

Table I  
Education and Age Composition  
(Number in Sample-573)

	Age								Total Group	
	16 to 25		25 to 45		45 to 65		65 and Over			
	Male	Female	Male	Female	Male	Female	Male	Female		
4th grade or less	1.1%	-----	4.6%	4.0%	26.4%	10.8%	43.2%	11.1%	10.6%	
5th to 8th	-----	-----	20.4	21.4	35.6	38.6	25.0	28.8	20.4	
8th grade diploma	14.4	7.0	34.1	22.7	25.0	20.5	22.7	28.8	21.6	
9th to 11th	29.8	19.7	17.1	21.4	5.3	15.7	9.1	15.5	17.5	
11th to 12th	8.8	11.3	9.1	5.3	1.3	3.6	-----	13.3	6.5	
High School diploma	5.5	19.7	12.5	25.4	5.3	8.4	-----	-----	14.6	
College	Started	2.2	2.8	1.1	-----	1.3	1.2	-----	2.2	1.4
	B.A.	-----	-----	-----	-----	-----	1.2	-----	-----	.2
Still in school	High School	20.9	36.6	-----	-----	-----	-----	-----	-----	7.8
	College	5.5	1.4	-----	-----	-----	-----	-----	-----	1.0
	Vocational	1.1	1.4	1.1	-----	-----	-----	-----	-----	.5
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Vocational School		7.7	12.7	14.6	8.0	7.9	4.8	11.3	2.2	8.9
Age Composition		28.4		28.5		29.6		17.6		

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Table I-a  
Views on Education  
(Number in Sample-346)

	Age				Total Group
	18 to 25	25 to 45	45 to 65	65 and Over	
Need to Complete 8th	1.5%	1.0%	3.5%	1.5%	2.2%
Need High School	42.5	63.6	63.0	68.1	60.5
Need College or Vocational School	54.5	30.4	28.4	15.1	31.5

High School diploma	14.4	7.0	34.1	22.7	25.0	20.5	22.7	28.8	21.6	
9th to 11th	29.8	19.7	17.1	21.4	5.3	15.7	9.1	15.5	17.5	
11th to 12th	8.8	11.3	9.1	5.3	1.3	3.6	---	13.3	6.5	
High School diploma	5.5	19.7	12.5	25.4	5.3	8.4	---	---	14.6	
College	Started	2.2	2.8	1.1	---	1.3	---	2.2	1.4	
	B.A.	---	---	---	---	---	---	---	.2	
Still in school	High School	20.9	36.6	---	---	---	---	---	7.8	
	College	5.5	1.4	---	---	---	---	---	1.0	
	Vocational	1.1	1.4	1.1	---	---	---	---	.5	
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Vocational School		7.7	12.7	14.6	8.0	7.9	4.8	11.3	2.2	8.9
Age Composition		28.4		28.5		29.6		17.6		

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Table I-a  
Views on Education  
(Number in Sample-346)

	Age				Total
	18 to 25	25 to 45	45 to 65	65 and Over	
Need to Complete 8th	1.5%	1.0%	3.5%	1.5%	2.2%
Need High School	42.5	63.6	63.0	68.1	60.5
Need College or Vocational School	54.5	30.4	28.4	15.1	31.5
Skeptical of education (no opinion)	---	2.9	4.4	3.0	2.9
No Opinion	---	2.0	.9	12.1	3.2
Total	100.0	100.0	100.0	100.0	100.0

Table II

Present Employment-Males  
(by percentage)  
(Number in Sample-299)

Temporary work		23.1%
Stevedore	26.1%	
Caddy	18.8	
Landscape worker	10.1	
Railroad-section worker	2.9	
Various combinations of seasonal work	42.0	
Canning factory		
Cherry picking		
Sugar beet factory		
Horse radish farm		
Caddy		
Stevedore		
Cutting wood		
Seasonal farm work		
Sub-total	100.0	
Permanent work		40.1
Construction work		
Road	11.7	
Building	19.2	
Paper mill employee	9.2	
Farm helper	9.2	
Farmer	7.5%	
Truck driver	3.3	
Factory work		
Machine operator	3.3	
Other	.8	
Railroad employee	2.5	
Other	2.2	

Various combinations of seasonal work	42.0	
Ginning factory		
Cherry picking		
Sugar beet factory		
Horse radish farm		
Caddy		
Stovedore		
Cutting wood		
Seasonal farm work		
Sub-total	100.0	
Permanent work		40.1
Construction work		
Road	31.7	
Building	19.2	
Paper mill employee	9.2	
Farm helper	9.2	
Farmer	7.5%	
Truck driver	3.3	
Factory work		
Machine operator	3.3	
Other	.8	
Railroad employee	2.5	
Foundry worker	2.5	
Auto mechanic	2.5	
Machinist	1.7	
Warehouse worker	1.7	
Janitor	1.7	
Cement finisher	1.7	
Crano operator	1.7	
Mason	1.7	

Permanent work (Cont'd)

Hospital Orderly		1.7%	
Other		16.7	
Millwright			
Carpenter			
Maintenance worker			
Gardner			
Drill press operator			
Set up worker			
Tool and dye apprentice			
Junk dealer			
Tavern keeper			
Lumber mill employee			
Painter			
Greenkeeper			
Checker on the docks			
Shipping clerk			
General laborer			
Sub-total		100.0%	
Unemployed			12.7%
Retired			8.7
In school			7.4
Disabled			4.0
In the armed services			2.3
NOT LOOKING FOR WORK			1.3
In jail			.3
Total			100.0

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Table III  
 Present Employment-Females  
 (By percentage)  
 (Number in sample-274)

Temporary work		10.2%	Permanent work		20.4
Cherry picker	35.7%		Domestic	1.8	

Set up worker  
 Tool and dye apprentice  
 Junk dealer  
 Tavern keeper  
 Lumber mill employec  
 Painter  
 Greenkeeper  
 Checker on the docks  
 Shipping clerk  
 General laborer

Sub-total 100.0%

Unemployed	12.7%
Retired	8.7
In school	7.4
Disabled	4.0
In the armed services	2.3
Not looking for work	1.3
In jail	.3
Total	100.0

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Table III  
 Present Employment--Females  
 (By percentage)  
 (Number in sample-274)

Temporary work	10.2%	Permanent work	20.1
Cherry picker	35.7%	Domestic	48.3
Canning factory employee	32.2	Factory work	
Various combina- tions of seasonal work	32.2	Machine opera- tor	8.4
Cherry picking		Other	8.4
Canning factory		Kitchen work	5.3
Horse radish farm		Cook	3.6
Apple picking		Nurse	
Household work		Registered	3.6
Baby sitting		Practical	3.6
Detasseling		Sewing and weaving	3.6
Sub-total	100.0	laundry worker	3.6
		Other	10.7

Female (Permanent work Cont'd)

Clerk		
Nurses' helper		
Bar clean up		
Elementary school teacher		
Chamber maid		
Secretary		
Sub-total	100.0	
Housewife		43.3
Retired		12.4
In school		9.9
Unemployed		4.1
Not looking for work		1.5
Disabled		.4
Total	<del>100.0</del>	100.0

Table IV  
Main Location of Present Employment  
(By percentage)  
Number in sample -273

Location	Males	Females
Green Bay	42.3%	45.2%
Oneida area	23.4	21.4
DePere	8.5	9.5
Seymour	6.4	9.5
Appleton	6.4	1.2
Fish Creek	1.6	11.9
Duck Creek	2.6	1.2
Neonah-Monasha	1.6	----
Black Creek	1.1	----
Little Chute	1.1	----
Freedom	.5	----
Chilton	.5	----
Little Rapids	.5	----
Pulaski	.5	----
Total	100.0	100.0

Table V  
Length of Time with Present Firm (Permanent employment - Number in sample - 159)

Males	Females
22.8%	26.7%

Total

100.0

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Table IV  
Main Location of Present Employment  
(By percentage)  
Number in sample -273

Location	Males	Females
Green Bay	42.3%	45.2%
Oneida area	23.4	21.4
DePere	8.5	9.5
Soymour	6.4	9.5
Appleton	6.4	1.2
Fish Creek	1.6	11.9
Duck Creek	2.6	1.2
Neenah-Menasha	1.6	---
Black Creek	1.1	---
Little Chute	1.1	---
Freedom	.5	---
Chilton	.5	---
Little Rapids	.5	---
Pulaski	.5	---
Total	100.0	100.0

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Table V

Length of Time with Present Firm (Permanent employment - Number in sample - 159)

	Males	Females
Less than 1 yr.	22.8%	26.7%
1 to 2 yrs.	3.8	13.6
2 to 3 "	11.4	8.9
3 to 4 "	5.7	2.2
4 to 5 "	4.8	6.6
5 to 6 "	5.7	4.5
6 to 7 "	4.8	8.9
7 to 8 "	1.9	4.5
8 to 9 "	6.7	2.2
9 to 10 yrs.	---	---
10 to 11 "	8.6	4.5
Over 11 "	33.4	15.6
Total	100.0	100.0



Table VI  
 Length of Time with Present Firm  
 (Temporary work)  
 (Number in sample-114)

	Males	Females
Less than 1 season	8.6%	---
1 season	17.4	10.7%
2 seasons	17.4	21.4
3 "	6.5	17.9
4 "	2.4	14.3
5 "	6.5	7.1
6 "	6.5	10.7
7 "	4.4	3.6
8 "	2.2	---
9 "	4.4	---
10 "	6.5	---
Over 10 seasons	15.2	14.3
Total	100.0	100.0

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Table VII  
 Rate of Pay on Present Employment\*  
 (By percentage)  
 (Number in sample-178)

	Males	Females
Less than \$1.00	---	17.9%
\$1.00 to \$1.25	11.5%	73.0
\$1.25 to \$1.50	12.3	5.4
\$1.50 to \$1.75	7.4	-
\$1.75 to \$2.00	29.6	3.6
\$2.00 to \$2.25	13.1	---
\$2.25 to \$2.50	21.4	---
\$2.50 to \$2.75	2.5	---
Over \$2.75	2.5	---
Total	100.0	100.0

4 "	2.4	14.3
5 "	6.5	7.1
6 "	6.5	10.7
7 "	4.4	3.6
8 "	2.2	----
9 "	4.4	----
10 "	6.5	---
Over 10 seasons	15.2	14.3
Total	100.0	100.0

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Table VII  
Rate of Pay on Present Employment\*  
(By percentage)  
(Number in sample-178)

	Males	Females
Less than \$1.00	---	17.9%
\$1.00 to \$1.25	11.5%	73.0
\$1.25 to \$1.50	12.3	5.4
\$1.50 to \$1.75	7.4	----
\$1.75 to \$2.00	29.6	3.6
\$2.00 to \$2.25	13.1	----
\$2.25 to \$2.50	21.4	----
\$2.50 to \$2.75	2.5	----
Over \$2.75	2.5	----
Total	100.0	100.0

\* This table excludes all jobs which aren't hourly rated such as farming, cherry picking and kitchen work.

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Table VIII  
Past Employment Experience-Males  
(Number in sample-242)

	Percentage of all males
Permanent work	
Construction worker	
Road	12.4%
Building	24.8

Table VIII (Cont'd)

	Percentage of all males
Farm helper	19.0%
Factory worker	
Machine operator	7.0
Other	9.9
Truck driver	8.3
Farmer	7.8
U.P.A.	7.0
General laborer	7.0
Paper mill employee	5.4
Foundry	5.0
Stone quarry	4.6
Auto mechanic	4.1
Carpenter	2.5
Mason	2.5
Machinist	1.7
Painter	1.7
Cement finisher	1.7
Brick yard employee	1.7
Railroad employee	1.7
Bus driver	1.2
Service station attendant	1.2
Cook	1.2
Crane operator	.8
Boys adviser	.8
Steel plant employee	.8
Janitor	.8
Greenkeeper	.8
Shipyards employee	.8
Maintenance worker	.8
Junk dealer	.8
Pipe fitter	.8
Welder	.8
Warehouse worker	.4
Harbor	.4
Plasterer	.4
Blacksmith	.4
Cartaker	.4
Chauffeur	.4
Clerk	.4
Temporary work	
Stevedore	12.4
Railroad-section worker	7.0
Landscape worker	12.4
Various combinations of seasonal work	29.4
Canning factory	
Cherry picking	
Cranberry fields	
Horse radish farm	
Caddying	
Cutting brush	
Apple picking	
Cutting wood	

Table IX  
Past Employment Experience--Females  
(Number in sample-194)

Percentage of  
all females

Permanent work

Carpenter	2.5
Mason	2.5
Machinist	1.7
Painter	1.7
Cement finisher	1.7
Brick yard employee	1.7
Railroad employoe	1.7
Bus driver	1.2
Service station attendant	1.2
Cook	1.2
Crane operator	.8
Boys adviser	.8
Steel plant employee	.8
Janitor	.8
Greenkeeper	.8
Shipyards employee	.8
Maintenance worker	.8
Junk dealer	.8
Pipe fitter	.8
Welder	.8
Warehouse worker	.4
Barber	.4
Plasterer	.4
Blacksmith	.4
Carotaker	.4
Chauffeur	.4
Clerk	.4
Temporary work	12.4
Stevedore	7.0
Railroad-section worker	12.4
Landscape worker	29.4
Various combinations of seasonal work	
Canning factory	
Cherry picking	
Cranberry fields	
Horse radish farm	
Caddying	
Cutting brush	
Apple picking	
Cutting wood	

Table IX  
Past Employment Experience--Females  
(Number in sample-194)

	Percentage of all females
Permanent work	
Domestic	33.0
Factory worker	
Machine operator	13.9
Other	13.9
Waltross	6.7
Laundry worker	6.2
Cook	4.6
Kitchen work	4.6
Secretarial work	4.1
Clerk	3.1
Nurses' aid	2.6
Nurse	
Registered	.5
Practical	1.5

Table IX (Cont'd)

Percentage of  
all females

Girls' matron	1.5%
Welder	1.0
Mental hospital employee	.5
Teacher	.5
Sewing and weaving	.5
Cashier	.5
Painter	.5
Dressmaker	.5
Lucemaker	.5
Midwife	.5
Dietician	.5
Temporary work	
Canning factory employee	38.6
Cherry picker	9.8
Baby sitter	5.6
Bean picker	2.6
Apple picker	1.5
Census taker	.5

Stated Reasons for Terminating Jobs

(Number in sample: males-322 jobs, females-214 jobs)

Reason given	Percentage of Jobs	
	Males	Females
Job completed	13.6	5.2
Laid off	16.9	8.4
Fired	.9	1.9
Quit		
Left for better job	13.9	5.6
Moved back to Oneida	7.8	7.5
Health	6.8	1.4
Didn't like the work	5.6	1.4
Job not steady enough	3.7	1.4
Job didn't pay enough	3.1	.5
Left for service	3.1	-----
No particular reason	2.2	3.7
Company closed or moved	1.6	3.3
Too far to work	.9	2.8
Too hard work	.6	2.8
Got married	.3	8.9
Got tired of job	.3	.9
Family trouble	.3	-----
Illness in the relation	.3	5.6
Pregnant or taking care of family	-----	16.3
No longer needed to work	-----	.9
Moved away from Oneida	-----	1.4
Temporary work---didn't go back	8.7	10.3
Temporary work---wasn't hired again	.3	.5
Retired (voluntarily or automatically)	4.7	5.2
Not reelected	.3	-----
Total	100.0	100.0

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Table XI

Different Types of Work Done (per person)  
 (By percentage)  
 (Number in sample: males-252 females-201)

Number of types of work (per person)	Age			Total Group
	18 to 25	(males)		
		25 to 45	45 and over	
1	19.1%	22.5%	13.6%	17.3%
2	36.2	23.8	22.4	25.2
3	26.7	22.5	32.0	28.1
4 or more	11.0	31.3	32.0	29.0

Job not steady enough	3.7	1.4
Job didn't pay enough	3.1	.5
Left for service	3.1	---
No particular reason	2.2	3.7
Company closed or moved	1.6	3.3
Too far to work	.9	2.8
Too hard work	.6	2.8
Got married	.3	8.9
Got tired of job	.3	.9
Family trouble	.3	---
Illness in the relation	.3	5.6
Pregnant or taking care of family	---	16.3
No longer needed to work	---	.9
Moved away from Oneida	---	1.4
Temporary work--didn't go back	8.7	10.3
Temporary work--wasn't hired again	.3	.5
Retired (voluntarily or automatically)	4.7	5.2
Not reelected	.3	---
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

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Table XI

Different Types of Work Done (per person)  
 (By percentage)  
 (Number in sample: males--252 females--201.)

Number of types of work (per person)	Age			Total Group
	18 to 25	(males) 25 to 45	45 and over	
1	19.1%	22.5%	13.6%	17.3%
2	36.2	23.8	22.4	25.2
3	26.7	22.5	32.0	28.1
4 or more	11.0	31.3	32.0	29.0
Total	100.0	100.0	100.0	100.0
		(females)		
1	34.4	27.3	37.8	33.9
2	40.6	21.3	35.9	32.4
3	21.9	33.3	25.8	22.4
4 or more	3.1	15.2	18.2	11.4
Total	100.0	100.0	100.0	100.0

Table XII

Response to Question: "Have you ever  
had any difficulty getting a job?"

(By percentage)

(Number in sample: males-208, females-171.)

Answer	Males	Females
Yes	22.1%	15.2%
Yes, but only recently	12.5	.6
Yes, but only during recessions	1.4	.6
No	54.0	69.0
No, except in winter	3.4	.6
Has looked seldom or never	7.2	14.1
Total	100.0	100.0

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Table XIII

Average Length of Time Employed on Jobs Listed  
(Permanent work)\*  
(By percentage)

(Number in sample: males-178, females-102)

	Males	Females
Less than 1 year	15.7%	23.6%
1 to 2 yrs.	5.0	12.7
2 to 3 "	11.2	15.7
3 to 4 "	7.6	5.9
4 to 5 "	10.1	8.8
5 to 6 "	6.8	8.8
6 to 7 "	2.2	4.9
7 to 8 "	3.9	2.8
8 to 9 "	7.3	-----
9 to 10 "	2.2	-----



Yes, but only during recessions	1.4	.6
No	51.0	69.0
No, except in winter	3.4	.6
Has looked seldom or never	7.2	14.1
Total	100.0	100.0

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Table XIII

Average Length of Time Employed on Jobs Listed  
(Permanent work)\*  
(By percentage)  
(Number in sample: males-178, females-102)

	Males	Females
Less than 1 year	15.7%	23.6%
1 to 2 yrs.	5.0	12.7
2 to 3 "	11.2	15.7
3 to 4 "	9.6	5.9
4 to 5 "	10.1	8.8
5 to 6 "	6.8	8.8
6 to 7 "	2.2	4.9
7 to 8 "	3.9	2.8
8 to 9 "	7.3	-----
9 to 10 "	2.2	-----
10 to 11 "	11.8	7.8
Over 11 "	14.1	8.8
Total	100.0	100.0

\*An individual work record is judged as permanent or temporary according to the predominance of permanent or temporary jobs.

Table XIV

Average Length of Time Employed on Jobs Listed  
(Temporary work)\*  
(By percentage)  
(Number in sample: males-52, females-56)

	Males	Females
Less than 1 season	13.5%	7.2%
1 season	23.2	16.1
2 seasons	13.5	23.2
3 "	7.7	17.9
4 "	3.9	12.5
5 "	3.9	1.8
6 "	5.8	5.4
7 "	3.9	3.6
8 "	---	3.6
9 "	---	3.6
10 "	7.7	1.8
Over 10 "	17.3	3.6
Total	100.0	100.0

\* An individual work record is judged as permanent or temporary according to the predominance of permanent or temporary jobs.

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Table XV

Marital Status  
(By percentage)  
(Number in sample: males-299, females-274)

	Males	Females
Married		
To an Indian	57.5%	63.1%
To a White	3.7	3.7
To a Puerto Rican	---	.7
Single	33.4	31.9

3 "	7.7	17.9
4 "	3.9	12.5
5 "	3.9	1.8
6 "	5.8	5.4
7 "	3.9	3.6
8 "	---	3.6
9 "	---	3.6
10 "	7.7	1.8
Over 10 "	17.3	3.6
Total	100.0	100.0

\* An individual work record is judged as permanent or temporary according to the predominance of permanent or temporary jobs.

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Table XV

Marital Status  
(By percentage)  
(Number in sample: males-299, females-274)

	Males	Females
Married		
To an Indian	57.5%	63.3%
To a White	3.7	3.7
To a Puerto Rican	---	.7
Single	33.4	21.9
Widower or widow	4.0	8.0
Separated or divorced	1.3	2.6
Total	100.0	100.0

Table XVI

## Number of Persons per Living Unit

(Number in sample--219)

Number of persons per unit	Percentage of living units
1	6.7%
2	13.7
3	18.4
4	18.8
5	14.5
6	6.7
7	7.7
8	8.9
9	3.6
10	3.5
11	1.8
12	.9
Over 12	1.8
Total	100.0

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Table XVII

Number of Rooms per Living Unit  
(By percentage)

Number of rooms	Type of occupancy			All Types
	Own	Rent	On tribal land	
1	.7%	1.6%	3.5%	1.6%
2	7.0	7.9	8.8	7.7
3	22.4	31.8	28.1	26.1
4	30.0	27.0	28.1	29.0
5	21.0	14.3	17.6	18.5

4	10.8
5	14.5
6	6.7
7	7.7
8	8.9
9	3.6
10	3.5
11	1.8
12	.9
Over 12	1.8
Total	100.0

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Table XVII  
Number of Rooms per Living Unit  
(By percentage)

Number of rooms	Type of occupancy			All Types
	Own	Rent	On tribal land	
1	.7%	1.6%	3.5%	1.6%
2	7.0	7.9	8.8	7.7
3	22.4	31.8	28.1	26.1
4	30.0	27.0	28.1	29.0
5	21.0	14.3	17.6	18.5
6	8.5	7.9	12.3	9.3
7	5.4	6.4	1.8	4.8
Over 7	4.7	3.2	—	3.2
Total	100.0	100.0	100.0	100.0
Type of oc- cupancy by percentage	52.1	25.4	22.8	100.0

Table XVIII

Rent per Month in Rented Living Units  
 (By percentage)  
 (Number in sample-63)

Rent per month	Percentage of Living units
\$ 5.	4.8
10.	11.1
15.	15.9
20.	9.5
25.	27.0
30.	11.1
35.	11.1
Over 35.	9.5
Total	100.0

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Table XIX

Ownership of Automobiles  
 (By percentage)  
 (Number in sample: couples-198,  
 single males-107, single females-84)

	Married couples	Single males	Single females
1942 or older	4.2%	.9%	1.2%
1946 to 1948	3.2	.9	-----
1948 to 1950	16.2	4.7	-----
1950 to 1952	23.6	7.5	3.6
1952 to 1954	12.0	.9	1.2
1954 to 1956	8.8	.9	1.2
1956 or newer	7.7	.9	2.6
No automobile	24.1	83.1	90.5

15.	15.9
20.	9.5
25.	27.0
30.	11.1
35.	11.1
Over 35.	9.5
Total.	100.0

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Table XIX

Ownership of Automobiles  
 (By percentage)  
 (Number in sample: couples-198,  
 single males-107, single females-84)

	Married couples	Single males	Single females
1942 or older	4.2%	.9%	1.2%
1946 to 1948	3.2	.9	-----
1948 to 1950	16.2	4.7	-----
1950 to 1952	23.6	7.5	3.6
1952 to 1954	12.0	.9	1.2
1954 to 1956	8.8	.9	1.2
1956 or newer	7.7	.9	2.6
No automobile	24.1	83.1	90.5
Total	100.0	100.0	100.0

Table XX

Yearly Income  
(By percentage)  
(Number in sample: couples and heads of  
households-261, single males-87, single females-65)

Income level	Married couples and heads of households	Single males*	Single females*
Less than \$1000	13.0%	32.2%	32.1%
1,000 to 2,000	20.6	13.8	10.8
2,000 to 3,000	21.4	8.0	4.6
3,000 to 4,000	21.1	8.0	1.5
4,000 to 5,000	11.1	2.3	---
5,000 to 6,000	8.0	---	---
6,000 to 7,000	2.7	---	---
7,000 and over	1.9	1.2	---
Persons out of school but earning no income	---	4.6	9.2
In school			
Part time employment	---	13.8	10.8
No part time employment	---	11.5	30.8
Total	100.0	100.0	100.0

\*Single males and single females are defined so as to include only persons residing with their parents or relation.

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Table XXI

Response to the Question: "What is your opinion of  
trying to get an industrial firm to the Oneida area?"  
(By percentage)  
(Number in sample: males-217, females-187)

	Males	Females
In favor	87.9%	84.5%
Opposed	4.6	9.1
No opinion or indifferent	7.4	6.4
Total	100.0	100.0

Reasons given by those opposed:

1. An industrial firm would not be successful. 66.7%
  - (a) People not dependable
  - (b) Favoritism and jealousy
  - (c) Oneidas aren't cooperative



3,000 to 4,000	21.1	8.0	1.5
4,000 to 5,000	11.1	2.3	-----
5,000 to 6,000	8.0	-----	-----
6,000 to 7,000	2.7	-----	-----
7,000 and over	1.9	1.2	-----
Persons out of school but earning no income	-----	4.6	9.2
In school			
Part time employment	-----	13.8	10.8
No part time employment	-----	11.5	30.8

Total 100.0 100.0 100.0

\*Single males and single females are defined so as to include only persons residing with their parents or relation.

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Table XXI

Response to the Question: "What is your opinion of trying to get an industrial firm to the Oneida area?"  
(By percentage)

(Number in sample: males--217, females--187)

	Males	Females
In favor	87.9%	84.5%
Opposed	4.6	9.1
No opinion or indifferent	7.4	6.4
Total	100.0	100.0

Reasons given by those opposed:

1. An industrial firm would not be successful 66.7%
  - (a) People not dependable
  - (b) Favoritism and jealousy
  - (c) Oneidas aren't cooperative
  - (d) Drinking
2. People should be encouraged to leave the area 14.8
3. The answer lies in the will of the people, themselves 3.7
4. An industry wouldn't help the people who lack initiative 7.4
5. There are adequate opportunities available in other areas 3.7
6. It wouldn't help as the people would spend all the money on drinking anyway 3.7

Total 100.0

Table XXII

Other Skills  
(Skills with little or no job experience)  
(By absolute numbers)

## MALES:

Auto mechanic (8)  
 Machinist (7)  
 Carpenter (6)  
 Truck driver (5)  
 Welder (2)  
 Typist (2)  
 Crane and shovel operator (2)  
 Mason (2)  
 Electrician (2)  
 Baker (1)  
 Cement mixer (1)  
 Dog trainer (1)  
 Diesel engineer (1)  
 Blacksmith (1)  
 Pipe fitter (1)  
 Bull dozer operator (1)  
 Barber (1)  
 Woodworker (1)  
 Business administration --2 yrs. in college (1)  
 Printer (1)

## FEMALES:

Sewing (7)  
 Typing and shorthand (7)  
 Typist (5)  
 Stenographer and bookkeeper (4)  
 Home economics major (1)  
 Welder (1)  
 Bookkeeper (1)  
 Physical education major (1)

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PART II  
INTERVIEWS WITH EMPLOYERS AND PUBLIC OFFICIALS

Table XXIII

Response to the Question: "What has been your experience with employing Oncoida men?"

(By percentage)

(Number of firms in sample-25)

The men they now have are good and steady workers, but as a group absenteeism has proved to be more of a problem with the Oncoidas than with the whites.*	48.0%
No special problems with the ones they now have (No comment on past experience).*	20.0
In general the men they have hired have been good workers but they don't stick to the job. <sup>o</sup>	16.0

Electrician (2)  
 Baker (1)  
 Cement mixer (1)  
 Dog trainer (1)  
 Diesel engineer (1)  
 Blacksmith (1)  
 Pipe fitter (1)  
 Mill dower operator (1)  
 Barber (1)  
 Woodworker (1)  
 Business administration -2 yrs. in college (1)  
 Printer (1)

FEMALES:

Sewing (7)  
 Typing and shorthand (7)  
 Typist (5)  
 Stenographer and bookkeeper (1)  
 Home economics major (1)  
 Welder (1)  
 Bookkeeper (1)  
 Physical education major (1)

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PART II  
 INTERVIEWS WITH EMPLOYERS AND PUBLIC OFFICIALS

Table XXIII

Response to the Question: "What has been your experience with employing Oneida men?"  
 (By percentage)  
 (Number of firms in sample-25)

The men they now have are good and steady workers, but as a group absenteeism has proved to be more of a problem with the Oneidas than with the whites.*	48.0%
No special problems with the ones they now have (No comment on past experience).*	20.0
In general the men they have hired have been good workers but they don't stick to the job. <sup>o</sup>	16.0
Most of the men they have employed have proved to be unsteady and were only average workers. <sup>o</sup>	8.0
No problems, Oneidas are better workers than white laborers. <sup>o</sup>	4.0
They are slower workers than the Mexicans and the Jamaicans. <sup>o</sup>	4.0
Total	100.0

\* Employers engaged in permanent work.

<sup>o</sup> Employers engaged in seasonal work.

Table XXIV

Response to the Question: "What has been your experience with employing Oneida women?"

(By percentage)

(Number of firms in sample-3)

Very good, they catch onto the work fast and are steady.	66.6%
Some absenteeism but significantly less than with the Oneida males.	33.3
Total	100.0

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Table XXV

Response to the Question: "Would it be possible to employ more Oneida men in your firm in the future?"

(By percentage)

(Number of firms in sample-25)

Contingent upon the openings which occur and the qualifications of the applicants	48.0%
Not likely	28.0
Are filled up, don't foresee any change	12.0
If other companies with whom they have contact have favorable experience	4.0
Plan some expansion in the future.	4.0
Wouldn't hire any except for general labor jobs	4.0
Total	100.0

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Table XXVI

Response to the Question: "Would it be possible to employ more Oneida women in your firm in the future?"

(By percentage)

(Number of firms in sample-3)

Contingent upon the openings which occur and the qualifications of the applicants	33.3%
Not likely, employ about the same number each year	33.3
Will hire less due to increased mechanization	33.3
Total	100.0

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Table XXVII

Table XXV

Response to the Question: "Would it be possible to employ more Oneida men in your firm in the future?"  
(By percentage)  
(Number of firms in sample-25)

Contingent upon the openings which occur and the qualifications of the applicants	48.0%
Not likely	28.0
Are filled up, don't foresee any change	12.0
If other companies with whom they have contact have favorable experience	4.0
Plan some expansion in the future.	4.0
Wouldn't hire any except for general labor jobs	4.0
Total	100.0

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Table XXVI

Response to the Question: "Would it be possible to employ more Oneida women in your firm in the future?"  
(By percentage)  
(Number of firms in sample-3)

Contingent upon the openings which occur and the qualifications of the applicants	33.3%
Not likely, employ about the same number each year	33.3
Will hire less due to increased mechanization	33.3
Total	100.0

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Table XXVII

Response to the Question: "Do you think that an industrial firm located in the Oneida area would tend to improve social and economic conditions for the Oneidas?"

(This question was asked of school superintendents, welfare workers, members of the clergy, town chairmen, the Outagamie county judge and others.)\*  
(By percentage)  
(Number in sample-25)

Response

Yes

48.0%

Reason or qualification given (The numbers in brackets are in

absolutes):

No stated reason (8)

It would be more convenient and thus would serve as an inducement for more Indians to seek permanent work (1)

Because of the closeness it would tend to combat the lack of initiative displayed by some of the Indians (2)

If restricted to Indians (1)

No

44.0

Reason or qualification given (The numbers in brackets are in absolutes):

A factory wouldn't be successful because of the difficulty of raising a reliable labor force (1)

A firm in the area would not strike at the basis of the Indian problem which is lack of skills, and absenteeism (2)

It is best if the Indians become assimilated with the white population (1)

Indians living outside the Oneida area would come back and fill the jobs, leaving the situation of the less skilled unchanged (1)

A factory in the area would prolong the Indians' adjustment and would also encounter serious problems of absenteeism (1)

There is no shortage of employment opportunities for the Oneidas (1)

No opinion

8.0%

Total

100.0

\* Of the white persons living in the Oneida area it appears that most are strongly in favor of getting an industrial firm to the area.

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Table XXVIII

Response to the Question: "Do you notice any distinct differences in the performance or character of the Oneida children?"

(Asked of representatives of four high schools and the Outagamie County Superintendent of Schools)  
(By percentage)

Yes, there are two extremes, the conscientious students and the disinterested students. There doesn't appear to be any middle group.

40.0%

Yes, as a group they don't seem to have the ambition and goals that other students

Reason or qualification given (The numbers in brackets are in absolutes):

A factory wouldn't be successful because of the difficulty of raising a reliable labor force (4)

A firm in the area would not strike at the basis of the Indian problem which is lack of skills, and absenteeism (2)

It is best if the Indians become assimilated with the white population (1)

Indians living outside the Oneida area would come back and fill the jobs, leaving the situation of the less skilled unchanged (1)

A factory in the area would prolong the Indians' adjustment and would also encounter serious problems of absenteeism (1)

There is no shortage of employment opportunities for the Oneidas (1)

No opinion

8.0%

Total

100.0

\* Of the white persons living in the Oneida area it appears that most are strongly in favor of getting an industrial firm to the area.

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(Asked of representatives of four high schools and the Outagamie County Superintendent of Schools)  
(By percentage)

Yes, there are two extremes, the conscientious students and the disinterested students. There doesn't appear to be any middle group. 40.0%

Yes, as a group they don't seem to have the ambition and goals that other students have. 20.0

Yes, there is a higher rate of absences with the Oneida children. 20.0

No, but have had only a few Oneida children in school 20.0

Total

100.0

## APPENDIX B

### RESEARCH PROCEDURE OF ONEIDA INDIAN PROJECT

#### I. INTERVIEWS WITH THE ONEIDA INDIANS

In the interviews with the individual Oneidas a standard questionnaire was first set up. The same questions were asked of all the Oneidas who were interviewed.

Information was gathered on 600 Oneidas over fifteen years of age. Most of this information was obtained from direct interviews but in some cases absence information of an individual was accepted from a spouse or by parents. Approximately 400 of these Oneidas came to a weekly scheduled place and were interviewed there. The remaining 200 were interviewed in their homes.

The 600 persons interviewed represent about 80 percent of the Oneidas fifteen years of age or over living in the towns of Oneida and Hobart.

#### II. OTHER INTERVIEWS

A number of other persons were interviewed. They were as follows: twenty-eight employers, six representatives from schools, four representatives from Chambers of Commerce, four clergymen, three representatives from state employment offices, two representatives from county welfare offices, two union leaders, two town chairmen, two representatives from the Bureau of Indian Affairs, the personnel director of Simpson Electric Company at Lac du Flambeau, and a judge. For most of the above groups a standard questionnaire was set up.