160	613
Other retail trade	828	134	10	79	48	54	245	92	110	117	1 693	310
Clerical and kindred workers	6 925	646	224	709	462	401	1 493	434	636	756	8 765	2 876
Craftsmen, foremen, and kindred workers	6 513	1 695	450	1 126	1 069	717	2 081	711	1 427	1 573	8 550	2 879
Automobile mechanics, including body repairmen	401	130	26	71	82	43	174	145	136	102	153	274
Mechanics and technicians, except automobile	1 725	137	35	195	123	97	330	134	154	154	1 973	827
Aerial craftsmen, except mechanics	331	32	7	30	36	20	54	36	33	33	43	150
Construction craftsmen	1 513	295	202	312	444	323	726	185	656	624	2 527	873
Other craftsmen	2 493	1 031	167	471	295	218	761	221	338	418	3 319	2 429
Operatives, except transport	12 637	3 553	1 067	2 652	2 491	1 685	2 231	1 375	2 622	1 460	10 252	9 752
Durable goods manufacturing	1 259	1 615	376	345	1 330	248	379	503	459	173	3 014	3 002
Nondurable goods manufacturing	10 497	1 576	683	1 974	1 001	676	1 113	666	1 273	837	5 656	6 143
Nonmanufacturing industries	1 041	162	88	263	160	223	729	226	351	248	1 172	602
Transport equipment operatives	1 376	447	136	363	256	205	565	242	453	352	2 594	901
Laborers, except farm	1 139	349	121	292	652	432	612	242	473	244	2 622	1 111
Construction laborers	329	25	45	105	111	113	150	23	143	129	551	453
Freight, stock, and material handlers	927	164	60	214	163	139	255	143	168	327	581	150
Other laborers, except farm	681	189	84	168	148	107	196	63	172	372	1 722	2 511
Farmers and farm managers	682	252	200	236	626	85	831	575	693	573	230	125
Farm laborers and farm foremen	328	97	130	297	150	117	621	348	447	150	361	160
Service workers, except private household	3 084	468	206	581	350	663	1 172	393	627	775	5 274	2 514
Cleaning service workers	813	119	33	128	65	145	92	133	183	92	125	501
Food service workers	136	136	73	121	123	211	362	98	184	268	1 507	574
Health service workers	199	30	33	75	79	139	223	45	109	87	835	565
Personal service workers	331	113	20	51	61	78	162	98	60	62	77	277
Protective service workers	342	76	14	59	29	76	162	60	62	77	614	277
Private household workers	818	76	74	394	88	6	444	250	301	149	1 212	233
Female employed, 16 years old and over	19 582	3 594	1 304	4 335	3 631	1 481	5 040	2 156	3 346	2 582	33 147	11 919
Professional, technical, and kindred workers	1 925	198	127	336	229	184	545	348	303	343	4 851	1 139
Nurses	236	30	21	53	9	21	93	23	43	41	803	244
Health workers, except practitioners	67	11	5	3	16	12	38	12	6	16	117	62
Teachers, elementary and secondary schools	834	111	51	196	132	106	295	246	159	165	1 455	215
Technicians, except health	120	5	—	6	—	5	25	—	—	13	139	41
Other professional workers	678	41	50	88	78	36	114	67	71	90	711	1 641
Managers and administrators, except farm	2 733	375	58	260	183	145	544	126	255	297	3 538	2 029
Sales workers	1 819	119	40	417	67	57	109	44	130	42	1 499	409
Retail trade	846	126	31	110	75	48	315	89	191	182	1 228	324
Other retail trade	16	3	—	5	—	—	—	—	—	4	14	27
Clerical and kindred workers	4 991	454	144	551	344	232	1 174	319	575	539	6 552	2 191
Bookkeepers	620	73	36	139	48	22	258	84	121	98	457	261
Secretaries, stenographers, and typists	1 638	76	50	152	116	115	372	109	199	144	2 314	611
Other clerical workers	2 733	375	58	260	183	145	544	126	255	297	3 538	2 029
Craftsmen, foremen, and kindred workers	1 245	145	69	392	219	149	612	176	272	222	1 499	409
Operatives, except transport	7 922	2 051	616	1 504	1 396	679	1 239	811	1 133	615	5 278	2 514
Durable goods manufacturing	256	791	82	70	511	67	191	43	196	66	544	191
Nondurable goods manufacturing	1 207	534	1 302	636	755	513	622	476	627	476	4 685	2 499
Nonmanufacturing industries	368	58	—	47	35	26	293	85	115	73	474	199
Transport equipment operatives	55	5	—	—	11	12	8	40	9	19	127	10
Laborers, except farm	488	143	31	43	68	29	88	54	45	23	258	184
Farmers and farm managers	231	43	—	12	9	12	6	6	3	19	73	15
Farm laborers and farm foremen	51	55	12	72	26	16	173	28	154	43	103	13
Service workers, except private household	1 674	288	155	294	235	367	750	230	368	534	3 134	1 475
Cleaning service workers	193	41	19	27	5	8	56	46	49	75	259	133
Food service workers	6 015	4 014	676	677	4 841	4 553	5 225	3 023	4 957	3 740	6 100	3 544
Health service workers	5 279	3 877	649	719	612	472	874	370	578	468	3 153	2 428
Personal service workers	3 613	3 021	2 592	3 682	3 079	3 071	3 036	3 309	2 150	4 672	3 168	3 384
Protective service workers	2 670	4 000	2 465	3 425	2 250	2 265	3 468	3 468	2 302	2 392	2 392	2 392
Private household workers	2 117	—	1 013	1 744	2 194	—	1 722	1 731	2 099	—	2 149	2 060
Male employed, 14 and 15 years old	244	53	5	17	49	20	73	10	69	40	422	111
White-collar workers	64	5	—	—	5	—	10	—	9	—	54	19
Blue-collar workers	101	36	5	12	37	11	35	19	54	36	201	76
Farm workers	39	—	—	—	—	—	—	—	5	—	5	23
Service workers, including private household	40	17	—	3	7	4	14	—	6	19	84	16
Female employed, 14 and 15 years old	123	10	11	6	4	18	35	18	31	24	149	43
White-collar workers	27	10	—	—	—	—	17	6	—	—	15	11
Blue-collar workers	44	—	3	3	4	—	16	7	21	12	135	33
Farm workers	6	—	—	—	—	—	—	—	18	—	5	—
Service workers, except private household	22	—	—	3	—	—	—	—	5	—	29	11
Private household workers	74	—	5	—	—	—	—	—	7	—	74	6
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS												
Male, 16 years old and over with wage/	\$6 117	\$5 390	\$4 039	\$4 622	\$3 914	\$4 197	\$3 170	\$4 212	\$4 196	\$5 419	\$5 843	\$5 537
Professional, managerial, and kindred workers	9 627	7 184	6 699	7 431	7 311	6 448	8 296	7 173	7 673	7 911	8 833	5 544
Craftsmen, foremen, and kindred workers	6 515	6 515	4 014	5 836	4 641	4 553	5 225	5 023	4 957	5 740	6 100	3 544
Teachers, including transport	2 279	2 279	2 977	2 977	2 977	4 752	3 703	3 703	4 688	3 703	4 113	3 703
Laborers, except farm	3 613	3 021	2 592	3 682	3 079	3 071	3 036	3 309	2 150	4 672	3 168	3 384
Farmers and farm managers	2 670	4 000	2 465	3 425	2 250	2 265	3 468	3 468	2 302	2 392	2 392	2 392
Farm laborers, except unpaid, and farm foremen	2 117	—	1 013	1 744	2 194	—	1 722	1 731	2 099	—	2 149	2 060
Female, 16 years old and over with wage/	\$3 703	\$3 405	\$3 299	\$3 275	\$3 275	\$2 929	\$2 672	\$2 697	\$2 646	\$3 505	\$3 570	\$3 716
Clerical and kindred workers	4 152	3 713	3 460	3 403	3 403	2 892	3 697	3 578	3 434	3 112	3 921	4 062
Operatives, including transport	2 668	3 410	3 521	3 293	3 323	2 928	3 262	2 647	3 001	3 123	3 623	3 699

Table 122. Occupation and Earnings for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.]

Counties	Cabarrus	Caldwell	Camden	Carteret	Caswell	Catawba	Chatham	Cherokee	Chowan	Clay	Cleveland
OCCUPATION											
Total employed, 16 years old and over.....	35 740	23 954	1 625	11 255	7 325	43 244	12 838	5 558	4 019	1 477	31 624
Professional, technical, and kindred workers.....	2 611	1 701	114	1 250	405	3 156	1 070	459	375	147	2 659
Engineers.....	126	98	-	122	9	295	27	20	12	-	263
Physicians, dentists, and related practitioners.....	431	47	-	487	24	245	52	28	12	5	137
Teachers, elementary and secondary schools.....	307	144	22	172	55	253	184	90	18	19	342
Technicians, except health.....	796	557	48	276	212	967	359	116	172	61	624
Other professional workers.....	231	74	11	122	12	223	89	18	18	6	123
Managers and administrators, except farm.....	1 797	1 601	90	1 128	247	1 613	359	145	143	56	915
Salaried.....	456	339	9	215	48	488	160	78	54	24	429
Retail trade.....	223	204	10	153	16	290	86	34	24	5	252
Other industries.....	1117	1058	71	751	183	835	113	293	202	54	1 478
Self-employed, retail trade.....	243	240	25	146	34	338	120	75	53	6	479
Other industries.....	183	204	10	153	16	290	86	34	24	7	1 478
Sales workers.....	1 670	800	118	990	719	1 164	1 312	275	245	142	34
Retail trade.....	598	696	99	501	164	1 012	1 042	166	48	60	20
Other than retail trade.....	652	300	19	218	116	1 312	1 042	166	48	60	20
Clerical and kindred workers.....	4 179	2 568	154	1 359	570	5 253	1 253	577	470	123	3 123
Craftsmen, foremen, and kindred workers.....	5 526	4 154	234	2 337	767	7 145	1 747	874	656	247	4 203
Automobile mechanics, including body repairmen.....	493	236	14	161	59	1 021	129	63	31	29	328
Mechanics and repairmen, except automobile.....	1 647	504	25	630	219	1 052	299	139	117	44	1 149
Metal craftsmen, except mechanics.....	2 674	1 777	30	1 75	32	2 32	64	27	15	12	713
Construction craftsmen.....	1 640	831	904	594	234	1 321	463	265	181	67	1 165
Other craftsmen.....	2 037	2 286	78	497	223	4 029	778	383	212	77	1 635
Operatives, except transport.....	12 627	8 672	298	1 345	5 285	14 216	3 784	1 613	654	544	10 277
Durable goods manufacturing.....	377	4 653	95	164	147	5 270	627	476	168	148	616
Non-durable goods manufacturing.....	11 453	3 742	71	640	2 285	8 608	2 479	928	455	364	8 250
Nonmanufacturing industries.....	695	650	62	581	117	938	410	259	103	32	816
Transport equipment operatives.....	5 575	1 022	123	364	194	1 654	573	248	136	65	1 319
Laborers, except farm.....	1 817	1 040	152	877	518	1 763	1 134	569	1 741	92	2 957
Construction laborers.....	1 142	519	85	383	156	1 654	573	248	136	65	1 319
Freight, stock, and messenger handlers.....	1 040	539	48	247	255	924	507	233	63	22	922
Other laborers, except farm.....	625	355	46	245	149	524	575	265	63	22	922
Farm laborers and farm foremen.....	2 723	128	116	135	162	625	625	625	625	625	625
Farmers and farm managers.....	273	103	87	90	390	229	235	56	173	103	330
Service workers, except private household.....	1 518	1 568	159	1 233	533	2 811	999	339	339	81	2 415
Cleaning service workers.....	792	308	14	157	636	326	99	49	68	21	713
Food service workers.....	453	416	19	536	170	928	214	141	82	10	525
Health service workers.....	1 040	161	45	119	59	328	122	56	22	25	378
Personal service workers.....	519	273	35	126	64	455	175	58	43	6	267
Protective service workers.....	529	324	70	288	233	292	384	74	165	33	751
Private household workers.....	273	324	70	288	233	292	384	74	165	33	751
Female employed, 16 years old and over.....	15 765	9 441	538	4 162	2 771	16 341	5 234	2 133	1 431	703	12 702
Professional, technical, and kindred workers.....	1 361	859	72	550	228	1 569	534	208	203	85	1 356
Nurses.....	268	100	22	140	42	223	119	52	13	19	278
Health workers, except nurses.....	627	428	67	7	7	67	46	38	11	47	625
Teachers, elementary and secondary schools.....	328	144	20	221	129	778	244	64	127	49	429
Technicians, except health.....	428	6	-	4	26	26	10	4	-	-	210
Other professional workers.....	36	266	10	182	46	475	22	11	52	38	83
Managers and administrators, except farm.....	319	224	14	407	207	497	150	42	30	26	292
Retail trade.....	450	359	54	316	70	841	124	115	90	16	556
Other than retail trade.....	85	25	-	39	4	127	12	11	8	16	451
Clerical and kindred workers.....	2 929	1 723	101	996	394	3 719	878	362	321	84	2 582
Bookkeepers.....	1 617	164	31	612	41	183	31	53	21	21	532
Secretaries, stenographers, and typists.....	939	554	28	269	118	1 135	334	122	145	28	709
Other clerical workers.....	1 621	985	42	544	215	1 035	412	219	123	37	1 371
Craftsmen, foremen, and kindred workers.....	3 265	3	-	2	113	723	95	39	5	5	205
Automobile mechanics, including body repairmen.....	7 915	4 431	76	764	1 342	8 540	2 177	963	313	384	5 691
Mechanics and repairmen, except automobile.....	84	1 347	10	58	5	2 194	163	186	163	50	322
Metal craftsmen, except mechanics.....	7 574	2 926	57	580	1 295	5 991	1 871	735	264	314	5 015
Construction craftsmen.....	254	30	17	4	10	55	139	42	37	7	339
Nonmanufacturing industries.....	257	158	9	234	29	355	139	42	37	7	339
Laborers, except farm.....	477	214	15	116	67	295	232	70	32	6	118
Construction laborers.....	12	4	-	12	4	10	5	17	5	-	36
Freight, stock, and messenger handlers.....	34	35	11	23	48	58	50	13	30	16	53
Farm laborers and farm foremen.....	1 431	878	89	770	318	1 619	558	231	183	61	1 203
Farmers and farm managers.....	299	115	10	10	65	129	129	24	21	5	173
Service workers, except private household.....	378	329	19	405	469	611	411	161	122	74	410
Cleaning service workers.....	399	160	45	114	45	273	102	51	22	25	310
Food service workers.....	398	202	15	99	35	379	122	44	56	9	255
Health service workers.....	20	5	-	5	-	20	-	-	-	-	20
Personal service workers.....	34	315	70	253	230	299	378	74	165	33	725
Protective service workers.....	20	5	-	5	-	20	-	-	-	-	20
Private household workers.....	34	315	70	253	230	299	378	74	165	33	725
Male employed, 14 and 15 years old.....	97	165	-	118	20	263	65	18	31	14	113
White-collar workers.....	12	24	-	10	23	4	4	12	23	7	70
Blue-collar workers.....	35	150	-	26	11	26	-	6	8	-	4
Farm workers.....	19	-	-	28	3	11	-	6	6	14	21
Service workers, including private household.....	31	11	-	32	13	6	-	6	6	-	-
Female employed, 14 and 15 years old.....	63	68	-	23	22	171	50	27	-	-	35
White-collar workers.....	15	24	-	6	6	49	6	6	-	-	11
Blue-collar workers.....	14	17	-	5	16	59	6	6	-	-	24
Farm workers.....	4	5	-	3	-	-	-	-	-	-	5
Service workers, except private household.....	34	-	-	4	-	51	23	15	-	-	25
Private household workers.....	-	17	-	4	-	12	-	-	-	-	14
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with worklog.....	\$5 674	\$5 675	\$5 950	\$5 853	\$4 763	\$5 972	\$4 667	\$4 612	\$4 443	\$3 914	\$5 950
Professional, managerial, and kindred workers.....	6 111	8 133	7 680	8 702	7 379	9 093	7 496	8 247	7 724	6 970	8 777
Craftsmen, foremen, and kindred workers.....	6 424	6 143	6 609	6 371	5 674	6 434	5 632	5 181	5 422	4 633	6 424
Operatives, including transport.....	5 020	5 181	5 243	5 181	4 843	5 293	4 912	4 462	4 912	4 123	5 020
Laborers, except farm.....	3 611	3 927	3 204	3 548	3 663	3 673	3 299	3 225	3 253	3 000	3 611
Farmers and farm managers.....	4 400	5 028	5 417	5 633	3 616	3 237	3 917	....	3 786	....	4 100
Farm laborers, except unpaid, and farm foremen.....	....	....	....	....	2 142	3 069	2 606	....	1 568	....	2 400
Female, 16 years old and over with worklog.....	\$3 828	\$3 611	\$3 104	\$2 627	\$3 249	\$3 412	\$3 458	\$3 213	\$2 934	\$3 123	\$3 123
Clerical and kindred workers.....	4 072	4 048	....	3 429	3 252	4 044	3 759	3 939	3 470	....	3 852
Operatives, including transport.....	3 693	3 667	2 354	2 513	3 628	3 632	3 378	3 322	3 641	3 682	3 721

Includes unskilled males; not shown separately.

Includes persons in other occupation groups; not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.]

Counties	Columbus	Craven	Cumberland	Curruck	Dare	Dawson	Davie	Duplin	Durham	Edgecombe	Forsyth
OCCUPATION											
Total employed, 16 years old and over	16 205	17 395	47 058	3 164	2 232	43 595	7 699	14 270	55 375	19 324	85 254
Professional, technical, and kindred workers	1 313	2 109	6 029	174	213	3 225	5 618	1 133	10 657	11 324	14 058
Engineers	22	171	199	13	27	247	31	12	554	114	1 722
Physicians, dentists, and kindred practitioners	98	69	207	10	5	116	10	36	755	53	1 420
Health workers, except practitioners	140	175	640	17	3	308	56	16	2 579	136	1 675
Teachers, elementary and secondary schools	602	777	2 234	28	29	1 037	183	566	1 452	664	2 172
Technicians, except health	194	98	358	70	13	265	59	6	672	57	1 075
Other professional workers	411	774	2 291	20	11	222	194	21	5 201	662	3 511
Managers and administrators, except farm	1 254	1 209	4 699	194	407	2 641	446	927	4 038	3 600	5 973
Salaried:	84	115	311	15	6	652	65	47	3 048	1 441	1 400
Retail trade	281	343	1 349	19	19	427	53	138	1 664	1 129	1 769
Other industries	442	2 091	7 051	111	141	830	130	334	2 082	2 450	3 129
Self-employed	293	156	535	30	140	422	121	312	413	285	4 596
Other household	154	71	115	19	66	350	77	94	306	93	487
Sales workers	805	1 260	4 107	136	117	1 995	333	670	3 463	984	5 737
Retail trade	531	927	2 554	107	71	1 254	226	405	1 945	1 497	3 214
Other than retail trade	274	333	1 553	29	46	737	112	175	1 516	487	3 004
Clerical and kindred workers	1 593	2 944	8 348	119	249	4 532	859	1 227	10 269	6 493	16 239
Craftsmen, foremen, and kindred workers	2 191	2 845	6 041	499	453	7 734	1 328	1 183	6 659	2 463	11 253
Automobile mechanics, including body repairmen	195	217	771	61	64	50	64	562	542	1 073	1 288
Mechanics and repairmen, except automobile	289	581	1 012	38	25	204	209	275	1 169	419	2 325
Aerial craftsmen, except mechanics	70	246	503	31	19	143	343	78	34	487	1 888
Construction craftsmen	765	648	1 728	236	278	1 745	427	252	2 034	498	4 770
Other craftsmen	861	939	2 367	130	110	626	452	751	2 476	1 162	7 770
Operatives, except transport	2 925	2 155	5 794	194	140	14 555	2 468	2 670	6 833	3 826	16 359
Durable goods manufacturing	424	294	1 261	92	138	7 158	720	1 270	1 124	656	4 097
Non-durable goods manufacturing	2 010	919	2 664	45	31	6 497	1 462	2 097	3 934	2 060	9 219
Nonmanufacturing industries	523	745	1 669	57	89	830	196	473	1 775	612	2 387
Transport equipment operatives	575	767	1 761	84	100	1 833	255	784	1 728	728	3 926
Labors, except farm	1 031	1 121	1 845	207	247	2 279	362	615	1 991	915	3 731
Construction laborers	220	192	276	24	16	234	54	234	1 091	202	556
Freight, stock, and mail handlers	273	215	765	87	40	1 194	182	271	659	264	1 450
Other laborers, except farm	540	659	924	93	150	619	126	280	753	449	1 420
Farmers and farm managers	1 654	571	938	93	54	354	376	544	355	776	1 265
Farm laborers and farm foremen	1 297	352	523	101	173	117	167	261	1 166	311	1 445
Service workers, except private household	1 329	1 614	5 850	202	398	2 611	657	601	7 309	1 445	8 076
Cleaning service workers	292	139	90	12	12	289	137	177	1 762	311	1 529
Food service workers	395	490	2 032	85	184	815	257	371	3 015	2 323	3 233
Health service workers	140	144	639	27	—	294	139	161	1 652	132	1 774
Personal service workers	109	183	518	35	35	546	146	247	937	238	1 537
Protective service workers	149	163	518	35	25	371	23	104	679	155	692
Private household workers	458	534	1 323	108	9	463	121	444	1 429	1 041	1 426
Female employed, 16 years old and over	4 179	7 274	21 422	648	837	17 444	2 954	5 403	4 945	7 807	26 311
Professional, technical, and kindred workers	784	1 126	3 495	100	83	535	280	687	2 510	2 807	3 611
Nurses	119	133	510	12	—	244	45	94	1 003	1 07	1 078
Health workers, except nurses	45	21	56	—	—	46	31	17	665	26	467
Teachers, elementary and secondary schools	475	611	1 825	64	29	821	154	437	1 159	437	2 297
Technicians, except health	15	39	85	—	—	42	12	22	159	19	216
Other professional workers	203	393	926	24	51	350	36	117	1 877	263	2 056
Managers and administrators, except farm	334	303	893	25	34	356	25	133	701	203	1 059
Sales workers	200	619	1 698	71	51	1 172	117	279	2 564	327	2 333
Retail trade	173	251	1 483	60	28	707	111	265	1 665	334	1 647
Other than retail trade	27	31	215	11	23	465	6	16	213	56	246
Clerical and kindred workers	2 293	5 815	6 401	184	201	7 372	576	869	6 023	1 933	11 556
Bookkeepers	214	425	858	20	79	1 166	116	232	2 169	306	1 236
Secretaries, stenographers, and typists	314	624	1 978	20	21	1 162	195	257	3 245	547	2 156
Other clerical workers	645	1 168	3 365	164	97	2 092	265	443	3 927	1 104	5 962
Craftsmen, foremen, and kindred workers	1 132	374	516	26	15	618	57	136	435	203	6 678
Operatives, except transport	1 651	591	3 299	45	35	7 761	1 333	1 617	2 026	6 016	8 613
Durable goods manufacturing	187	145	705	—	25	2 823	33	33	548	1 721	2 721
Non-durable goods manufacturing	159	617	1 877	—	25	4 233	1 018	1 452	2 339	1 404	5 333
Nonmanufacturing industries	159	225	467	15	10	235	64	122	724	214	1 135
Transport equipment operatives	13	35	98	16	23	52	4	17	95	16	136
Labors, except farm	56	122	178	31	31	467	32	60	1 163	100	396
Farmers and farm managers	139	95	18	—	—	34	25	129	47	23	13
Farm laborers and farm foremen	464	118	93	—	—	37	39	370	97	167	66
Service workers, except private household	764	1 013	3 652	150	245	1 618	374	609	4 377	751	4 603
Cleaning service workers	85	69	468	47	64	322	31	86	701	118	877
Food service workers	435	473	1 638	67	150	5 294	103	212	2 221	302	1 871
Health service workers	121	191	512	94	121	539	137	121	1 207	381	1 054
Personal service workers	147	233	697	18	29	382	110	135	702	155	1 069
Protective service workers	11	11	47	—	—	11	—	—	6	—	50
Private household workers	425	504	1 241	100	9	451	121	436	1 363	1 020	1 353
Male employed, 14 and 15 years old	164	127	291	10	5	297	74	91	176	88	200
White-collar workers	16	30	51	—	—	47	5	13	61	8	65
Blue-collar workers	44	72	114	5	5	138	57	50	81	51	174
Farm workers	35	4	114	—	—	16	21	21	21	26	12
Service workers, including private household	9	16	53	—	—	17	7	40	5	95	45
Female employed, 14 and 15 years old	30	44	114	11	—	96	—	52	84	80	163
White-collar workers	6	25	53	—	—	38	—	4	35	42	63
Blue-collar workers	4	5	4	—	—	12	—	14	—	10	53
Farm workers	3	—	—	—	—	—	—	—	—	—	—
Service workers, except private household	—	14	44	—	—	28	—	11	18	16	26
Private household workers	—	—	13	—	—	14	—	10	3	5	21
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 448	\$5 953	\$5 645	\$5 224	\$5 639	\$3 722	\$5 318	\$4 219	\$4 118	\$4 441	\$4 952
Professional, technical, and kindred workers	7 207	9 342	6 641	8 107	7 261	8 333	7 510	7 261	8 873	7 820	10 219
Craftsmen, foremen, and kindred workers	4 529	6 299	5 741	5 259	5 585	6 401	5 951	5 029	6 543	5 625	7 113
Operatives, including transport	4 321	4 829	4 623	4 389	4 262	4 938	4 604	4 156	5 124	4 399	6 003
Labors, except farm	3 141	3 507	3 352	4 469	3 973	3 454	3 221	3 192	3 489	3 479	4 013
Farmers and farm managers	3 221	3 720	3 510	—	—	3 652	3 344	2 721	2 877	2 623	2 623
Farm laborers, except household, and farm foremen	1 563	2 417	1 804	2 443	—	1 621	—	1 747	2 351	1 303	2 645
Female, 16 years old and over with earnings	\$2 741	\$2 941	\$2 148	\$2 264	\$2 458	\$3 598	\$3 649	\$2 826	\$3 675	\$2 946	\$3 600
Clerical and kindred workers	3 429	3 750	3 664	3 721	2 672	3 939	4 042	3 634	3 958	3 674	4 139
Operatives, including transport	2 067	3 053	2 623	—	—	3 621	3 642	3 075	3 929	3 260	4 145

Excludes allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties

OCCUPATION	Franklin	Gaston	Gates	Graham	Granville	Greene	Guilford	Halifax	Harnett	Haywood	Henderson
Total employed, 16 years old and over	9 714	67 216	2 809	2 153	11 443	5 398	127 159	17 624	18 544	14 960	16 157
Professional, technical, and kindred workers	660	5 259	211	288	1 085	341	16 716	1 311	1 613	1 743	1 743
Engineers.....	15	435	—	4	—	7	1 622	—	51	23	59
Physicians, dentists, and related practitioners.....	5	218	6	—	35	6	6 779	79	54	68	68
Health workers, except practitioners.....	202	556	32	8	279	28	1 550	109	189	244	244
Teachers, elementary and secondary schools.....	105	1 331	73	145	354	133	3 507	542	505	442	418
Technicians, except health.....	32	375	29	24	63	53	1 179	99	107	185	170
Other professional workers.....	271	2 144	71	107	351	114	8 131	414	608	654	671
Managers and administrators, except farm	554	4 069	133	186	605	227	10 908	1 211	1 311	829	1 188
Salaries.....	35	924	15	17	93	28	2 248	78	94	85	152
Manufacturing.....	114	841	18	11	133	38	2 108	499	294	164	200
Retail trade.....	171	1 416	45	60	144	65	5 011	478	537	335	450
Other industries.....	167	485	36	40	144	65	805	241	256	123	170
Self-employed: Retail trade	67	403	21	38	45	22	736	123	146	103	224
Other industries.....	361	3 189	95	44	494	181	9 830	871	1 020	659	1 058
Sales workers	228	1 917	65	27	373	107	4 452	610	744	470	602
Retail trade.....	15	1 272	30	17	121	17	3 748	261	276	189	403
Other than retail trade.....	1 109	7 697	276	166	1 178	424	23 596	1 836	2 389	1 679	1 631
Clerical and kindred workers	1 303	10 754	321	329	1 322	581	17 280	2 366	2 817	2 376	2 243
Craftsmen, foremen, and kindred workers.....	6	799	45	32	152	495	157	7 992	917	735	734
Automobile mechanics, including body repairmen.....	1	306	—	—	—	—	—	—	—	—	—
Mechanics and repairmen, except automobile.....	73	1 038	18	—	89	28	1 062	123	160	242	241
Metal craftsmen, except mechanics.....	475	2 100	143	140	452	268	4 058	599	1 123	616	629
Construction craftsmen.....	1 109	7 697	276	166	1 178	424	23 596	1 836	2 389	1 679	1 631
Other craftsmen.....	496	4 432	66	66	152	495	157	7 992	917	735	734
Operatives, except transport.....	2 332	23 629	516	557	2 111	990	24 103	3 583	4 221	3 977	3 879
Durable goods manufacturing.....	757	2 857	196	172	459	92	6 101	262	925	211	1 679
Nondurable goods manufacturing.....	1 127	19 333	258	252	1 327	354	7 449	1 041	1 216	2 345	2 443
Nonmanufacturing industries.....	408	1 787	78	57	327	149	3 643	590	714	496	403
Transport equipment operatives	376	2 456	191	57	571	207	4 554	638	670	749	619
Laborers, except farm	468	3 311	376	212	533	213	5 412	1 322	994	836	724
Construction laborers.....	22	344	60	24	126	66	794	366	233	233	244
Freight, stock, and material handlers.....	721	1 691	130	169	344	80	2 700	414	331	248	248
Other laborers, except farm.....	228	2 611	219	70	1 145	37	1 918	530	347	376	428
Farmers and farm managers	281	1 676	130	149	244	823	1 696	778	1 027	447	424
Farm laborers and farm foremen	496	2 222	147	162	253	311	10 340	520	1 631	1 477	1 256
Service workers, except private household	244	1 363	46	66	253	72	2 453	341	450	361	421
Cleaning service workers.....	85	559	168	66	253	72	2 453	341	450	361	421
Food service workers.....	164	1 342	64	73	371	92	3 101	432	548	383	249
Health service workers.....	177	2 027	27	5	579	42	1 041	432	548	383	249
Personal service workers.....	104	792	27	32	312	57	1 678	231	125	183	249
Protective service workers.....	180	670	8	23	101	31	1 291	202	239	115	87
Private household workers	335	955	185	6	448	173	2 616	921	297	224	275
Female employed, 16 years old and over	3 824	28 540	876	491	4 599	1 955	32 705	6 841	7 093	4 822	6 103
Professional, technical, and kindred workers	348	2 459	123	138	673	277	181	7 772	659	763	820
Nurses.....	67	423	32	8	139	15	1 187	95	141	154	209
Health workers, except nurses.....	181	1 027	—	—	265	5	3 771	28	27	349	349
Teachers, elementary and secondary schools.....	142	1 033	64	98	799	118	3 081	392	346	368	301
Technicians, except health.....	113	1 577	27	30	172	43	2 941	133	221	234	244
Other professional workers.....	113	571	19	86	89	42	1 577	263	211	151	244
Managers and administrators, except farm	112	1 270	41	24	111	85	2 929	399	413	293	328
Sales workers	84	1 151	40	12	160	54	2 394	344	402	232	298
Retail trade.....	8	1 159	—	—	18	31	538	55	15	21	60
Clerical and kindred workers	833	5 555	206	103	600	344	17 701	1 313	1 541	1 069	1 272
Bookkeepers.....	115	598	46	6	164	94	1 966	242	282	240	452
Secretaries, stenographers, and typists.....	349	1 772	97	8	332	101	6 267	462	672	427	427
Other clerical workers.....	145	3 107	63	81	524	149	9 368	713	801	612	753
Craftsmen, foremen, and kindred workers	189	438	11	21	398	41	1 249	102	126	83	126
Automobile mechanics, including body repairmen.....	4	1 034	108	60	667	56	18 275	1 649	2 146	1 263	1 649
Mechanics and repairmen, except automobile.....	318	1 050	6	73	333	14	1 652	18	433	102	550
Metal craftsmen, except mechanics.....	420	12 358	69	87	1 062	517	9 950	1 509	1 729	1 439	1 319
Construction craftsmen.....	73	629	6	6	13	11	1 065	19	30	145	120
Other craftsmen.....	151	649	33	14	64	55	1 303	142	164	98	145
Operatives, except transport	55	454	4	16	40	13	1 105	19	38	44	47
Durable goods manufacturing.....	3	103	25	5	80	19	85	62	43	12	54
Nondurable goods manufacturing.....	55	454	4	16	40	13	1 105	19	38	44	47
Nonmanufacturing industries.....	151	649	33	14	64	55	1 303	142	164	98	145
Transport equipment operatives	60	56	14	—	75	248	513	126	43	12	54
Laborers, except farm	27	5	15	5	80	19	85	62	43	12	54
Construction laborers.....	60	56	14	—	75	248	513	126	43	12	54
Freight, stock, and material handlers.....	453	2 672	150	151	1 061	373	5 715	883	913	823	822
Other laborers, except farm.....	135	361	63	69	62	39	929	114	152	102	75
Farmers and farm managers	135	1 066	60	69	277	64	2 081	330	333	345	351
Farm laborers and farm foremen	160	370	27	5	354	35	946	140	111	63	137
Service workers, except private household	63	557	22	22	310	51	1 219	176	198	177	94
Cleaning service workers.....	160	370	27	5	354	35	946	140	111	63	137
Food service workers.....	63	557	22	22	310	51	1 219	176	198	177	94
Health service workers.....	160	370	27	5	354	35	946	140	111	63	137
Personal service workers.....	63	557	22	22	310	51	1 219	176	198	177	94
Protective service workers.....	328	923	160	6	420	173	2 527	908	513	226	271
Private household workers	71	247	28	17	37	31	654	107	78	54	39
Male employed, 14 and 15 years old	4	45	5	—	—	—	277	9	12	5	6
White-collar workers	61	209	12	10	10	9	249	55	50	38	18
Blue-collar workers	6	6	—	—	—	—	17	7	12	7	8
Farm workers	6	6	—	—	—	—	7	125	15	—	8
Service workers, including private household	—	—	—	—	—	—	—	—	—	—	—
Female employed, 14 and 15 years old	13	184	—	7	7	7	40	6	4	5	6
White-collar workers	3	37	—	—	—	—	10	49	5	—	9
Blue-collar workers	10	147	—	7	7	7	30	6	5	—	6
Farm workers	8	38	—	—	—	—	9	—	—	—	13
Service workers, except private household	—	—	—	—	—	—	21	15	—	—	—
Private household workers	—	—	—	—	—	—	—	—	—	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 286	\$5 921	\$4 546	\$4 331	\$4 470	\$3 779	\$6 953	\$4 759	\$4 637	\$5 910	\$5 103
Professional, managerial, and kindred workers	7 118	6 691	6 765	6 673	6 275	5 229	7 730	5 992	5 293	6 358	6 024
Craftsmen, foremen, and kindred workers	4 010	5 142	4 620	4 465	4 302	4 675	5 334	4 617	4 557	5 921	5 158
Operatives, including transport	2 275	3 743	3 069	3 003	2 955	2 727	3 715	3 040	3 311	2 837	2 685
Laborers, except farm	2 939	4 354	2 926	2 954	2 819	2 437	2 839	2 267	2 427	3 758	3 268
Farmers and farm managers	1 914	1 723	1 593	—	1 541	1 270	2 591	1 595	1 785	2 170	2 540
Farm labor											

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Hertford	Hoke	Hyde	Iredell	Jackson	Johnston	Jones	Lee	Lenoir	Lincoln	McDowell
OCCUPATION											
Total employed, 16 years old and over	7 904	5 737	1 499	31 875	7 442	24 303	3 393	12 319	20 459	14 703	12 441
Professional, technical, and kindred workers	838	529	191	2 666	1 028	1 877	294	1 172	2 107	1 170	1 014
Engineers	—	—	—	179	22	108	10	—	—	83	39
Physicians, dentists, and related practitioners	52	17	—	113	12	56	21	77	102	122	60
Health workers, except practitioners	170	84	—	385	65	247	17	130	249	154	115
Teachers, elementary and secondary schools	272	177	—	1 175	156	706	155	324	728	403	327
Technicians, except health	73	31	92	307	47	160	110	5	103	8	39
Other professional workers	300	189	91	947	403	615	8	425	806	371	609
Managers and administrators, except farm	624	320	214	2 070	491	1 545	137	918	1 556	739	633
Salaried:	42	42	—	344	—	180	20	20	20	103	8
Retail trade	54	28	—	353	82	340	18	152	351	184	116
Other industries	262	115	72	2 602	199	513	38	345	678	228	177
Self-employed:	112	87	20	895	107	331	39	99	166	111	136
Retail trade	67	20	22	256	61	161	22	118	126	66	60
Other industries	—	—	—	—	—	—	—	—	—	—	—
Sales workers	476	246	52	1 694	279	1 238	169	806	1 460	552	425
Retail trade	346	203	35	999	211	852	104	464	925	373	368
Other than retail trade	130	43	17	695	68	376	65	342	475	179	127
Clerical and kindred workers	686	481	117	4 059	986	2 752	1 400	3 277	2 321	1 611	1 853
Craftsmen, foremen, and kindred workers	1 110	715	249	4 628	1 189	3 925	510	1 893	2 901	2 544	2 074
Automotive mechanics, including body repairmen	119	61	17	267	80	458	60	169	322	194	97
Metal craftsmen, except mechanics	155	223	46	678	168	494	54	206	377	427	419
Other craftsmen	45	20	5	42	5	17	17	29	149	193	124
Construction craftsmen	305	171	114	1 125	605	1 714	234	553	965	673	463
Fresch, stock, and mill handlayers	248	240	67	2 112	319	1 102	173	317	1 097	1 075	920
Other laborers, except farm	1 256	1 549	174	9 555	1 390	4 254	517	3 160	3 243	2 222	5 694
Operatives, except transport	532	147	38	2 662	146	1 278	59	1 473	1 161	1 109	1 441
Durable goods manufacturing	405	175	103	6 011	1 016	2 543	327	1 202	2 451	3 708	3 390
Non-durable goods manufacturing	127	72	33	227	39	735	140	425	618	405	275
Transport equipment operatives	404	158	86	1 417	278	998	153	547	793	646	451
Laborers, except farm	577	368	144	1 722	733	1 913	274	675	973	727	647
Construction laborers	117	54	20	207	183	363	56	59	320	75	69
Fresh, stock, and mill handlayers	167	16	6	675	105	427	46	277	257	327	292
Other laborers, except farm	212	118	60	1 118	649	1 295	172	649	342	281	235
Farmers and farm managers	333	199	102	560	89	2 345	314	306	956	727	54
Farm laborers and farm foremen	358	352	133	447	69	1 124	288	120	1 157	124	42
Service workers, except private household	598	352	127	2 272	916	1 932	262	642	2 137	931	685
Cleaning service workers	154	225	60	507	295	379	60	42	216	238	243
Food service workers	209	139	50	617	371	638	38	166	487	224	123
Health service workers	31	10	6	293	60	246	15	151	215	129	89
Personal service workers	104	18	8	93	37	91	11	51	312	103	102
Protective service workers	95	61	16	233	71	227	22	109	224	123	58
Private household workers	375	244	40	550	173	566	98	239	634	181	130
Female employed, 16 years old and over	2 811	2 298	566	12 221	2 919	9 171	1 211	4 925	6 160	6 093	6 997
Professional, technical, and kindred workers	426	276	105	1 235	364	990	138	530	1 141	629	489
Nurses	56	42	8	273	56	156	14	103	189	133	80
Health workers, except nurses	36	17	6	63	14	58	5	31	82	18	12
Teachers, elementary and secondary schools	224	136	67	577	148	555	110	258	593	312	245
Technicians, except health	110	14	—	45	12	15	—	5	6	32	29
Other professional workers	114	31	11	311	124	206	14	130	304	136	123
Managers and administrators, except farm	115	67	61	348	102	248	15	93	212	88	88
Sales workers	236	106	30	1 046	148	459	41	304	556	232	183
Retail trade	211	101	25	567	123	426	36	259	499	205	183
Other than retail trade	25	5	5	80	24	133	5	45	57	27	—
Clerical and kindred workers	630	392	102	2 800	753	1 993	265	1 092	1 695	1 050	841
Bookkeepers	150	50	24	336	99	379	59	318	178	124	148
Secretaries, stenographers, and typists	163	98	35	645	231	714	79	406	445	353	243
Other clerical workers	314	234	43	1 819	603	1 200	127	468	670	523	450
Craftsmen, foremen, and kindred workers	65	40	—	325	32	203	73	127	239	127	74
Operatives, except transport	457	810	117	5 408	965	2 919	302	1 688	1 665	3 063	2 124
Durable goods manufacturing	36	86	7	672	71	211	—	594	27	350	69
Non-durable goods manufacturing	314	642	98	4 706	726	1 644	272	942	1 712	2 612	2 187
Non-manufacturing industries	59	112	32	1 099	59	295	60	152	224	121	67
Transport equipment operatives	12	4	8	59	24	33	—	3	20	46	26
Laborers, except farm	73	26	11	302	93	108	71	5	102	57	101
Farmers and farm managers	11	27	11	57	—	160	14	25	37	26	6
Farm laborers and farm foremen	19	12	20	140	11	262	31	3	125	9	7
Service workers, except private household	402	337	60	1 333	459	1 241	154	743	1 278	534	417
Cleaning service workers	170	119	37	109	127	192	93	93	115	60	96
Food service workers	170	89	34	488	253	662	20	331	623	239	115
Health service workers	101	70	—	256	40	177	15	147	239	60	102
Personal service workers	80	10	4	362	56	272	75	109	349	138	75
Protective service workers	33	5	4	80	—	55	5	6	6	6	—
Private household workers	363	235	40	537	173	575	98	239	824	161	150
Male employed, 14 and 15 years old	43	56	6	126	42	104	4	54	89	55	43
White-collar workers	10	21	—	31	—	—	—	24	29	—	8
Blue-collar workers	17	29	—	78	22	71	—	22	36	41	26
Farm workers	6	4	6	12	—	6	4	—	—	—	—
Service workers, including private household	16	—	—	20	—	—	—	—	—	—	9
Female employed, 14 and 15 years old	17	37	7	72	5	60	5	37	65	48	7
White-collar workers	3	11	7	37	—	—	—	5	16	5	14
Blue-collar workers	—	10	—	5	5	16	—	3	16	23	7
Farm workers	—	10	—	6	—	—	—	—	6	—	—
Service workers, except private household	—	—	—	—	—	—	—	—	—	—	—
Private household workers	13	17	—	16	—	26	—	12	22	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EMPLOYED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 757	\$4 522	\$3 432	\$5 564	\$4 421	\$4 548	\$4 335	\$5 420	\$5 281	\$5 782	\$5 333
Professional, managerial, and kindred workers	8 002	7 026	5 265	8 244	7 167	7 371	6 645	8 748	9 216	8 511	7 222
Craftsmen, foremen, and kindred workers	4 072	3 525	2 937	6 247	3 246	5 226	5 511	5 926	6 216	6 083	6 256
Operatives, including transport	4 072	4 419	2 963	4 974	4 352	4 469	4 620	4 854	4 484	4 833	4 633
Laborers, except farm	2 677	3 221	2 939	3 550	3 017	3 053	2 850	3 396	3 327	4 597	3 877
Farmers and farm managers	4 192	1 471	607	2 547	—	2 500	3 313	3 031	4 054	3 510	—
Farm laborers, except unpaid, and farm foremen	2 076	1 910	2 156	2 863	1 677	1 690	—	1 440	1 665	—	—
Female, 16 years old and over with earnings	\$2 311	\$3 121	\$1 522	\$3 595	\$3 067	\$2 905	\$2 451	\$2 963	\$2 849	\$3 612	\$3 573
Clerical and kindred workers	3 271	3 405	3 003	3 783	3 623	3 385	3 011	3 544	3 664	3 741	3 603
Operatives, including transport	2 935	3 465	1 529	3 523	3 292	3 033	2 518	3 030	2 953	3 753	3 683

Includes allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Macon	Madison	Martin	Mecklenburg	Mitchell	Montgomery	Moore	Nash	New Hanover	Northampton	Onslow
OCCUPATION											
Total employed, 16 years old and over	5 335	5 273	8 449	154 375	4 721	8 135	14 980	22 134	32 730	7 002	17 259
Professional, technical, and kindred workers	478	468	22	20 872	572	2 524	4 254	8 110	4 258	592	1 943
Engineers	14	20	39	2 453	24	10	94	619	550	50	63
Physicians, dentists, and related practitioners	32	6	19	831	33	25	106	110	217	57	59
Health workers, except practitioners	175	6	55	2 392	60	199	199	554	249	152	192
Teachers, elementary and secondary schools	173	170	342	4 282	146	216	409	535	1 008	320	837
Technicians, except health	34	21	20	1 754	26	36	49	134	489	39	64
Other professional workers	163	245	286	10 380	155	166	619	713	1 408	154	746
Managers and administrators, except farm	43	491	360	15 001	303	1 922	4 52	2 081	3 268	403	1 641
Salaried:											
Manufacturing	25	13	29	3 229	18	115	83	262	361	43	47
Retail trade	56	42	96	2 349	36	44	246	486	695	93	379
Other industries	202	174	170	8 576	137	192	452	880	1 557	136	830
Self-employed:											
Manufacturing	85	12	40	951	27	55	205	278	337	100	243
Other industries											
Retail trade	231	115	513	15 990	210	313	771	1 573	2 440	242	1 399
Other than retail trade	183	77	349	6 349	129	245	493	901	1 355	168	1 057
Clerical and kindred workers	48	164	47	16 641	82	67	672	1 095	74	342	342
Craftsmen, foremen, and kindred workers	462	424	926	33 191	534	609	1 688	2 956	5 243	668	3 655
Craftsmen, foremen, and kindred workers	1 054	702	1 018	16 200	603	1 442	2 203	3 112	5 293	802	2 541
Automotive mechanics, including body repairmen	91	66	128	1 885	83	58	131	254	784	136	414
Mechanics and repairmen, except automobile	162	58	160	3 232	157	333	482	502	928	136	414
Auto/craftsmen, except mechanics	29	45	33	1 015	49	82	125	129	356	19	48
Construction craftsmen	439	266	408	3 536	262	278	735	900	1 485	265	943
Other craftsmen	343	257	267	8 642	247	651	793	1 297	2 190	226	672
Operatives, except transport	1 325	1 185	1 497	16 255	1 988	2 851	3 229	4 177	4 697	1 333	1 589
Durable goods manufacturing	219	359	187	2 690	274	428	804	977	1 191	303	202
Non-durable goods manufacturing	956	705	1 284	11 046	1 615	2 567	2 791	3 646	2 459	677	714
Nonmanufacturing industries	156	196	264	5 470	159	256	484	596	1 097	281	672
Transport equipment operatives	272	319	347	6 966	214	304	515	826	1 261	320	776
Laborers, except farm	434	305	466	6 745	287	632	906	1 088	1 615	679	260
Construction laborers	81	103	111	1 086	49	129	215	275	245	246	162
Freight, stock, and material handlers	4	25	4	2 174	54	254	326	336	336	148	127
Other laborers, except farm	299	122	196	2 359	144	331	549	477	632	265	371
Farmers and farm managers	166	816	638	298	145	153	442	918	58	425	545
Farm laborers and farm foremen	153	83	358	130	50	130	281	412	231	541	640
Service workers, except private household	353	373	713	14 321	293	558	1 633	1 276	611	3 276	2 277
Cleaning service workers	86	56	93	2 946	95	83	333	432	742	151	437
Food service workers	159	112	222	4 195	85	165	574	684	1 030	170	937
Health service workers	72	13	62	4 925	49	109	180	382	48	382	48
Personal service workers	72	95	130	3 227	17	132	303	324	574	72	368
Protective service workers	29	57	43	1 751	47	44	150	213	344	100	258
Private household workers	148	34	346	3 665	29	148	653	641	1 042	390	402
Female employed, 16 years old and over	2 197	1 566	3 175	63 353	1 770	3 357	6 234	8 427	12 936	3 363	7 728
Professional, technical, and kindred workers	260	217	410	9 771	161	321	722	1 258	398	1 210	528
Nurses	54	6	46	1 683	14	19	126	208	93	33	101
Health workers, except nurses	13	-	6	585	4	10	43	44	147	24	44
Teachers, elementary and secondary schools	129	123	260	3 695	96	174	267	422	799	277	668
Technicians, except health	6	-	3	33	3	13	3	26	31	11	5
Other professional workers	89	88	95	3 554	44	65	264	277	471	53	365
Managers and administrators, except farm	66	75	78	2 184	95	55	302	306	507	197	355
Sales workers	34	44	34	3 443	127	192	547	827	657	657	657
Retail trade	128	39	233	3 540	55	119	253	459	691	75	539
Other than retail trade	8	-	33	853	16	5	39	88	116	-	78
Clerical and kindred workers	302	277	701	24 400	315	454	1 329	2 095	3 853	462	2 448
Bookkeepers	67	37	67	2 691	62	89	144	459	613	58	358
Secretaries, stenographers, and typists	174	91	789	9 749	91	121	616	1 237	1 727	68	623
Other clerical workers	111	149	358	12 940	162	234	569	2 013	2 218	1 009	1 158
Craftsmen, foremen, and kindred workers	43	49	35	1 297	29	63	111	233	283	39	129
Craftsmen, foremen, and kindred workers	63	621	758	8 466	86	1 687	1 738	2 377	2 204	497	855
Operatives, except transport	112	77	85	6 025	67	125	383	470	377	97	47
Durable goods manufacturing	273	441	622	5 397	769	1 466	1 231	2 036	1 361	327	541
Non-durable goods manufacturing	23	43	60	2 214	35	116	124	232	376	72	217
Nonmanufacturing industries	26	37	44	2 004	7	29	29	29	76	24	24
Transport equipment operatives	54	-	28	653	20	117	138	160	133	16	78
Laborers, except farm	11	47	30	3 023	41	58	129	10	10	10	78
Farmers and farm managers	28	102	9	1 023	11	9	12	97	21	86	81
Farm laborers and farm foremen	28	102	9	1 023	11	9	12	97	21	86	81
Service workers, except private household	227	191	418	8 257	153	341	1 030	1 479	2 601	338	1 479
Cleaning service workers	12	78	18	1 155	26	19	151	123	363	66	190
Food service workers	130	170	303	3 711	79	144	393	330	410	161	773
Health service workers	24	13	57	1 730	35	63	164	848	348	44	73
Personal service workers	68	34	79	1 629	13	71	143	242	361	44	209
Protective service workers	-	-	-	-	-	-	-	-	-	-	-
Private household workers	136	24	343	3 567	29	127	564	676	1 042	380	402
Male employed, 14 and 15 years old	55	12	9	841	-	30	109	79	151	40	63
White-collar workers	5	-	-	292	-	4	4	4	49	-	35
Blue-collar workers	17	5	4	353	-	21	71	39	63	40	16
Farm workers	12	7	-	155	-	6	6	5	2	-	27
Service workers, including private household	20	7	-	333	-	-	27	-	14	-	16
Female employed, 14 and 15 years old	18	-	25	358	33	-	37	42	94	14	35
White-collar workers	6	-	6	148	-	-	11	15	24	14	9
Blue-collar workers	7	-	8	49	20	11	6	10	33	-	-
Farm workers	5	-	5	105	7	-	4	7	20	-	-
Service workers, except private household	-	-	-	-	-	9	15	7	10	-	15
Private household workers	-	-	6	56	6	11	5	10	17	-	11
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 331	\$2 877	\$4 322	\$7 578	\$4 671	\$4 817	\$4 923	\$4 948	\$6 428	\$3 751	\$5 523
Professional, managerial, and kindred workers	4 331	4 070	4 322	10 517	4 741	7 710	7 998	8 217	9 700	7 700	5 523
Craftsmen, foremen, and kindred workers	4 070	5 117	5 469	6 468	5 016	5 429	5 371	5 378	6 670	4 972	5 604
Operatives, including transport	4 070	3 993	4 482	5 414	4 354	4 353	4 368	4 269	5 553	3 671	4 372
Laborers, except farm	3 993	3 834	3 207	3 643	3 344	3 220	3 283	3 193	2 816	2 144	3 074
Farmers and farm managers	1 755	2 637	2 078	4 200	2 333	3 233	3 122	3 215	3 361	4 084	2 674
Farm laborers, except unpaid, and farm foremen	2 200	-	1 512	4 205	1 703	3 357	1 487	1 382	1 853	1 853	1 788
Female, 16 years old and over with earnings	\$3 208	\$2 227	\$2 574	\$3 700	\$3 341	\$3 346	\$3 149	\$3 564	\$3 246	\$2 402	\$3 290
Clerical and kindred workers	4 274	2 770	3 466	4 307	3 878	3 668	3 645	3 544	3 717	2 995	3 313
Service workers, except private household	3 382	3 513	2 788	3 591	3 205	3 421	3 324	3 147	3 349	3 235	2 572

*Includes allocated costs, not shown separately.

*Excludes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties	County										
	Orange	Pamlico	Pasquotank	Pender	Perquimans	Person	Pitt	Polk	Randolph	Richmond	Robeson
OCCUPATION											
Total employed, 16 years old and over	23 450	2 853	9 343	6 354	2 448	10 105	37 079	4 458	36 197	13 342	29 050
Professional, technical, and kindred workers	6 770	226	1 174	470	268	10 253	37 079	4 458	36 197	13 342	29 050
Engineers	143	21	52	—	7	32	137	37	2 392	1 159	2 445
Physicians, dentists, and related practitioners	455	—	47	11	38	188	24	115	20	78	105
Health workers, except nurses	793	27	66	67	25	84	256	50	248	126	274
Teachers, elementary and secondary schools	786	85	439	140	101	255	1 027	67	845	430	1 034
Technicians, except health	2 423	34	77	58	11	66	235	27	246	68	85
Other professional workers	4 507	235	91	191	113	220	59	173	868	444	891
Managers and administrators, except farm	4 107	245	97	401	197	647	374	2 037	1 684	1 011	1 076
Salaried:											
Manufacturing	109	19	46	30	—	63	30	41	383	131	149
Retail trade	304	28	173	92	60	134	154	68	383	258	440
Other industries	769	82	212	141	69	227	863	107	845	456	606
Self-employed:											
Retail trade	205	49	119	69	51	136	353	100	389	181	319
Other industries	100	57	47	69	17	87	172	58	282	68	140
Sales workers	1 104	95	655	239	123	318	1 910	160	1 644	924	1 310
Retail trade	891	72	497	176	83	234	1 385	98	1 319	665	830
Other than retail trade	413	23	158	63	40	84	525	62	325	179	480
Clerical and kindred workers	4 346	330	1 332	579	294	1 106	3 350	544	4 230	1 677	2 420
Craftsmen, foremen, and kindred workers	2 159	521	1 659	973	551	1 602	3 061	598	6 526	2 482	4 007
Automotive mechanics, including body repairmen	2 169	53	139	63	50	130	284	32	373	170	355
Mechanics and repairmen, except automobile	354	144	333	70	74	320	353	15	1 471	345	626
Metal craftsmen, except mechanics	99	21	111	40	12	106	162	27	341	250	126
Other craftsmen	745	25	550	344	100	549	1 074	196	1 333	624	1 474
Construction craftsmen	622	494	1 476	388	100	469	228	83	658	333	343
Operatives, except transport	2 622	528	1 167	1 310	363	2 936	3 045	1 454	13 028	4 324	2 628
Durable goods manufacturing	425	54	276	343	129	953	522	170	3 093	307	553
Non-durable goods manufacturing	1 475	54	467	347	165	1 658	1 598	599	3 601	598	578
Nonmanufacturing industries	537	214	267	293	69	216	907	126	91	1 016	1 016
Transport equipment operatives	439	121	330	208	135	349	961	142	1 176	659	1 015
Labors, except farm	744	340	553	326	165	414	1 325	259	1 686	885	1 726
Construction laborers	771	77	110	90	37	80	337	74	255	69	576
Freight, stock, and material handlers	255	163	69	169	20	103	355	27	812	331	468
Other laborers, except farm	377	195	203	267	103	145	613	218	619	501	613
Farmers and farm managers	485	126	227	306	276	652	2 402	134	843	165	1 848
Farm laborers and farm foremen	211	19	217	139	64	237	373	373	217	211	1 937
Service workers, except private household	2 735	244	1 029	623	220	762	2 519	411	1 959	1 294	2 235
Cleaning service workers	654	79	236	190	94	184	628	70	477	365	630
Food service workers	245	75	253	193	57	146	773	131	532	368	653
Health service workers	418	16	135	103	19	120	236	192	169	227	277
Personal service workers	424	41	159	58	22	105	352	46	439	149	346
Protective service workers	426	16	113	53	25	53	220	39	196	63	177
Private household workers	638	78	433	289	115	322	1 124	251	301	489	964
Female employed, 16 years old and over	10 146	1 073	3 616	2 489	954	3 744	11 061	1 941	15 290	6 516	11 662
Professional, technical, and kindred workers	2 657	118	601	250	156	373	1 659	211	1 444	643	1 377
Nurses	327	27	75	33	65	146	50	217	107	148	168
Health workers, except nurses	325	—	15	15	6	21	117	8	24	107	107
Teachers, elementary and secondary schools	653	63	341	129	62	213	791	63	477	370	735
Technicians, except health	74	4	4	4	—	—	—	6	8	8	8
Other professional workers	1 277	28	165	69	69	85	556	84	399	199	317
Managers and administrators, except farm	214	44	118	52	69	49	371	104	519	210	312
Secretaries	393	39	153	102	66	274	893	64	373	367	437
Retail trade	298	40	275	93	66	49	304	104	379	400	516
Other than retail trade	76	—	18	76	20	12	50	8	83	51	42
Clerical and kindred workers	3 269	251	948	423	192	610	2 622	333	3 093	1 146	1 979
Bookkeepers	245	26	155	91	77	131	368	32	347	205	393
Secretaries, stenographers	1 341	82	312	166	93	331	931	110	935	510	811
Other clerical workers	1 683	143	481	198	77	599	1 273	191	1 751	625	967
Craftsmen, foremen, and kindred workers	141	33	63	37	13	63	211	31	477	145	291
Operatives, except transport	1 337	312	477	528	217	1 461	1 810	663	7 950	2 593	4 094
Durable goods manufacturing	136	12	76	68	39	50	234	54	1 055	163	63
Non-durable goods manufacturing	1 055	184	323	443	115	683	1 284	573	6 556	2 379	3 594
Nonmanufacturing industries	176	116	76	132	17	76	322	36	267	162	292
Transport equipment operatives	75	4	5	31	3	3	3	20	37	37	29
Labors, except farm	43	26	50	40	18	79	149	35	301	107	155
Farmers and farm managers	29	—	7	3	2	22	10	13	60	14	148
Farm laborers and farm foremen	30	—	2	29	3	23	755	—	55	50	614
Service workers, except private household	1 340	140	570	354	115	424	1 457	233	1 015	715	1 356
Cleaning service workers	245	45	82	53	29	59	371	77	417	251	399
Food service workers	372	51	216	142	52	133	516	81	360	266	533
Health service workers	319	16	119	83	21	93	195	181	169	165	184
Personal service workers	260	20	108	34	49	183	221	37	324	83	234
Protective service workers	12	—	10	—	—	3	28	—	5	4	8
Private household workers	600	78	412	159	115	300	1 448	234	296	482	934
Male employed, 14 and 15 years old	80	5	75	61	19	48	175	64	173	101	201
White-collar workers	26	—	—	21	—	—	—	—	13	16	36
Blue-collar workers	54	5	75	40	19	48	175	64	173	101	201
Farm workers	19	—	3	3	—	—	—	—	87	54	119
Service workers, including private household	3	—	—	—	—	—	—	—	30	34	41
Female employed, 14 and 15 years old	45	4	15	—	—	—	4	72	12	35	79
White-collar workers	29	4	—	—	—	—	—	—	—	18	11
Blue-collar workers	5	8	4	—	—	—	—	—	25	12	15
Farm workers	11	—	—	—	—	—	—	—	9	5	26
Service workers, except private household	3	—	7	—	—	—	—	—	18	5	19
Private household workers	—	—	—	—	—	—	—	—	8	—	9
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings	\$4 923	\$5 156	\$5 371	\$4 493	\$4 497	\$4 947	\$4 499	\$4 941	\$5 271	\$5 435	\$4 278
Professional, managerial, and kindred workers	7 249	7 692	7 873	6 087	6 099	6 264	6 033	6 533	6 819	6 169	7 083
Craftsmen, foremen, and kindred workers	5 935	6 261	6 679	5 172	5 921	5 911	5 593	5 799	6 411	6 263	5 933
Operatives, including transport	4 323	3 690	4 573	3 522	5 039	4 613	4 593	4 541	5 226	4 487	4 185
Labors, except farm	2 770	2 722	2 743	2 421	3 222	3 222	2 915	3 259	3 784	3 432	2 918
Farmers and farm managers	3 212	4 250	5 657	3 250	2 204	2 249	3 922	2 275	3 282	2 392	2 597
Farm laborers, except unpaid, and farm foremen	2 202	1 679	2 360	2 034	1 333	1 727	1 436	—	3 104	2 77	1 397
Female, 16 years old and over with earnings	\$3 448	\$2 113	\$2 448	\$2 458	\$2 462	\$3 373	\$2 525	\$3 221	\$3 795	\$3 509	\$3 089
Clerical and kindred workers	3 285	2 763	3 367	3 530	3 312	3 512	3 631	3 455	4 129	3 621	3 468
Operatives, including transport	3 517	2 140	2 593	2 725	2 615	3 614	2 610	3 402	3 830	3 663	3 142

Includes allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 122. Occupation and Earnings for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Rockingham	Rowan	Rutherford	Sampson	Scotland	Stony	Stokes	Surry	Swain	Transylvania	Tyrrell
OCCUPATION											
Total employed, 16 years old and over	31 462	40 461	19 773	16 881	10 243	19 797	9 145	31 307	3 596	7 435	1 220
Professional, technical, and kindred workers.....	2 227	3 531	1 400	1 159	1 071	1 575	491	1 560	295	1 125	158
Engineers.....	209	231	54	34	42	116	20	65	10	11	
Physicians, dentists, and related practitioners.....	299	527	111	77	81	177	63	168	27	83	27
Health workers, except practitioners.....	274	973	430	528	436	439	162	94	150	94	24
Teachers, elementary and secondary schools.....	572	223	153	62	62	146	33	115	20	231	20
Technicians, except health.....	1 284	1 208	404	404	407	656	199	582	128	403	33
Other professional workers.....	1 791	2 338	1 235	998	729	272	436	1 503	273	507	39
Managers and administrators, except farm.....	584	604	245	205	239	209	99	262	6	87	6
Salaried:											
Manufacturing.....	224	303	219	131	137	226	73	338	64	75	4
Retail trade.....	428	542	383	300	199	378	126	464	110	174	20
Other industries.....	341	338	232	258	111	398	164	242	54	95	3
Self-employed:											
Retail trade.....	341	338	232	258	111	398	164	242	54	95	3
Other industries.....	212	242	156	104	41	161	64	177	39	76	4
Sales workers.....	1 362	2 207	990	938	584	534	255	944	107	349	69
Retail trade.....	763	1 425	649	649	331	598	122	672	84	257	47
Other than retail trade.....	3 800	4 602	366	289	173	336	126	272	23	92	20
Clerical and kindred workers.....	4 844	6 532	3 312	3 172	2 086	3 374	3 097	1 328	3 377	559	1 311
Craftsmen, foremen, and kindred workers.....	1 122	1 501	796	314	270	215	142	322	42	48	9
Automobile mechanics, including body repairmen, mechanics and repairmen, except automobile.....	1 232	2 347	93	68	25	125	25	528	17	208	14
Metal craftsmen, except mechanics.....	1 232	2 347	93	68	25	125	25	528	17	208	14
Construction craftsmen.....	953	1 404	838	805	234	953	438	1 076	242	440	74
Other craftsmen.....	1 232	2 347	93	68	25	125	25	528	17	208	14
Operatives, except transport.....	10 333	13 276	7 617	3 368	2 274	6 897	2 968	6 531	529	2 064	173
Durable goods manufacturing.....	707	1 035	513	272	140	450	143	338	135	211	51
Non-durable goods manufacturing.....	6 833	11 116	5 932	1 871	2 070	5 297	2 411	4 741	247	1 412	65
Nonmanufacturing industries.....	768	1 105	547	605	204	458	219	655	71	515	46
Transport equipment operatives.....	1 350	1 717	532	650	350	757	374	857	72	117	81
Labors, except farm.....	1 765	1 808	1 067	1 052	470	835	460	928	118	396	122
Construction laborers.....	297	397	274	254	120	212	142	322	42	48	9
Freight, stock, and material handlers.....	627	903	406	391	147	349	209	366	39	119	21
Other laborers, except farm.....	705	652	522	465	225	355	271	860	42	160	112
Farmers and farm managers.....	650	450	116	136	319	570	176	820	40	55	117
Form laborers and farm foremen.....	2 177	3 348	1 351	1 241	811	1 572	537	1 492	278	524	104
Service workers, except private household.....	1 530	2 050	917	787	359	1 171	188	1 311	496	85	182
Cleaning service workers.....	250	317	142	142	171	383	150	316	93	166	34
Food service workers.....	1 280	1 733	775	645	188	788	388	995	82	182	50
Health service workers.....	235	611	175	197	112	95	34	122	41	39	9
Personal service workers.....	383	535	282	212	83	338	107	321	37	97	9
Protective service workers.....	781	279	136	82	125	164	107	175	17	35	23
Private household workers.....	439	519	387	578	490	199	40	266	59	161	27
Female employed, 16 years old and over	13 299	17 432	7 884	4 424	4 380	8 582	3 297	8 467	905	2 311	434
Professional, technical, and kindred workers.....	1 107	1 192	715	671	612	702	229	784	153	414	87
Nurses.....	236	364	96	67	65	114	54	130	23	60	16
Health workers, except nurses.....	46	103	15	15	10	67	9	37	—	17	—
Teachers, elementary and secondary schools.....	434	778	347	408	314	508	101	385	64	196	48
Technicians, except health.....	337	509	206	145	207	186	65	228	18	24	14
Other professional workers.....	272	359	180	127	107	167	66	133	63	84	18
Managers and administrators, except farm.....	621	841	341	331	194	343	76	331	54	167	18
Sales workers.....	511	838	293	278	181	304	63	322	54	137	18
Retail trade.....	110	123	48	53	13	39	13	54	—	30	—
Other than retail trade.....	401	715	245	225	168	265	50	268	54	107	18
Clerical and kindred workers.....	2 664	3 420	1 632	1 191	877	1 552	1 652	1 634	118	528	112
Bookkeepers.....	333	419	213	311	137	168	100	228	19	78	43
Secretaries, stenographers, and typists.....	852	1 256	527	321	276	468	158	509	28	218	28
Other clerical workers.....	1 399	1 745	650	559	464	816	396	869	71	253	51
Craftsmen, foremen, and kindred workers.....	1 235	1 745	819	1 159	1 504	1 166	68	309	216	317	69
Operatives, except transport.....	6 567	7 460	3 919	1 959	1 584	4 111	1 681	3 910	217	619	39
Durable goods manufacturing.....	225	248	318	435	231	333	156	381	42	109	19
Non-durable goods manufacturing.....	6 506	6 916	3 442	1 268	1 237	3 778	1 524	3 529	102	504	11
Nonmanufacturing industries.....	236	316	159	336	137	211	122	122	10	6	11
Transport equipment operatives.....	272	397	199	118	52	219	19	24	9	24	12
Labors, except farm.....	64	97	44	52	21	68	6	106	42	38	6
Farmers and farm managers.....	23	19	12	14	6	11	1	17	16	6	4
Form laborers and farm foremen.....	1 209	1 912	821	756	376	873	502	865	167	251	61
Service workers, except private household.....	1 157	342	96	96	65	177	16	93	38	29	14
Cleaning service workers.....	409	582	309	274	139	350	156	367	67	133	37
Food service workers.....	621	1 570	299	274	154	75	29	69	35	62	22
Health service workers.....	207	406	229	155	56	268	82	266	21	62	22
Personal service workers.....	11	16	—	3	—	—	—	—	—	—	—
Protective service workers.....	629	493	365	552	478	193	40	248	51	155	20
Private household workers.....	128	177	75	100	31	113	51	121	10	38	12
Male employed, 14 and 15 years old	45	23	—	—	10	12	—	8	—	—	—
White-collar workers.....	75	47	—	—	13	13	—	4	—	—	—
Blue-collar workers.....	42	25	—	—	58	20	—	6	—	—	—
Farm workers.....	6	48	15	—	—	—	—	4	—	—	—
Service workers, including private household.....	57	35	39	47	10	63	22	53	—	—	—
Female employed, 14 and 15 years old	15	10	12	19	3	9	—	9	—	—	—
White-collar workers.....	15	9	27	8	—	4	—	6	—	—	—
Blue-collar workers.....	17	18	—	—	14	3	—	18	—	—	—
Service workers, except private household.....	10	5	—	—	—	—	—	—	—	—	—
Private household workers.....	1	—	—	—	—	—	—	—	—	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN ESTABLISHED CIVILIAN OCCUPATIONS FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings¹.....	\$5 430	\$5 884	\$5 447	\$3 995	\$4 891	\$5 418	\$5 273	\$5 163	\$4 335	\$4 322	\$4 075
Professional, technical, and kindred workers.....	6 536	6 593	6 302	6 076	6 929	5 913	5 615	5 422	3 931	6 427	7 855
Craftsmen, foremen, and kindred workers.....	3 265	3 213	4 933	4 042	4 047	3 999	4 109	3 907	3 907	2 793	3 418
Operatives, including transport.....	3 607	3 817	4 412	2 971	4 464	4 756	2 794	3 205	3 000	2 793	3 418
Labors, except farm.....	2 637	3 844	—	2 957	4 464	4 756	2 794	3 205	3 000	2 793	3 418
Farmers and farm managers.....	2 637	1 056	—	1 634	2 475	3 150	—	2 477	—	—	—
Farm laborers, except unpaid, and farm foremen.....	—	—	—	—	—	—	—	—	—	—	—
Female, 16 years old and over with earnings².....	\$3 715	\$3 612	\$3 550	\$2 695	\$3 253	\$3 593	\$3 680	\$3 287	\$3 184	\$3 484	\$1 661
Clerical and kindred workers.....	4 004	3 627	4 021	3 517	3 565	3 755	3 953	3 603	3 063	3 608	2 949
Operatives, including transport.....	3 766	3 762	3 715	2 619	3 531	3 701	3 733	3 363	2 759	4 397	—

Table 122. Occupation and Earnings for Counties: 1970-Continued

(Data based on sample; see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties	Union	Vance	Wake	Warren	Washington	Watauga	Wayne	Wilkes	Wilson	Yadkin	Yancey
OCCUPATION											
Total employed, 16 years old and over											
Professional, technical, and kindred workers	32 747	12 526	95 124	4 742	4 879	8 254	27 020	20 992	10 182	4 403	
Engineers	1 776	1 076	18 956	412	412	1 194	2 776	1 247	2 018	654	233
Physicians, dentists, and related practitioners	155	40	2 331	7	15	20	83	38	87	10	20
Health workers, except practitioners	59	45	607	7	15	20	115	77	316	71	11
Teachers, elementary and secondary schools	126	163	1 594	47	32	87	428	77	316	71	11
Technicians, except health	389	389	2 723	203	144	260	1 091	495	1 652	254	112
Other professional workers	1 644	1 074	11 474	40	57	104	574	244	1 024	216	79
Managers and administrators, except farm	730	377	9 777	120	163	702	2 951	1 051	2 571	527	266
Salaried	1 590	853	9 477	350	369	619	2 256	1 342	1 894	527	266
Retail trade	175	105	1 105	56	56	52	206	189	250	29	42
Other industries	293	169	9 779	41	72	90	468	337	411	112	77
Self-employed	660	309	5 215	161	119	254	966	422	695	155	77
Retail trade	240	143	835	77	80	101	366	214	333	169	61
Other industries	164	57	545	47	41	122	231	181	205	62	40
Sales workers	1 066	713	7 740	133	175	387	1 817	820	1 370	251	126
Retail trade	670	506	4 007	102	120	211	1 050	619	1 078	375	72
Clerical and kindred workers	316	207	3 753	31	49	176	767	231	501	176	50
Craftsmen, foremen, and kindred workers	3 233	1 653	20 724	309	479	1 038	3 403	2 164	2 836	1 102	264
Automobile mechanics, including body repairmen	434	118	1 009	78	18	152	242	346	332	152	74
Mechanics and repairmen, except automobile	540	243	1 358	52	71	20	514	366	491	359	141
Metal craftsmen, except mechanics	392	92	497	11	106	99	466	287	352	57	24
Construction craftsmen	1 502	416	2 937	263	265	573	1 042	641	793	572	272
Other craftsmen	1 688	729	4 128	293	266	432	1 371	1 170	1 154	395	214
Durable goods manufacturing	1 276	430	8 284	174	247	374	4 417	6 210	3 201	2 945	1 351
Nondurable goods manufacturing	3 537	1 737	2 411	721	584	598	2 480	3 450	1 852	1 932	238
Nonmanufacturing industries	3 413	1 584	2 575	183	155	305	970	751	734	230	195
Transport equipment operatives	845	604	2 879	182	120	305	1 970	1 644	1 098	419	216
Laborers, except farm	1 146	735	3 326	441	464	611	1 261	1 243	819	557	372
Construction laborers	275	223	728	99	59	134	200	149	217	103	103
Flight, stock, and messenger handlers	441	275	1 287	117	92	143	373	425	360	232	91
Other laborers, except farm	430	247	1 311	82	107	207	584	674	532	222	177
Farmers and farm managers	529	391	1 436	342	251	157	1 182	752	1 187	322	324
Farm laborers and farm foremen	382	458	1 190	165	157	139	672	545	1 019	237	70
Health service workers	356	208	2 140	308	432	476	3 131	1 403	1 866	503	318
Cleaning service workers	374	294	9 928	84	59	84	574	274	569	126	62
Food service workers	186	134	1 339	25	38	105	640	119	281	143	29
Health service workers	233	135	1 450	35	75	135	390	297	348	126	37
Personal service workers	172	128	952	43	43	253	118	175	203	90	65
Protective service workers	490	468	2 555	220	191	162	1 116	232	745	94	33
Private household workers	9 153	5 031	39 155	1 722	1 495	3 204	11 621	7 604	7 963	3 421	1 465
Professional, technical, and kindred workers	839	591	6 916	267	174	462	1 267	725	1 179	317	123
Nurses	101	139	954	47	25	65	312	46	230	51	11
Health workers, except nurses	14	20	540	7	27	91	17	70	15	4	1
Teachers, elementary and secondary schools	414	299	2 468	140	114	196	913	349	549	142	64
Technicians, except health	21	20	234	15	10	23	38	22	38	22	28
Other professional workers	263	113	1 113	65	65	179	441	271	301	86	44
Managers and administrators, except farm	213	115	1 121	85	103	814	212	212	212	77	77
Sales workers	428	232	2 490	62	133	155	706	344	486	178	47
Retail trade	239	239	2 102	56	59	126	585	316	455	159	37
Other than retail trade	82	38	388	6	34	27	121	27	30	19	10
Clerical and kindred workers	2 323	1 256	15 424	341	357	768	2 617	1 486	2 068	749	251
Bookkeepers	257	238	1 625	77	83	162	617	405	419	127	67
Secretaries, stenographers, and typists	1 601	309	6 625	52	122	356	748	442	622	272	125
Other clerical workers	461	607	8 174	212	162	434	1 322	837	1 017	433	109
Craftsmen, foremen, and kindred workers	134	92	1 624	34	37	117	358	203	177	68	28
Operatives, except transport	3 304	1 692	3 064	489	206	777	2 591	3 190	1 595	1 734	687
Durable goods manufacturing	325	168	1 433	28	43	246	429	480	126	280	15
Nondurable goods manufacturing	2 741	1 337	4 337	427	172	531	1 958	2 450	1 211	1 302	672
Nonmanufacturing industries	231	97	941	24	41	72	232	352	258	125	57
Transport equipment operatives	27	22	80	6	5	23	35	35	19	14	5
Laborers, except farm	184	88	206	6	27	38	414	303	54	64	33
Farmers and farm managers	65	9	72	5	7	39	103	61	60	64	11
Farm laborers and farm foremen	49	267	149	8	8	19	224	172	249	45	9
Service workers, except private household	859	517	5 320	169	255	534	1 710	774	1 130	399	157
Cleaning service workers	512	312	4 750	54	70	116	429	229	299	143	10
Food service workers	184	129	2 033	35	50	90	292	379	373	163	14
Health service workers	312	92	1 013	25	34	90	556	497	579	5	47
Personal service workers	212	85	1 004	33	57	112	239	209	183	69	25
Protective service workers	4	3	37	—	—	—	—	—	—	—	4
Private household workers	490	460	2 474	214	171	162	1 089	216	754	94	33
Male employed, 14 and 15 years old	169	52	372	36	6	51	6	169	107	48	28
White collar workers	3	18	154	10	6	6	6	10	35	10	6
Blue collar workers	60	24	111	26	8	41	72	29	34	20	15
Farm workers	27	—	38	—	—	—	12	37	23	18	6
Service workers, including private household	19	10	69	—	—	10	29	37	15	—	—
Female employed, 14 and 15 years old	47	3	224	6	6	23	45	41	33	31	10
White collar workers	5	3	70	6	6	14	7	6	11	7	5
Blue collar workers	26	34	14	—	—	7	15	19	9	6	5
Farm workers	—	—	—	—	—	—	—	—	—	—	—
Service workers, except private household	18	23	133	—	—	4	—	3	4	—	—
Private household workers	4	4	46	—	—	11	—	11	5	—	—
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings^a											
Professional, managerial, and kindred workers	\$ 8 841	\$ 4 967	\$ 4 627	\$ 3 719	\$ 6 050	\$ 4 657	\$ 4 935	\$ 4 943	\$ 4 972	\$ 5 373	\$ 4 293
Craftsmen, foremen, and kindred workers	6 377	8 653	10 233	6 254	8 007	7 155	8 157	8 025	8 055	6 231	6 111
Operatives, including transport	5 292	5 215	6 279	4 644	6 584	5 973	5 545	5 545	5 703	6 035	4 620
Laborers, except farm	4 400	4 343	5 075	3 975	4 013	4 436	4 436	4 316	4 579	5 472	4 245
Farmers and farm managers	3 410	3 233	2 940	2 435	3 130	2 733	2 964	3 377	3 190	4 068	3 127
Farm laborers, except farm	4 725	7 031	7 607	2 744	7 031	2 244	2 943	4 302	2 869	3 441	1 666
Private household workers	2 211	1 935	1 627	2 066	—	—	1 934	3 041	1 498	2 375	581
Female, 16 years old and over with earnings^a											
Clerical and kindred workers	\$ 3 431	\$ 3 016	\$ 3 627	\$ 3 130	\$ 2 379	\$ 3 178	\$ 3 057	\$ 3 458	\$ 2 784	\$ 2 599	\$ 2 600
Operatives, including transport	3 621	3 637	4 222	3 240	3 550	3 240	3 571	3 748	3 858	3 629	3 329
Service workers, including transport	3 409	3 031	3 324	3 220	1 920	3 297	3 297	3 498	3 559	3 762	3 253

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.]

Counties With 400 or More Negro Population		Alamance	Alexander	Anson	Beaufort	Bertie	Bladen	Brunswick	Buncombe	Burke	Cobarrus	Caldwell
OCCUPATION												
Total employed, 16 years old and over		7 100	674	3 102	3 381	2 536	2 713	1 750	4 823	1 607	4 759	1 291
Professional, technical, and kindred workers		344	25	184	173	196	134	121	468	66	175	17
Health workers		58	—	18	—	—	9	9	127	10	40	—
Teachers, elementary and secondary school		159	21	124	103	150	83	90	130	32	92	—
Technicians, except health		10	—	—	26	—	5	—	20	—	—	—
Other professional workers		117	4	42	30	46	22	22	171	24	33	—
Managers and administrators, except farm		123	5	41	57	76	39	26	91	18	78	12
Shoiled		84	—	14	—	—	3	—	67	17	9	4
Self-employed		84	5	27	21	37	30	—	15	—	49	12
Sales workers		48	9	12	22	30	24	10	57	21	14	7
Retail trade		39	4	—	22	20	6	5	67	17	9	4
Clerical and kindred workers		402	33	123	108	85	72	88	359	73	35	56
Craftsmen, foremen, and kindred workers		530	64	196	363	204	265	235	275	118	312	124
Mechanics and repairmen		130	30	26	85	41	41	53	102	15	97	21
Construction tradesmen		185	4	85	157	68	174	150	71	8	114	25
Operatives, except transport		2 899	323	1 039	769	705	705	332	743	596	2 011	502
Durable goods manufacturing		200	193	196	140	284	265	63	154	311	47	347
Nondurable goods manufacturing		2 698	198	865	357	295	203	170	407	271	1 707	118
Nonmanufacturing operatives		321	32	87	292	126	99	162	99	162	257	37
Transport equipment operatives		2 98	27	171	156	102	142	64	177	33	259	55
Laborers, except farm		693	56	466	427	263	478	400	392	113	474	62
Construction laborers		131	44	—	103	17	95	54	73	21	57	—
Farmers and farm managers		124	6	14	7	103	127	32	4	—	9	4
Farm laborers, except farm		114	21	198	359	250	223	76	17	12	26	21
Service workers, except private household		1 010	61	257	469	197	263	228	1 403	400	719	231
Cleaning and food service workers		840	55	192	356	123	155	108	558	231	358	123
Health service workers		42	—	36	94	27	35	11	221	63	93	33
Personal service workers		34	6	11	13	22	20	30	133	56	50	22
Protective service workers		—	—	—	—	16	5	55	4	15	15	16
Private household workers		725	44	349	360	250	241	138	827	149	298	169
Female employed, 16 years old and over		3 282	311	1 339	1 473	953	560	617	3 494	761	3 221	708
Professional, technical, and kindred workers		131	15	140	105	124	63	244	127	37	127	17
Health workers		43	—	10	5	—	—	—	—	—	—	—
Teachers, elementary and secondary school		106	15	113	85	107	46	64	60	27	82	10
Managers and administrators, except farm		46	5	—	12	19	14	—	10	8	10	—
Sales workers		34	—	7	10	15	6	—	69	40	—	—
Retail trade		31	—	—	10	15	5	—	57	10	3	4
Clerical and kindred workers		202	12	73	63	53	42	57	242	34	180	21
Secretaries, stenographers, and typists		37	6	7	7	13	—	—	48	19	49	9
Craftsmen, foremen, and kindred workers		25	11	23	19	8	23	—	47	16	31	26
Operatives, except transport		1 550	170	571	466	299	317	162	447	280	1 224	268
Manufacturing		1 368	160	538	260	242	254	118	357	260	1 076	260
Nonmanufacturing operatives		182	10	23	166	57	63	44	90	15	145	8
Transport equipment operatives		6	—	—	6	9	—	—	12	—	6	—
Laborers, except farm		65	4	—	42	21	22	—	54	8	9	26
Farm workers		26	10	36	115	20	62	19	10	8	73	14
Service workers, except private household		441	44	160	299	140	183	152	207	207	320	120
Cleaning and food service workers		327	38	72	151	89	94	107	304	85	240	93
Health service workers		34	24	—	85	27	24	6	134	69	49	21
Personal service workers		19	6	—	19	20	34	19	34	19	17	10
Private household workers		698	44	316	364	250	229	138	816	144	274	169
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS												
Male, 16 years old and over with earnings		\$4 644	\$3 685	\$3 440	\$2 895	\$3 224	\$2 876	\$4 468	\$3 705	\$4 195	\$3 992	\$4 421
Professional, managerial, and kindred workers		5 475	—	2 227	3 716	3 357	3 295	6 083	—	5 243	—	2 327
Craftsmen, foremen, and kindred workers		4 420	—	4 207	3 474	3 494	4 762	3 721	4 938	4 650	4 482	4 556
Operatives, including transport		4 317	3 764	3 724	3 451	3 439	5 131	4 210	2 539	4 420	—	—
Laborers, except farm		3 543	—	3 638	2 591	3 007	2 294	4 735	2 991	3 670	3 128	—
Farmers and farm managers		1 928	—	1 355	1 333	1 929	2 269	—	—	—	—	—
Farm laborers, except unpaid, and farm foremen		—	—	—	1 303	1 620	1 637	—	—	—	—	—
Female, 16 years old and over with earnings		\$2 430	\$2 792	\$2 244	\$1 600	\$3 026	\$1 449	\$1 645	\$2 297	\$3 009	\$2 899	\$3 514
Clerical and kindred workers		3 326	—	—	2 183	2 112	2 500	2 405	2 872	1 950	—	—
Operatives, including transport		3 327	3 155	2 724	2 183	2 112	2 500	2 405	3 037	3 254	3 305	3 426
INDUSTRY												
Total employed, 16 years old and over		7 100	674	3 102	3 381	2 536	2 713	1 750	4 823	1 607	4 759	1 291
Agriculture, forestry, and fisheries		252	27	237	482	2 403	425	1 293	47	23	54	28
Mining		16	6	59	73	—	—	—	6	—	—	—
Construction		407	16	147	218	111	230	92	194	25	174	30
Manufacturing		4 876	457	1 524	812	822	797	626	638	2 638	642	637
Furniture and lumber and wood products		204	139	307	218	327	317	55	11	379	30	568
Metal industries		52	15	65	—	24	34	69	44	—	33	—
Machinery, including electrical		191	33	25	68	103	53	174	—	—	—	—
Transportation equipment		13	—	—	68	20	7	10	16	—	—	—
Other durable goods		103	55	34	59	126	8	134	37	15	61	—
Food and kindred products		41	51	195	70	72	31	35	32	44	150	39
Textiles and fabricated textile products		2 650	150	770	345	246	373	246	302	23	2	61
Printing, publishing, and allied industries		5	—	8	—	—	—	—	22	4	3	—
Other nondurable goods (including not specified manufacturing industries)		243	41	127	53	65	215	177	183	57	112	44
Trucking service and warehousing		105	21	7	12	18	30	28	61	6	83	4
Other transportation		29	9	46	37	20	32	251	6	6	6	5
Communications, utilities, and sanitary services		125	5	—	49	15	5	14	109	18	78	49
Wholesale trade		127	—	103	225	47	134	42	125	23	76	25
Retail trade		134	—	103	225	47	134	42	125	23	76	25
Eating and drinking places		137	6	26	64	20	29	40	155	8	18	—
Other retail trade		345	36	81	265	127	116	70	294	49	182	50
Finance, insurance, and real estate		73	—	5	19	16	16	16	19	152	3	3
Business and repair services		73	26	4	40	17	6	6	62	18	48	5
Private households		603	44	351	342	234	238	140	603	160	291	178
Other personal services		147	20	40	79	79	—	51	16	233	23	28
Entertainment and recreation services		43	—	—	25	13	—	5	121	16	—	—
Hotels		132	6	34	92	51	59	37	432	144	170	40
Educational and kindred services		444	46	216	230	263	196	209	351	103	399	99
Other governmental and service sectors		134	18	127	113	113	113	216	52	82	87	27
Public administration		56	5	23	15	39	41	67	153	25	43	76

Includes allocated cases, not shown separately.

Includes protective service workers and associated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties With 400 or More Negro Population	Camden	Carroll	Casswell	Catawba	Chatham	Chowan	Cleveland	Columbus	Craven	Cumberland	Currituck
	OCCUPATION										
Total employed, 16 years old and over	470	1 155	3 099	3 314	3 732	1 418	3 958	3 849	4 017	10 990	487
Professional, technical, and kindred workers	17	42	106	128	117	—	173	225	1 192	330	—
Health workers	—	3	16	13	11	—	14	13	28	154	—
Teachers, elementary and secondary schools	13	50	71	83	103	72	101	139	163	744	—
Technicians, except health	—	—	4	11	3	—	—	16	16	16	—
Other professional workers	4	9	15	29	26	45	45	73	103	268	—
Managers and administrators, except farm	—	8	21	28	43	24	40	62	101	269	12
Salaried	—	11	17	15	26	10	29	28	63	260	7
Self-employed	—	4	4	14	17	11	11	11	38	58	—
Sales workers	11	29	16	20	14	13	26	41	65	281	7
Retail trade	—	9	13	11	14	13	21	36	49	212	7
Clerical and kindred workers	26	48	113	154	156	54	126	116	278	919	4
Craftsmen, foremen, and kindred workers	29	177	143	321	370	187	455	362	436	1 102	81
Mechanics and repairmen	5	41	62	85	82	34	83	63	99	276	15
Construction craftsmen	9	85	30	110	118	77	117	117	167	395	36
Operatives, except transport	41	212	1 243	1 276	1 292	293	1 937	1 640	574	1 716	27
Durable goods manufacturing	—	41	435	470	500	74	1 420	1 140	326	1 140	10
Non-durable goods manufacturing	—	67	1 141	1 092	754	175	1 341	321	224	723	5
Nonmanufacturing industries	19	104	29	169	143	44	248	159	210	567	12
Transport equipment operatives	—	63	104	75	230	46	250	318	324	631	32
Laborers, except farm	65	142	358	321	587	—	214	625	590	995	72
Construction laborers	14	24	70	55	18	38	158	102	140	1 177	14
Farmers and farm managers	25	23	183	111	40	42	243	142	167	67	—
Farm laborers and farm foremen	—	—	1	6	—	—	151	742	102	241	—
Service workers, except private household	18	239	368	525	479	192	845	500	537	2 413	77
Cleaning and food service workers	14	168	227	353	370	111	560	337	418	1 623	63
Health service workers	—	10	40	5	5	—	125	19	49	268	3
Personal service workers	—	9	15	47	37	41	34	22	47	244	5
Protective service workers	—	10	8	20	4	—	42	26	5	62	6
Private household workers	70	210	227	340	337	155	598	362	460	1 163	90
Female employed, 16 years old and over	153	513	1 326	1 592	1 445	497	2 212	1 509	1 768	5 233	181
Professional, technical, and kindred workers	13	42	3	87	91	76	135	113	213	820	8
Health workers	—	3	16	4	4	—	14	13	23	116	—
Teachers, elementary and secondary schools	13	33	48	60	75	55	98	99	144	563	8
Managers and administrators, except farm	—	7	—	—	27	6	20	11	39	47	5
Sales workers	—	5	—	—	—	—	—	—	—	—	—
Retail trade	—	9	13	13	4	—	13	6	29	148	7
Clerical and kindred workers	11	34	54	80	67	11	59	6	197	611	3
Secretaries, stenographers, and typists	—	5	—	—	—	—	—	—	—	—	—
Craftsmen, foremen, and kindred workers	5	4	4	74	47	33	17	5	31	63	—
Operatives, except transport	10	100	542	425	716	62	989	290	288	873	73
Manufacturers	—	45	343	699	619	67	839	254	172	526	10
Nonmanufacturing industries	5	35	19	46	9	15	150	54	116	344	10
Transport equipment operatives	—	4	6	8	7	—	46	5	9	33	6
Laborers, except farm	11	2	49	18	71	16	46	5	95	45	—
Farm workers	—	2	—	—	22	26	12	307	66	27	—
Service workers, except private household	14	101	200	266	276	95	399	279	333	1 431	56
Cleaning and food service workers	—	10	182	213	203	—	223	242	239	819	51
Health service workers	—	4	10	32	45	5	99	5	40	40	—
Personal service workers	—	9	6	24	19	19	19	33	33	161	—
Private household workers	70	205	227	332	331	155	591	362	460	1 161	82
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with corollary	\$3 725	\$3 674	\$3 837	\$4 374	\$3 581	\$3 442	\$4 058	\$2 812	\$3 891	\$2 752	\$3 103
Professional, managerial, and kindred workers	—	—	—	—	—	—	—	6 429	5 263	6 993	—
Craftsmen, foremen, and kindred workers	—	3 625	4 589	4 713	4 443	4 036	4 481	3 871	4 263	4 155	—
Operatives, including transport	—	3 200	4 548	4 675	3 723	3 745	4 231	3 295	4 273	3 684	—
Laborers, except farm	—	3 625	3 497	3 976	3 051	3 317	3 607	3 359	3 656	3 326	—
Farmers and farm managers	—	—	3 471	—	—	—	—	1 284	2 109	—	—
Farm laborers, except unpaid, and farm foremen	—	—	2 033	—	—	—	—	1 122	1 542	1 613	—
Female, 16 years old and over with corollary	\$1 230	\$1 651	\$2 454	\$2 916	\$2 627	\$1 425	\$2 356	\$1 422	\$1 875	\$2 155	\$244
Clerical and kindred workers	—	—	—	—	—	—	—	—	2 647	—	—
Operatives, including transport	—	2 405	3 420	3 368	3 068	—	3 260	2 479	2 744	2 476	—
INDUSTRY											
Total employed, 16 years old and over	470	1 153	3 099	3 314	3 732	1 418	5 250	3 849	4 017	10 940	487
Agriculture, forestry, and fisheries	102	105	472	4	170	181	175	1 013	319	330	75
Construction	29	83	103	116	134	106	244	347	489	55	—
Manufacturing	96	197	1 619	1 753	1 838	446	2 412	2 081	843	1 757	39
Furniture and lumber and wood products	—	—	426	52	—	—	227	227	249	43	—
Metal industries	6	8	12	57	—	—	44	48	—	—	—
Machinery, including electrical	—	—	22	43	65	9	—	22	62	180	—
Transportation equipment	20	37	—	—	—	—	15	7	117	15	—
Other durable goods	5	18	35	38	133	43	294	30	74	119	—
Food and kindred products	—	24	26	82	40	48	74	58	58	167	—
Textiles and fabricated textile products	—	62	1 318	668	502	178	1 450	314	144	676	—
Presting, publishing, and allied industries	—	—	—	—	—	—	—	—	—	—	—
Other non-durable goods (including not specified manufacturing industries)	3	—	204	155	79	24	308	267	135	375	8
Trucking, warehousing, and wholesaling	13	33	63	52	63	11	108	15	33	219	12
Other transportation	35	19	17	35	22	11	47	51	54	125	14
Communications, utilities, and sanitary services	—	—	23	39	75	—	70	49	110	265	7
Wholesale trade	8	54	11	39	146	58	104	94	109	229	5
Food, drinkery, and dairy stores	35	9	14	33	27	40	33	31	274	234	—
Fabric and drapery stores	—	27	26	112	113	27	—	68	98	133	24
Other retail trade	28	47	59	133	111	67	197	159	267	1 038	28
Finance, insurance, and real estate	15	31	—	36	4	4	10	36	40	157	10
Business and repair services	—	29	5	21	21	26	42	40	40	253	—
Private households	32	204	211	333	340	127	547	385	395	1 078	73
Other personal services	9	55	72	110	80	82	257	114	132	856	55
Entertainment and recreation services	—	—	—	4	2	—	22	2	12	107	—
Hospitals	3	20	51	113	148	11	183	62	105	455	13
Educational and kindred services	24	113	191	173	321	139	263	545	377	1 549	23
Other professional and related services	12	75	65	56	34	34	137	83	116	547	21
Public administration	4	23	32	46	61	67	67	58	407	539	19

Includes allocated cases, not shown separately.

Includes protective service workers and allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text)

Counties With 400 or More Negro Population

	Dare	Davidson	Davie	Duplin	Durham	Edgecombe	Forsyth	Franklin	Gaston	Gates	Groville
OCCUPATION											
Total employed, 16 years old and over	165	4 633	782	3 951	15 777	7 315	16 424	3 281	7 432	1 288	4 507
Professionals, technical, and kindred workers	3	108	22	196	1 875	543	1 624	1 012	268	31	500
Health workers	-	14	4	22	520	28	260	5	174	-	57
Teachers, elementary and secondary schools	3	60	18	142	530	390	832	62	174	21	162
Technicians, except health	-	-	-	-	99	-	42	-	20	-	10
Other professional workers	-	34	-	32	737	125	490	30	56	5	51
Managers and administrators, except farm	17	8	-	65	303	129	396	33	64	5	56
Self-employed	10	8	-	32	288	67	300	49	43	5	56
Sales workers	-	21	7	40	95	62	86	14	15	-	13
Retail trade	-	4	7	20	387	108	265	49	96	9	52
Clerical and kindred workers	-	155	33	155	271	86	155	39	54	9	40
Craftsmen, foremen, and kindred workers	28	324	111	333	1 243	503	1 117	99	408	15	189
Mechanics and repairmen	-	56	17	102	219	122	220	25	72	36	71
Construction craftsmen	28	17	63	119	152	152	348	110	137	59	162
Operators, except transport	14	1 743	229	865	2 034	1 677	4 506	1 033	2 596	310	954
Durable goods manufacturing	-	1 177	53	41	343	429	884	376	339	151	301
Non-durable goods manufacturing	-	452	156	692	931	921	2 876	469	2 041	126	550
Nonmanufacturing industries	14	114	20	132	780	327	770	185	236	23	153
Transport equipment operators	6	173	22	643	297	333	692	145	41	131	162
Lebaners, except farm	30	530	92	421	1 185	637	1 580	346	752	249	364
Construction laborers	-	73	32	100	363	161	236	72	113	41	65
Farmers and farm managers	-	-	-	36	79	79	26	26	42	42	43
Form laborers and farm foremen	-	10	19	604	226	1 078	85	322	98	123	313
Service workers, except private households	65	597	104	386	4 291	830	2 258	422	1 522	91	831
Cleaning and food service workers	59	359	81	227	2 244	563	2 230	283	1 135	61	431
Health service workers	-	39	11	46	113	61	468	73	116	11	24
Personal service workers	4	20	12	78	279	119	313	21	50	10	126
Protective service workers	-	36	-	7	137	12	71	-	12	21	24
Private household workers	2	338	99	359	1 314	985	1 160	295	821	175	430
Female employed, 16 years old and over											
Professional, technical, and kindred workers	73	1 762	315	1 567	8 025	3 168	7 977	1 253	3 629	376	1 741
Health workers	3	74	17	143	1 154	372	1 172	64	174	16	214
Teachers, elementary and secondary schools	3	49	13	109	332	116	199	9	36	16	150
Managers and administrators, except farm	7	-	-	27	90	50	85	11	16	-	14
Sales workers	-	4	-	9	170	134	148	59	41	9	5
Retail trade	-	-	-	9	136	71	98	9	41	9	5
Clerical and kindred workers	-	48	26	48	1 830	170	1 191	40	219	11	69
Secretaries, stenographers, and typists	-	14	15	16	513	43	325	16	58	-	27
Craftsmen, foremen, and kindred workers	-	86	4	82	1 192	192	1 192	17	31	4	27
Operators, except transport	4	527	79	519	925	852	1 977	502	1 411	61	431
Manufacturing	-	256	79	490	570	705	1 461	464	4 267	40	420
Nonmanufacturing industries	4	70	20	49	325	147	516	76	128	15	11
Transport equipment operators	-	65	9	24	71	13	25	23	25	6	31
Lebaners, except farm	-	5	14	188	82	193	28	40	26	12	9
Service workers, except private households	57	301	47	220	2 642	426	1 228	204	829	59	449
Cleaning and food service workers	51	208	29	121	2 063	263	1 272	123	579	22	278
Health service workers	-	12	11	28	866	54	405	34	96	11	156
Personal service workers	4	5	7	27	220	64	171	12	58	10	65
Private household workers	2	332	99	359	1 255	954	1 117	292	797	175	402
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with workdays											
Professional, managerial, and kindred workers	\$3 261	\$3 942	\$3 416	\$2 897	\$4 100	\$3 023	\$4 903	\$2 891	\$4 108	\$3 498	\$3 228
Health workers	...	...	...	...	6 825	6 358	...	...	...	...	6 505
Craftsmen, foremen, and kindred workers	...	4 185	3 664	3 664	4 599	3 970	5 030	3 231	4 872	3 610	3 416
Operators, including transport	...	4 155	3 671	3 214	3 725	3 548	3 293	3 293	4 352	3 753	3 648
Lebaners, except farm	...	3 315	...	3 580	6 027	4 185	...	...	3 770	3 373	3 646
Farmers and farm managers	...	...	...	2 018	...	1 468	...	2 332	...	...	1 716
Form laborers, except unpaid, and farm foremen	...	...	...	1 399	2 250	1 274	...	1 507	...	1 321	1 259
Female, 16 years old and over with workdays											
Clerical and kindred workers	...	\$2 797	\$1 813	\$1 767	\$2 817	\$1 674	\$2 825	\$1 773	\$2 318	\$1 317	\$2 072
Operators, including transport	...	...	3 261	2 530	2 927	2 468	3 480	2 279	3 475	1 530	2 635
INDUSTRY											
Total employed, 16 years old and over	165	4 603	782	3 951	15 777	7 395	16 424	3 281	7 432	1 288	4 507
Agriculture, forestry, and fisheries	-	26	55	93	388	1 325	152	539	123	165	625
Mining	-	-	5	7	24	-	-	-	-	-	18
Construction	28	146	91	262	1 105	299	717	155	281	8A	253
Manufacturing	6	2 524	353	1 142	2 606	6 049	6 049	1 284	3 814	523	1 349
Furniture and lumber and wood products	6	1 508	66	1 102	2 424	1 252	2 974	614	2 184	85	259
Metal industries	-	8	-	25	68	68	312	4	4	4	15
Machinery, including electrical	-	60	56	14	342	116	581	13	272	2	317
Transportation equipment	-	8	-	7	27	27	27	-	83	-	47
Other durable goods	6	269	17	13	383	369	210	72	125	16	143
Food and kindred products	-	49	7	535	196	83	202	68	111	107	84
Textiles and fabricated textile products	-	482	164	418	414	903	874	482	2 535	48	567
Printing, publishing, and allied industries	-	-	-	29	29	-	-	-	22	-	-
Other non-durable goods (including net specified manufacturing industries)	-	116	31	162	1 062	316	3 443	91	472	15	142
Trucking service and warehousing	-	56	-	28	1 082	23	2 223	37	140	28	40
Other transportation	-	21	-	37	109	151	206	6	20	9	9
Communications, utilities, and sanitary services	-	87	22	72	434	218	270	37	150	37	4
Wholesale trade	-	57	19	120	321	189	348	143	163	40	5
Retail trade	-	6	2	13	142	72	236	44	115	14	24
Food, liquor, and drug stores	-	-	-	-	56	272	236	44	44	4	4
Eating and drinking places	44	27	20	50	133	44	219	15	44	4	41
Other retail trade	20	122	17	124	816	348	475	123	312	57	154
Finance, insurance, and real estate	-	9	11	10	573	81	488	92	92	19	27
Business and repair services	-	9	11	37	816	41	219	27	21	68	17
Private households	-	2 305	59	347	1 231	917	1 146	99	794	174	426
Other personal services	29	167	23	121	317	773	511	113	365	79	124
Entertainment and recreation	-	-	-	-	37	143	4	4	50	-	11
Hospitals	-	85	13	57	2 320	112	980	48	624	9	419
Educational and kindred services	9	159	31	233	2 456	705	1 934	242	165	76	426
Other professional and related services	135	3	3	148	409	90	379	36	16	14	197
Public administration	27	-	-	3	148	409	90	379	36	14	45

Includes allocated cases, not shown separately.

Includes protective service workers and allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties With 400 or More Negro Population

	Greene	Gulfport	Holifax	Horne#1	Haywood	Henderson	Hertford	Nake	Hyde	Iredell	Jackson
OCCUPATION											
Total employed, 16 years old and over											
Professional, technical, and kindred workers	2 031	35 182	6 258	3 520	266	679	3 672	2 112	599	4 821	207
Health workers	58	7 299	294	97	1	14	274	71	44	145	23
Teachers, elementary and secondary schools	39	6 049	236	46	—	6	150	26	33	59	11
Technicians, except health	5	1 111	11	—	—	—	30	10	—	17	—
Other professional workers	1	1 118	40	36	—	1	63	30	—	118	—
Managers and administrators, except farm	9	5 542	40	41	—	5	1 039	31	—	44	—
Skilled	6	4 72	60	36	—	—	46	6	27	16	—
Semi-employed	6	30	32	—	—	—	3	25	17	4	—
Sales workers	10	420	49	—	—	16	13	15	—	—	—
Retail trade	6	2 47	45	42	—	11	23	15	—	25	—
Clerical and kindred workers	43	2 739	212	110	22	21	68	67	24	246	4
Craftsmen, foremen, and kindred workers	12	2 253	437	359	19	25	500	165	58	404	5
Mechanics and repairmen	21	297	105	74	10	20	122	71	22	50	—
Construction craftsmen	62	704	195	200	—	—	223	37	22	115	5
Operatives, except transport	322	6 520	1 153	979	73	115	837	643	117	1 969	10
Durable goods manufacturing	1 703	4 143	723	243	30	43	463	44	119	502	30
Non-durable goods manufacturing	344	2 277	521	546	51	72	217	438	117	1 242	6
Transport equipment	36	1 230	284	190	15	21	157	111	18	225	—
Laborers, except farm	105	1 250	304	133	17	55	239	58	49	274	4
Construction laborers	143	2 434	909	499	24	5	422	238	42	514	8
Farmers and farm managers	65	347	268	145	—	—	28	34	—	—	—
Farm laborers and farm foremen	275	96	409	61	—	6	138	27	14	32	—
Service workers, except private household	133	4 059	620	260	168	40	216	167	67	118	—
Cleaning and food service workers	96	2 672	515	413	34	13	375	394	62	418	11
Health service workers	14	414	62	41	—	17	85	51	—	29	10
Personal service workers	11	355	60	6	—	3	56	—	—	88	—
Protective service workers	—	141	26	—	—	—	14	11	—	—	—
Private household workers	161	2 235	845	428	64	164	361	214	30	442	57
Female employed, 16 years old and over											
Professional, technical, and kindred workers	176	12 031	2 231	1 457	119	331	1 324	919	244	2 815	100
Health workers	48	1 452	210	77	7	6	224	39	32	62	11
Teachers, elementary and secondary schools	9	241	7	10	—	—	19	5	—	17	—
Managers and administrators, except farm	24	857	34	—	—	6	169	20	17	9	—
Skilled	3	1 627	22	22	—	—	36	6	—	21	—
Sales workers	6	250	26	28	—	—	24	4	—	21	—
Retail trade	6	171	—	—	—	—	17	4	—	—	—
Clerical and kindred workers	23	1 755	141	85	11	16	62	46	24	74	—
Secretaries, stenographers, and typists	8	424	21	23	—	—	8	—	12	11	—
Craftsmen, foremen, and kindred workers	20	242	—	—	—	—	27	8	—	39	—
Operatives, except transport	176	3 478	593	493	27	40	274	341	87	1 113	6
Manufacturing	159	2 839	313	313	27	32	227	258	75	1 022	6
Nonmanufacturing industries	17	610	80	106	—	8	47	73	12	91	—
Transport equipment	2	15	—	—	—	—	12	—	—	—	—
Laborers, except farm	232	1 923	54	—	—	12	147	12	5	98	—
Farm workers	53	170	75	—	—	—	17	17	—	40	—
Service workers, except private household	76	2 253	403	261	16	81	262	234	31	310	45
Cleaning and food service workers	51	1 443	307	200	10	65	135	165	31	219	10
Health service workers	2	352	35	28	—	8	76	32	—	19	35
Personal service workers	5	239	42	19	—	6	41	—	—	68	—
Private household workers	161	2 165	832	423	64	160	349	205	30	429	57
MEDIAN EARNINGS IN 1970 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings¹											
Professional, managerial, and kindred workers	\$ 1 891	\$4 626	\$3 053	\$3 311	\$5 130	\$3 709	\$3 426	\$3 371	\$2 735	\$3 805	...
Craftsmen, foremen, and kindred workers	...	5 151	4 235	3 282	...	...	4 550	4 055	...	4 258	...
Operatives, including transport	3 350	4 610	3 677	3 554	...	4 005	3 677	4 035	...	4 252	...
Laborers, except farm	2 352	3 995	2 125	3 157	...	...	2 742	3 315	...	3 162	...
Farmers and farm managers	826	...	...	...	...	...	2 700	...	...	...	...
Farm laborers, except unpaid, and farm foremen	1 079	2 417	1 448	1 479	...	...	1 524	1 739	...	...	...
Female, 16 years old and over with earnings¹											
Clerical and kindred workers	\$915	\$2 747	\$1 203	\$1 590	\$1 655	\$2 002	\$1 839	\$2 145	\$1 401	\$2 527	\$3 722
Operatives, including transport	1 759	3 344	2 174	2 709	...	...	2 442	3 077	1 270	3 087	...
INDUSTRY											
Total employed, 16 years old and over											
Agriculture, forestry, and fisheries	2 021	25 187	6 258	2 520	266	679	3 672	2 112	599	4 821	207
Mining	951	377	1 266	318	—	33	374	215	131	147	—
Construction	183	1 410	54	355	—	—	12	104	75	263	9
Manufacturing	376	6 352	1 568	1 218	104	148	1 314	854	189	2 611	6
Furniture and lumber and wood products	43	1 281	433	147	—	—	552	31	80	316	—
Metals industries	19	513	12	—	—	—	28	—	—	147	—
Machinery, including electrical	19	402	—	—	—	18	56	15	12	86	—
Transportation equipment	—	63	10	24	—	—	221	—	—	—	—
Other durable goods	—	658	73	176	—	15	49	56	—	307	—
Food and kindred products	—	503	39	—	—	3	167	82	—	137	—
Textiles and fabricated textile products	224	3 157	754	635	14	54	154	466	—	407	6
Printing, publishing, and allied industries	—	152	—	4	—	—	—	16	—	—	—
Other nondurable goods (including not specified manufacturing industries)	90	1 462	243	81	80	28	142	78	15	207	—
Trading service and warehousing	15	405	53	2	—	17	35	—	—	51	—
Other transportation	11	243	74	17	—	3	30	—	—	29	—
Communications, utilities, and security services	23	553	116	53	10	4	81	10	—	115	—
Wholesale trade	29	915	145	103	—	23	97	24	23	51	—
Food, bakery, and dairy stores	—	353	112	49	—	9	46	48	10	78	—
Furniture and sporting goods	—	542	165	51	—	5	64	12	17	103	—
Other retail trade	64	1 714	315	199	—	8	814	157	35	268	—
Finance, insurance, and real estate	—	292	—	—	—	3	30	17	—	40	—
Private and repair services	—	290	—	30	—	3	3	23	—	44	—
Public household	162	2 079	756	427	74	179	383	207	30	57	57
Other personal services	20	1 308	231	162	12	54	133	135	5	204	—
Entertainment and recreation services	—	220	13	16	—	—	7	—	—	33	—
Hotels	—	683	37	57	—	14	127	113	9	65	29
Educational and kindred services	104	3 127	492	242	5	31	360	158	58	245	—
Other professional and related services	21	1 233	144	138	11	33	99	100	49	10	—
Public administration	12	797	85	84	11	—	34	67	14	31	—

¹Includes allocated cases, not shown separately.

²Includes protective service workers and allocated cases, not shown separately.

³Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

(Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.)

Counties With 400 or More Negro Population

	Johnston	Jones	Lee	Lenoir	Lincoln	McDowell	Martin	Mecklenburg	Montgomery	Moore	Nash
OCCUPATION											
Total employed, 16 years old and over.....	4 101	1 160	3 361	6 200	1 274	680	3 203	32 221	1 573	3 144	5 900
Professional, technical, and kindred workers.....	224	112	456	4	12	27	276	2 307	82	164	219
Health workers.....	21	12	4	4	4	—	17	321	4	18	17
Teachers, elementary and secondary schools.....	157	83	56	289	—	—	4	1 055	75	40	8
Technicians, except health.....	14	17	10	250	6	—	—	105	—	—	—
Other professional workers.....	23	11	40	83	—	—	—	25	61	3	3
Managers and administrators, except farm.....	28	4	31	67	—	—	—	35	46	29	74
Salaried.....	7	7	9	17	—	—	—	7	135	11	19
Self employed.....	35	13	9	98	5	—	—	10	50	39	70
Sales workers.....	26	4	9	89	5	10	10	30	410	22	301
Retail trade.....	30	6	87	209	73	26	99	3 677	33	103	46
Clerical and kindred workers.....	143	63	203	545	127	74	214	3 183	153	190	579
Craftsmen, foremen, and kindred workers.....	90	246	22	102	31	50	68	579	36	35	135
Mechanics and repairmen.....	214	68	90	207	27	70	50	1 000	1 065	41	271
Construction craftsmen.....	725	154	740	1 170	616	213	47	764	5 978	654	673
Operatives, except transport.....	263	25	107	109	87	47	106	845	131	153	211
Durable goods manufacturing.....	157	25	107	109	87	47	106	845	131	153	211
Non-durable goods manufacturing.....	305	61	268	811	455	158	503	2 927	439	91	810
Manufacturing industries.....	253	48	145	250	74	8	155	2 156	64	84	279
Transport equipment operatives.....	170	51	151	294	29	59	135	2 338	64	134	287
Operatives, except farm.....	212	25	18	274	7	38	256	3 370	148	330	679
Laborers, except farm.....	221	64	16	104	11	169	3	599	12	26	160
Construction laborers and farm managers.....	473	195	40	854	36	4	3	149	39	10	34
Form laborers and farm foremen.....	221	64	16	104	11	169	3	599	12	26	160
Farm laborers and farm foremen.....	578	114	455	909	143	138	401	6 599	148	271	658
Service workers, except private household.....	358	66	243	578	101	95	278	4 431	112	518	497
Cleaning and food service workers.....	58	29	33	96	9	6	43	876	13	77	52
Health service workers.....	69	6	—	—	—	—	54	634	4	102	50
Personal service workers.....	20	3	7	35	15	15	—	121	—	—	74
Protective service workers.....	449	61	193	751	101	90	310	3 368	113	514	563
Private household workers.....	448	61	193	751	101	90	310	3 368	113	514	563
Female employed, 16 years old and over.....											
Professional, technical, and kindred workers.....	1 659	438	1 661	2 734	612	379	1 292	15 169	595	1 320	2 284
Health workers.....	453	76	56	318	13	20	1 487	52	167	152	159
Teachers, elementary and secondary schools.....	21	9	4	36	7	—	25	17	—	—	—
Technicians, except health.....	116	4	42	221	4	—	4	127	62	48	108
Other professional workers.....	15	4	6	22	—	—	5	158	5	25	26
Managers and administrators, except farm.....	26	—	9	65	5	—	2	32	—	—	42
Sales workers.....	26	—	9	65	5	—	2	32	—	—	29
Retail trade.....	65	50	37	189	—	22	55	2 058	18	—	73
Clerical and kindred workers.....	61	15	15	55	—	10	6	450	—	10	46
Secretaries, stenographers, and typists.....	31	26	15	73	—	5	5	308	—	4	70
Craftsmen, foremen, and kindred workers.....	418	62	349	668	424	128	390	3 146	269	313	410
Operatives, except transport.....	343	62	568	377	128	348	1 975	211	272	613	617
Manufacturing.....	725	154	74	120	47	44	1 171	58	41	10	16
Non-manufacturing industries.....	12	—	—	—	—	—	—	—	—	—	—
Transport equipment operatives.....	48	49	29	47	6	7	40	6	232	15	8
Laborers, except farm.....	136	25	3	231	5	—	93	57	10	73	177
Farm workers.....	210	55	364	406	51	97	243	4 027	95	249	549
Service workers, except private household.....	323	27	263	276	40	65	166	2 536	73	332	257
Cleaning and food service workers.....	429	6	46	62	—	3	767	9	30	54	44
Health service workers.....	36	23	27	31	7	—	38	381	—	—	44
Personal service workers.....	47	81	193	741	101	90	310	3 276	108	175	553
Private household workers.....	437	81	193	741	101	90	310	3 276	108	175	553
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Males, 16 years old and over with earnings ¹	\$3 162	\$3 461	\$3 995	\$3 858	\$4 297	\$3 950	\$2 703	\$4 430	\$3 705	\$3 256	\$2 788
Professional, managerial, and kindred workers.....	3 768	4 301	4 695	6 700	4 695	—	3 185	4 764	4 271	3 668	3 327
Craftsmen, foremen, and kindred workers.....	3 630	3 917	3 362	3 656	4 183	4 311	3 547	4 443	3 106	2 794	2 452
Operatives, including transport.....	2 938	3 039	3 400	3 144	3 967	—	2 544	4 108	3 223	3 342	2 452
Laborers, except farm.....	1 429	—	—	—	—	—	2 277	—	—	—	1 990
Formers and farm managers.....	1 564	1 691	—	1 243	—	—	1 225	—	—	—	1 384
Farm laborers, except unpaid, and farm foremen.....	1 483	1 896	—	1 483	—	—	1 225	—	—	—	1 384
Female, 16 years old and over with earnings ²	\$1 483	\$1 896	\$1 524	\$1 670	\$2 017	\$3 008	\$1 542	\$2 479	\$2 488	\$1 454	\$1 589
Clerical and kindred workers.....	2 144	—	2 432	2 333	3 099	4 164	2 276	3 025	2 932	2 416	2 103
Operatives, including transport.....	—	—	—	2 368	—	—	—	3 002	—	—	2 356
INDUSTRY											
Total employed, 16 years old and over.....	4 101	1 160	3 361	6 200	1 274	680	3 203	32 221	1 573	3 144	5 900
Agriculture, forestry, and fisheries.....	716	287	69	593	574	5	674	3 231	131	232	1 277
Mining.....	—	—	—	—	—	—	—	—	—	—	—
Manufacturing.....	112	122	137	623	30	41	168	2 208	34	107	445
Construction.....	960	205	1 066	1 359	805	300	894	8 879	657	1 150	3 515
Transportation.....	181	46	176	176	42	124	150	6 187	106	160	639
Furniture and lumber and wood products.....	167	9	76	6	6	21	10	655	62	8	49
Metal industries.....	191	12	257	24	42	19	38	417	4	120	27
Machinery, including electrical.....	19	11	8	32	—	—	—	59	—	—	—
Transportation equipment.....	35	6	17	170	20	21	6	508	9	39	75
Other durable goods.....	49	9	63	148	12	3	183	970	12	120	155
Food and kindred products.....	33	66	219	675	517	226	362	2 624	485	309	742
Textiles and fabricated textile products.....	109	44	75	260	85	36	125	1 597	91	71	271
Printing, publishing, and allied industries.....	46	4	25	39	49	15	33	3 108	7	30	38
Other nondurable goods (including non-specified manufacturing).....	20	9	50	97	40	12	11	368	30	29	185
Trucking service and warehousing.....	152	31	57	45	31	14	65	1 077	22	37	94
Other transportation.....	37	24	26	86	6	—	37	2 021	26	26	119
Wholesale trade, except durable goods.....	47	16	87	84	6	—	1	1 338	51	26	43
Food, beverage, and dairy stores.....	197	27	87	276	19	—	—	5 211	98	92	137
Eating and drinking places.....	37	16	26	66	—	—	—	1 338	28	67	328
Retail trade.....	4	12	13	44	7	—	—	1 048	6	12	54
Finance, insurance, and real estate.....	39	4	36	39	—	—	—	85	—	—	168
Business and repair services.....	470	183	183	710	102	45	310	3 086	97	485	581
Private food stores.....	205	33	36	232	60	94	141	2 301	58	474	202
Other personal services.....	153	24	21	212	24	19	44	1 105	17	142	86
Entertainment and recreation services.....	400	154	162	655	28	17	301	2 754	126	168	106
Hospitals.....	45	17	61	193	24	13	101	1 671	34	128	122
Educational and kindred services.....	400	154	162	655	28	17	301	2 754	126	168	106
Other professional and related services.....	68	97	32	153	16	—	—	—	—	—	77
Public administration.....	68	97	32	153	16	—	—	—	—	—	77

¹Includes allocated cases, not shown separately.

²Includes protective service workers and allocated cases, not shown separately.

³Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text]

Counties With 400 or More Negro Population	New Hanover	Northampton	Onslow	Orange	Pamlico	Pasquotank	Pender	Perquimans	Person	Pitt	Folk
OCCUPATION											
Total employed, 16 years old and over	6 361	3 329	2 837	4 244	897	3 246	2 412	851	2 897	7 843	450
Professional, technical, and kindred workers	261	237	133	206	64	414	90	78	125	460	18
Health workers	66	19	13	79	20	11	9	12	12	19	7
Teachers, elementary and secondary schools	291	172	82	89	34	226	55	44	10	332	7
Technicians, except health	24	5	9	5	—	6	—	—	6	129	1
Other professional workers	80	41	29	15	—	182	26	22	27	105	9
Managers and administrators, except farm	100	57	50	28	84	24	—	—	27	105	9
Salaried	59	45	65	35	11	59	7	12	12	49	9
Self-employed	41	22	22	33	15	25	17	10	10	56	—
Sales workers	14	15	15	33	11	54	—	—	10	87	—
Retail trade	79	15	72	33	11	44	—	—	10	72	—
Clerical and kindred workers	379	108	247	393	43	284	78	14	92	206	5
Craftsmen, foremen, and kindred workers	659	306	302	426	101	433	267	103	186	532	29
Mechanics and repairers	108	96	101	89	47	76	98	26	52	67	—
Construction craftsmen	255	128	146	266	42	207	71	40	107	287	11
Operatives, except transport	1 277	657	312	679	264	356	608	131	806	1 188	143
Durable goods manufacturing	390	167	48	159	37	191	167	49	207	181	12
Non-durable goods manufacturing	344	373	64	424	163	260	533	59	533	600	121
Manufacturing	344	373	209	117	119	103	201	23	66	367	10
Transport equipment operatives	334	232	174	106	42	150	357	23	110	350	22
Labors, except farm	811	358	360	351	129	379	357	83	197	772	49
Constructive laborers	92	41	40	61	—	91	71	25	50	103	—
Foremen and farm managers	4	64	52	10	22	38	57	195	20	52	10
Farm laborers and farm foremen	133	374	25	96	60	287	100	229	219	1 771	—
Service workers, except private household	2 143	717	1 144	77	64	544	346	131	337	1 045	132
Cleaning and food service workers	895	214	568	859	68	341	623	103	213	728	103
Health service workers	163	23	14	177	—	69	36	11	39	99	17
Personal service workers	129	21	29	43	—	5	33	9	9	37	45
Protective service workers	22	22	11	33	5	5	—	8	3	38	—
Private household workers	912	374	280	555	69	383	149	104	283	1 015	176
Female employed, 16 years old and over											
Professional, technical, and kindred workers	3 603	1 972	1 088	1 733	464	2 296	60	57	97	2 711	13
Health workers	61	19	13	49	11	15	9	12	15	11	—
Teachers, elementary and secondary schools	247	154	69	46	34	197	44	32	82	215	7
Technicians, except health	17	7	7	—	—	30	—	7	7	—	—
Other professional workers	51	11	34	16	11	34	—	—	4	50	—
Sales workers	30	11	34	16	11	34	—	—	4	50	—
Retail trade	204	51	200	207	11	118	56	14	71	165	—
Clerical and kindred workers	2 513	717	1 144	77	64	544	346	131	337	1 045	132
Craftsmen, foremen, and kindred workers	33	17	34	29	12	4	6	4	4	17	—
Operatives, except transport	628	183	176	367	171	78	350	47	290	619	65
Manufacturing	429	134	75	269	90	59	251	47	284	481	65
Non-manufacturing industries	199	46	103	79	19	69	199	26	106	188	—
Transport equipment operatives	45	6	11	—	—	5	8	—	7	8	—
Labors, except farm	25	9	5	5	18	24	18	4	17	62	15
Farm workers	67	25	6	5	40	168	16	—	6	632	16
Service workers, except private household	2 047	697	441	483	46	333	163	61	201	631	54
Cleaning and food service workers	547	170	358	431	46	210	129	50	121	434	50
Health service workers	65	23	14	137	—	5	36	24	11	69	17
Personal service workers	37	11	30	41	—	14	—	27	27	35	7
Private household workers	912	364	280	530	69	382	149	104	269	944	159
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings ¹											
Professional, managerial, and kindred workers	\$3 801	\$2 938	\$3 807	\$3 620	\$3 346	\$3 694	\$3 359	\$2 767	\$3 311	\$2 765	\$2 915
Craftsmen, foremen, and kindred workers	4 013	3 324	4 227	4 935	—	6 531	—	—	6 538	—	—
Operatives, including transport	4 150	3 174	4 227	4 844	4 021	4 841	3 649	3 033	3 475	3 426	—
Labors, except farm	3 358	2 668	3 452	3 235	4 306	2 741	3 010	—	3 919	3 479	—
Farmers and farm managers	—	—	—	—	—	—	—	—	2 259	1 837	—
Form laborers, except unskilled, and farm foremen	—	1 745	—	—	—	1 133	1 295	—	1 291	1 240	—
Female, 16 years old and over with earnings ²											
Clerical and kindred workers	\$1 251	\$1 543	\$1 750	\$2 737	\$1 453	\$1 676	\$1 507	\$1 356	\$1 984	\$568	\$1 691
Operatives, including transport	1 742	2 559	2 322	3 298	1 772	2 676	—	—	3 014	1 815	—
—	2 727	—	—	—	—	2 640	—	—	1 437	—	—
INDUSTRY											
Total employed, 16 years old and over	6 361	3 329	2 837	4 244	897	3 246	2 412	851	2 897	7 843	460
Agriculture, forestry, and fisheries	163	523	89	194	84	214	336	162	430	2 067	33
Mining	—	19	—	14	10	—	—	—	—	—	—
Construction	384	463	227	272	62	245	163	61	150	580	21
Manufacturing	1 576	973	260	891	212	593	682	201	1 013	1 290	152
Furniture and lumber and wood products	268	355	135	157	49	118	86	33	3	64	9
Metal industries	174	—	—	—	—	—	—	—	—	—	—
Machinery, including electrical	6	5	—	82	6	116	4	115	4	72	—
Transportation equipment	6	5	6	6	16	6	—	5	24	72	—
Other durable goods	104	162	53	48	6	59	33	10	10	67	8
Food and kindred products	417	162	46	47	101	31	75	14	14	163	—
Textiles and fabricated textile products	104	162	46	47	101	31	75	14	14	163	—
Printing, publishing, and other industries	26	—	—	—	—	22	—	—	—	502	152
Other non-durable goods (including not specified manufacturing industries)	239	—	—	—	—	—	—	—	—	—	—
Trucking service and warehousing	48	52	70	23	4	19	—	—	27	18	—
Other transportation	364	67	35	24	—	47	78	—	—	—	—
Communications, utilities, and sanitary services	141	24	99	78	16	37	23	8	218	211	—
Food, bakery, and dairy stores	122	84	54	78	62	35	17	4	28	337	5
Eating and drinking places	207	92	135	172	13	94	22	18	5	28	65
Other retail trade	312	303	45	250	45	250	45	25	153	83	—
Finance, insurance, and real estate	101	16	19	17	—	16	12	14	—	31	29
Business and other services	115	27	28	63	20	75	132	100	260	992	171
Private households	848	301	266	323	20	121	150	22	117	335	64
Other personal services	574	81	218	323	20	121	150	22	117	335	64
Entertainment and recreation services	29	3	33	12	4	1	—	—	8	3	—
Hospitals	224	17	75	393	59	59	59	59	74	6	—
Educational and kindred services	512	333	66	591	52	595	152	63	191	764	19
Other professional and related services	219	63	66	66	19	293	74	24	24	65	17
Public administration	238	50	303	59	195	201	153	59	36	29	—

1. Includes allocated cases, not shown separately.

2. Includes protective service workers and unskilled cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

Table 127. Occupation, Earnings, and Industry of the Negro Population for Counties: 1970—Continued

[Data based on sample, see text. For minimum base for derived figures (percent, median, etc.) and meaning of symbols, see text.]

Counties With 400 or More Negro Population

	Transylvania	Tyrrell	Union	Vance	Wake	Warren	Washington	Wayne	Wilkes	Wilson	Yadkin
OCCUPATION											
Total employed, 16 years old and over.....	410	413	3 475	4 348	17 741	2 223	1 503	8 126	945	5 817	441
Professional, technical, and kindred workers.....	15	35	145	228	1 489	115	75	587	54	339	7
Health workers.....	5	11	23	181	3	3	6	125	—	47	—
Teachers, elementary and secondary schools.....	—	26	91	143	652	104	64	359	29	214	5
Technicians, except health.....	—	—	—	45	—	—	—	123	15	64	—
Other professional workers.....	15	4	43	50	611	8	—	97	22	50	—
Managers and administrators, except farm.....	11	10	36	55	410	42	31	209	15	119	4
Self-employed.....	5	10	36	51	332	50	10	276	15	244	10
Sales workers.....	—	5	—	34	78	21	21	81	—	48	—
Retail trade.....	—	—	—	—	32	25	20	90	—	—	—
Clerical and kindred workers.....	28	—	49	37	261	25	13	54	—	32	—
Craftsmen, foremen, and kindred workers.....	60	19	333	348	1 651	229	178	596	39	273	29
Mechanics and repairmen.....	4	7	79	104	315	40	4	113	26	149	—
Construction craftsmen.....	50	8	278	94	827	135	84	272	39	245	25
Operatives, except transport.....	99	52	1 047	1 477	654	377	1 518	258	1 692	159	28
Durable goods manufacturing.....	6	9	684	1 069	595	374	1 667	146	664	88	88
Nonmanufacturing industries.....	23	25	174	181	609	104	49	269	16	231	43
Transport equipment operatives.....	12	34	194	260	926	67	66	523	37	452	9
Laborers, except farm.....	35	114	410	432	1 645	347	232	652	91	525	61
Construction laborers.....	33	28	135	143	434	89	42	122	—	129	18
Farmers and farm managers.....	—	17	19	101	281	187	29	220	—	250	5
Farm laborers and farm foremen.....	—	—	—	329	654	150	68	435	8	491	16
Service workers, except private household.....	69	63	428	448	4 017	183	191	1 850	182	937	52
Cleaning and food service workers.....	64	45	326	320	2 885	132	121	897	121	644	24
Health service workers.....	5	—	53	40	9	6	9	764	—	192	13
Personal service workers.....	—	4	17	24	275	20	6	123	21	65	3
Protective service workers.....	—	—	—	18	73	10	10	36	16	17	5
Private household workers.....	71	29	437	415	2 278	203	165	937	138	633	70
Female employed, 16 years old and over.....											
Professional, technical, and kindred workers.....	—	28	116	162	921	91	51	435	41	229	4
Health workers.....	—	—	—	—	132	6	6	91	—	41	—
Teachers, elementary and secondary schools.....	—	19	84	115	84	83	52	280	24	123	4
Managers and administrators, except farm.....	5	4	11	9	197	11	20	60	—	13	4
Sales workers.....	—	—	—	—	9	8	20	44	—	16	—
Retail trade.....	—	—	—	—	176	3	13	39	—	16	—
Clerical and kindred workers.....	11	8	68	7	134	970	44	31	172	20	164
Secretaries, stenographers, and typists.....	6	6	21	36	249	8	31	18	5	18	—
Craftsmen, foremen, and kindred workers.....	—	—	—	—	18	156	13	9	—	3	—
Operatives, except transport.....	19	11	614	675	1 321	224	92	823	151	552	109
Manufacturing.....	19	2	555	600	872	214	68	625	135	462	85
Nonmanufacturing industries.....	—	9	59	67	449	20	24	197	16	90	24
Transport equipment operatives.....	—	6	23	19	132	35	7	12	3	40	5
Laborers, except farm.....	—	18	4	36	152	14	4	145	8	153	6
Service workers, except private household.....	7	47	250	237	2 192	79	118	967	67	574	6
Cleaning and food service workers.....	34	27	186	181	1 473	60	43	410	43	410	4
Health service workers.....	—	—	40	24	289	6	5	390	11	104	—
Personal service workers.....	—	4	7	13	203	5	6	73	13	27	—
Private household workers.....	65	29	437	412	2 223	197	165	914	126	627	70
MEDIAN EARNINGS IN 1969 OF PERSONS IN EXPERIENCED CIVILIAN LABOR FORCE FOR SELECTED OCCUPATION GROUPS											
Male, 16 years old and over with earnings.....											
Professional, managerial, and kindred workers.....	\$ 467	\$ 373	\$ 748	\$ 477	\$ 374	\$ 213	\$ 659	\$ 520	\$ 524	\$ 137	\$ 314
Craftsmen, foremen, and kindred workers.....	....	....	....	6 139	5 907	....	....	7 512	....	6 625	....
Operatives, including transport.....	....	....	4 339	4 791	4 183	3 526	3 645	4 055	3 176	3 942	....
Laborers, except farm.....	....	....	4 162	3 709	3 353	3 057	4 819	3 222	4 088	3 377	....
Farmers and farm managers.....	....	....	3 075	3 106	3 019	2 459	2 684	2 668	....	3 644	....
Farm laborers, except unpaid, and farm foremen.....	....	....	....	2 315	2 520	2 170	....	1 912	....	2 143	....
Service workers, except private household.....	....	....	....	2 300	1 798	....	....	1 605	....	1 276	....
Female, 16 years old and over with earnings.....											
Clerical and kindred workers.....	\$ 167	\$ 129	\$ 167	\$ 165	\$ 206	\$ 103	\$ 150	\$ 138	\$ 660	\$ 102	\$ 178
Operatives, including transport.....	....	....	....	2 029	2 828	....	....	2 650	....	2 165	....
....	....	....	3 066	2 292	2 641	3 031	1 978	2 445	3 607	2 165	2 693
INDUSTRY											
Total employed, 16 years old and over.....	410	418	3 475	4 348	17 741	2 223	1 503	8 126	945	5 817	441
Agriculture, forestry, and fisheries.....	—	44	145	41	1 062	332	118	934	—	924	26
Mining.....	—	—	—	—	10	14	—	—	—	—	—
Construction.....	24	42	408	253	1 458	103	458	35	448	31	
Manufacturing.....	122	104	1 253	1 923	7 704	751	703	1 773	453	1 464	
Furniture and kindred workers.....	89	—	—	—	2 289	307	169	398	158	39	
Metal industries.....	—	—	—	—	163	—	—	142	—	13	
Machinery, including electrical.....	—	—	—	—	423	6	6	30	—	32	
Transportation equipment.....	—	—	—	—	9	—	—	7	—	16	
Other durable goods.....	12	—	46	241	497	49	28	80	12	94	
Food and kindred products.....	6	7	1 158	176	475	38	18	184	126	173	
Textiles and kindred textile products.....	13	11	648	1 050	377	313	51	389	94	393	
Printing, publishing, and other industries.....	—	—	—	—	24	—	—	—	—	34	
Other nondurable goods (including not specified manufacturing industries).....	91	6	101	304	429	60	287	432	32	616	
Trucking service and warehousing.....	—	—	—	—	21	—	—	122	—	139	
Other transportation.....	—	2	29	55	245	12	24	43	—	56	
Communications, utilities, and sanitary services.....	—	14	45	48	424	46	11	134	5	71	
Wholesale trade.....	—	48	158	111	676	21	19	234	16	92	
Food, bakery, and other stores.....	5	11	25	34	318	4	22	62	—	2	
Buying and selling places.....	—	—	—	—	6	—	—	615	—	141	
Other retail trade.....	6	29	164	208	1 232	134	38	450	16	250	
Tanning, insurance, and real estate.....	6	—	—	—	444	17	12	59	50	44	
Business and repair services.....	—	—	—	—	12	—	—	30	61	110	
Private households.....	45	29	444	411	2 159	149	174	845	120	624	
Other personal services.....	11	35	102	132	950	93	40	517	33	238	
Entertainment and recreation services.....	—	—	—	—	149	5	49	5	—	23	
Hospitals.....	5	5	68	104	658	14	27	959	25	299	
Educational and kindred services.....	55	43	280	274	2 418	213	124	644	61	478	
Other professional and related services.....	16	7	69	73	817	41	56	370	26	138	
Public administration.....	—	—	—	—	706	21	6	228	5	65	

Includes allocated cases, not shown separately.

Includes protective service workers and allocated cases, not shown separately.

Includes persons in other occupation groups, not shown separately.

EMPLOYMENT SECURITY COMMISSION

COMMISSIONERS
 HENRY E. RENDALL, CHAIRMAN
 HARVEY S. HEARTLEY
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 P. R. LATTI
 WALTER A. DARRELL, SR.
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 SAMUEL F. TEAGUE

OF

NORTH CAROLINA



BUREAU OF EMPLOYMENT
 SECURITY RESEARCH

P. O. BOX 25905
 RALEIGH, NORTH CAROLINA 27611

January 22, 1973

Mr. John C. Brooks
 Personnel Services
 Post Office Box 5067
 North Carolina State University
 Raleigh, North Carolina 27607

Dear Mr. Brooks:

As requested on January 19, 1973, we are showing below tables for Wake and Johnston counties listing 1970 census of population figures and 1971 annual average work force estimates from our publication "North Carolina Work Force Estimates by County, Area, and State," with sex and race broken out according to 1970 census proportions.

Wake County

	<u>Total</u>	<u>Male</u>	<u>Female</u>	<u>White</u>	<u>Black</u>	<u>"Other Minority"</u>
Population	228,453	112,351	116,102	176,754	50,562	1,137
Civilian Work Force	118,170	69,020	49,150	95,020	22,660	480
Employment	115,320	67,810	47,510	93,290	21,560	460
Unemployment	2,850	1,210	1,640	1,730	1,100	20
Unemployment Rate	2.5	1.8	3.5	1.9	5.1	4.3

Johnston County

	<u>Total</u>	<u>Male</u>	<u>Female</u>	<u>White</u>	<u>Black</u>	<u>"Other Minority"</u>
Population	61,737	29,786	31,951	48,615	13,071	51
Civilian Work Force	24,590	15,000	9,590	20,090	4,500	0
Employment	23,550	14,670	8,880	19,570	3,980	0
Unemployment	1,040	330	710	520	520	0
Unemployment Rate	4.4	2.2	8.0	2.7	13.1	--

We hope this information will be useful to you. If we may be of further assistance, please let us know.

Sincerely,

Donald A. Brande
 Director

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

Office of the Provost and Vice Chancellor 201 Holladay Hall

May 21, 1973

MEMORANDUM

TO: Dean D. W. Chaney
Dean C. J. Dolce
Dean E. L. Ellwood
Dean R. E. Fadum
Dean J. E. Legates

Dr. I. T. Littleton
Dean C. E. McKinney
Dean A. C. Menius
Dean B. C. Talley, Jr.
Dean R. O. Tilman
Dr. W. L. Turner

FROM: Clauston Jenkins *CJ*

Re: Annual report on affirmative action recruitment efforts
May 1, 1972, through May 31, 1973

For the past two years, we have asked you to report on your efforts to recruit females and minority personnel. Such a report is an essential part of our affirmative action procedure. This year we are sending you a form in order to relate efforts to specific positions and in hopes of saving your department heads trouble. A form should be completed for each EPA position filled since the date of your last report (May 1, 1972). Additional copies of the form can be obtained by calling my office (3125).

Please return completed forms to me by July 1, 1973.

CLJ:vg

cc: Provost

Enclosure (NCSU Affirmative Action Recruitment Report)

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

11 December 1972

OFFICE OF THE CHANCELLOR
Box 5067 ZIP 27607
TELEPHONE: 919, 755-2191

TO: Deans, Directors, and Department Heads

SUBJECT: Equal Employment Opportunity Act of 1972

This memorandum is being issued to assist you in administering provisions of the Equal Employment Opportunity Act of 1972. Additional information will be furnished as future interpretations of the new Act are made available.

It is very important for effective administration that all management and supervisory personnel become thoroughly familiar with provisions of the Act. Equally important is management's responsibility to react on a timely and proper basis to any voice of alleged discrimination on the part of an employee. As you know, State policy provides that an SPA employee may appeal directly to the State Personnel Board concerning matters of discrimination. Hopefully, any questions of alleged discrimination can be handled internally so that our employees will not feel compelled to seek assistance through the State Personnel Board or the Equal Employment Opportunity Commission.

The Equal Employment Opportunity Act of 1972 makes very significant amendments to the Civil Rights Act of 1964.

Under the 1964 Civil Rights Act, state and local governments and their employees were excluded from Title VII coverage. However, 1972 amendments to Title VII extend coverage to all state and local governments, governmental agencies, political sub-divisions (except for elected officials, their personal assistants and immediate advisors).

The Equal Employment Opportunity Commission is charged with administering Title VII of the Civil Rights Act of 1964. Under the Act, EEOC has the authority to investigate and conciliate charges of discrimination because of race, color, religion, sex, or national origin by employers, unions, employment agencies, and joint apprenticeship or training committees. Under the 1972 amendments, EEOC no longer is limited to investigation and conciliation of charges. It can now bring an action through the U.S. Attorney General in a U.S. district court against a non-responsive party.

PROHIBITIONS

Title VII makes it unlawful for an employer to discriminate as to hiring, firing, compensation, terms, conditions, or privileges of employment on the basis of race, color, religion, sex, or national origin. It also forbids employers to limit, segregate, or classify employees in any way that tends to deprive any individual of employment opportunities or adversely affects his employment status because of his race, color, religion, sex, or national origin.

In addition, it is unlawful to discriminate on any of these five bases in apprenticeship, training, or retraining programs. It also is illegal to indicate a preference or a discrimination based on race, color, religion, sex or national origin in advertisements relating to employment.

These prohibitions, however, are subject to some exceptions.

EXCEPTIONS

A broad exception to the antidiscrimination prohibitions makes it clear that wage discrimination is permitted when based on merit, seniority, and quantity or quality of production.

The broadest exception permits discrimination based on religion, sex, or national origin if this is because of a "bona fide occupational qualification." This applies to hiring, employment, referral, training, and advertising. The exception for bona fide occupational qualifications does not extend to discrimination based on race or color.

The law makes exceptions for discrimination resulting from a bona fide occupational qualification, provided it is "reasonably necessary to the normal operation" of the enterprise. This exception, however, is applicable only to discrimination based on religion, sex, or national origin. Title VII does not recognize a "bona fide occupational qualification" based on race or color.

RECRUITING AND HIRING

Essential to a nondiscriminatory employment policy under the federal laws is a basic procedure for recruiting and selecting employees that does not intentionally or inadvertently work to screen out minority group members.

An employer is not required to go out and hire a designated quota of minority group members. But a serious imbalance in the number of such workers in the work force, when compared to the proportion in the area, may suggest to federal officials that something is wrong with hiring policies.

Reliance on "walk-in" applicants and "word-of-mouth" recruiting may not be regarded as enough if the work force is predominantly white.

Quota Hiring

An explicit ban on any requirement of quota hiring is contained in Title VII. It reads: "Nothing contained in this title shall be interpreted to require any employer...to grant preferential treatment to any individual or to any group because of the race, color, religion, sex, or national origin of such individual or group on account of an imbalance which may exist with respect to the total number or percentage of persons of any race, color, religion, sex, or national origin employed by any employer, referred or classified for employment by any employment agency...in comparison with

the total number or percentage of persons of such race, color, religion, sex, or national origin in any community, State, section, or other area, or in available work force in any community, State, section, or other area."

Prior Hiring Practices

The extent to which an employer's past hiring practices have resulted in a predominantly white work force may well determine the extent to which the federal agencies will require affirmative acts to recruit from minority group sources. EEOC has taken the position that an employer with a disproportionately low number of minority group members in his work force probably has acquired a reputation as a discriminatory employer. In such a case, the mere announcement of a policy of equal employment opportunity may not be regarded as enough to offset the past reputation.

An employer whose past hiring practices have resulted in a good minority group representation among production workers is not necessarily in the clear. A disproportionately low number of minority group members in white-collar, professional, or supervisory jobs suggest that special recruiting efforts are needed in these areas.

Walk-In Applicants

An employer with a predominantly white work force who relies largely on "walk-in" applicants to fill new jobs may not be in compliance with the Act.

Reliance on "word-of-mouth" recruiting will only perpetuate the existing racial make-up of the work force.

Once a good racial mix is achieved in the work force, an employer presumably could rely on walk-in applicants and word-of-mouth recruiting.

Advertising for Applicants

Except in a very rare case when religion, sex, or national origin is a bona fide job qualification, job offers in newspaper ads, posters, and the like must not indicate any limitations as to race, color, religion, sex, or national origin. Color and race can never be a bona fide job qualification.

Hiring Standards

Affirmative recruiting efforts that substantially increase the flow of minority group applicants will not satisfy the law if, because of unreasonably high standards for hire, few of these applicants are hired.

EEOC places considerable emphasis on hiring standards that are not job related, but rather reflect the norm of the white community. Employers must be prepared to demonstrate that their hiring standards do not automatically screen out applicants whose speech, dress, and personal work habits differ from those of the predominant group.

Hiring Standards: Police Records

It is unlawful to discharge or refuse to employ a minority group person because of a conviction record unless the particular circumstances of each case (e.g., the time, nature, and number of the convictions and the employee's immediate past employment record) indicate that employment of that particular person for a particular job is shown to be inconsistent with the safe and efficient operation of that job.

Hiring Standards: High School Diplomas

The U. S. Supreme Court has ruled that an employer who uses employment tests or other job screening standards, such as possession of a high school diploma, must be able to show that they are "demonstrably a reasonable measure of job performance." The court left open, however, the question of whether an employer may use tests or other screening requirements that take into account capability for future promotions.

Hiring Restrictions

Although a hiring policy may be "objectively and fairly applied" to applicants of all races, it may still discriminate against one racial group and as such be ruled discriminatory under Title VII.

-Height Requirements - EEOC has held that an employer's rigid adherence to a height requirement for purposes of hiring, in the absence of a showing of business necessity, can have a discriminatory effect upon certain groups, a significantly higher percentage of who, fall below such a standard, such as women and Spanish-surnamed Americans.

-Appearance, Manner of Speech - Rejection of a job applicant because of his appearance and manner of speaking may be regarded as unlawful if the appearance and manner of speaking are peculiar to his race or national origin.

-Pre-employment Inquiries, Concerning Race, Color, Religion, or National Origin - These are not, by themselves, a violation of Title VII. But EEOC regards such inquiries as totally irrelevant to an applicant's ability or qualification, except in those rare instances where religion or national origin is a bona fide occupational qualification. Hence, such inquiries, unless otherwise explained, may be regarded as evidence of discrimination.

-A requirement that a photograph accompany an employment application also may be regarded as evidence of discrimination.

EMPLOYMENT CONDITIONS

The law against employment discrimination extends to virtually every aspect of the employer-employee relationship including discrimination with respect to "compensation, terms, conditions, or privileges of employment."

Wages

Discrimination with respect to compensation covers a variety of practices, such as:

-Different rates of pay based on race, sex, religion, or national origin to individuals or groups of employees doing similar work.

-Different treatment of employees with respect to merit increases if based on race, sex, religion, or national origin.

-Disproportionate differences in pay rates for different jobs based on race, sex, religion, or national origin.

-Different treatment of employees with respect to overtime pay opportunities, where based on race, sex, religion, or national origin.

Training and Promotion

Employees of similar capabilities must be offered the same opportunities for training, promotion, transfer, and apprenticeship programs.

Discriminatory Environment

A "racially tense situation" may be a particular source of difficulty when a Black is promoted into a formerly all-white job. Such a situation frequently requires extra support and sympathy from management.

Title VII requires an employer to maintain a working environment free of racial intimidation. That requirement includes positive action when necessary to redress or eliminate employee intimidation.

Age Limit on Promotions

When Blacks have been passed over in the past for promotions, it may be regarded as unlawful to disqualify them from current openings because of age.

Where an employer has not employed Blacks in a given job classification in the past and where that employer now, continues to refuse to employ in that position a black employee of long and relevant service based upon an age standard, the Commission will find a violation in the absence of a clear and convincing showing that the age standard is reasonably necessary to the normal and efficient operation of the job in question.

Work Assignments

It is unlawful to give minority group employees a disproportionately large share of the dirtier jobs, less favorable hours, dead-end or low skill jobs, etc.

Manner of Address

A violation may be found if supervisors adopt different approaches in addressing employees based on race, religion, sex, or national origin, such as where white employees generally are called "Mr." or "Mrs." but Blacks are called by their first names or are referred to as "boy" or "girl."

Segregated Facilities

Many problems involve segregated facilities such as drinking fountains, locker rooms, employee entrances, infirmaries, segregated housing, etc. Integration of previously segregated facilities frequently is not enough. The employer also may be required to take steps to encourage Blacks to use the desegregated facilities or to prevent whites from intimidating Blacks in the use of such facilities.

No general answer can be given with regard to permitting employees "freedom of choice" to choose lockers or other facilities. But experience has shown that where compulsory segregation is replaced by "freedom of choice," subtle ways often are used to prevent a choice that would disturb the preexisting segregated pattern. Therefore, an employer who maintained segregated facilities in the past should take positive steps to prevent the pattern of segregation from continuing.

Harassment by Employees

If harassment of a minority group employee by his co-workers or supervisor occurs, management has an obligation to attempt to remedy the situation.

The announcement of a policy against racial discrimination is not sufficient when management has reason to believe that racial discrimination is occurring. Management must take steps to insure that the policy is observed at all levels.

Employer Reprisal

An employer may violate Title VII by taking reprisals against employees who initiate Title VII proceedings against it.

Discharge for Garnishments

Employers also may violate Title VII by discharging minority group employees for incurring a number of wage garnishments or bad debts.

Grooming Rules

An employer's grooming rules should take into consideration racial differences.

EEOC has held that the application of the "line of sight" hair grooming policy to all employees, without regard to their racially different physiological and cultural characteristics, tends to affect Blacks adversely, because they have a texture of hair different from that of Caucasians. Thus Blacks are measured against a standard that assumes non-Black hair characteristics. Caucasian employees wearing beards and long sideburns are not usually reprimanded and the wearing of an "Afro" has been appropriated as a cultural symbol by members of the Black race so as to make its suppression an automatic badge of racial prejudice.

Seniority Systems

A seniority system must eliminate the forbidden consequences of the old and admittedly discriminatory seniority system, but, at the same time, care should be taken not to bestow preferential treatment upon one race.

The law should be construed to prohibit the future awarding of vacant jobs on the basis of a seniority system that "locks in" prior racial classification. White incumbent workers should not be bumped out of their present positions by Blacks with greater seniority. Seniority consideration should be asserted only with respect to new job openings.

SEX DISCRIMINATION

It is an unlawful employment practice to classify a job as "male" or "female" or to maintain separate lines of progression or seniority lists based on sex, where this would adversely affect any employee, unless sex is a bona fide occupational qualification for that job. Additionally, advertising in "male" and "female" help-wanted columns is unlawful, unless sex is a bona fide occupational qualification.

Any laws or policy that limit the employment of females in certain occupations; in jobs requiring the lifting or carrying of weights exceeding certain prescribed limits; during certain hours of the night; for more than a specified number of hours per day or per week; or, for certain periods of time before and after childbirth conflict with and are superseded by Title VII. Accordingly, such laws will not be considered a defense to an otherwise established unlawful employment practice or as a basis for the application of the bona fide occupational qualification exception.

Rules that limit or restrict the employment of married women and are not applicable to married men constitute discrimination based on sex and is a violation of Title VII.

An employer may not discriminate between men and women with regard to "fringe benefits," including medical, hospital, accident, life insurance and retirement benefits, profit sharing, and bonus plans. Additionally, conditioning the benefits available to employees and their spouses on whether the employee is the "head of the household" or "principal wage earner" will be found a prima facie violation of the prohibitions against sex discrimination, since such status bears no relationship to job performance.

It is unlawful for an employer to make available benefits for the wives and families of male employees where the same benefits are not made available for husbands and families of female employees; it also is unlawful to make available benefits for the wives of male employees that are not made available to female employees, or to make available benefits for the husbands of female employees that are not available to male employees.

An employment policy that excludes from employment applicants or employees because of pregnancy (married or unwed) is in prima facie violation of Title VII.

Occupational Qualification

An employer is permitted to label certain occupations as "male" jobs or "female" jobs where sex is a "bona fide occupational qualification." But exception to the general ban on sex discrimination should be construed narrowly. It would not include as bona fide occupational qualifications in these situations:

-A refusal to hire a woman because of her sex, based on assumptions of the comparative employment characteristics or women in general. For example, the assumption that women have a higher turnover rate than men.

-A refusal to hire based on stereotyped characterizations of the sexes, such as men are less capable of assembling intricate equipment, or women are less capable of aggressive salesmanship.

-A refusal to hire because of the preferences of co-workers, the employer, clients, or customers (except where it is necessary for the purpose of authenticity or genuineness, such as the preference for actresses to play female parts.)

RELIGIOUS DISCRIMINATION

An employer has the obligation to make "reasonable accommodation" to the religious needs of his employees, where such accommodations do not force undue hardship on the employer.

The employer must prove that such religious accommodations cause undue hardship to his business.

Because of the "varied religious practices of the American people," the Commission will consider each case of religious discrimination on an individual basis. The 1972 amendments to Title VII added a new section defining "religion" to include all aspects of religious observance, practice, and belief so as to require employers to make reasonable accommodation for employees whose "religion" may include observances, practices, and beliefs such as sabbath observance, that differ from the employer's or the potential employer's requirements regarding standards, schedules, or other business-related conditions.

ADMINISTRATIVE PROCEEDINGS AND ENFORCEMENT

The five-member Equal Employment Opportunity Commission is given the job of administering Title VII of the Civil Rights Act. EEOC initially was given virtually no enforcement powers. Under the 1972 amendments, however, the Commission is authorized to initiate court actions against violators if it is unsuccessful in obtaining voluntary compliance through mediation and conciliation.

Two methods are available for instituting an administrative proceeding before EEOC:

-A charge may be filed in writing and under oath by or on behalf of a person claiming to be aggrieved.

-A written charge may be filed by a member of the Commission who has reasonable cause to believe that a violation has occurred.

Procedure:

A charge must be filed within 180 days after the occurrence of an alleged unlawful employment practice.

After a charge is filed, the Commission must serve a notice of the charge on the respondent within 10 days.

The Commission must then investigate the charge after which it must make a determination whether there is reasonable cause to believe that the charge is true. The Commission must make its determination of reasonable cause as promptly as possible and, so far as practiceable, within 120 days.

If it finds no reasonable cause, the Commission must dismiss the charge; if it finds reasonable cause, it will attempt to conciliate the case.

If the Commission is unable to secure a conciliation agreement that is acceptable to the Commission, it may bring a civil action, through the U.S. Attorney General, in an appropriate U.S. district court.

EEOC CONCILIATIONS

Title VII places great emphasis on conciliation of charges of discrimination. For this purpose, the law allows 30 days for the Equal Employment Opportunity Commission to work out a conciliation agreement between the parties before a suit may be brought. Nothing said or done during the Commission's attempts to achieve voluntary compliance may be made public or may be used as evidence in a subsequent court suit without the written consent of the parties.

Conciliation Process

After the Commission decides that there is cause to believe that discrimination has occurred, the Director of Compliance notifies the charging party and alleged discriminator that a conciliator will contact them to resolve the dispute. The conciliator first meets with the charging party to determine what remedy would be satisfactory to the charging party. The conciliator then tries to persuade the respondent to accept a remedy that is acceptable to the charging party and the Commission. Upon acceptance by the respondent, the remedy is recorded in a conciliation agreement that is signed by the charging party and the respondent, and then submitted to the Commission for its approval.

Conciliation Agreements

Besides remedying the charging party's individual complaint, the Commission normally attempts to include in the conciliation agreement modification of other employment practices to bring them into compliance with Title VII. Successful conciliation agreements often result in changing policies or practices not mentioned in the original complaint, and may affect any persons in addition to the one who filed the complaint.

JUDICIAL PROCEEDINGS

Prior to the 1972 amendments, court enforcement of the no-discrimination requirements of Title VII was left primarily to private actions by the aggrieved individuals. EEOC's role was confined to the informal methods of conference, conciliation, and persuasion.

Under the 1972 amendments, EEOC, if it is unable to secure an acceptable conciliation agreement within 30 days after the filing of the charge, may bring an action against the respondent. In cases against a state or local government, the U.S. Attorney General, rather than EEOC, is authorized to bring the action. The individual also retains the right to bring a court action if he is dissatisfied with EEOC's handling of the case.

Actions by EEOC

EEOC's initial efforts are directed at conciliating the case. If the Commission is unable to secure a conciliation agreement satisfactory to the Commission within 30 days after the filing of the charge, it may bring a civil action against the respondent.

Actions by Attorney General

In cases against a state or local government, the U.S. Attorney General, rather than EEOC, is authorized to bring the action. In such cases, EEOC notifies the U.S. Attorney General of the failure of conciliation efforts.

Actions by Individuals

Where, in the view of the complaining party, EEOC has not pursued his complaint with satisfactory speed or has entered into an agreement that is unsatisfactory to him, he has an opportunity to seek his own court remedy.

If EEOC dismisses a charge, or, if within 180 days of the charge's filing, EEOC has neither issued a complaint nor entered into a conciliation or settlement agreement that is acceptable to EEOC and the complaining party, it notifies him, and he may bring an action in a U.S. district court on his own within the next 90 days.

In such private actions, the courts are authorized at the complainant's request to appoint an attorney and to commence the action without payment of fees. The U.S. Attorney General is authorized to intervene in these private actions if it is certified that the action is of general public importance.

JUDICIAL RELIEF

If a court finds that a respondent is engaging in an unlawful employment practice charged in the complaint, the court may enjoin the respondent from engaging in the unlawful employment practice and grant such affirmative relief as it may deem appropriate including, but not limited to, reinstatement with or without back pay. Back pay is limited under the 1972 amendments to no more than that accrued during the two years prior to the filing of a charge.

In addition to injunctions and affirmative relief, the court may award a reasonable attorneys' fee as part of the costs.

An attorneys' fee awarded to a charging party may be based upon that portion of the case in which he and those in his class prevailed.

Apprenticeship or Training Program Records

Employers that control apprenticeship or training programs are required to maintain a list of applicants who wish to participate in such programs. Persons covered by the law, but not subject to filing Apprenticeship Information Reports, must keep the list for two years. All persons required to file an Apprenticeship Report must keep the list for two years or the period of a successful applicant's apprenticeship, whichever is longer.

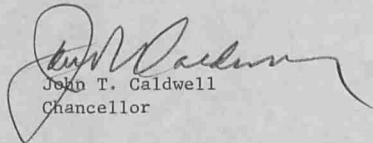
The list must be kept in the chronological order in which the applications are received, and must include the address of each applicant, a notation of his or her sex, and identification, as "Black", "Spanish American," "Oriental," "American Indian," or "Other". In addition to the chronological list, employers must keep any other records such as test papers completed by the applicants and records of interviews with applicants for a period of two years.

POSTING OF PRESCRIBED NOTICE

The Equal Employment Opportunity Commission is authorized to require the posting of a prescribed notice setting forth excerpts of summaries of pertinent provisions of the Act and information pertinent to the filing of a complaint. The notice is required to be posted by every employer or employment agency.

Such notices must be posted in a conspicuous place where notices to employees and applicants for employment are posted customarily. Willful violation of the posting requirement is punishable by a fine of not more than \$100 for each separate offense.

Notices have been posted across campus. Additional copies may be obtained from the Division of Personnel Services.



John T. Caldwell
Chancellor